



First Results of the Implementation of the Youth Employment Initiative

ANNEX TWO – KEY POINTS FROM THE
EVALUATIONS

EUROPEAN COMMISSION

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Luxembourg: Publications Office of the European Union, 2016
ISBN 978-92-79-60749-3
doi: 10.2767/129701

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Table A2.1. A technical summary of the national evaluations

Member State	OPERATIONAL PROGRAMME (OP)	NATIONAL EVALUATION		
		Type	Quality	Reference period
BELGIUM	Brussels Region OP FSE 2014 – 2020: Investment for growth and employment	Internal interim (process) evaluation; completed.	No methodology described. The evaluation is mainly a description of the progress so far.	Up to the end of 2015.
	ESF OP Wallonia-Brussels 2020.eu	External (by BIEF) interim (process) evaluation; completed.	Qualitative evaluation based on desk review and 10 semi-structured interviews.	The evaluation focusses on the design phase of the YEI but also covers the projects selected in the first call for proposals in 2014.
BULGARIA	OP Human Resources Development 2014-2020	External interim (process) evaluation; <i>ongoing</i> .	<i>No information available in the evaluation</i>	2014–2016
CROATIA	OP Efficient Human Resources 2014-2020	External (by Ecorys Hrvatska) interim (process) evaluation; completed.	Independent evaluation based on in-depth documentary and policy review, interviews with officials and experts, survey of 20 YEI participants.	January – November 2015
CYPRUS	OP Employment, Human Resources and Social Cohesion 2014-2020	External (by Enoros Consulting Ltd) interim (process and outcome) evaluation; completed.	Independent evaluation based on in-depth documentary and policy review, a beneficiary survey and stakeholder interviews.	December 2013 – 2015.
CZECH REPUBLIC	OP Employment	Internal ex-ante evaluation; completed.	Descriptive evaluation based on national and European statistics and qualitative data.	2012–2015
FRANCE	National OP for the implementation of the Youth Employment Initiative in metropolitan France and overseas	External (by Capgemini Consulting and ASDO) interim (process) evaluation; completed.	Qualitative evaluation based on interviews and desk review.	The evaluation covers the YEI implementation period until January 2016.
GREECE	OP Human Resources Development, Education and Lifelong	External (by the Labour Institute of the Greek General Confederation of Labour - INE-GSEE) interim (process	Independent evaluation based on beneficiary survey and qualitative interviews.	The report presents the results of research conducted in December 2015. It does not specify a reference

Member State	OPERATIONAL PROGRAMME (OP)	NATIONAL EVALUATION		
		Type	Quality	Reference period
	Learning	and outcome) evaluation; completed.		period as such.
HUNGARY	OP Economic Development and Innovation	External (by HETFA) interim (process) and ex-ante impact evaluation; completed.	Independent evaluation based on national and European statistics, in-depth documentary and policy review, interviews with stakeholders.	April – October 2015.
IRELAND	ESF Programme for Employability Inclusion and Learning OP 2014-2020	External (by Gauge) interim (process) evaluation; completed.	Independent evaluation using a combination of qualitative and quantitative methods.	The evaluation covers the activities under the YEI until the end of 2015.
ITALY	OP Youth Employment Initiative	External (by ISFOL, a research institute overseen by the Ministry of Labour and Social Policy (MSLP) interim (process and outcome / result) evaluation; completed.	The evaluation is of high quality and follows a mixed-method approach using both quantitative and qualitative methods, including a survey and in-depth interviews. It also includes the application of a counterfactual estimation of impacts. There is a detailed technical annex providing information on sampling methodology, the counterfactual analysis and the datasets used.	The national evaluation covers May 2014-September 2015. Interviews with key stakeholders took place in May and June 2015. All data used in the quantitative analysis covers the time period up to 30 September 2015.
LATVIA	OP Growth and Employment	External (non-standard, based on the OECD report on youth policy in Latvia) interim (process) evaluation; completed.	The OECD report is based on the initial fact-finding mission in September 2014 in Latvia, desk research, etc.	OECD study: 2009-2013; explanatory letter issued by the Ministry of Welfare: 2014-2015/09.
LITHUANIA	OP for European Union Funds' Investments in 2014-2020	External (by PPMI) interim (process) evaluation; completed.	Independent evaluation based on a mix of qualitative and quantitative methods, including an on-line survey of and in-depth interviews with local project coordinators contributing to the YEI implementation; a focus group and interviews with representatives of relevant national-level institutions; and desk research of primary and secondary sources (statistical data, previous researches, legislation and other	The evaluation covers the activities under the YEI until the end of 2015.

