



European
Commission

The Youth Guarantee

First Successes

The Youth Guarantee on the Ground

In response to the growing number of unemployed youth and those not in employment, education or training (NEETs), the Council adopted the Recommendation on the establishment of a Youth Guarantee (YG) on the 22nd April 2013. With this Recommendation, all Member States committed to ensure all those up to 25 years old would receive a quality offer of employment, education, traineeship or apprenticeship within 4 months of becoming unemployed or leaving school.



YOUTH GUARANTEE

1. REGISTER
2. MEET AN ADVISOR
3. GET A QUALITY OFFER*

**of job, apprenticeship, traineeship, or education*

EU-wide developments

- Implementation has started in all EU Member States, following the planning phase: in 2014, all Member States presented their [Youth Guarantee Implementation Plans](#).
- The European Commission monitors YG implementation within the European Semester. An [Indicator Framework for monitoring the Youth Guarantee](#) is in place which will help evaluate how the YG is faring on the ground. First pilot data has been collected and regular data collection will start in 2015.
- An awareness-raising and outreach pilot programme was launched by the European Commission in Finland, Latvia, Portugal and Romania. Running from December 2014 to June 2015, it aims to reach and engage young people not yet aware of the Youth Guarantee.
- One of the EU level drivers for more quality offers under the Youth Guarantee is the [European Alliance for Apprenticeships](#) (EaFA). It is a platform that brings together European institutions, countries and regions,

social partners, companies, chambers of commerce, industry and crafts, VET providers and youth organisations to develop, improve and promote apprenticeships in the EU, and has prompted some 45 pledges so far.

- EU countries learn from each other on what works and what doesn't, under the Mutual Learning Programme of the European Commission. In September 2014, [Finland](#) invited representatives from 16 countries to learn from their extensive experience on the Youth Guarantee in this Nordic country. See [database of labour market practices](#).
- EU funding for the YG implementation is available through the dedicated [Youth Employment Initiative \(YEI\)](#) and the European Social Fund (ESF). The directly targeted YEI and ESF investment towards labour market integration of young people amounts to €12.7 billion. A further €11 billion from the ESF aimed at measures such as the modernisation of employment services and self-employment will also support youth employment. Over €26 billion will be spent on education measures including life-long learning where young people are likely to be among the main beneficiaries.

The Youth Guarantee: a driver for reforms

Member States have stepped up early activation and intervention

[Romania](#) has launched two Youth Guarantee pilot schemes leading to the creation of 27 ESF supported Youth Guarantee centres, which aim to identify and offer young NEETs integrated packages of personalized services.

[Italy](#), [Portugal](#) and [Spain](#) set-up an integrated e-Portal to allow (young) people to register directly on-line and be connected to a national register to facilitate automatic verification of fulfilment of requirements, and transmission of offers.

The capacity of Public Employment Services is strengthened to deliver the Youth Guarantee

The Employment Service of **Slovenia** trained 28 employment advisors from existing staff and hired an additional 40 for working with registered young unemployed in 2014.

In **Lithuania**, a 80 youth workers from job centres were trained specifically to learn to deal with youth facing particular risks.

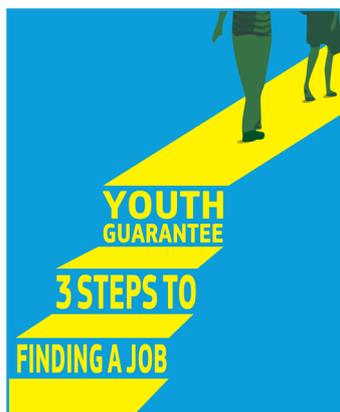
In **Belgium**, the public employment service in the Brussels region, Actiris, set up a dedicated YG service.

There is a renewed focus on the quality of education and training

In **France**, the new law on lifelong learning and VET increases support for apprenticeships for those with fewer qualifications.

In **Portugal**, the curriculum of VET centres was adapted, a VET centre network established and new courses created for basic (age 14) and secondary (age 15-17) students.

In **Spain**, the development of dual vocational training saw encouraging results in 2014: The number of companies involved increased from 513 to 1,570 (+200%), the number of students from 4,292 to 9,555 (+100%).



School-to-work transitions are made easier

The Youth Guarantee in **Poland** was enacted into law in 2014. It is designed to strengthen the outreach to unregistered young people and provide young job seekers with job brokering, vocational counselling support and new activation tools such as vouchers and start-up loans from the Labour Fund.

In **Latvia** enrolment into second chance vocational education programs was opened for all young NEETs. In September 2014 2,301 young NEETs started participation in different 1 and 1.5-year vocational training programs.

