



# First Results of the Implementation of the Youth Employment Initiative

GREECE

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*Contact:* Resa Koleva-Demonty

*E-mail:* [resa.koleva-demonty@ec.europa.eu](mailto:resa.koleva-demonty@ec.europa.eu)

*European Commission  
B-1049 Brussels*

# **First results of the implementation of the Youth Employment Initiative**

**GREECE**

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### Disclaimer:

This report covers YEI actions programmed in the specified OP and ESF actions programmed under Investment Priority (IP) 8.ii "Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee" in the same OP. Only ESF actions under IP 8.ii, which are programmed in the same Operational Programme as the YEI are taken into account.

This report is based on a desk review of documentary evidence including the national evaluation report, a survey of Managing Authorities and in-depth stakeholder interviews. Data collection for this report took place in October and November 2015, at which point up-to-date data was collected. As a consequence, the **reference period** for implementation progress is respectively 1 September 2013 to November 2015 for the YEI and 1 January 2014 to November 2015 for other relevant ESF actions. In March 2016, national evaluations submitted to the Commission by the end of 2015 were also reviewed. Data included in these evaluations may cover different reference periods.

## 1. Overview of programming of the YEI and related ESF youth employment actions

The Youth Employment Initiative (YEI) is programmed as part of the Operational Programme 'Human Resources Development, Education and Lifelong Learning' which was approved in December 2014. The Priority Axis 3 'Facilitating access to employment for young people aged up to 29' includes the specific objectives, investment priorities and actions for both the YEI and the ESF youth employment actions beyond YEI under Investment Priority 8.ii. Related ESF actions are also included in Priority Axis 4 'Human Resources Development in the Sterea Ellada Region' and in Priority Axis 5 'Human Resources Development in the South Aegean Region'. Both YEI- and ESF-related youth employment actions come under Investment Priority 8.ii. The specific objectives for both YEI- and ESF-related youth employment actions are the same, but the YEI actions are frontloaded and must be implemented by 31 December 2018, while the ESF actions, which are similar, must be implemented by 2023 (see Table 1).

**Table 1 - Programming arrangements for youth employment interventions in 2014–2020**

Title of the operational programme (OP) supported by the YEI	Operational Programme Human Resources Development, Education and Lifelong Learning
<b>Specific objective(s) of the YEI</b>	8.2.1. Increase in employment, including self-employment, levels and improvement of the skills levels of young people aged 15-24 not in employment, education or training (NEETs). 8.2.2. Increase in employment, including self-employment, levels and improvement of the skills levels of young people aged 25-29 not in employment, education or training (NEETs).
<b>Specific objective(s) of other ESF youth employment actions beyond YEI</b>	i. Increase in employment, including self-employment, levels and improvement of the skills levels of young people aged up to 29.

### Overview of funding

The YEI specific allocation for Greece is €171.5 million for the period 2014-2018. This is matched by the same amount from the corresponding national ESF allocation and is also co-financed with over €49 million from the national budget (see Table 2). Original pre-financing from the YEI specific allocation amounted to €2.6 million, but has been increased to €51.5 million in 2015. Greece will also spend about €50 million of ESF funds for other related youth employment actions under Investment Priority 8.ii in 2014-2020.

**Table 2 - Funding for the YEI and other ESF youth employment actions (EUR)**

YEI			Other ESF actions under Investment Priority 8.ii	
<b>Total sum: €392 719 096</b>			<b>Total sum: 54,553,112</b>	
Specific allocation for YEI (EU)	Corresponding national ESF allocation	Co-financing from the national budget	ESF part	Co-financing from the national budget
Sum: €171,517,029	Sum: €171,517,029	Sum: €49,685,038	Sum: €50,000,000	Sum: €14,553,112
<b>Pre-financing for YEI in 2014-2015 (EU)</b>				
Sum: €51,455,109				

Source: European Commission (2015), Youth Employment Initiative - Greece, Country Fiche; Greek Government (2014), OP Human Resources Development, Education and Lifelong Learning; Stakeholder interviews.

## **2. Addressing the NEETs' needs in 2014-2020**

### **2.1. Programming arrangements for the YEI interventions**

#### **Target groups**

YEI-supported interventions are expected to provide support to 71,956 NEETs aged 15-24. The share of NEETs in Greece is persistently among the highest in the EU. Based on 2013 figures, when the number of NEETs aged 15-24 was 240,000 (20.4% of the total youth population), the YEI targets 30% of the total NEET population aged 15-24. YEI-supported interventions are also expected to provide support to 38,822 NEETs aged 25-29. The inclusion of the latter as a key YEI target group is based on the fact that, in 2013, four in ten (43.41%) young people aged 25-29 were NEETs. In total, YEI is expected to support 110,778 NEETs, of whom 44,311 are male and 66,447 are female. This group also includes young people at risk of social exclusion and from marginalised communities who, as interviewees pointed out, will be quite difficult to identify, reach out to and register (as well as the inactive NEETs). To this end, a Working Group has been set up, a methodological tool for collecting relevant microdata has been developed and outreach and information campaigns for this group are planned.

#### **Types of activities planned**

The YEI actions vary slightly depending on the specific target group. Five actions are foreseen targeting NEETs aged 15-24: (i) apprenticeships; (ii) education and training programmes (linked to the skills requirements of critical sectors of the Greek economy such as tourism, shipping, agriculture, ICTs/informatics); (iii) work experience placements (traineeships); (iv) youth entrepreneurship; and (v) integrated intervention programmes for training or employment (job creation, self-employment). The YEI actions aimed at NEETs aged 15-24 have been specified in the Greek Youth Guarantee Implementation Plan (NYGIP). Actions foreseen for NEETs aged 25-29 include: (i) work experience placements (traineeships); (ii) the creation of new jobs; and (iii) youth entrepreneurship. The overall aim is to improve the skill levels of NEETs aged 15-29 and help them move into employment, including self-employment on a sustained basis.

The largest share of the YEI funding is spent on a set of flagship actions relating to voucher schemes for labour market entry. The underlying principle of the voucher schemes, which combine training with on-the-job experience, is the need to provide young people with skills that are relevant to employer needs and the opportunity to apply these in real work settings. In this way, they seek to reduce the duration of school-to-work transition (which has historically been very lengthy in Greece) by allowing young people to acquire a first work experience, the absence of which has always been a major barrier to their labour market entry.

Two voucher schemes for the labour market entry of those aged 18-24 and 25-29 which exemplify YEI implementation in Greece (see box 1 below). According to the interviewees, 'a voucher scheme for a first job experience for labour market entry of those aged up to 29 in the tourism sector' has also been approved, and has just started. All three voucher schemes, for which the total budget of €180 million accounts for 45% of all YEI funding, also form part of Greece's Youth Guarantee (YG). Indeed, all the YEI actions are closely linked with the YG, especially since the YEI is one of the YG's funding sources.

### **Box 1 Example actions supported by the YEI**

A major YEI action is the **'Voucher scheme for a first work experience for labour market entry of young people aged up to 29'** (<https://voucher.gov.gr/>), for which the aim is to provide a structured pathway to the labour market by helping young people gain initial work experience in the private sector. The scheme is aimed at different age groups: (i) 12,000 NEETs (3,000 tertiary education graduates and 9,000 secondary and post-secondary education graduates) aged 15-24 (budget: EUR 43 million); and (ii) 30,000 NEETs (12,000 tertiary education graduates and 18,000 secondary and post-secondary education graduates) aged 25-29 (budget: €108 million).

The ESF Actions Implementation Authority (EYE-EKT) is responsible for the scheme's implementation (working together with certified vocational training institutions (KEKs)). The selection of applicants is carried out by EYE-EKT and is based on a combination of social and economic criteria (e.g. family income, duration of unemployment, qualifications, etc.). Both voucher schemes are front-loaded (i.e., will take place in 2014-2016) and involve an integrated set of interventions: (i) (theoretical) training of young participants in transversal competences; (ii) work experience placements in the private sector; and (iii) guidance and counselling of participants during the placement which should not exceed six months.

