



Youth employment policies in Latvia

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- i. to advance the knowledge base that underpins the formulation and implementation of relevant policies in Europe with the aim of enhancing the employment of young people and improving the social situation of young people who face labour market insecurities, and
- ii. to engage with relevant communities, stakeholders and practitioners in the research with a view to supporting relevant policies in Europe. Contributions to a dialogue about these results can be made through the project website <http://www.except-project.eu/>, or by following us on twitter @except_eu.

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Responsibility for all conclusions drawn from the data lies entirely with the author.



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The key risk groups in the labour market in Latvia

According to the informative report “Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers” by the Ministry of Welfare of Latvia, young people (15 to 24 years old) are one of the main risk groups in the labour market.

By summarizing information from the State Employment Agency of Latvia, the Ministry of Welfare of Latvia and researchers from the University of Latvia¹, the key risk groups of youth are:

- Youths from large families and single-parent families;
- Youths from families where parents have a low level of education;
- Young people after parental leave;
- Youth with residence in a remote area;
- Youths from families with low incomes;
- Disabled persons and persons with mental disorders;
- Young persons released from the place of detention;
- Young unemployed and long-term unemployed persons;
- Ethnic minorities (including Gypsies);
- Youths with a low level of education and without practical skills.

Youths' inclusion in the above-mentioned risk groups can negatively affect the performance of every young person, but especially if several of them are combined. They can face discrimination at school and at work, which can lead to young people having difficulties to enter the labour market.

The main reasons for youth unemployment are the lack of education as well as qualitative work experience in the corresponding profession. After evaluating the portrait of a registered young unemployed individual, it is concluded that many young people have had previous work experience, however, they have been in low-skilled professions or employed temporary and fragmentary (for example, seasonal work).

Information on registered unemployment statistics from the State Employment Agency (SEA) shows that on average 22% of young people aged 15-29 (29% of young people aged 15-24) had no previous work experience, while 78% of young people (71% of those

¹ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)



15-24 years old) had previous work experience, although often in less qualified professions. However, attention is drawn to the fact that compared with other unemployed groups, young people are less likely to become long-term unemployed. The transition from education to employment in Latvia shows that if the unemployed person has a higher level of education, they have shorter duration of unemployment and better outcomes of the labour market in terms of wages and employment persistence. This is particularly pronounced among young people².

In 2016, among young unemployed people (15-29 years), 11.9% were long-term unemployed, 6.9% - persons after parental leave, 4.8% disabled persons. Compared to the corresponding period of the previous year, the total number of young unemployed persons shows an increase in the proportion of persons with disabilities (by 0.8% points), while the decrease in the share of persons after child care leave was 1.9% points³.

The average unemployment duration at the end of December 2016 was 116 days for unemployed people aged 15-29 or about 4 months (by the end of 2015 - 120 days).⁴

Table 1 "Risk group" construction⁵

Potential risk groups	Importance by actors		
	Public opinion/ Media*	Mainstream policy	Academic research
All young people	2	2 ⁶	2
Young unemployed	2	3 ⁷	4
Early school leavers	3	4 ^{8,9}	5

² Informative report "Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers". Retrieved from

http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

³ Informative report "Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers". Retrieved from

http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

⁴ Informative report "Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers". Retrieved from

http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

⁵ 1=no significant role to 5=very important

⁶ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)

⁷ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)

⁸ Informative report "Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers". Retrieved from

http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

⁹ Informatīvais ziņojums par jauniesu garantijas īstenošanu Latvijā 2014.-2018.gadā/ Informative report on the implementation of the Youth Guarantee in Latvia in 2014-2018 (2013) Retrieved from http://www.lm.gov.lv/upload/jauniesiem/lmzin_jg_171213.pdf (in Latvian)



Young people with low skills	5	5 ¹⁰	5
Young people with outdated qualifications	4	4 ¹¹	4
Young people without qualifications	5	5 ¹²	5
NEET	5	5 ¹³	5
Higher education graduates	1	1 ¹⁴	1
Migrants/Ethnic minorities	5	5 ¹⁵	5
Teenage/single parents	5	5 ^{16;17}	5
Young people from workless families	4	5 ¹⁸	5
Young people from remote/disadvantaged areas	3	3 ¹⁹	4
Young people with a disability	5	5 ²⁰	5
Long-term unemployed (more than 6 months)	4	5 ²¹	5

In Latvia, Figure 1 shows that in 2009 compared with 2008, the overall unemployment rate was 9.8 percentage points higher. In 2010, the overall unemployment rate reached

¹⁰ Latvijā nav jauniešu bezdarba/ In Latvia, there is no youth unemployment. 22 August, 2017. Retrieved from <https://www.irliepaja.lv/lv/raksti/viedokli/artis-daugins-latvija-nav-jauniesu-bezdarba/> (in Latvian)

¹¹ The first application round announced in a large-scale EU-funded adult learning project. Retrieved from: <https://ec.europa.eu/epale/en/content/first-application-round-announced-large-scale-eu-funded-adult-learning-project>

¹² Latvijā nav jauniešu bezdarba/ In Latvia, there is no youth unemployment. 22 August, 2017. Retrieved from <https://www.irliepaja.lv/lv/raksti/viedokli/artis-daugins-latvija-nav-jauniesu-bezdarba/> (in Latvian)

¹³ Share of young people neither in employment nor in education and training, by sex and age, 2016. Retrieved from http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Share_of_young_people_neither_in_employment_nor_in_education_and_training_by_sex_and_age_2016.PNG

¹⁴ Investing in Youth: Latvia (2015) OECD Report, retrieved from http://www.oecd-ilibrary.org/social-issues-migration-health/investing-in-youth-latvia_9789264240407-en

¹⁵ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)

¹⁶ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)

¹⁷ Informative report “Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers”. Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

¹⁸ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)

¹⁹ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)

²⁰ Informative report “Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers”. Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

²¹ Bezdarba un sociālās atstumtības iemesli un ilgums/ Reasons and duration of unemployment and social exclusion. Retrieved from www.lm.gov.lv/upload/esf/bezdarba_imesli_ilgums.doc (in Latvian)



the highest level (19.5%), assessing the period of time from 2006 to 2015. In 2010, both overall and for young people in the age groups of 15-29 years, the unemployment rate reached the highest values – among young people aged between 15-19 years - 63%, 20-24 years - 32.8%, 25-29 years - 21.2%, exceeding the average overall unemployment rate.