Member State	OPERATIONAL PROGRAMME (OP)	NATIONAL EVALUATION		
		Type	Quality	Reference period
			documents).	
POLAND	OP Knowledge, Education and Development	External (by Instytut Badań Strukturalnych, Imapp Sp. z o.o. and IQS Sp. z o.o.) outcome / impact evaluation; completed.	Independent evaluation based on the analysis of the following data sources: i.) support recipient database provided by PES and VLC via the Ministry of Infrastructure and Development (21,204 persons), ii.) computer-assisted telephone interviews with project participants (1,150), iii.) online survey with project coordinators (422) and iv.) in-depth interview with support coordinators at the local and central level (10).	The evaluation covers the period from August 2014 (start of the first project funded from YEI) to August 2015.
PORTUGAL	OP Social Inclusion and Employment	External (by the CESOP – Research Centre of Public Opinion at Universidade Catolica Portuguesa (Portuguese Catholic University)) interim evaluation; completed.	The evaluation follows a mixed-method approach including a document review, statistical analysis, and exploratory interviews.	The evaluation covers the activities under the YEI until the end of 2015.
ROMANIA	OP Human Capital	External ex-ante evaluation; ongoing.	<i>The evaluation is ongoing, no information about its quality is available. It will primarily draw on lessons learnt from the previous programming period. It will also include an analysis of the socio-economic context, the institutional framework and the main policies in place to address the NEETs issue.</i>	<i>The evaluation will primarily draw lessons from the previous programming period.</i>
SLOVAKIA	OP Human Resources	Internal interim (process) evaluation; completed.	Descriptive evaluation that provides an updated narrative on progress in the implementation of the Youth Guarantee and YEI, including a general description of YEI / ESF measures adopted in 2015 (national projects).	The assessment covers the period from September 2013 to December 2015.
SLOVENIA	OP for the Implementation of the EU Cohesion Policy in	External (by Deloitte d.o.o) ex-ante evaluation; completed.	Descriptive evaluation based on desk research and interviews with key stakeholders.	The evaluation was carried out in December 2015 since the Public Invitation for the YEI funded

Member State	OPERATIONAL PROGRAMME (OP)	NATIONAL EVALUATION		
		Type	Quality	Reference period
	the Period 2014-2020			measure First Challenge 2015 was published only on 30/11/2015.
SPAIN	Youth Employment OP	External (by KPMG) interim (process) evaluation; completed.	Qualitative evaluation of the implementation process.	The evaluation covers the activities under the YEI until the end of 2015.
SWEDEN	National OP ESF for investments in growth and employment 2014-2020	External (by Strategirådet) interim (process) evaluation; completed.	Independent evaluation based on desk research and interviews.	The evaluation was delivered in December 2015, but the data used is from November. The evaluation covers the first implementation phase of the YEI.
UK	OP ESF Scotland	Internal interim (process) evaluation; completed.	Descriptive evaluation focusing on lessons learned from the set-up process for YEI.	The evaluation covers the activities under the YEI until the end of 2015.