- For secondary, post-secondary and tertiary education graduates aged 18-24 the scheme involves: (i) 80-120 hours theoretical training; (ii) a work experience placement in a private sector company of a total duration of 380-420 hours, of which 180 hours are for the young person's initial induction and familiarisation with the work environment (Phase A) and 200-240 hours are for developing skills linked to the actual practical work experience (Phase B); guidance and counselling of participants for the entire duration of the placement.
- For secondary, post-secondary and tertiary education graduates aged 25-29 the scheme involves: (i) 80 hours theoretical training; (ii) a work experience placement in a private sector company of a total duration of up to 450 hours, of which 200 hours are for the young person's initial induction and familiarisation with the world of work (Phase A) and up to 250 hours are for developing skills linked to the actual practical work experience (Phase B); guidance and counselling of participants for the entire duration of the placement.

The unemployed young person receives a voucher from the ESF Actions Implementation Authority which then matches the young person to the relevant training provider. The provider has to find an appropriate work placement. Prior to and during the entire placement the following activities take place (i) identification and matching of the young person's skills and training needs to host company requirements; (ii) the assignment of a work placement supervisor who will oversee and supervise the young person; and (iii) additional services aimed at converting the work placement into an employment contract with the host company.

Both voucher schemes are implemented by KEKs, which are included in a special Database of Providers, while the work placement takes place in enterprises which are indicated by the training providers and included in a Register of Enterprises. The training providers are also responsible for providing guidance and mentoring. Unemployed young people should also enrol in a special Register of Beneficiaries.

### **Expected outputs and results**

The YEI-supported interventions are expected to provide support to 71,956 NEETs aged 15-24 and 38,822 NEETs aged 25-29. A full list of result indicators of the YEI-supported youth employment projects is provided in Annex 2. These result indicators are set out in Greece's 'Operational Programme Human Resources Development, Education and Lifelong Learning'. The YEI projects are planned according to the goals set in the OP and are very clearly linked with the specific objective 8.ii under which they are implemented.

### **Added value and national significance of YEI interventions**

According to the interviewees, the YEI has already added value within the Greek context. The funding itself is seen as hugely helpful in view of Greece's own limited resources. Together with the ESF, the YEI is the main funding source for the NYGIP. Indeed, it was stressed that the



contribution of the YEI for the implementation of the NYGIP is particularly significant and the YEI actions are very closely aligned with the NYGIP's actions. Moreover, the YEI's focus on unemployed young people/NEETs (and earmarked funding) meant that proper attention could be given to this group. This together with the front-loading aspect of its interventions was seen as very positive, especially in view of the very high rate of youth unemployment. YEI also introduced new (for Greece) aspects/measures such as the need to identify, count, reach out to and register NEETs. It has also, according to some interviewees, sped up much needed reforms such as the ongoing reform of developing a proper skills anticipation system so that young people's skills are more closely aligned to employer requirements. Given that the YEI cannot support such structural reform, it may be the case that the interviewees meant that this was supported by the YG rather than the YEI.

Crucially, it has fostered a culture of collaboration between all relevant stakeholders which, within the Greek context and in some instances, is quite novel. For example, as part of designing a proper skills anticipation system, the Ministry of Labour started to work closely with the Ministry of Education and the Ministry of Economy. These are now also working more closely with the social partners who were asked to conduct a survey of the employers and employees about the skills needs in their respective sectors (to feed into the skills foresight exercise and the reform of the Greek vocational education and training (VET)) system. Since, according to the interviewees, to ensure that the objectives of both the YEI and other ESF related youth employment actions are achieved, there must be good co-ordination and cooperation between all the involved partners, this development is seen as particularly positive.

## **2.2. Programming arrangements for the ESF interventions**

### **Target groups**

ESF supported youth employment interventions are expected, under Priority Axis 3, to provide support to 22,104 young people aged 15-29, including NEETs and young people at risk of social exclusion and from marginalised communities. In addition, under Priority Axes 4 and 5, ESF actions are expected to support 1,618 and 430 unemployed, including long-term unemployed, young people aged 15-29 in the Sterea Ellada and the North Aegean regions respectively. According to the OP, these come under different Priority Axes due to their different co-financing percentage (50%).

### **Types of activities planned**

In relation to the ESF-related youth employment actions, targeted at young people aged 15-29, the following actions are foreseen: (i) youth employment programmes for the creation of new jobs in the private sector for young people aged 15-29 through the subsidisation of wage and non-wage costs; (ii) training programmes and work experience programmes in private sector companies which combine theoretical training, practical work experience placements and mentoring/support and guidance/counselling of participants for the duration of the placement; programmes for the promotion of youth entrepreneurship. All actions will be based on a personalised approach in line with the young person's specific needs, background and profile as well as the labour market requirements. According to the interviewees, no ESF youth employment actions will take place before 2018 or before all the YEI resources are committed and spent.

## Expected outputs and results

A full list of result indicators of the ESF-supported youth employment projects is provided in Annex 2. These result indicators are set out in Greece's 'Operational Programme Human Resources Development, Education and Lifelong Learning'.

## 3. Implementation progress up to November 2015

### 3.1. Implementation of the YEI interventions

<b>YEI-supported actions launched up to November 2015</b>	Two voucher schemes for a first work experience for labour market entry for NEETs aged (i) 18-24 and (ii) 25-29. A third voucher scheme for a first work experience in the tourism sector has been approved but is just starting.
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### Ongoing activities

The YEI implementation has already started and is implemented through calls for proposals. The selection criteria for the YEI actions have been adopted. The main focus of the ongoing implementation of the YEI is on the provision of first work experience (voucher schemes). Annex 4 shows the list of the YEI's front-loaded actions together with the respective budgets by type of region as well as the payments made up to November 2015 for the YEI actions that are currently active (i.e. the voucher schemes). The main bodies involved in the YEI actions which have been launched include the ESF Actions Implementation Authority, which is supervised by the General Secretary for the Management of European Funds of the Ministry of Labour, Social Security and Welfare, and accredited vocational training institutions.

The Greek Manpower Employment Organisation (OAED, the Greek PES) will be involved in other YEI actions in the future, including apprenticeships. For example, on 15 December 2014, there was a call for proposals for the frontloaded delivery of YEI actions as part of the specific implementation of the Greek Youth Guarantee Action Plan through OAED (Greek PES) interventions. The aim of these actions is to improve the skills of NEETs, help them acquire work experience and enter employment, including self-employment so as to support their labour market entry on a sustained basis. The total budget of these actions amounts to €95 million and the deadline for the submission of proposals was 30 April 2015. The beneficiary body is OAED (Greek PES) either on its own, or in partnership with the social partners. However, according to the interviewees, OAED is still in the preparatory phase for these actions, so nothing has been realised yet.

On 30 June 2014, a call of proposals was issued to the ESF Actions Implementation Authority (EYE-EKT) as part of the action 'Voucher scheme for a first work experience for labour market entry of young people aged up to 29'. On 4 August 2014, a decision was issued approving the scheme for 30,000 unemployed young people aged 25-29 (see above). This was followed by a decision on 27 August 2014 which approved the voucher scheme for 12,000 unemployed young people aged 15-24 (see above). The Ministry of Labour, Social Security and Welfare and, in particular The ESF Actions Implementation Authority (EYE-EKT) is responsible for the implementation of both voucher schemes (together with KEKs). All YEI actions will be based on a personalised action plan.