In 2015 compared with 2014, unemployment fell in total by 0.9 percentage points. In 2015, the overall unemployment rate was 9.9%, for young people aged 15-19 years - 27.9%, young people between 20-24 years old - 15.1%, and young people between 25-29 years old - 10.6%.

In 2016 compared with 2015, the unemployment of youth aged 15-19 fell by 8.6 percentage points. The overall unemployment rate was 9.6%. The unemployment of youth aged 20-24 increased by 2 percentage points – to 17.1%, compared with 2015, for young people aged 25-29 it increased by 0.2 percentage points – to 10.8%, compared with 2015.

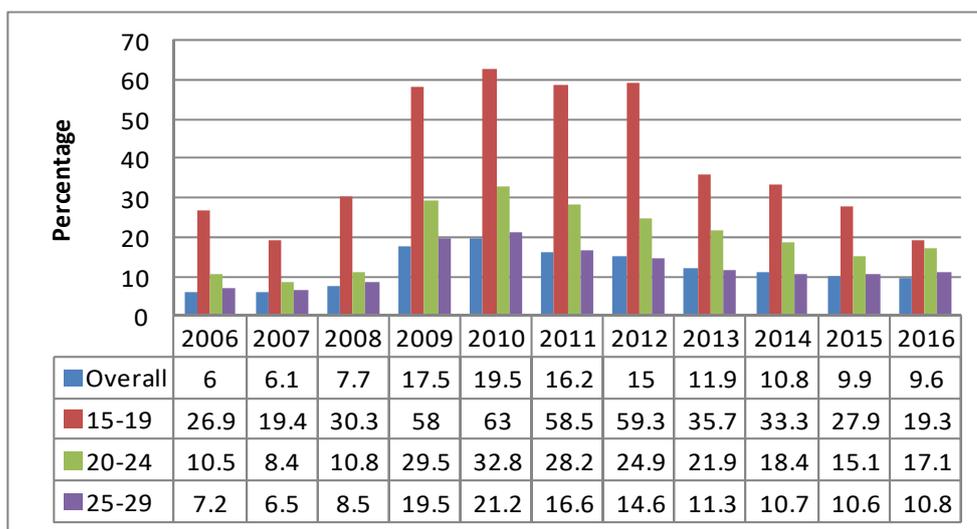


Figure 1 Unemployment rate among young people for different age groups and overall in Latvia from 2006 to 2016 (%)²²

Source: data from the Central Statistical Bureau of Latvia

From 2013, unemployment started to decrease slowly in all age groups, except youths aged from 20 to 24.

According to the Central Statistical Bureau (CSB) of Latvia, in the 1st quarter of 2017, the youth unemployment rate was 17.3%, which was 2.3 percentage points higher than a year ago and 1.5 percentage points higher than in the 4th quarter of 2016. During the

²² Bezdarbnieki sadalījumā pa vecuma grupām un dzimuma/ Unemployed by age group and gender (2017) Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_iedz_iedzskaits/IS0022.px/table/tableViewLayout2/?rxid=cdcb978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)



year, the number of young unemployed people remained unchanged, but compared with the 4th quarter of 2016, their number has increased by 0.9 thousand.

In the 1st quarter of 2017, 37.0% of all young people were economically active, they were employed or actively seeking employment, while 63% of young people were economically inactive – most of them were still studying and not looking for a work.²³

Since 2013, youth unemployment in Latvia has been lower than the average level in the EU Member States. In 2015, the youth unemployment rate in Latvia (16.3%) was 4 percentage points lower than the EU average (20.3%). In the 4th quarter of 2016, the highest youth unemployment rate in the Baltic States remained in Latvia, in Estonia the youth unemployment rate was 13.4%, while in Lithuania it was 14.5%.²⁴

According to the SEA of Latvia, in recent years, one of their largest challenges has been young people without education or previous work experience and their integration into the labour market. A young person without a job and with a vague vision of a professional future is most at risk of unemployment. Therefore, since 2014, the SEA has been inviting young unemployed people to participate in the European Union (EU) fund project "Youth Guarantees". Through an individual approach and profiling method, each young person is offered the most suitable employment or training measures for them, promoting the employment of the young people.²⁵

According to the OECD review "Investing in Youth: Latvia", the main driver of the recovery for youth was however not job creation but the demographic situation: the strong increase of unemployment rates since 2009 can be explained primarily by a decline of the youth population, due to both low birth rates and high emigration, while the number of youth in employment increased slightly.

In Latvia, the proportion of young people (age group from 15 to 29) in the total number of inhabitants is not high, that is the main reason why youth unemployment is not adequately addressed. In 2015, the proportion of youths in the total number of inhabitants was 16.39%, of them 4.32% - those aged from 15 to 19, 5.16% - from 20 to 24, 6.91% - 25 to 29 year olds. In 2017 compared with 2016, the proportion of youths in the total number of inhabitants decreased by 0.82 percentage points (see Figure 2).

According to economist Olegs Krasnopjorovs from the Bank of Latvia, youth unemployment is not a problem at all, because there are not many young people who

²³ 2017. gada 1. ceturksnī bezdarba līmenis Latvijā bija 9,4 %/ Unemployment rate in the 1st quarter of 2017, in Latvia was 9.4%. Retrieved from <http://www.csb.gov.lv/notikumi/2017-gada-1-ceturksni-bezdarba-limenis-latvija-bija-94-46617.html> (in Latvian)

²⁴ Jauniešu bezdarba līmenis Latvijā ir zemāks nekā ES vidējais rādītājs/ The youth unemployment rate in Latvia is lower than the EU average. 21 February, 2017. Retrieved from <http://www.db.lv/darbs/jauniesu-bezdarba-limenis-latvija-ir-zemaks-neka-es-videjais-raditajs-46010> (in Latvian)