Table A2.2 Implementation progress of the YEI

Member State	OPERATIONAL PROGRAMME (OP)	Implementation process	Key challenges and risks
BELGIUM	Brussels Region OP FSE 2014 – 2020: Investment for growth and employment	PES (Actiris) has offered internships abroad for young NEETs since October 2014. Actiris also aimed to create a new type of internship specially addressed to meet the needs of young NEETs. But this plan did not fully materialise after a negative evaluation of the State Council (Conseil d'État). In the area of employment, Actiris has created new fixed-term jobs in "public interest organisations". The first contracts were signed in October 2014. Actiris has also started to collaborate with the Flemish ESF Agency for the implementation of the YEI in Brussels. After the call for proposals launched on the 8th of January 2015, three projects were selected. The two governments have developed a framework for providing a path for the target group based on the method FIND MIND BIND, the purpose of each course is to offer the participant either training or an internship or a job.	<ul style="list-style-type: none"> • Outreach. Potential participants (NEETs) are generally very apprehensive of the idea of signing a "NEET declaration" to be able to participate. • Drop-out. There is a risk of drop-out after the first phase (FIND). Because the FIND phase is not funded as such, the partners are less motivated to invest in a participant at high risk of dropping out.
	ESF OP Wallonia-Brussels 2020.eu	The majority of activities programmed by the time of the evaluation focused on the provision of education and training. Most funded projects reinforce the approaches that have proven to be successful, however some of the actions also seek to innovate.	<ul style="list-style-type: none"> • Services. The timing and tight schedule within which to respond to calls for proposal is a real obstacle to developing innovative projects. As a consequence, funding tends to go the usual ESF implementing organisations who propose "classic" approaches.
BULGARIA	OP Human Resources Development 2014-2020	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>
CROATIA	OP Efficient Human Resources 2014-2020	Implementation of the YEI is in the line with the main milestones of the OP "Efficient Human Resources 2014-2020". Although some serious shortcomings to date are evident in the number of participants in the educational and training activities, as well as in communities/public work, it should be possible to meet all intended goals.	<ul style="list-style-type: none"> • Outreach and monitoring. Croatia still lacks robust mechanisms for registering and monitoring NEETS. Currently NEETs can be registered only at the Croatian Employment Service and their registration is optional. The current system of

Member State	OPERATIONAL PROGRAMME (OP)	Implementation process	Key challenges and risks
			<p>outreach mainly reaches employers and well-informed highly educated youth.</p> <ul style="list-style-type: none"> • Cooperation. Lack of cooperation between key participating institutions.
CYPRUS	OP Employment, Human Resources and Social Cohesion 2014-2020	Only one YEI intervention (Traineeship Programme) has actually been implemented. The Traineeship Programme was implemented in a satisfactory way, but without meeting all the specified targets, especially in relation to certain groups such as early school leavers. There is need for urgent implementation of the remaining YEI interventions, with particular emphasis on the Plan for Employer Incentives for the Recruitment of Unemployed Young People.	<ul style="list-style-type: none"> • Monitoring. Cyprus has not yet developed an integrated framework for the collection and monitoring of data.
CZECH REPUBLIC	OP Employment	At the end of 2015, the Labour Offices launched YEI projects in Karlovy Vary and the Usti region. Regional Authorities will launch YEI projects in the same regions in the first half of 2016.	<ul style="list-style-type: none"> • Outreach. Method for approaching inactive NEETs (outside the Labour Offices records) is unclear. • Monitoring. The monitoring system is still not functional. It is supposed to come into operation in the first half of 2016.
FRANCE	National OP for the implementation of the Youth Employment Initiative in metropolitan France and overseas	The programming was being finalised at the time of the evaluation. The central strand has been rapidly programmed through national flagship programmes such as the Youth Guarantee and "Accompagnement Intensif Jeunes de Pôle Emploi". Regarding the decentralised strand, the programming of the YEI was mostly done via beneficiaries through calls for proposals and implemented by the 'Directions régionales des entreprises, de la concurrence, de la consommation, du travail et de l'emploi (DIRECCTE)'. Most of the DIRECCTEs have managed to programme their initially assigned funds (Midi-Pyrénées, Mayotte, Martinique, Haute-Normandie et Picardie) while in other territories some of the funds will still need to be programmed (PACA, Ile-de-France, Languedoc-Roussillon, Auvergne et Champagne-Ardenne).	<ul style="list-style-type: none"> • Cooperation. The multiplicity of Managing Authorities implied that clear dividing lines between responsibilities had to be developed and approved by the end of 2014 between the MAs of the various regions. • Services. There is a wish to promote quick and large-scale implementation while at the same time to come up with innovative actions to support young people. However, the financial instruments set out in the national OP and the tight timeframe do not