On 20 November 2014, an invitation was issued to the Greek Tourism Confederation Institute (INSETE) for the submission of proposals as part of the 'voucher scheme for a first work experience for labour market entry of those aged up to 29 in the tourism sector'. On 16 December 2014, this action whose budget is €29.8 million was included/approved. Its aim is to

provide 8,000 inactive young people aged 18-29 with theoretical training, practical work experience placements, support and guidance/counselling during the programme, and certification of the professional qualifications acquired by the trainee's participation in the programme. According to the interviewees, this scheme was expected to start in the first trimester of 2015, but due to delays, it started in late summer 2015 where its first call to beneficiaries attracted about 40,000 applications for 4,000 placements. An innovation in this scheme has been the fact that the implementing body (Greek Tourism Confederation Institute/INSETE) together with scientific experts and employers developed the syllabus for the theoretical training that is specific to seven specialisms in high demand in the tourism sector. The training providers must use this syllabus to provide the training so that it is closely linked to employer needs.

As part of the frontloaded implementation of the NYGIP, on 23 December 2014, 18 decisions were issued for the inclusion of actions relating to the action 'Opportunities for training and certification for unemployed young people aged 18-24 in key sectors of the Greek economy'. These actions, whose total budget amounts to €39 million, are aimed at 15,000 unemployed and inactive young people aged 18-24. The aim of this provision of integrated continued VET (theoretical training, practical work experience placement, mentoring) combined with the possibility of certification of the participant's qualifications is to help young people acquire skills and competences in dynamic sectors of the economy with the potential for higher labour demand (e.g. supply chain-logistics, export trade of primary sector products, retail trade, ICT sector, etc.). The ESF Actions Implementation Authority (EYE-EKT) together with the respective social partners or non-profit sectoral/professional associations and trade bodies are responsible for the implementation of both voucher schemes (with KEKs).

On 1 July 2015, the first meeting of the Monitoring Committee of the OP 'Human Resources Development, Education and Lifelong Learning' took place which approved the detailed specification of the OP and the YEI's Annual Implementation Report. According to the interviewees, this approval has been accompanied with the commitment of all of the YEI funding which, given the extremely dire situation of the Greek youth labour market, is extremely important.

### **Funding up to November 2015**

The financial implementation of the YEI started in 2014. The additional pre-financing for YEI, given in May 2015, allowed more funds to be committed to the existing number of projects. Almost all YEI funding has been committed up to November 2015 (see Table 3). Around 56% of the YEI funding has already been contracted out, while about 10% has been paid out to beneficiaries. Interviewees appreciated the considerable increase in the YEI's pre-financing together with the fact that all its funding is frontloaded, in view of the dramatic level of youth unemployment in Greece. However, they were also concerned whether the Greek administrative and stakeholder system combined with rather cumbersome and time-consuming procedures will be able to commit and absorb all this funding in time (i.e. by 2018). It was pointed out that significant delays have already occurred, e.g. the Tourism voucher. As a result, some interviewees were concerned that Greece may not be able to use up all of its YEI allocation by 2018. However, others felt that, given the magnitude of youth unemployment, all YEI funding will have been used by 2018.

**Table 3 - The amount of funding up to November 2015 (EUR)**

	Total (EUR)	Share of total amount budgeted (%)
Amount of funding committed	382 660 000	97
Amount of funding contracted out	220 000 000	56
Amount of funding paid out to beneficiaries	40 960 000	10

Source: Survey of Managing Authorities – Greece; Stakeholder Interviews.

### Outputs and results achieved up to November 2015

Up to November 2015, 31,638 young people have been supported by the YEI (see Table 4). Of these, 24,760 have completed a YEI intervention and 6,357 have received an offer of employment, continued education, apprenticeship or traineeship upon completion of the intervention. In addition, 4,371 participants are in education/training, gain a qualification, or are in employment, including self-employment, upon completion of the intervention. The 'Voucher scheme for a first work experience for labour market entry' aimed at 12,000 NEETs aged 15-24 is the first Youth Guarantee related action. In total, this particular scheme attracted 47,215 applications from unemployed young people. By 31 December 2014, 6,711 beneficiaries had started their theoretical training. The 'Voucher scheme for a first job experience for labour market entry' aimed at 30,000 young people aged 25-29 attracted, in total, 64,971 applications from unemployed young people. By 31 December 2014, 18,943 beneficiaries had started their theoretical training. In Annex 5, there is more detailed information about the participants' profile in both voucher schemes in both 2014 and 2015 as well as about these programmes' outputs and results. As shown in Annex 5, the proportion of those young people aged 18-24 who stated that they had progressed to employment, including self-employment, continued or other training, work experience placements, etc. is 27%, while that of those aged 25-29 is 28%. According to the interviewees, both percentages are rather low and this together with other administrative data has led to a reconsideration of the output and results indicators. According to the interviewees, it is too early to assess the long-term results of the YEI, since participants have only completed an intervention.

**Table 4 - Key characteristics of the NEET target population supported (number of individuals)**

15-24 years	25-29 years	Female	Male	ISCED11 Levels 0-2	ISCED11 Levels 3-8	Unemployed	Inactive
9,083	22,555	20,656	10,982	866	30,772	31,638	N/A

Source: Survey of Managing Authorities – Greece.

### Communication of the YEI

According to the interviewees, both as part of the YEI and the ESF-supported actions, there is a strong emphasis on awareness raising and information campaigns aimed at all relevant stakeholders, including young people/NEETs. In relation to the latter, OAED's (Greek PES) Career Days explicitly targeting young people/NEETs have been used to promote both the YG and the YEI. Likewise, the Ministry of Labour together with the Ministry of Education have submitted a PROGRESS proposal to the European Commission whose focus is on developing an integrated awareness raising campaign for the YEI and YG which, inter alia, will make extensive use of electronic social media (and online social networks) to reach out to young people. If this proposal is not successful, other ways of reaching out to young people/NEETs will be explored alongside the more traditional ones used such as publication material; improvement of OAED's online portal; use of youth networks and organisations such as the

Hellenic National Youth Council to inform youth about programmes, annual job fairs etc.). Conferences (such as the 2014 Apprenticeship Conference), seminars and workshops are also being used to promote both the YEI and the YG to all relevant stakeholders. The YEI communication actions are also closely linked to the action relating to the spatial mapping, locating, informing and awareness raising of NEETs (as outlined in the NYGIP). The social partners (and Chambers of Commerce) will also be mobilised to this end. For example, social partners were requested through a questionnaire to inform the Ministry of Labour about their particular roles and involvement in the NYGIP implementation, e.g. awareness, promotion, communication and publicity actions, through their local and regional networks and to make suggestions for improvement. According to the interviewees, there has been a very active communication campaign which has also used the print media extensively as well as Radio and TV spots promoting the YEI and YG.

### **Risks and challenges**

According to the interviewees, the current dire economic situation and the dramatic levels of youth unemployment represent both a risk and a challenge for YEI. To this end, a major challenge is the sheer number of unemployed young people/NEETs who need help. Although the Greek PES is being re-engineered so that more capacity (i.e. personal advisors' time) is freed up to help them, it is not certain that this will be enough. Within a context of fiscal consolidation, austerity and reduced public spending, it may not be possible to increase PES capacity. Linked to this is the availability of funding. Although all interviewees stressed the very positive (and indeed critical) contribution of YEI funding in addressing youth unemployment in Greece, they were not sure whether it is enough, given the magnitude of the problem. As was pointed out, international experience shows that in times of recession (as is the case of Greece at the moment), other countries such as Germany and the US can spend up to 4% of their GDP on employment programmes; yet, even with the EU funding, for Greece this now amounts to 0.1% of GDP. The persistent recession also results in much lower labour demand, which is likely to affect the extent to which YEI's objectives are achieved. The rather fluid and uncertain political situation in Greece is also seen as a risk.