²⁵ Jauniešu bezdarba līmenis samazinās/ The youth unemployment is falling. Retrieved from <http://www.lsm.lv/raksts/zinas/latvija/jauniesu-bezdarba-limenis-samazinās.a252050/> (in Latvian)



are unemployed. Of 184 000 young people aged 15-24, only 12 000 were looking for a work. Of these, only 5 thousand became unemployed and registered in the SEA of Latvia. However, the issue of youth unemployment is a common denominator for two real problems: regional unemployment and the lack of quality of education, which are interrelated issues.²⁶

According to a study by the SEA and the RAIT, 57% of the young unemployed were not motivated, while 90% believed that work remuneration was inadequate. The study aimed to show that money for young people was just one source of motivation.²⁷



Figure 2 Proportion of the population aged 15-29 in the total population in Latvia from 2006 to 2017 (as of the beginning of the year) (%)²⁸

Source: data from the Central Statistical Bureau of Latvia

In the media, there is opinion that youth unemployment decreases. However, experts thought that youth unemployment had different causes, for example, low quality of education, practical skills and competencies, which affected the possibility to integrate into the labour market.²⁹

²⁶ Jauniešu bezdarba problēma ir risināma/ The problem of youth unemployment can be solved. 15 August, 2017. Retrieved from <https://www.makroekonomika.lv/jauniesu-bezdarba-problema-ir-risinama> (in Latvian)

²⁷ Jaunieši par nelielu algu strādāt negrib/ Young people do not want to work for a small salary. 24 May, 2017. Retrieved from <http://nra.lv/latvija/210725-jauniesi-par-nelielu-algu-stradat-negrib.htm> (in Latvian)

²⁸ Pastāvīgo iedzīvotāju skaits un vecuma struktūra gada sākumā/ Population and age structure at the beginning of the year (2017) Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0250.px/?rxid=cddb978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

²⁹ Latvijā nav jauniešu bezdarba/ In Latvia, there is no youth unemployment. 22 August, 2017. Retrieved from <https://www.irlepaja.lv/lv/raksti/viedokli/artis-daugins-latvija-nav-jauniesu-bezdarba/> (in Latvian)



Youths with secondary education or education lower than secondary and early school leavers

At the end of 2016, 54.4% of young unemployed people (15-29) had an insufficient level of education (without basic education, with general secondary education); compared with the corresponding period of 2015, this indicator has decreased by 1.1%.³⁰

According to the informative report "Progress of the Implementation of the Youth Guarantee in 2014"³¹ by the Latvian Ministry of Welfare, unemployed youths do not have an adequate level of education, which is one of the main reasons for high youth unemployment. Analysing Eurostat data from 2013 onwards, the Latvian Ministry of Welfare concluded that unemployment among the youth with a secondary education level or an education level lower than secondary was twice as high as among those with higher education.

Within a project under the EU Structural Fund programme "Labour Market Studies"³² by the Latvian Ministry of Welfare, a study "Professional Activity by Graduates of Higher and Vocational Education Institutions after Graduation" was conducted, which revealed that the level of education statistically significantly affected integration into the labour market during studies. If studies are at a higher education level, more often students work during their studies. This tendency is observed both among students of both higher education institutions and vocational education institutions. The higher the level of education is, the greater the probability is that the youth will have a job consistent with the acquired education.

People without qualifications and with outdated qualifications

In the labour market of Latvia there is a large proportion of low qualified workforce. At the moment more than 90 thousand or approximately 9% of the economically active population have primary education or unfinished primary education. Moreover, it is not expected that the proportion of such people might decrease in the nearest future. In 2016, almost 1/3 or approximately 360 thousand of the inhabitants of Latvia in the age between 25 and 64 had general secondary, primary or lower level education and they accounted for a half or 45.4 thousand of job seekers in the respective age group. Besides, in the nearest years, the demand for low qualified workforce will continue to

³⁰ Informative report "Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers". Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

³¹ Informatīvais ziņojums par jauniešu garantijas īstenošanu Latvijā 2014.-2018.gadā/ Informative report on the implementation of the Youth Guarantee in Latvia in 2014-2018 (2013) Retrieved from http://www.lm.gov.lv/upload/jauniesiem/lmzin_jg_171213.pdf (in Latvian)

³² Augstāko un profesionālo mācību iestāžu absolventu profesionālā darbība pēc mācību beigšanas/ Professional activity of graduates of higher and vocational education institutions after graduation (2007) National Program of the European Union Structural Funds "Labor Market Research", project "Studies of the Ministry of Welfare" Nr. VPD1/ESF/NVA/04/NP/3.1.5.1/0001/0003, Riga: LU, p. 241. (in Latvian)



decrease and the proportion of job seekers with primary education and without vocational skills might increase.³³

In the current 21st century age of technologies knowledge and skills get outdated at a growing speed and must be improved and updated regularly for a person to be able to compete in the labour market. In 2016 alone, 7.3% or 77.7 thousand of the population in the age between 25 and 64 were involved in the events of lifelong learning. The government aims to increase the number of the people involved in adult learning to 15% or approximately 120 thousand by year 2020.³⁴

Youth who are not in employment, education or training (NEET) ³⁵

In Latvia too, low education is an important risk factor for NEET status. According to information from the OECD, about a third of NEETs have attained at most lower-secondary education.

Outside of Riga, where professional opportunities are more limited, the situation is slightly different. Staff more often report that NEETs seem motivated by social and employment services. Not at all young people who leave school without a specific education or employment option immediately get in touch with the social services or an employment office to register as unemployed.