The **Finnish** Youth Guarantee Implementation Plan has contributed to limiting youth unemployment, with 67.8% of guarantee beneficiaries starting a job, a traineeship, apprenticeship or further education within four months of registering with the Finnish public employment service (after six months this increased to 89.6% of guarantee beneficiaries).

A wealth of other promising examples, such as programs to incentivise job creation and investment in more tailored active labour market policies, can be found in the **2015 Joint Employment Report** and the **European Semester country reports**.

In addition, **18 small scale pilot projects** for the YG were launched between August and December 2013 with direct European Commission support. They were each run for one year in **seven countries** (Ireland, Italy, Lithuania, Poland, Romania, Spain and the United Kingdom). Five case studies demonstrate the YG in action: developing partnership, promoting outreach and supporting labour market integration.

Case studies

Getting Employers on board in Ballymun

A key challenge for the Youth Guarantee schemes across Europe is related to employer engagement; how to engage employers and their representative organisations in the schemes in order to ensure a sufficient pool of good quality employment and placement offers for young people and to ensure labour market responsiveness of various interventions.

Action: The **Ballymun** pilot, Ireland, is supporting approx. 700 young people and identified employer engagement as one of the key strands of development and involved employer representatives.

In practical terms, the pilot developed, in collaboration with employers, a 'menu of options' for varying levels of employer engagement, new communication materials for employers. A database of local employers was developed to facilitate communication and relationship building. A range of employer events including breakfast briefings were held to raise awareness and interest to participate in the Youth Guarantee.

Result: One of the most important achievements was that so far 98% of young people received an offer within 4 months, according to the project evaluation. This is due to a further achievement of the engagement with the partnership approach, the articulation of a 'menu of options' for employer involvement. It aimed to demonstrate the range of different ways employers can get involved in the Youth Guarantee. Examples of options ranged from participation in job fairs and presentations / motivational speeches for young people, through to the provision of job shadowing, traineeships, apprenticeships and jobs. The project outcomes will feed into the review of the Irish national Youth Guarantee scheme.

Reaching out, in Gijón

Reaching out to those furthest away from the labour market is essential if the Youth Guarantee is to apply to all young people. With this in mind, the pilot project in **Gijón**, Spain, employed two dedicated 'street counsellors' to reach out to young people who were regarded as being furthest away from the labour market.

Action: Two counsellors employed by the pilot were professionals trained in pedagogy and social work and had

previous experience in working with disadvantaged youth. They carried out 40 hours of outreach work each over a period of three weeks. They worked in tandem visiting local 'hangouts' in Gijón, such as parks, skate parks, squares, job centre, libraries and the beach, at different times of the day. They were close to the age of their target groups. They dedicated time to listen to their stories, needs and aspirations and then eventually highlighted, during one-to-one conversations, different aspects of the pilot that could be of interest to each young person.

Result: The street counsellors referred 54 disengaged youngsters to the pilot, of which 31 finally registered. The counsellors were able to provide timely feedback from young people about the pilot to the project partnership.

Mentoring and Support from school to work in Hartlepool

Developing partnerships between education and training institutions, career guidance services and other specialised youth services can help to smooth the transition from education into work. The Hartlepool pilot project, UK, worked with six local secondary schools to help at-risk students make a positive transition from compulsory education to further education or training. The project identified 245 students who were aged between 15 and 16 years, 'at risk' of disengagement.

Action: The support model included 30 hours of one-to-one mentoring and 'add-on' support tailored to the specific needs and aspirations of the individual young person. Typically, each young person was provided with a team of support staff. This included academic and non-academic staff and each beneficiary had designated 'main' mentor. Mentors talked the young people through the different post-16 choices and options available on a one-to-one basis. They also discussed potential school and out-of-school challenges which could hinder progression. The mentoring was designed as a flexible process and sessions took place in the school or at home. The support team contacted the young people to 'check-in' with them, particularly those who were less engaged. Add-on support included the opportunities to attend employers' fairs, careers events and taster sessions at further education colleges.

Result: Nine out of ten beneficiaries successfully moved straight from compulsory education to further education and training opportunities. This is regarded as an excellent achievement for a new model of delivery, especially considering the profile of the target group.

Easing the Job Search in Vilnius

The job search process can be daunting and complex. It requires specific skills, attitude and confidence which many members of the Youth Guarantee target groups lack due to entering this process for the first time. The pilot project in [Vilnius](#), Lithuania, developed a supportive labour market preparatory process for young jobseekers with a new, dedicated motivation/internship scheme.

Action: The scheme involved a series of three seminars. The first seminar was motivational and oriented towards

inspiring the young unemployed towards participation in the labour market, by giving them very practical and real life examples and managing their expectations.