Member State	OPERATIONAL PROGRAMME (OP)	Implementation process	Key challenges and risks
			<p>provide enough room for both. Thus, a big part of the YEI is used to support existing measures.</p> <ul style="list-style-type: none"> • Drop-out. A higher than expected drop-out rate in the YEI.
GREECE	OP Human Resources Development, Education and Lifelong Learning	<p>YEI-supported interventions represent a novel approach in relation to training provision by linking training to employment, e.g. through practical work placements.</p> <p>The shift from supply-led (focus on providers, e.g. training providers) to demand-led (focus on users, i.e. young people) was seen as a positive and innovative element of YEI-supported interventions.</p> <p>The improved computer-based recruitment/selection system of participants, based on objective and transparent criteria, was generally assessed as a significant advantage of the new system.</p>	<ul style="list-style-type: none"> • Services. The absence of quality specifications in relation to which provider is eligible to act as a training provider. There is also a need, as a means for increasing the quality of training, to develop proper methodological frameworks and study curricula which will commit, at least in their general orientation and specifications, the training providers. • Communication. A basic weakness in the planning of the Voucher programmes is the lack of appropriate, adequate, relevant and reliable awareness-raising/knowledge among participants so that they are in a position to make informed choices, especially in relation to choosing options with the best employment prospects.
HUNGARY	OP Economic Development and Innovation	<p>The implementation of the YEI is expected to be completed according to plan.</p>	<ul style="list-style-type: none"> • Capacity. Public employment services have the infrastructure and monitoring capacity for successful implementation; however, the system is centralized, communication is slow and goes through various actors between the planning and implementing authorities.

Member State	OPERATIONAL PROGRAMME (OP)	Implementation process	Key challenges and risks
			<ul style="list-style-type: none"> • Outreach. Inclusion of single adults with children into YEI interventions was very low.
IRELAND	ESF Programme for Employability Inclusion and Learning OP 2014-2020	Six of the seven YEI groups of activities have commenced. The exception is the 'Back to Work Enterprise Allowance Scheme' (BTWEAS) which was 'on hold' when the evaluation was undertaken.	<i>No information available in the evaluation.</i>
ITALY	OP Youth Employment Initiative	<p>It is important to note that the implementation of this set of activities varies from one region to another, because each region has autonomy to implement the YEI depending on their specific situation.</p> <p>The national evaluation report states that partnerships with local stakeholders enable the employment centres to deliver the measures more flexibly, especially in a context of resource constraints.</p>	<ul style="list-style-type: none"> • Capacity. Resource constraints of the Public Employment Services. • Outreach. Difficulties to engage the most vulnerable and disengaged youth not registered with the programme. While the programme successfully assessed young peoples' 'distance' from employment, there is still a high number of inactive young people who are not registered with the Public Employment Service. Thus, the programme is not reaching the most vulnerable population as it intended to. • Services. There is also limited demand and recognition for some of the individualised pathways.
LATVIA	OP Growth and Employment	The following activities falling under the group of actions 'Implementation of measures of active labour market policy for facilitation employment of young unemployed' – 'First work experience for youth', 'First work experience for youth in NGOs', 'Subsidised workplace for young unemployed' and 'Measures to support the young unemployed to enter self-employment or entrepreneurship' did not start in spring 2014, but in summer/autumn 2014. The delay was related to the elaboration of new ESF legislation and development of new procedures for	<ul style="list-style-type: none"> • Capacity. Caseloads of counsellors working at the PES or municipal social services are high, limiting their capacity to follow up on the most disadvantaged youth and to enforce the conditionality of income support on programme participation. • Cooperation. Links between VET institutions and employers are weak.