After 2018 Latvia has no European Union (EU) funding for the youth employment programme “Youth Guarantees”, as reported on April 25, 2017 by the Minister of Welfare, Janis Reirs. The Minister pointed out that the unemployment rate of young people in Latvia was falling below the EU average, therefore funding for Latvia would no longer be available.³⁶ At the same time, there are young people – NEETs – who are not studying, are unemployed and not registered in the State Employment Agency (SEA) of Latvia as unemployed persons. In 2016, the share of young people neither in employment nor in education and training (NEETs) among 20-24 year-olds were 18.1% and among those aged 25-29 – 16.1%.³⁷

³³ The first application round announced in a large-scale EU-funded adult learning project. Retrieved from: <https://ec.europa.eu/epale/en/content/first-application-round-announced-large-scale-eu-funded-adult-learning-project>

³⁴ The first application round announced in a large-scale EU-funded adult learning project. Retrieved from: <https://ec.europa.eu/epale/en/content/first-application-round-announced-large-scale-eu-funded-adult-learning-project>

³⁵ Investing in Youth: Latvia (2015) OECD Report, retrieved from http://www.oecd-ilibrary.org/social-issues-migration-health/investing-in-youth-latvia_9789264240407-en

³⁶ Latvija pēc 2018. gada zaudēs ES naudu jauniešu nodarbinātībai/ After 2018 Latvia will lose EU money for youth employment. Retrieved from <http://www.lsm.lv/raksts/zinas/latvija/latvija-pec-2018.-gada-zaudes-es-naudu-jauniesu-nodarbinatibai.a234155/> (in Latvian)

³⁷ Share of young people neither in employment nor in education and training, by sex and age, 2016. Retrieved from http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Share_of_young_people_neither_in_employment_nor_in_education_and_training,_by_sex_and_age,_2016.PNG



Youth with low income

Young people with low incomes have the risk of poverty. Youth poverty has strongly increased during the global financial crisis, but it is nearly back to its pre-crisis level and a little lower than the OECD average. According to the OECD, youth in Latvia are more subject to the risk of poverty than other working-age people or older persons.³⁸

There are also distinct differences in the **regional distribution** of workforce and workplaces. In Latvia, over the last decade, the highest unemployment rate has been reported in Latgale region, while new jobs have predominantly been concentrated in Riga region and the capital city of Riga. Taking into account the time and resources needed for general regional convergence, regional labour market differences are likely to remain a long-term challenge.³⁹

Youths without Latvian, English and Russian language skills

It was also found that studies in the Latvian language affected the professional activities of graduates of higher educational institutions. Those graduates who have studied in Russian more often choose to work in an inappropriate educational environment and earn less than those who have studied in the Latvian language.

The highest salaries are earned by those graduates who have studied in the English language, as English is mostly implemented by prestigious study programmes (for example, study programmes from the Stockholm School of Economics in Riga, the Faculty of Economics and Management of the University of Latvia, etc.) and their graduates have higher competitiveness in the Latvian labour market.⁴⁰

In Latvia, there are problems with integration into the labour market for youths without Russian language skills, because most employers require that people who work with clients need to know the Russian and Latvian languages. According to a study “Analysis of Factors Influencing Youth Unemployment in Latvia”, youths, employers and industry experts recognized that the youth without Russian language skills meet with difficulties to quickly find a job compared with the youth with Russian and Latvian language skills.⁴¹

³⁸ Investing in Youth: Latvia (2015) OECD Report. Retrieved from http://www.oecd-ilibrary.org/social-issues-migration-health/investing-in-youth-latvia_9789264240407-en

³⁹ Informative report “Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers”. Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)

⁴⁰ Augstāko un profesionālo mācību iestāžu absolventu profesionālā darbība pēc mācību beigšanas/ Professional activity of graduates of higher and vocational education institutions after graduation (2007) Eiropas Savienības struktūrfondu nacionālā programma „darba tirgus pētījumi“, projekts „Labklājības ministrijas pētījumi“ /National Program of the European Union Structural Funds “Labor Market Research”, project “Studies of the Ministry of Welfare” Nr. VPD1/ESF/NVA/04/NP/3.1.5.1/0001/0003, Riga: LU, p. 241. (in Latvian)

⁴¹ Griņeviča L. (2016) Jauniešu bezdarba ietekmējoši faktoru analīze Latvijā/ Analysis of Factors Influencing Youth Unemployment in Latvia, Jelgava: Latvia University of Agriculture, p. 202.



Parents with a low level of education⁴²

The level of education of parents is a factor that influences job placement and the pace of it. Graduates of vocational education institutions, whose parents have basic or lower education, are employed and find work later than graduates whose parents have a higher level of education.

People with disabilities⁴³ face difficulties to enter the labour market by their own efforts. In Latvia, the proportion of the registered unemployed among them is increasing – from 7.6% at the end of the fourth quarter of 2011 to 12% at the end of the fourth quarter of 2016. In 2016, unemployed young people (15-24 years old) with disabilities were 3.1%. Compared with the corresponding period of the previous year, both the number of the registered unemployed and the share of the unemployed has increased (by 1 709 unemployed persons and 1.5% points), which could be explained by the increase in the total number of people with disabilities within the population of Latvia, as well as by the active work of NGOs.

Active labour market measures, focused on the youth with disabilities, have promoted the inclusion of this group of the unemployed in society and in the labour market, enabling them to understand the requirements of the labour market and facilitate continual job placement. Statistics show that in 2016, 3 392 disabled people were employed, of them, 1 449 or 42.7% found work after the completion of an active labour market measure. If necessary, unemployed people with disabilities can receive one-off grants for training or work placement for the needs of persons with disabilities, also, there are covered costs for assistant services, which relate to access to training, practice or workplaces, as well as the cost of services of surgeons, occupational therapists, and other professionals. In 2016, 12 462 people with disabilities participated in the active employment measures organized by the SEA.

Inability to enter the labour market forbids economic independence, as well as contributes the risk of social exclusion. At the same time, it is important to draw attention to the fact that the increase of the registered unemployment rate is also related to the activity of people with disabilities and their desire to engage in activities offered by the SEA, which are aimed specifically at this group of unemployed people.

In addition to the traditional population groups exposed to social exclusion risks, there are several specific groups with individual risk factors that contribute to high unemployment. In Latvia, the main problems that are considered as barriers to enter the

⁴² Augstāko un profesionālo mācību iestāžu absolventu profesionālā darbība pēc mācību beigšanas/ Professional activity of graduates of higher and vocational education institutions after graduation (2007) National Program of the European Union Structural Funds "Labor Market Research", project "Studies of the Ministry of Welfare" Nr. VPD1/ESF/NVA/04/NP/3.1.5.1/0001/0003, Riga: LU, p. 241. (in Latvian)

⁴³ Informative report "Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers". Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)



labour market are chronic diseases, insufficient educational attainment, and various dependencies.