The second seminar took place in a form of an Employers' Fair and it offered an opportunity for the two sides, the young unemployed and local employers, to communicate with one and another. Up to ten employers made short presentations. Next, each beneficiary sat with an advisor to discuss the next steps. Following the seminar series, each young person was directed towards a work placement (lasting up to one month) with an employer.

Result: 270 young people directly benefitted from the project. By the time of the project end, 44% of them were recruited, 80% of those in a long-term job offer.

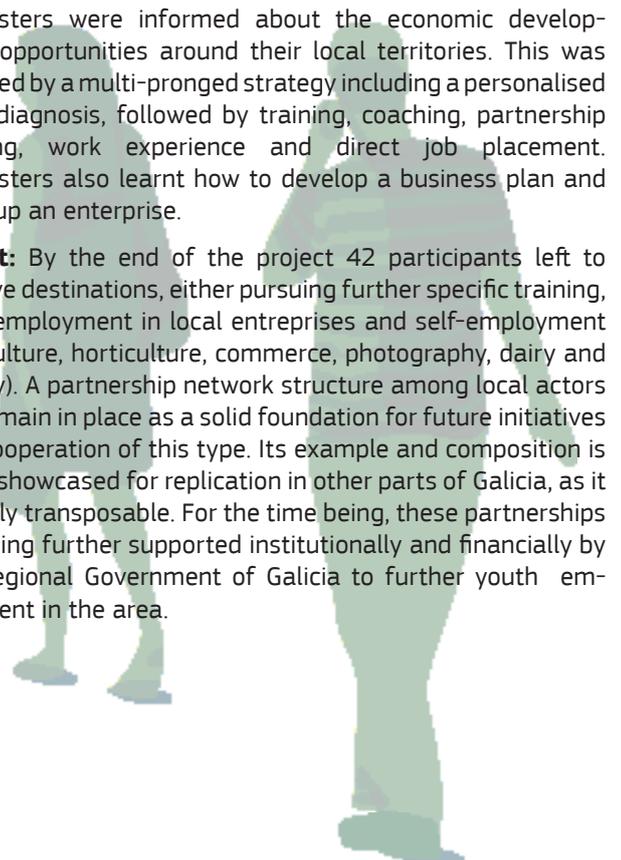
Creating opportunities for young start-ups in rural areas

Galicia is one of the outermost regions of Spain with a very rural economy largely dependent on agriculture, forestry and fisheries. Youth unemployment stood at circa 50% at the end of 2014. Against this background, the [Aval Xóvenes](#) project set out to improve the employability of a group of 50 youngsters to revive the rural economy and avoiding further youth migration from rural to urban areas. Promoting youth entrepreneurship is one way of implementing the Youth Guarantee.

Action: A consortium of local and regional market actors was set up in order to pool efforts and expertise on local employment and economic development policy (Regional Government, municipalities, local development actors, public employment services, local enterprises and employers, VET bodies and successful entrepreneurs).

Youngsters were informed about the economic development opportunities around their local territories. This was followed by a multi-pronged strategy including a personalised skills diagnosis, followed by training, coaching, partnership working, work experience and direct job placement. Youngsters also learnt how to develop a business plan and start-up an enterprise.

Result: By the end of the project 42 participants left to positive destinations, either pursuing further specific training, or to employment in local enterprises and self-employment (agriculture, horticulture, commerce, photography, dairy and bakery). A partnership network structure among local actors will remain in place as a solid foundation for future initiatives and cooperation of this type. Its example and composition is being showcased for replication in other parts of Galicia, as it is easily transposable. For the time being, these partnerships are being further supported institutionally and financially by the Regional Government of Galicia to further youth employment in the area.



 **Useful links****Youth Employment**

<http://ec.europa.eu/social/youthemployment>

Youth Guarantee

<http://ec.europa.eu/social/youthguarantee>

Council Recommendation on Establishing a Youth Guarantee

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2013:120:0001:0006:EN:PDF>

Indicator Framework for Monitoring the Youth Guarantee

<http://ec.europa.eu/social/BlobServlet?docId=13402&langId=en>

Youth Employment Initiative

<http://ec.europa.eu/social/main.jsp?catId=1176&langId=en>

European Alliance for Apprenticeships

<http://ec.europa.eu/apprenticeships-alliance>

Quality Framework for Traineeships

[http://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1411116781313&uri=CELEX:32014H0327\(01\)](http://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1411116781313&uri=CELEX:32014H0327(01))

The Mutual Learning Programme

<http://ec.europa.eu/social/main.jsp?catId=1047>