Member State	OPERATIONAL PROGRAMME (OP)	Implementation process	Key challenges and risks
		implementation and monitoring of ESF projects. Most of the output and result indicators of the YEI and other ESF youth employment actions were revised after receiving the guidance document on Monitoring and Evaluation of European Cohesion Policy in March 2014.	<ul style="list-style-type: none"> • Services. There are very few offers available from NGOs for youth who are reluctant to work with the official bodies.
LITHUANIA	OP for European Union Funds' Investments in 2014–2020	The YEI activities for inactive NEETs started in October 2015; however, the start of the programme for active (registered) NEETs has been postponed because of the delayed public procurement procedures.	<ul style="list-style-type: none"> • Services. The qualifying requirements for the service providers are not high and the winning bids are to be selected using the lowest price criterion. • Outreach. The absence of reliable information on the NEET population makes it very difficult to find and involve 23,000 unemployed (registered) NEETs and 12,000 inactive (unregistered) NEETs into YEI-supported activities until 2018. • Capacity. The workload for some coordinators who are working with inactive NEETs is enormously high.
POLAND	OP Knowledge, Education and Development	<p>The de facto share of participants in the projects implemented for young people in the context of YEI and ESF interventions corresponds to the actual share of the target groups in the population. However, the selection of participants by PES could be skewed by so called creaming effects.</p> <p>The major challenges with implementation of the projects included: delays in publishing programme documentation and frequent changes in its interpretation and guidelines (35% of respondents in PES projects mentioned this problem), low involvement of participants (26%) and high drop-out rate (24%) for VLC projects.</p>	<ul style="list-style-type: none"> • Outreach. Difficulties with recruiting NEETs from certain target groups, such as under 18 minors, long-term unemployed youth or those with disabilities or coming from ethnic minorities. • Drop-out. Low involvement of participants and high drop-out rate. • Cooperation. There is a need to improve communication between the implementing institutions and the Managing Authority.

Member State	OPERATIONAL PROGRAMME (OP)	Implementation process	Key challenges and risks
PORTUGAL	OP Social Inclusion and Employment	There are nine key institutions working in partnership with the Public Employment Centres. The national evaluation highlights that this set up enables the YEI implementation to be tailored to the local/regional context.	<ul style="list-style-type: none"> • Delay. Difficulties in starting implementation, because of the impact of national legislation on the ability to set up calls for proposals. Further, it took time to operationalise a data collection system.
ROMANIA	OP Human Capital	<i>No information available. The evaluation is ongoing.</i>	<i>No information available. The evaluation is ongoing.</i>
SLOVAKIA	OP Human Resources	The MLSAF concentrates its efforts to reduce youth unemployment in Slovakia through the Youth Guarantee and YEI implementation in combination with vocational education reform and other active labour market measures. The MLSAF plans to launch several projects specifically focused on young people with disabilities and young people in foster homes, crisis centres, re-education facilities, social reintegration centres, youth after serving a prison sentence, the homeless, and young entrepreneurs.	<i>No information available in the evaluation.</i>
SLOVENIA	OP for the Implementation of the EU Cohesion Policy in the Period 2014-2020	At the time of the submission of the report, no activities funded through the YEI have been launched, but the basic information about the planned action was available (e.g. type of measure, target group, beneficiary, the amount of funding) which does not differ from the findings of the progress report. However, the evaluation provides additional details, for example listing the criteria for the group of unemployed young people in the so-called priority group: unemployed young people, who had not participated for two years in any ESS programme, are long-term employed and have social or health issues.	<ul style="list-style-type: none"> • Services. Absence of a clear definition and measurement of "Quality of employment offers received by YEI participants."
SPAIN	Youth Employment OP	The implementation of the YEI is not working to plan in several aspects (financially, regarding targets and milestones, etc.). Until December 2015, most interventions relate to second chance opportunity activities, labour market guidance and language and ICT training. However, there have been fewer than expected activities related to hiring incentives and internships and support and guidance on self-employment. The	<ul style="list-style-type: none"> • Outreach. Lower than expected participation numbers, especially of the most vulnerable groups. This is due to an ineffective communication campaign and problems when crosschecking information with Public Employment Services.