According to the above mentioned facts, the opinions on the main influencing factors of youth unemployment and youth risk groups are different from all of the sides.



Youth employment policies: a general overview

Table 2 An overview of active labour market programmes at national level (2005-2015)

	Year	2005	2010	2015 or the last year of available data, specify
Indicator				
1	Total number of active labour market programmes ⁴⁴ (number of programmes)	20 ⁴⁵	19 ⁴⁶	28 ⁴⁷
1.1	including youth-targeted (number of programmes)	N/A ⁴⁸	N/A ⁴⁹	9 ⁵⁰
2	Number of participants (stock) in active labour market programmes:			
2.1	Total number (number of participants)	40 051 ⁵¹	89 880 ⁵²	44 444 ⁵³

⁴⁴ Calculation using Eurostat data.

⁴⁵ Expenditure by LMP intervention- Latvia. Retrieved from: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁴⁶ Expenditure by LMP intervention- Latvia. Retrieved from: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁴⁷ Expenditure by LMP intervention- Latvia. Retrieved from: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁴⁸ There are not available information of youth-targeted programmes, because „Youth Guarantee“ measures are realized from 2014.

⁴⁹ There are not available information of youth-targeted programmes, because „Youth Guarantee“ measures are realized from 2014.

⁵⁰ Jauniešu garantijas pasākumi/ Youth Guarantee measures. Retrieved from <http://www.nva.gov.lv/index.php?cid=2&mid=491> (in Latvian)

⁵¹ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from

http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁵² Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from

http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁵³ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from

http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)



2.2	% of the labour force (15-64)	3,82 ⁵⁴	8,7 ⁵⁵	4,6 % ⁵⁶
	<i>Labour force (15-64)(number of participants)</i>	1 048 900 ⁵⁷	1 033 600 ⁵⁸	965 200 ⁵⁹
3	Number of youth participants (up to 29 years old) in active labour market programmes:			
3.1	Total number (number of participants)	N/A ⁶⁰	N/A ⁶¹	49 181 ⁶²
3.2	% of the labour force (15-29)	N/A	N/A	N/A ⁶³
3.3	% of the total number of participants (stock)	N/A	N/A	47.35
	<i>Total number of participants in measures</i>	N/A	N/A	103 876 ⁶⁴
4	Expenditures on active labour market programmes:			

⁵⁴ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁵⁵ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁵⁶ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁵⁷ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁵⁸ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁵⁹ Iedzīvotāji pēc ekonomiskās aktivitātes un dzimuma/ Population by economic activity and gender. Retrieved from http://data.csb.gov.lv/pxweb/lv/Sociala/Sociala_ikgad_nodarb/NB0010.px/?rxid=cdbc978c-22b0-416a-aacc-aa650d3e2ce0 (in Latvian)

⁶⁰ There are not available information of youth participants (up to 29 years old), because „Youth Guarantee“ measures are realized from 2014.

⁶¹ There are not available information of youth participants (up to 29 years old), because „Youth Guarantee“ measures are realized from 2014.

⁶² Unpublished data from the State Employment Agency

⁶³ There are not available information of the labour force from 15 to 29 year olds.

⁶⁴ Informatīvais ziņojums „Par darba tirgus īstermiņa prognozēm 2016. gadam un bezdarbnieku un darba meklētāju prioritārajiem apmācību virzieniem”/ Informative report „Short-term Labor Market Forecasts for 2016 and Priority Directions of the Unemployed and Job-seekers”. Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/lmzino_2016_31032016.pdf (in Latvian)



4.1	Total amount (EUR) (millions)	21,04millions EUR ⁶⁵	92,14 millions EUR ⁶⁶	25,47 millions EUR ⁶⁷
4.2	% of GDP	0.153	0.518	0.104
5.	Expenditures on all active labour market programmes for youth participants:			
5.1	Total amount (millions, EUR)	69,67 millions EUR ⁶⁸	223,93 millions EUR ⁶⁹	135,39 millions EUR ⁷⁰
5.2	% of GDP	0.2	0.8	1.8
	<i>GDP (millions, EUR)</i>	13,73 billion EUR ⁷¹	17,79 billion EUR ⁷²	24,35 billion EUR ⁷³
6	Expenditures on youth-targeted active labour market programmes:			
6.1	Total amount (EUR)	N/A ⁷⁴	N/A ⁷⁵	6 010 789 ⁷⁶ EUR ⁷⁷

⁶⁵ Expenditure by LMP intervention- Latvia. Retrieved from:

http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁶⁶ Expenditure by LMP intervention- Latvia. Retrieved from:

http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁶⁷ Expenditure by LMP intervention- Latvia. Retrieved from:

http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁶⁸ Expenditure by LMP intervention- Latvia. Retrieved from:

http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁶⁹ Expenditure by LMP intervention- Latvia. Retrieved from:

http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁷⁰ Expenditure by LMP intervention- Latvia. Retrieved from:

http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=Imp_expme_lv&lang=en

⁷¹ Gross domestic product (GDP) at market prices - annual data. Retrieved from:

<http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tipsau10&plu gin=1>

⁷² Gross domestic product (GDP) at market prices - annual data. Retrieved from:

<http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tipsau10&plu gin=1>

⁷³ Gross domestic product (GDP) at market prices - annual data. Retrieved from:

<http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tipsau10&plu gin=1>

⁷⁴ There are not available information of youth-targeted programs, because „Youth Guarantee“ measures are realized from 2014.

⁷⁵ There are not available information of youth-targeted programs, because „Youth Guarantee“ measures are realized from 2014.

⁷⁶ Informatīvais ziņojums „Par darba tirgus īstermiņa prognozēm 2016. gadam un bezdarbnieku un darba meklētāju prioritārajiem apmācību virzieniem“/ Informative report „Short-term Labor Market Forecasts for 2016 and Priority Directions of the Unemployed and Job-seekers“. Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/lmzino_2016_31032016.pdf (in Latvian)

⁷⁷ Informatīvais ziņojums „Par darba tirgus īstermiņa prognozēm 2016. gadam un bezdarbnieku un darba meklētāju prioritārajiem apmācību virzieniem“/ Informative report „Short-term Labor Market Forecasts for 2016 and Priority Directions of the Unemployed and Job-seekers“. Retrieved from http://www.lm.gov.lv/upload/darba_tirgus/lmzino_2016_31032016.pdf (in Latvian)



Comments on Table 2

To calculate No.2., there is used information from the Central Statistical Bureau of Latvia because there are not available statistical data from Eurostat.