The way YEI was included in the Greek OP was also mentioned as a challenge, given the long time it took for the OP to be approved. This, in turn, created delays in the YEI implementation at a time when there was mass youth unemployment and an urgent need for intervention. That said, interviewees appreciated the 30% pre-financing which has allowed for the voucher schemes to go ahead. In terms of delays, a distinct risk identified by some interviewees concerns the procedures and associated time lag involved in preparing, assessing, approving and actually implementing YEI actions (within the tight n+3 YEI timeframe). Moreover, the fact that the relevant departments/authorities are now considerably under-staffed (following a massive exodus of civil servants and relevant know-how) means that it is likely that more of these delays will occur. As was pointed out, neither the political leadership nor the range of stakeholders involved have a clear understanding of the path dependencies (and time involved) of the various actions; as a result, for some interviewees there is risk of not being able to use up all of the YEI funds by 2018. Interviewees also pointed out that, based on the YEI output and results indicators so far (e.g. the two voucher schemes described above), the current indicators are very optimistic and, as a result, the Greek Government is planning to revise them downwards, even to decrease them by half. The issue of not having implemented an extensive stakeholder consultation at the planning stage was also mentioned as entailing the risk of some of the YEI programmes not being informed by the views of all relevant

stakeholders. This has obvious implications for the likelihood of their effectiveness. Few informants expressed concern about the YEI planning process.

In relation to the YEI monitoring, interviewees pointed out that there has been a concerted effort to collect data in a rigorous and methodological way. The common YEI reporting templates are seen as helpful in this regard. Moreover, the Managing Authority has been developing relevant data collection tools to ensure that all the relevant data are gathered (see Annex 5).

### 3.2. Implementation of the ESF interventions

<b>ESF supported actions under Investment Priority 8.ii launched up to November 2015</b>	None
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#### Ongoing activities

The implementation of other ESF actions related to youth unemployment has not started yet. The ESF youth employment actions will be implemented through calls for proposals expected to be launched in the first semester of 2017. The selection criteria for the ESF actions have been adopted. The main ESF youth employment actions foreseen are the provision of (i) traineeships and apprenticeships; (ii) first work experience opportunities; and (iii) start-up support for young entrepreneurs.

#### Funding up to November 2015

The implementation of other ESF actions related to youth unemployment has not started yet, so no relevant financial information is available (see Table 5).

**Table 5 - The amount of related ESF funding up to November 2015 (EUR)**

	Total (EUR)	Share of total amount budgeted (%)
<b>Amount of funding committed</b>	0	0
<b>Amount of funding contracted out</b>	0	0
<b>Amount of funding paid out to beneficiaries</b>	0	0

Source: Survey of Managing Authorities – Greece; Stakeholder Interviews.

#### Outputs and results achieved up to November 2015

Since the relevant ESF youth employment actions will start after the YEI is concluded in 2018, no results have been achieved up to November 2015 (see Table 6).

**Table 6 - Key characteristics of the target population supported (number of individuals)**

15-24 years	25-29 years	Female	Male	ISCED11 Levels 0-2	ISCED11 Levels 3-8	Unemployed	Inactive
0	0	0	0	0	0	0	0

Source: Survey of Managing Authorities – Greece; Stakeholder Interviews.

## 4. Conclusions

The YEI together with the Youth Guarantee, which it is closely associated with it, is the major instrument to tackle the dramatically high youth unemployment in Greece in 2014–2020. In total, the YEI is expected to help 110,778 NEETs, while up to November 2015, 31,638 young people have been supported by the YEI's flagship programme 'voucher scheme for a first work experience for labour market entry of young people aged up to 29'. The YEI interventions which should be completed by 2018 will be complemented by other ESF youth employment actions, whose time horizon is longer, i.e. up to 2023. Both YEI and ESF youth employment actions support similar actions and place a strong emphasis on traineeships (work placements), e.g. through voucher schemes; employer incentives; and youth entrepreneurship. The YEI is seen as very useful in helping Greece tackle its massive youth unemployment problem. In view of the very limited national budget, YEI provides much needed funding, while its explicit focus on NEETs means that proper attention is paid to this growing group. It has also sped up much needed reforms such as the ongoing reform of developing a proper skills anticipation system which is a welcome innovation within the Greek context.

However, the implementation of the YEI is not devoid of challenges and risks. Above all, the persistent and unprecedented recession creates a very uncertain and unfavourable climate in relation to employment prospects. The dramatic fall in labour demand combined with the equally dramatic rise in the supply of (unemployed) youth/NEETs is a major YEI challenge and is likely to affect the extent to which its objectives are achieved. The delays in the YEI implementation that have already occurred is another challenge especially in view of YEI's tight timeframe and the need to have used up all the YEI funding by 2018. This is also linked to the fact that the relevant departments/authorities are at present considerably under-staffed and likely to continue to be so, with obvious reduced capacity implications. Even so, the YEI is seen as presenting Greece with a valuable opportunity (and funds) to take some concrete steps in addressing its very high youth unemployment.

## Updated evidence from the national evaluation

### Type of evaluation

External (by the Labour Institute of the Greek General Confederation of Labour – INE-GSEE, <http://www.inegsee.gr/>). Outcome/impact evaluation (as stated in the report), although since a number of actions are still ongoing it can also be classified as a process evaluation.

### Quality of the evaluation

The evaluation is independent/impartial and transparent and its methodology (beneficiary survey and qualitative interviews) is robust. However, the methodology needs to be complemented by more research focusing on aspects not covered by this report, e.g. funds absorption, degree of target achievement, etc.

### Reference period for the evaluation

The report presents the results of research conducted in December 2015. It does not specify a reference period as such, apart from the fact that its focus is on presenting evaluation results for employment and work placement offers, including their quality and self-employment.

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### Key findings from the evaluation

- Evaluators positively assessed the fact that YEI-supported interventions represent a novel approach in relation to training provision by linking training to employment, e.g. through practical work placements. 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.
- Of the offered positions, 51% were full-time, 41% part-time (average). Overall, 54% of the positions offered were relevant to the young people's previous work experience and 44% to their studies. The higher the young person's education/qualification level, the greater the relevance of the employment position to his/her studies and/or work experience. Data on job offers refer to the sample of 501 YEI participants that were interviewed by phone.
- Altogether 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 concern that work placements - instead of resulting in employment - can lead to a series of precarious placements for the young person and to the substitution of (new) regular staff by trainees. Indeed, the fact that some companies are using trainees either as additional staff or instead of regular staff is seen as having the potential to undermine the credibility of the Voucher programme (a YEI-supported intervention). Data on practical work placements refer to the sample of 261 YEI participants that were interviewed by phone.

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### Updated information from the evaluation

#### Funding:

The national evaluation complements the findings in the country chapter information by stating that there has been a delay in the provision of funding and payment to the training providers by the ESF Actions Implementation Authority (EYE-EKT).

#### Activities:



The national evaluation confirms the findings in the Country Chapter.

### **Outputs:**

The statistical analysis was based on the data of 26,395 registered YEI participants (7,520 aged 18-24 and 18,875 aged 25-29) who completed both entry and exit questionnaires. Key characteristics of the YEI participants by gender breakdown: men: 9,213 (34.9%); women 17,182 (65.1%); by age breakdown: 18-24 age group: 7,520 (28.5%); 25-34 age group: 18,875 (71.5%); by education level: PhD holders: 10 (0.04%); Post-graduate degree holders: 486 (1.8%); HEI/TEI graduates: 8,837 (33.5%); graduates from private vocational training institutes (IEK) or colleges: 3,592 (13.6%); upper secondary (general or vocational) education graduates: 12,755 (48.3%); lower secondary education or second chance school graduates 697 (2.6%); primary education graduates: 16 (0.1%); not having completed primary education: 2 (0.01%). Several more detailed characteristics of YEI participants were also included in the report. For example, from all YEI participants, members of jobless households (where no one works) accounted for: 5,662 (21.5%); members of jobless households with dependent children: 2,543 (9.6%); living in one-parent households with dependent children: 2,048 (7.8%); Thrace's Muslim minority: 381 (1.4%); Roma: 59 (0.2%); migrants or of foreign/migrant origins: 453 (1.7%); refugees: 36 (0.1%); asylum seekers: 26 (0.1%); disabled: 264 (1%); those who have addressed or are in process of addressing substance abuse problems: 38 (0.1%); offenders/ex-offenders: 17 (0.1%); homeless: 30 (0.1%).