Member State	OPERATIONAL PROGRAMME (OP)	Implementation process	Key challenges and risks
		national evaluation confirms that no selection criteria for operations have been approved yet, but calls for proposals directly managed by the MA for specific projects have been launched and that some operations are being implemented to meet the YEI timeline.	<ul style="list-style-type: none"> • Monitoring. It is not possible to distinguish between YEI and YG registrations (some YG activities are not eligible for YEI funding). Therefore, the findings relating to outputs, results and impact of the YEI to date actually correspond to the overall YG activities and may overestimate the actual YEI outputs and results.
SWEDEN	National OP ESF for investments in growth and employment 2014-2020	The YEI is progressing according to plan.	<ul style="list-style-type: none"> • Services. There is potential competition between different projects / measures targeting youths and therefore a risk that specific categories of youth will not receive the most effective forms of support.
UK	United Kingdom – ESF Scotland	Financial implementation only commenced at the start of 2016 in terms of approving applications for blocks of funding from Lead Partners; to date the Scottish Government has approved nine strategic intervention (SI) applications totalling €61.7m and has received a further five SI applications totalling €14.5m.	<ul style="list-style-type: none"> • Programming. There have been a number of difficulties in committing YEI funds. These difficulties relate to a lack of clarity over the way in which eligibility, cost and audit rules would apply to YEI in the Scottish context.

Table A2.3. Outputs and results of the YEI

Member State	OPERATIONAL PROGRAMME (OP)	Outputs	Results	Definition of good a quality offer
BELGIUM	Brussels Region OP FSE 2014 – 2020: Investment for growth and employment	At the time of the evaluation, the number of NEETs involved in the YEI was 318. Key characteristics of the YEI participants by gender breakdown: men: 200 (62.9%); women 118 (37.1%).	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation</i>
	ESF OP Wallonia-Brussels 2020.eu	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation</i>	<i>No information available in the evaluation.</i>
BULGARIA	OP Human Resources Development 2014-2020	According to the Employment Agency data, 5,198 young people benefit from the support on the basis of contracts concluded with 2,579 employers.	<i>No information available in the evaluation.</i>	Whether the young people receive a good quality offer is assessed on the basis of a survey among the supported youths. The respondents are asked to rate: (i) their level of job satisfaction; (ii) wages; (iii) duration and type of contract; (iv) correspondence of offer to their level of education; (v) social security payments; (vi) security of the workplace; (vii) opportunities for development; (viii) responsibilities and independence; (ix) prestige; (x) contribution to the society; (xi) professional challenges; (xii) place of work; (xiii) appropriateness of offer with regard to the individual's personal situation.