To calculate No.3.in 2015, there are used statistical data from the Ministry of Welfare of Latvia and unpublished data from the State Employment Agency of Latvia. There is not available information about total participants of measures in 2005 and in 2010.

To calculate No.6, in 2015 there is used information from the Ministry of Welfare. There is not available information about previous years.

In Latvia, there is not available sufficient statistical information of measures organized by the State Employment Agency. Information is limited.

Table 3 Overview of types of measures and schemas against youth unemployment in the last years (both running and finished ones; time horizon – last 5-6 years, 2011-2017)

Type of measure	Importance ⁷⁸	Preventive / reactive ⁷⁹	Youth specific	Main source of funding ⁸⁰	Linked to EU initiatives ⁸¹	Main actors of delivery ⁸²	Evaluation present	Youth/participant feedback used to improve the delivery
(Re-)orientation courses, preparation for training or employment	3	3	Yes	1	1	2; 7; 8	Yes	Yes
Vocational guidance, career counselling	3	1	Yes	1	1	2; 7; 8	Partly	Partly
Training (with certificates)	3	1	Yes	1	1	7; 8	Yes	Yes
Training (without certificates)	2	1	Yes	1	1	7; 8	Partly	Partly
Employment incentives, subsidies for employer	3	3	Yes	1	1	1; 2; 3; 6; 8	Yes	Yes
Direct job creation	3	2	Yes	1	1	1; 2; 3; 6; 8	Yes	Yes
Start-up incentives, self-employment programmes	3	3	Yes	1	1	1; 2; 3; 6; 8	Yes	Yes
Other								

⁷⁸ Importance depends on the comparative scale of the program (coverage & expenditure) -> Does not exist = 0; Not relevant = 1; Quite important = 2; Very important = 3

⁷⁹ To what extent do policies focus on preventative measures or are purely reactive to manifest problems PREVENTIVE = 1; REACTIVE = 2; BOTH=3.

⁸⁰ EU = 1; national = 2, regional = 3, local = 4; other -5

⁸¹ Youth Guarantee =1; Youth Employment Initiative =2; Framework for Quality traineeships and apprenticeship =3; Eures =4; Support to youth entrepreneurship =5; Other - 6

⁸² state = 1, region = 2, municipality = 3, church = 4, foundations, NGOs = 5, private sector = 6, educational institutions=7 Other (young people), please specify=8



Comments on Table 3

According to Table 4, most unemployed youths are involved in career counselling and activities aimed at development of basic skills. For young people from rural areas, regional mobility support, which provides a possibility to take part in incentives, is very important. A high proportion of young people are involved in non-formal training and vocational education programmes, where they improve their knowledge in languages, IT, project management, etc.

The SEA collects information about persons who have found a job in the first six months after the completion of a measure. After assessing the employment of persons (during the period from 1 July 2015 to 30 June 2016) after the completion of the measures, it can be concluded that the results differ depending on the type and nature of the measure. As to the measures, the best job placement results are seen in the activities realized with the employer, as well as the start-up of a business or self-employment, and workplaces for young persons. A high level of engagement is also in the measures for certain groups of people (for example, subsidized employment), as well as there are positively assessed the results of job placement after training activities.

Table 4 „Youth Guarantee” support by the State Employment Agency^{83; 84}

Measure	The number of persons involved in 2014	The number of persons involved in 2015	The number of persons involved in 2016	Beneficiaries planned in 2017
<i>Non-formal training programmes</i>	861	905	2363	1328
<i>Vocational education programmes</i>	1008	897	1480	909
<i>Youth workshops</i>	498	428	649	337
<i>First work experience</i>	70	172	109	55
<i>Subsidized workplaces</i>	281	406	437	259
<i>First work experience in NGOs</i>	745	873	1143	55
<i>Career counselling</i>	35132	36364	34869	17416
<i>Development of basic competencies</i>	8780	8597	11209	5469
<i>Regional mobility support</i>	324	452	962	647
<i>Support to enter self-employment or entrepreneurship</i>	69	87	134	-

⁸³ Jauniešu garantijas programmas īstenošanas progress/ Implementation progress of the Youth Guarantee program. Retrieved from http://www.lps.lv/uploads/docs_module/Jaunie%C5%A1u%20garantijas%20programm as%20%C4%ABsteno%C5%A1anas%20progress.pdf (in Latvian)

⁸⁴ Unpublished information from the State Employment Agency



Table 5 Youths involved in “Youth Guarantee” measures from June, 2015 to August, 2016⁸⁵

Measure	Number of persons who finished a measure	Number of persons who found a job after 6 months before completing the measure	% of persons who found a job after completing the measure
Professional training, retraining or qualification improvement (including Youth Guarantee (YG))	6104	2371	38.8
Non-formal education - the state language (including YG)	2849	873	30.6
Non-formal education - Other programmes (including YG)	13524	4287	31.7
Competitiveness promotion events	26179	7453	28.5
Measures for certain groups of people, subsidized jobs	641	531	82.8
Practical training with the employer	89	85	95.5
Support measure for unemployed people with addiction problems	144	43	29.9
Measures for starting up a business or self-employment	81	74	91.4
Temporary public works	8773	701	8.0
First work experience for a young person (including YG)	90	79	87.8
Development of necessary skills for work in the non-governmental sector (including YG)	471	136	28.9
Workshops for young people (including YG)	215	57	26.5

According to Table 5, the most effective measure was practical training with the employer – after completing the measure, 95.5% of the young people involved found a job; starting up a business or self-employment was the second most effective measure – after completing the measure, 91.4% of the youth found a job. The third measure involved first work experience for a young person – after completing it, 87.8% found a job, and the

⁸⁵ Informative report “Labour Market Short-term Forecasts for 2017 and Priority Training Directions of Unemployed and Jobseekers”. Retrieved October 13, 2017, from http://www.lm.gov.lv/upload/darba_tirgus/a/lmzino_19052017.pdf (in Latvian)



fourth measure was intended for certain groups of people - subsidized jobs; after completing it, 82.8% found a job.