### **Results:**

#### Employment offer at end of YEI intervention

Data on job offers refer to the sample of 501 YEI participants that were interviewed by phone, thus the results should be treated with caution.

Of those, 15.6% received an offer of employment, either during or at the intervention: 91% received an offer at the end and 8% during the intervention. Overall, 83% were offered a job by their host organisation (i.e. where they undertook their practical work placement); 58% of the offered employment positions were for office workers and sales people. About 9 in 10 (88%) of participants accepted the offer of employment, while 12% did not. The reasons for refusing the employment offer were: low wages (24%); distance from home/area of residence (23%); personal reasons (23%); and a better employment offer (19%). Of those who did not accept the offer of employment, 56% are unemployed, 38% are in paid employment, 3% are self-employed and 1% is helping in a family business.

Overall, 2 in 3 (66%) participants were satisfied or very satisfied with the offered employment in that it met their expectations, irrespective of whether they accepted it. The level of satisfaction is much higher (70%) among those who accepted it compared to those who did not (48%).

Of the offered positions, 51% were full-time, 41% part-time (average time 4.6 hours/day), 5% job sharing (average time 3.3 days/week) and 5% seasonal employment<sup>1</sup>. Interestingly, the offer of full-time employment was higher among men and in the Attica region, while that of part-time employment was higher among women. In the majority of cases, the offer of employment in a part-time or job-sharing basis came from the company, while only 21% of participants chose this form of employment voluntarily. The offer of seasonal employment was much higher among the older age group (7% for those aged 25-29) than the younger age group (1% for those aged 18-24). Altogether 54% of the offered positions were relevant to the

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<sup>1</sup> This question had multiple options, so that the% do not add up to the total

young people's previous work experience and 44% to their studies. The higher the young person's education/qualification level, the greater the relevance of the employment position to his/her studies and/or work experience.

About 9 in 10 companies which offered employment were in the tertiary sector, with 31% of them being in the wholesale and retail trade sector; 8% of the companies belonged to the secondary sector (production and construction); 34% of the companies offering employment stated that they were planning to provide the young person training in line with the job offered. It is estimated that, as a result of the YEI-supported interventions, the relevance of the offered employment positions was 62%: 6 in 10 participants felt that the job offered corresponded to their qualifications.

The average net monthly pay was €440. The pay in 19% of the offered positions was less than €300 and in 10% over €600. There were significant statistical pay-related differences in relation to: (i) age (€410 for 18-24 vs. €460 for 25-29-year-olds); gender (€490 for men vs. €420 for women); and geographical location (€470 in Attica and Aegean islands vs. €410 in Northern Greece). Of those who had previous work experience, 50% stated that this was (partially or fully) reflected in their monthly pay. There was provision for additional/extra social security/insurance coverage in 16% of the offered positions, while in 9% there were other additional benefits, mainly supermarket vouchers and reimbursement of travel expenses.

Overall, 6 in 10 (61%) participants believed that their participation in a YEI-supported intervention helped them (totally or to a great extent) to enter or re-enter the labour market. However, there were significant statistical differences in relation to this assessment based on age (67% for 18-24 vs. 58% for 25-29-year-olds); education level (90% for lower secondary education graduates vs. 41% for post-graduate degree holders); and work situation of household (69% for jobless households vs. 58% for households with at least one member in employment). According to the report, the fact that 83% of participants were offered a job by their host organisation (i.e. where they undertook their practical work placement which was supported by YEI, shows that such YEI-supported interventions can facilitate young people's entry into the labour market.

#### Practical work placements

Data on practical work placements refer to the sample of 261 YEI participants that were interviewed by phone, thus the results should be treated with caution.

Overall, 88% of beneficiaries accepted the offer of a practical work placement up to 28 days after completing (or leaving early) the YEI intervention, while 12% did not. The main reasons for not taking up the offer were: (i) personal reasons (26%); (ii) withdrawal of offer by company (19%); and distance of company from home (13%). Overall, 81% of beneficiaries declared themselves to be totally (51% or very (30%) satisfied with their practical work placement. 6 in 10 beneficiaries stated that: (i) the practical work experience helped them acquire useful skills/competences related to the job/profession they want to go into (65%); (ii) the work placement reinforced their job search efforts (61%); and (iii) they had the opportunity to apply the skills they acquired through the YEI-supported placement in real work environments (59%).

Overall, 54% of the practical work placements were relevant to the young people's previous work experience and 45% to their studies. The young person's education/qualification is a key factor regarding the relevance of the work placement (58% for lower/upper secondary and IEK graduates vs. 44% for HEI/TEI and post-graduates. Of those who accepted the work placement 63% stated that the placement-related tasks were totally relevant and 22% that they were very relevant. However, 21% stated that they were asked to carry out tasks not

foreseen in the work placement agreement, while 13% had to stay with the company beyond the time/length of placement specified in the agreement.

Of the companies which offered practical work placements, 82% were in the tertiary sector, with 32% of them being in the wholesale and retail trade sector; 10% of the companies belonged to the secondary sector (production and construction). The average duration of the placement was 4.8 months for 5-6 days (77%) on a weekly basis and 6-8 hours (81%) per day. In 96% of cases, the average reward was €420. There were significant statistical age-related differences: €380 for 18-24 vs. €430 for 25-29-year-olds). Overall 51% of the offered work placements had health insurance coverage, 33% work-related risk/accident insurance and 18% pension contributions. However, 1 in 3 respondents did not know the insurance coverage of their work placement.

Overall 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 concern that work placements instead of resulting in employment might lead to a series of precarious placements for the young person and to substitution of (new) regular staff by trainees.

#### Criteria for good quality offer

In general, according to the report the following are criteria for **good quality employment offer**: (i) paid employment; (ii) permanent employment; (iii) full-time and stable employment; (iv) being employed directly by employer; (v) pay level at least the same as the lowest pay levels as determined by collective bargaining agreements; (vi) employment relationship subject to the protection of the existing employment and social security legislation; (vii) strict adherence to health and safety rules (so as to prevent work-related accidents); (viii) the relevance of one's studies and previous work experience with the job/placement in hand; (ix) training and professional development opportunities offered by the company; (x) long-term or at least medium-term sustainability; (xi) career progression prospects; (xii) improvement of one's skills and competences for higher productivity and enhanced employability (linked to career management skills); (xiii) provision of additional (direct or indirect) benefits, e.g. private insurance, coverage of travel costs to and from the workplace, subsidies, etc. To the above, according to the report, one should add personal preferences in relation to employment (e.g. preference for full-time or part-time employment) and satisfaction with their job.

It is interesting that the participants themselves have a slightly different view about the quality of employment. For them the main factors assessed positively for a job are (in ascending order): (i) good work environment (76%); (ii) maintenance of health and safety at work (62%); (iii) the workplace (60%); (iv) working hours (59%); (v) full social security/insurance coverage (49%); (vi) career progression prospects (47%); (vii) job corresponding to one's qualification and previous work experience (47%); (viii) job relevant to one's qualification and previous work experience (42%); (ix) full-time employment (39%); (x) satisfactory pay (38%); and (xi) permanent employment (34%). When asked about the two most important factors, for young participants these are: (i) good work environment (54%) and (ii) career progression prospects (23%).