Member State	OPERATIONAL PROGRAMME (OP)	Outputs	Results	Definition of good a quality offer
CROATIA	OP Efficient Human Resources 2014-2020	5,364 youths had participated in the YEI until November 2015.	YG offers mainly came from the open market.	<i>No information available in the evaluation</i>
CYPRUS	OP Employment, Human Resources and Social Cohesion 2014-2020	In 2014, 1,123 work placements had been approved, while 875 young people completed the programme's first cycle of the Traineeship Programme implementation. 40 % of the participants were aged 21-22.	33% of participants in the first cycle of the programme are in employment 6 months after leaving the intervention. 39% of those in employment are in full-time and permanent employment. Only 1.6% participants were in continuing education or training, apprenticeships or traineeships after leaving the intervention.	<i>No information available in the evaluation.</i>
CZECH REPUBLIC	OP Employment	<i>No information available.</i>	<i>No information available.</i>	<i>No information available in the evaluation.</i>
FRANCE	National OP for the implementation of the Youth Employment Initiative in metropolitan France and overseas	Out of 300,000 young NEETs targeted by the national OP, almost 100,000 youths are expected to take part in one of the four big programmes of the "central strand" (national level). By early 2016, more than 51,000 young NEETs had benefitted from these actions.	More than half of all participants (56%) have received an employment or education offer. Despite the higher than expected programme drop-out rates, more than half (52%) of early exits are "positive exits" (employment, training or education), which is more than twice the objective set out in the national OP. 31% of participants who responded to the exit questionnaire had obtained a fixed-term contract of 6+ months or a permanent contract; 7% are in some other form of employment; 14% are in education or training.	<i>No information available in the evaluation.</i>
GREECE	OP Human Resources Development,	26,395 registered YEI participants (7,520 aged 18-24 and 18,875 aged 25-29). Key characteristics	Of those who participated, 15.6% received an offer of employment, either during or at the	In general, according to the report the following are criteria for good quality employment

Member State	OPERATIONAL PROGRAMME (OP)	Outputs	Results	Definition of good a quality offer
	Education and Lifelong Learning	of the YEI participants by gender breakdown: men: 9,213 (34.9%); women 17,182 (65.1%);	<p>intervention: 91% received at the end and 8% during the intervention. 51% of the offered positions were full-time, 41% part-time.</p> <p>74% of participants accepted a second offer for another practical work placement in the company after they had completed the first YEI-supported practical work placement. This, in turn, gives rise to serious concern that work placements instead of resulting in employment can lead to a series of precarious placements for the young person and to substitution of (new) regular staff by trainees.</p>	<p>offer:</p> <p>(xiv) paid employment;</p> <p>(xv) permanent employment;</p> <p>(xvi) full-time and stable employment;</p> <p>(xvii) being employed directly by employer;</p> <p>(xviii) pay level at least the same as the lowest pay levels as determined by collective bargaining agreements;</p> <p>(xix) employment relationship subject to the protection of the existing employment and social security legislation;</p> <p>(xx) the strict adherence to health and safety rules (so as to prevent work-related accidents);</p> <p>(xxi) the relevance of an individual's studies and previous work experience to the job/placement;</p> <p>(xxii) training and professional development opportunities offered by the company;</p> <p>(xxiii) long-term or at least medium term sustainability;</p> <p>(xxiv) career progression prospects;</p> <p>(xxv) improvement of one's skills and competences for higher productivity and enhanced employability (linked to career management skills);</p>

Member State	OPERATIONAL PROGRAMME (OP)	Outputs	Results	Definition of good a quality offer
				(xxvi) provision of additional (direct or indirect) benefits, e.g. private insurance, coverage of travel costs to and from the workplace, subsidies, etc. In addition to the above, the report suggests adding personal preferences employment (e.g. preference for full-time or part-time employment) and job satisfaction.
HUNGARY	OP Economic Development and Innovation	By the end of November 2015, 19,376 NEETs had participated or were participating in the YEI-supported intervention.	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>
IRELAND	ESF Programme for Employability Inclusion and Learning OP 2014-2020	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>
ITALY	OP Youth Employment Initiative	Despite a slow start in 2014, 153,160 young people have taken part in one or more YEI measures and 33,793 have completed their invention	Nearly 35% of the participants who have completed a measure are employed 4 weeks after completion. Only 14% of participants have rejected a measure for not having met their expectations.	<i>No information available in the evaluation.</i>
LATVIA	OP Growth and Employment	From 01/2014 to 09/2015, the number of participants in 'qualitative measures' (training programmes leading to qualification, first work experience measures, subsidised employment, business start-up	1,010 young people (40 %) were employed six months after finishing their participation in the project 'Implementation of measures of active labour market policy for facilitation employment of young unemployed'.	<i>No information available in the evaluation.</i>