In conclusion, the involvement of young people (from different risk groups) in “Youth Guarantee” activities has a significant impact on their integration into the labour market and their future possibilities to find a better paid job.

Table 6 Strengths and weaknesses of the overall policy approach

Effectiveness of the overall policy approach towards tackling youth unemployment and social exclusion ^{86; 87; 88; 89; 90}	
Strengths	Weaknesses
Focus on the need for maximum involvement of people in the labour market	Measures are ineffective if there is no demand for speciality in the region and a small number of youth are interested in
Modernisation of education and training to meet the needs of young people and employers	At the end of the project, there is a possibility that the employer can offer the youth to continue working for a lower wage
The knowledge of inhabitants is an important resource for development	Necessity of legislation transparency and condescension for business start-up opportunities of public authorities, businesses, educational institutions, etc.
Inclusive, sustainable and competitive economic development in order to ensure a sufficient number of jobs and to promote new forms of employment	Experience acquired during training in the study process is not sufficient

⁸⁶ Sustainable Development in the European Union. 2015 Monitoring Report of the EU Sustainable Development Strategy (2015) Luxembourg: Publications Office of the European Union, Eurostat, p. 113-122.

⁸⁷ Jaunatnes politikas pamatnostādnes 2015. - 2020. gadam/ Youth Policy Guidelines for 2015 - 2020 (2014). Retrieved from http://www.izm.gov.lv/images/sabiedriska_lidzdaliba/aktualitates/IZMPamn2015-2020_26022015.pdf (in Latvian)

⁸⁸ Jaunatnes politikas pamatnostādnes 2009. - 2018. gadam/ Youth Policy Guidelines for 2009-2018 (2009) Bērnu, ģimenes un sabiedrības integrācijas lietu ministrijas Jaunatnes lietu departaments (in Latvian).

⁸⁹ Latvijas Nacionālais attīstības plāns 2014. – 2020. gadam/ The national Development Plan of Latvia 2014-2020 (2012). Retrieved from file:///C:/Documents%20and%20Settings/Ilgā/My%20Documents/Downloads/20121220_NAP2020_apstiprinats_LV.pdf (in Latvian)

⁹⁰ Griņeviņa L. (2016) Jauniešu bezdarba ietekmējoši faktoru analīze Latvijā/ Analysis of Factors Influencing Youth Unemployment in Latvia, Jelgava: Latvia University of Agriculture, p. 202.



Youth employment policies: focus on selected interventions

Table 7 A brief overview of selected youth employment interventions

No	Name	Level	Main target group ⁹¹	Type ⁹²	Starting year	Funding source	Part of EU initiatives	Evaluation	“Good practice” ⁹³ example	Impact of policy measures on youth inclusion ⁹⁴	Trends in the way selected policy measures influence unemployed young people ⁹⁵
1	First work experience for youth	National	D	4	2014-2018	EU, national, private	Yes, Youth Guarantee	Yes, positive	Yes	5	1
2	Youth workshops	National	A	1	2014-2018	EU, national, private	Yes, Youth Guarantee	Yes, positive	Yes	4	2
3	Vocational education programs	National	D	3	2014-2018	EU, national, private	Yes, Youth Guarantee	Yes, positive	Yes	4	2
4	Non-formal training programs	National	D	3	2014-2018	EU, national, private	Yes, Youth Guarantee	Yes, positive	Yes	4	2
5	First work experience for youth in NGOs	National	D	4	2014-2018	EU, national, private	Yes, Youth Guarantee	Yes, positive	Yes	4	1
6	The regional mobility support	National	D	None of these, because it is social support and only for those who are in social	2014-2018	EU, national	Yes, Youth Guarantee	Yes, positive	Yes	4	2

⁹¹ a. targeted youth, b. universal, c. targeted risk group, d. targeted to youth risk group

⁹² (re-)orientation courses, preparation for training or employment = 1; vocational guidance, career counselling = 2; training (with or without certificates) = 3; Employment incentives, subsidies for employer = 4, direct job creation = 5, and start-up incentives, self-employment programmes = 6

⁹³ EU Database of national labour market ‘good practices’ definition: “A specific policy or measure that has proven to be effective and sustainable in the field of employment, demonstrated by evaluation evidence and/or monitoring and assessment methods using process data and showing the potential for replication. It can cover both the formulation and the implementation of the policy or measure, which has led to positive labour market outcomes over an extended period of time.”

⁹⁴ 1 - very weak; 2 - weak; 3 - medium; 4 - strong; 5 - very strong; N/A - not applicable

⁹⁵ 1 - Significant improvement; 2 - Improvement; 3 - No change; 4 - Deterioration; 5 - Significant deterioration; N/A – not applicable



				risk groups							
7	Subsidized workplace for vulnerable groups of young people	National	D	4	2014-2018	EU, national, private	Yes, Youth Guarantee	Yes, positive	Yes	5	1

Comments on Table 7

Information according to unpublished data from the State Employment Agency of Latvia.⁹⁶

Intervention No.1. – The first work experience for youth was evaluated as highest than others. From 2014 to 2016, 89% of young people found a job after finishing measure within 6 months.

Intervention No.2. – Approximately third part of participants found a job within 6 months after finishing youth workshops.

Intervention No.3. – From 2014 to 2016, 47% of young people finished vocational education programs and within 6 months found a job.

Intervention No. 4- From 2014 to 2016, 39 % persons found a job within 6 months after finishing non-formal training programs.

Intervention No.5 – From 2014 to 2016, 89% of young people found a job within 6 months, after finishing first work experience (including NGOs).

Intervention No.6 – From 2014 to 2016, 1738 young people received the regional mobility support. Without this support, there was no possibility to attend programs.

Intervention No.7- From 2014 to 2016, 82% found a job within 6 months after finishing measure “subsidized workplace for vulnerable groups of young people”. The second highest evaluated measure by results.

Additional information regarding youth involvement (e-mail of 05.01.2017):

In Latvia, young people are involved to give their own assessments of the measure after graduation. The State Employment Agency of Latvia aggregates information on the results of received assessments and informs responsible ministries. The opinions of young people are very important to make future decisions on the measures and their quality, necessity and importance in decreasing youth unemployment.