According to the report, the criteria for **good quality practical work placement offer are**: (i) type/nature and characteristics of practical work placement, e.g. pay, working hours, duration, social security/insurance coverage, relevance of placement with one's studies and previous work experience with the YEI framework; (ii) learning content of practical work placement and support of learning process, e.g. adequacy and transparency, clarity of tasks to

be performed, suitability of placement for helping entrance to the labour market, existence of vocational guidance and counselling as well as proper supervision; (iii) the work environment of practical work placement, e.g. working conditions, health and safety, management and staff attitudes towards the trainee, ability of trainee to discuss the placement-related tasks, etc. with management; (iv) subjective satisfaction of trainees with the practical work placement.

### **Learning around challenges and risks**

The use of the Voucher itself, which was an innovation within the Greek context, is seen as providing the opportunity for rationalising the VET landscape by weeding out bodies which could not meet their high requirements. Linked to this is the Voucher focus on practical work placements with the potential to lead to employment as opposed to previous training programme with no such element (i.e. classroom-based). These programmes had even created a group of (unemployed) young people who were just moving from one programme to the next, especially in provincial cities. In addition, 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. The continuous monitoring and the electronic attendance register are also seen by the EYE-EKT as positive elements of the programme's planning.

The greater attention to careful planning of YEI interventions together with the shift from a focus on the relevant planning and implementing bodies (supply-led focus) to the final user (young people) and their needs (demand-led focus) is also seen as one of the key strengths. This focus on young people who can use the Voucher to choose the most relevant training on the basis of their specific employment preferences (and related training requirements) was assessed positively by most interviewees. The fact that the YEI-supported interventions which include a practical work placement are also aimed at those aged 18-24 is seen as positive because this age group typically had the least work experience, the lack of which constitutes a key barrier to their labour market entry. Apart from the provision of technical skills, the training programmes are also helping young people develop their transversal competences. Efforts have been made to ensure that both types of skills are linked to actual employer requirements.

Some stakeholders were more critical about the linkage between theoretical training and practical work placement because they felt that, in many cases, the theoretical training was just a 'general body of knowledge' with no relation to the focus of the young person's work placement. Because of the great diversity of participant profiles and specific training needs, it has proved quite difficult for training providers to create classes with similar training needs. The range of options, especially in relation to training provision, varies depending on the location: as expected, in large urban centres there are many more options than small provincial towns. As a result, it is a challenge to ensure that even in the latter there is sufficient and relevant training provision.

There is a need to review the correspondence of specific programmes and related specialisms which can lead to practical work placements and the inclusion in these of participants with, in the main, similar levels of knowledge and skills. This will lead to the creation of training classes of participants with similar training needs and lead to greater satisfaction. To this end, it is proposed that two types of training programmes are planned: (i) one aimed at the development of transversal competences among new labour market entrants and (ii) one providing specialised training related to the dynamic sectors of the Greek economy. The training programmes should be linked to the national system of certification of qualifications developed by the National Organisation for the Certification of Qualifications & Vocational

Guidance (EOPPEP) (<http://www.eoppep.gr/index.php/en/>)

The absence of quality specifications in relation to which provider is eligible to act as a training provider was seen as a key weakness. There is a need for stricter quality specifications for training providers, whose current numbers are deemed excessive, especially compared to the number of beneficiaries. For example, for the Tourism Voucher there are 684 training providers, with a total beneficiary population of 8,000. A reduction in the number of training providers through a proper assessment of their capacity to provide training in specific thematic subjects is seen as a precondition for upgrading the system. On the other hand, for the EYE-EKT, the fact that the system is accessible by many providers is not seen as negative.

There is also a need, as a means for increasing the quality of trainings, to develop proper methodological frameworks and study curricula which will commit, at least in their general direction and specifications, the training providers. The access to quality educational material was also mentioned by some informants as a basic weakness. In addition, there is a need for specialised guidance/counselling which is lacking among the training providers (KEKs) staff at the moment. On the other hand, specialised guidance/counselling staff may have limited links with and knowledge of local labour market needs.

A basic weakness in the planning of the Voucher programmes is the lack of appropriate, adequate, relevant and reliable awareness/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. This lack of awareness has given rise to some 'bad' practices which, according to some interviewees, shift the focus back to the training providers. For example, there have been instances where the training providers have offered incentives in the form of, e.g. a free computer/tablet, a mobile phone or even cash, to participants in order for participants to choose them. On the other hand, such practices have also led to participants using the Voucher as a bargaining chip so that they get more presents from the providers. In addition, there have been instances of companies using participants in practical work placements either as additional staff or instead of regular staff. There is a need for a diagnostic system for labour market needs, not only at the national but also (and especially) at regional and local levels, which is seen as critical in helping the relevant planning and implementing bodies, including training providers, to meet actual employer requirements. Such information is also vital for the young participants so that they can optimise their use of the training voucher and seek training (and relevant work placements) in line with the local labour market needs.

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## Annex 1 The youth employment situation

### Proportion and characteristics of NEET population in a country (age groups 15–24 and 25–29)

	NEET proportion in the respective age group (%)	NEET proportion by sex (%)		NEET proportion by education (%)		NEET proportion by labour market status (%)	
		Female	Male	ISCED11 Levels 0-2 <sup>2</sup>	ISCED11 Levels 3-8 <sup>3</sup>	Unemployed	Inactive
<b>AGE GROUP 15–24</b>							
2013	20.4	20.0	20.9	5.3	15.1	14.3	6.1
2014	19.1	19.6	18.7	4.5	14.6	12.8	6.3
<b>AGE GROUP 25-29</b>							
2013	42.1	48.2	36.1	9.4	32.7	34.4	7.7
2014	39.5	44.1	35.1	7.8	31.7	32.3	7.2

Source: Eurostat yth\_empl\_160, yth\_empl\_150, accessed on 26 October 2015.

### Proportion and characteristics of young unemployed in your country (age groups 15–24 and 25–29)

	Total youth unemployment rate (%)	Youth unemployment rate by sex (%)		Youth unemployment rate by education level (%)		
		Female	Male	ISCED11 Levels 0-2 <sup>4</sup>	ISCED11 Levels 3-4 <sup>5</sup>	ISCED11 Levels 5-8 <sup>6</sup>
<b>AGE GROUP 15–24</b>						
2013	58.3	63.8	53.8	59.3	60.9	48.3
2014	52.4	58.1	47.4	50.8	53.7	49.4
<b>AGE GROUP 25-29</b>						
2013	43.3	46.3	40.8	46.3	43.1	42.4
2014	40.8	43.1	38.7	42.7	42.3	38.7

Source: Eurostat yth\_empl\_090, accessed on 26 October 2015.

<sup>2</sup> Less than primary, primary and lower secondary education.

<sup>3</sup> Upper secondary, post-secondary non-tertiary and tertiary education.

<sup>4</sup> Less than primary, primary and lower secondary education.

<sup>5</sup> Upper secondary, post-secondary non-tertiary education.

<sup>6</sup> Tertiary education.