Member State	OPERATIONAL PROGRAMME (OP)	Outputs	Results	Definition of good a quality offer
		measures) reached 8,288 young people aged 15-29 years. Approximately 34,000 young unemployed received vocational guidance services, support in job searching and short on the job training. Between 01/2014 and 04/2015, 2,532 young people completed participation in the project 'Implementation of measures of active labour market policy for facilitation employment of young unemployed'.	Only 18 % of the target value for the result indicator 'employed six months after finishing participation' was reached within the first year of intervention.	
LITHUANIA	OP for European Union Funds' Investments in 2014-2020	No information available in the evaluation.	No information available in the evaluation.	Policy makers have not yet reached a definitive agreement on how the quality of offers shall be evaluated. Most likely they are going to use 'work suitability' as the main criteria which is formally defined in the Law on Support for Employment and which means that an offer to work has to be compatible with person's qualification, work experience, health condition and family commitments.
POLAND	OP Knowledge, Education and Development		The employment effectiveness of the support was high. 3-4 months after having received support, 67% of final beneficiaries were in employment (PES beneficiaries – 87%, VLC beneficiaries – 35%). The percentage of those that were either in employment or education	No information available in the evaluation.

Member State	OPERATIONAL PROGRAMME (OP)	Outputs	Results	Definition of good a quality offer
			and training accounted for 76% (90% of PES beneficiaries and 53% of VLC beneficiaries). Over 97% of project participants were satisfied with the quality of support received.	
PORTUGAL	OP Social Inclusion and Employment	Despite a 12-month delay in implementation, 42% of the target value of those receiving a job support and 62% of the target value of those engaged in an apprenticeship were reached. As of 27 November 2015, 13,798 young NEETs had been supported through employment support (42% of the target by 2018) and 26,911 (62% of the target by 2018) were engaged in apprenticeships.	<i>No information available in the evaluation.</i>	<i>No information available n the evaluation.</i>
ROMANIA	OP Human Capital	<i>No information available. The evaluation is ongoing.</i>	<i>No information available. The evaluation is ongoing.</i>	<i>No information available. The evaluation is ongoing.</i>
SLOVAKIA	OP Human Resources	70 contracts have been signed to create 69 job positions for the targeted young NEETs.	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>
SLOVENIA	OP for the Implementation of the EU Cohesion Policy in the Period 2014-2020	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>
SPAIN	Youth Employment OP	The number of registrations in the YG national system has considerably increased from 21,905 by the end of 2014 to 170,559 in 2015. Nevertheless, it is unclear how this number is	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>

Member State	OPERATIONAL PROGRAMME (OP)	Outputs	Results	Definition of good a quality offer
		established given that it is not possible to distinguish accurately between enrolled, registered and actual participants. Moreover, the findings relating to outputs to date actually correspond to the overall YG activities and may overestimate the YEI outputs and results.		
SWEDEN	National OP ESF for investments in growth and employment 2014-2020	2,414 youth have been enrolled in the YEI projects.	Of those that entered the projects, 1,019 youth or 42.2% have already completed (403 females and 616 males). The share of these that obtained a job or enrolled in education was 625 persons (503 received a job offer and 122 returned to education) which equates to 61% of the participants who completed the YEI support projects.	<i>No information available in the evaluation.</i>
UK	OP ESF Scotland	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>	<i>No information available in the evaluation.</i>

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