## Annex 2 Expected outputs and results of the YEI and other ESF youth employment actions

Output indicators	Target values	Reference population of the output indicator
<b>Youth Employment Initiative:</b>		
Persons aged between 15 and 24 who are not in education or training, who participated in YEI-supported intervention	71,956 (28,782 male & 43,174 female)	Project participants
Persons aged between 25 and 29 who are not in education or training, who participated in YEI-supported intervention	38,822 (15,529 male & 23,293 female)	Project participants
<b>Other ESF youth employment actions (by 2023):</b>		
Unemployed, including long-term unemployed, young people aged up to 29, especially NEETs who participated in an ESF/Youth Guarantee intervention (Less developed regions – Priority Axis 3)	14,414 (5,766 male & 8,648 female)	Project participants
Unemployed, including long-term unemployed, young people aged up to 29, especially NEETs who participated in an ESF/Youth Guarantee intervention (Transition regions – Priority Axis 3)	3,851 (1,540 male & 2,311 female)	Project participants
Unemployed, including long-term unemployed, young people aged up to 29, especially NEETs who participated in an ESF/Youth Guarantee intervention (More developed regions – Priority Axis 3)	3,839 (1,536 male & 2,303 female)	Project participants
Unemployed, including long-term unemployed, people participated in an intervention in the Sterea Ellada region (Transition regions – Priority Axis 4)	1,618 (1,647 male & 971 female)	Project participants
Unemployed, including long-term unemployed, young people participated in an intervention in the North Aegean region (Transition regions – Priority Axis 5)	3,839 (1,536 male & 2,303 female)	Project participants

*Government of Greece (2014), OP Human Resources Development, Education and Lifelong Learning.*

Result indicators	Target values	Reference population of the result indicator
<b>Youth Employment Initiative:</b>		
Unemployed participants who completed participation in YEI-supported intervention	93%	Project participants
Unemployed participants who received an offer of employment, continued education, apprenticeship or traineeship immediately upon completion of their participation	52%	Project participants who successfully participated in the project
Unemployed participants who are in education/training, gained a qualification, or are in employment, including self-employment, immediately upon completion of their	44%	Project participants who successfully participated in the project

Result indicators	Target values	Reference population of the result indicator
<b>Youth Employment Initiative:</b>		
participation		
Long-term unemployed participants who participated in YEI-supported intervention	93%	Project participants who successfully participated in the project
Long-term unemployed participants who received an offer of employment, continued education, apprenticeship or traineeship immediately upon completion of their participation	52%	Project participants who successfully participated in the project
Long-term unemployed participants who are in education/training, gained a qualification, or are in employment, including self-employment, immediately upon completion of their participation	44%	Project participants who successfully participated in the project
Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship within 6 months of completion of their participation	28%	Project participants who successfully participated in the project
Participants in employment within 6 months of completion of their participation	26%	Project participants who successfully participated in the project
Participants in self-employment within 6 months of completion of their participation	10%	Project participants who successfully participated in the project
<b>Other ESF youth employment actions:</b>		
Participants who acquire a qualification immediately upon completion of their participation (Less developed regions)	65%	Project participants
Participants who are in employment, including self-employment, within 6 months of completion of their participation (Less developed regions)	40%	Project participants who successfully participated in the project
Participants who acquire a qualification immediately upon completion of their participation (transition regions)	65%	Project participants who successfully participated in the project
Participants who are in employment, including self-employment, within 6 months of completion of their participation (transition regions)	40%	Project participants who successfully participated in the project
Participants who acquire a qualification immediately upon completion of their participation (More developed regions)	65%	Project participants who successfully participated in the project
Participants who are in employment, including self-employment, within 6 months of completion of their participation (More developed regions)	40%	Project participants who successfully participated in the project

Source: Government of Greece (2014), *OP Human Resources Development, Education and Lifelong Learning*.

## Annex 3 List of interviewees

Type of interviewee	Position	Organisation	Interview mode (face-to-face, Skype/ phone)	Date of interview
Managing authority	Head of Unit A1.1 (Planning 2007-2013) & Evaluation & Selection of Actions (2007-2013 & 2014-2020) (issues calls for proposals and selects YEI actions)	Managing Authority of the OP Human Resources Development (EPANAD), The Ministry of Economy, Development and Tourism	Phone	2015-11-11
Implementing body	YGI coordinator	Directorate of Employment, Ministry of Labour, Social Security and Welfare	Phone	2015-11-13
Implementing body	EMCO Ad Hoc Member (Greece)	Directorate of Employment, Ministry of Labour, Social Security and Welfare	Phone	2015-11-13
Implementing body	Manager of co-funded programmes	Greek Tourism Confederation Institute (INSETE) / Greek Tourism Confederation (SETE)	Phone	2015-11-19
Managing authority	Head of Unit B.1.1 (Management of Investment Priority 8.ii Actions) (monitors implementation of YEI actions)	Managing Authority of the OP Human Resources Development EPANAD), The Ministry of Economy, Development and Tourism	Phone	2015-11-20
YEI Evaluator	Director	Labour Institute of the Greek General Confederation of Labour (INE-GSEE)	Phone	2015-11-20

## Annex 4 YEI front-loaded active actions and those transferred from OP Human Resources Development 2007-2013

OP	MIS CODE	TITLE OF ACTION	BUDGET	TOTAL PAYMENTS (to 14 October 2015)
		TOTAL AGGREGATES	236,810,000	78,247,303
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience for labour market entry of young people aged 25-29 in 8 convergence regions	44,334,000	23,000,000
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience for labour market entry of young people aged 25-29 in 3 phasing-out regions	56,592,000	28,727,500
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience for labour market entry of young people aged 25-29 in 2 phasing-in regions	7,074,000	3,569,803
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience for labour market entry of young people aged 18-24 in 8 convergence regions	17,733,600	10,000,000
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience for labour market entry of young people aged 18-24 in 3 phasing-out regions	22,636,800	11,000,000
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience for labour market entry of young people aged 18-24 in 2 phasing-in regions	2,829,600	1,950,000
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience in the tourism sector for labour market entry of young people aged up to 29 in 8 convergence regions	13,817,695	

OP	MIS CODE	TITLE OF ACTION	BUDGET	TOTAL PAYMENTS (to 14 October 2015)
		TOTAL AGGREGATES	236,810,000	78,247,303
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience in the tourism sector for labour market entry of young people aged up to 29 in 3 phasing-out regions	14,833,343	
OP Human Resources Development, Education & Lifelong Learning 2014-2020	Front-loaded – Recalled from 2007-2013/In the process of being included	Voucher scheme for a first work experience in the tourism sector for labour market entry of young people aged up to 29 in 2 phasing-in regions	1,208,962	
OP Human Resources Development 2007-2013	495996	Training, certification and guidance/counselling in order to improve the skills of unemployed young people aged 18-24 in Supply Chain and Logistics in 8 convergence regions	2,284,300	
OP Human Resources Development 2007-2013	495997	Training, certification and guidance/counselling in order to improve the skills of unemployed young people aged 18-24 in Supply Chain and Logistics in 3 phasing-out regions	2,581,100	
OP Human Resources Development 2007-2013	495998	Training, certification and guidance/counselling in order to improve the skills of unemployed young people aged 18-24 in Supply Chain and Logistics in 2 phasing-in regions	434,600	
OP Human Resources Development 2007-2013	496006	Actions for training, certification and guidance/counselling support aimed at unemployed young people aged 18-24 in Supply Chain and Logistics in 8 convergence regions	434,600	
OP Human Resources Development 2007-2013	496007	Actions for training, certification and guidance/counselling support aimed at unemployed young people aged 18-24 in Supply Chain and Logistics in 3 phasing-out regions	890,400	

OP	MIS CODE	TITLE OF ACTION	BUDGET	TOTAL PAYMENTS (to 14 October 2015)
		TOTAL AGGREGATES	236,810,000	78,247,303
OP Human Resources Development 2007-2013	496008	Training, certification and guidance/counselling in order to improve the skills of unemployed young people aged 18-24 in specialisms relate to the export trade with particular focus on the primary sector in 8 convergence regions	4,110,150	
OP Human Resources Development 2007-2013	496009	Training, certification and guidance/ counselling in order to improve the skills of unemployed young people aged 18-24 in specialisms relate to the export trade with particular focus on the primary sector in 3 phasing-out regions	4,648,100	
OP Human Resources Development 2007-2013	496010	Training, certification and guidance/ counselling in order to improve the skills of unemployed young people aged 18-24 in specialisms relate to the export trade with particular focus on the primary sector in 2 phasing-in regions	781,750	
OP Human Resources Development 2007-2013	496011	Actions for training, certification and guidance/counselling aimed at unemployed young people aged 18-24 in specialisms relate to the export trade with particular focus on the primary sector in 8 convergence regions	784,400	
OP Human Resources Development 2007-2013	496013	Actions for training, certification and guidance/counselling aimed at unemployed young people aged 18-24 in specialisms relate to the export trade with particular focus on the primary sector in 3 phasing-out regions	1,600,600	
OP Human Resources Development 2007-2013	496014	Actions for training, certification and guidance/counselling aimed at unemployed young people aged 18-24 in the retail sector in 8 convergence regions	4,351,300	

OP	MIS CODE	TITLE OF ACTION	BUDGET	TOTAL PAYMENTS (to 14 October 2015)
		TOTAL AGGREGATES	236,810,000	78,247,303
OP Human Resources Development 2007-2013	496015	Actions for training, certification and guidance/counselling aimed at unemployed young people aged 18-24 in the retail sector in 3 phasing-out regions	5,554,400	
OP Human Resources Development 2007-2013	496016	Actions for training, certification and guidance/counselling aimed at unemployed young people aged 18-24 in the retail sector in 2 phasing-in regions	694,300	
OP Human Resources Development 2007-2013	496017	Training, certification and guidance/ counselling in order to improve the skills of unemployed young people aged 18-24 in specialisms related to the ICT sector in 8 convergence regions	3,132,298	
OP Human Resources Development 2007-2013	496018	Training, certification and guidance/ counselling in order to improve the skills of unemployed young people aged 18-24 in specialisms related to the ICT sector in 3 phasing-out regions	4,123,403	
OP Human Resources Development 2007-2013	496019	Training, certification and guidance/ counselling in order to improve the skills of unemployed young people aged 18-24 in specialisms related to the ICT sector in 2 phasing-in regions	694,299	
OP Human Resources Development 2007-2013	496020	Actions for training, certification and guidance/ counselling support aimed at unemployed young people aged 18-24 in the ICT sector in 8 convergence regions	1,219,000	
OP Human Resources Development 2007-2013	496021	Actions for training, certification and guidance/ counselling support aimed at unemployed young people aged 18-24 in the ICT sector in 3 phasing-out regions	1,431,000	
OP Human Resources Development, Education & Lifelong Learning 2014-2020	In the process of being included	Apprenticeship Programmes (for those aged 18-24) (2014-2016)	16,000,000	

## Annex 5 Voucher scheme for a first work experience for labour market entry of young people aged up to 29

**Table 5.1: Profile of participants in the voucher scheme for a first work experience for labour market entry of young people aged 18-24 and 25-29 (2014-2015)**

INDICATOR (CODE)	INDICATOR (NAME)	2014 (aged 18-24)		2015 (aged 18-24)		2014 (aged 25-29)		2015 (aged 25-29)	
		ANNUAL TOTAL		ANNUAL TOTAL		ANNUAL TOTAL		ANNUAL TOTAL	
		Men	Women	Men	Women	Men	Women	Men	Women
CO01	Unemployed, incl. long-term unemployed (YEI)	2,362	4,315	850	1,556	6,378	12,480	1,392	2,305
CO02	Long-term unemployed (YEI)	2,299	4,166	817	1,489	5,805	11,744	1,238	2,134
CO03	Economically inactive (YEI)	118	240	46	98	233	446	52	104
CO04	Economically inactive NEETs (YEI)	115	235	44	98	223	441	50	98
CO05	Employed, incl. self-employed								
CO06	Aged below 25 (YEI)	2,362	4,315	850	1,556	302	651	73	117
CO07	Aged over 54	0	0	0	0	0	0	0	0
CO08	Those aged over 54 who are unemployed, incl. long-term unemployed, economically inactive individuals who are not in education or training	0	0	0	0	0	0	0	0
CO09	Graduates of primary (ISCED 1) or lower secondary (ISCED 2) education (YEI)	260	298	88	97	45	60	7	11
CO10	Graduates of upper secondary (ISCED 3) ή post-secondary (ISCED 4) education (YEI)	1,903	2,583	692	936	4,430	6,711	983	1,311
CO11	Graduates of tertiary (ISCED 5-8) education (YEI)	199	1,434	70	523	1,903	5,709	402	983



INDICATOR (CODE)	INDICATOR (NAME)	2014 (aged 18-24)		2015 (aged 18-24)		2014 (aged 25-29)		2015 (aged 25-29)	
		CO12	Participants living in jobless households (YEI)	495	888	183	350	1,456	2,527
CO13	Participants living in jobless households with dependent children (YEI)	300	589	107	229	463	1,023	111	186
CO14	Participants living in one-parent households with dependent children (YEI)	268	531	113	208	328	769	79	165
CO15	Migrants, participants of foreign/migrant origins, those from ethnic minorities (incl. marginalised communities such as the Roma) (YEI)	133	217	48	79	157	324	50	80
CO16	Disabled (YEI)	35	16	9	9	99	77	37	20
CO17	Other vulnerable individuals (YEI)	10	13	4	3	17	17	6	7
CO18	Homeless or those excluded from housing (YEI)	8	10	1	2	4	9	2	1
CO19	Those from rural areas (YEI)								
	<b>Total of participants</b>	2,362	4,315	850	1,556	6,378	12,480	1,392	2,305
	<b>GENERAL TOTAL OF PARTICIPANTS</b>	6,677		2,406		18,858		3,697	

Source: Managing Authority of the OP Human Resources Development (EPANAD); the Ministry of Economy, Development and Tourism.

**Table 5.2: Voucher scheme for a first work experience for labour market entry of young people aged up to 29**

Category	No
<b>18-24</b>	
No. of participants aged 18-24 who have completed training by 30/6/2015	8,651
No. of participants aged 18-24 who have completed training by 30/6/2015 for whom entry microdata has been submitted	8,612
No. of participants aged 18-24 who have completed training by 30/6/2015 for whom entry microdata has not been submitted	39
No. of participants aged 18-24 who have completed training by 30/6/2015 for whom exit microdata has been submitted	7,156
No. of participants aged 18-24 who have completed training by 30/6/2015 for whom exit microdata has not been submitted	1,495
<b>25-29</b>	
No. of participants aged 25-29 who have completed training by 30/6/2015	21,450
No. of participants aged 25-29 who have completed training by 30/6/2015 for whom entry microdata has been submitted	21,326
No. of participants aged 25-29 who have completed training by 30/6/2015 for whom entry microdata has not been submitted	124
No. of participants aged 25-29 who have completed training by 30/6/2015 for whom exit microdata has been submitted	17,954
No. of participants aged 25-29 who have completed training by 30/6/2015 for whom exit microdata has not been submitted	3,496

Source: Managing Authority of the OP Human Resources Development (EPANAD), the Ministry of Economy, Development and Tourism.

**Table 5.3: Exit microdata (based on participants' responses)**

Exit microdata for 18-24 (based on the responses of 7,075 participants)	No
Have received employment offer	1,057
Have received offer for a programme of continued education	559
Have received a work experience placement offer	170
Have accepted offer of employment	859
I am now self-employed	193
I am participating in an education or training programme (either subsidised or not)	160
Exit microdata for 25-29 (based on the responses of 17,685 participants)	No
Have received employment offer	2,727
Have received offer for a programme of continued education	1,394
Have received a work experience placement offer	450
Have accepted offer of employment	2,249
I am now self-employed	567
I am participating in an education or training programme (either subsidised or not)	343

Source: Managing Authority of the OP Human Resources Development (EPANAD), the Ministry of Economy, Development and Tourism.

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