⁹⁶ Unpublished data from the State Employment Agency



Detailed description and evaluation of the selected measures

Name of the initiative	<i>Pirmā darba pieredze jaunietim/ First work experience for youth</i> ^{97; 98; 99}
Short description	<p>(Primary/Main) aim of the measure: <i>to give a possibility to gain a work experience for up to 12 months in newly created workplaces</i></p> <p>Intended effects: <i>strengthen cooperation between young people and employers, in order to provide first work experience</i></p> <p>Target groups: <i>young registered unemployed aged 18-29</i></p> <p>Eligibility criteria for beneficiaries:</p> <p><i>Young people who:</i></p> <ul style="list-style-type: none">- <i>have acquired vocational or higher education;</i>- <i>have been registered as unemployed at least once a month or have registered as unemployed for less than one month and have not worked for at least 4 months before becoming unemployed (they are not considered as employees or self-employed persons in accordance with the “Law on State Social Insurance”);</i>- <i>have not worked (not considered as employees or self-employed persons in accordance with the “Law on State Social Insurance”) before obtaining the status of an unemployed person or have worked for a maximum of 12 months without interruption.</i>¹⁰⁰ <p>Type of intervention (which type of ALMP & which elements of social policy): <i>Wage subsidies for apprenticeships</i></p> <p>Description:</p> <p>The measure offers services to help young people to get first work experience and develop competencies in finding a job in the future.</p> <p>Main terms:</p> <ul style="list-style-type: none">• Duration of the event for participants is 12 or 6 months;• The event is not organized for unskilled and low-skilled jobs;• The employer provides a job for each participant at the time of the contract;• Each participant is also given a skilled manager who will help them to learn the basic skills and abilities they need for work;• If the employer employs a young person at the event for 6 months, the employer continues to work with the young person after

⁹⁷ Pirmā darba pieredze jaunietim/ First work experience for youth. Retrieved from: <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4625> (in Latvian)

⁹⁸ Griņeviča L. (2016) Jauniešu bezdarba ietekmējoši faktori analīze Latvijā/ Analysis of Factors Influencing Youth Unemployment in Latvia, Jelgava: Latvia University of Agriculture, p. 202.

⁹⁹ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>

¹⁰⁰ Pirmā darba pieredze jaunietim/ First work experience for youth. Retrieved from: <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4625> (in Latvian)



	<p>completing the participation in the relevant profession for a further period of at least 3 months, paying not less than the minimum monthly wage established in the country;</p> <ul style="list-style-type: none">• The employer provides a newly created job (the workplace has been re-created specifically for participation in this measure or there has been a vacancy for at least 4 months before the start of the event);• Young unemployed people with a disability may, if necessary, receive ergotherapist, surgeon and support person services during the event;• If necessary, in the first four months of participation in the events, young unemployed people have the opportunity to receive financial support for their regional mobility. <p>The employer must provide a wage to the extent that, together with a subsidy funded by the State Employment Agency, is at least equal to the state minimum wage, as well as needs to pay state social insurance contributions for the unemployed young people involved in the event.</p> <p>Level: <i>National</i></p> <p>Start/ end date: <i>January 2014 – December 2018</i></p> <p>Are stakeholders involved in the formulation/implementation of this measure? <i>Yes, employers</i></p> <p>How/through which institutions is this measure implemented? <i>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</i></p> <p>Budget (EUR, thousand) and source: <i>4 837 190 EUR EU Funding, 237 525 EUR National Funds, 335 049 EUR Private Funding¹⁰¹</i></p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p><i>People who actually take part:</i></p> <p><i>2014 – 70;</i></p> <p><i>2015 - 172;</i></p> <p><i>2016-109;</i></p> <p><i>Fulfilment from 2014 – 2016 – 351 persons.</i></p> <p><i>Till June 30, 2017 (planned) – 55.</i></p> <p><i>From 2014 to 2016 – graduated 143 persons, of them 127 persons (89 %) found a job within 6 months.¹⁰²</i></p>

¹⁰¹ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>

¹⁰² Unpublished data by the State Employment Agency of Latvia



	<p>Total expenditures for the program on annual basis. 2014-2018 5 409 763 EUR</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. Average expenditure for 1 person – approximately 1700 EUR per year (Information from project manager of SEA).</p>
Targeting	<p>Which are the target groups of this measure?</p> <p><i>The main target group are young people aged 18 to 29, who do not participate in full-time study programmes within the meaning of the Law on Higher Education (but who can study at a secondary school or participate in part-time education or training) and at the same time do not receive any support from the State Education Development Agency of Latvia and meets the previously mentioned criteria.</i></p> <p>Is this program especially targeted to young people or to all unemployed? Especially for young people, age group from 15 to 29 year olds</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? Focussed only to young people</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p><i>No</i></p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p><i>Program is linked to Youth Guarantee</i></p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? Available information of youths involved in measure from June, 2015 to August, 2016. Also, evaluated by the SEA, provided statistical information</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? External and internal</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular</p>



	<p>workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p><i>Implementation by industry experts, they evaluated first work experience for young people as a very good opportunity to get practical competencies, but they mentioned that there is possibility that young people will do only low skilled jobs.¹⁰³</i></p> <p><i>According to unpublished statistical data from the SEA, from 2014 to 2016 – graduated 143 persons, of them 127 persons (89 %) found a job within 6 months. According to statistical information, it is possible to maintain, that involvement in the measure “first work experience for youth” is successful.¹⁰⁴</i></p>
Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p><i>Main positive results:</i></p> <ul style="list-style-type: none">- <i>For an employer, such a possibility is great assistance financially, as long as the youth learn their work duties;</i>- <i>The employer takes a lower risk if employing youth without professional skills;</i>- <i>It is a positive situation if after the completion of the project they can continue their labour relationship with the youth.</i> <p><i>Main weaknesses:</i></p> <ul style="list-style-type: none">- <i>There is possibility that employer will employ youth for low-skilled jobs</i>- <i>It should not lead to a situation that the employer will recruit youth only in order to obtain financial support;</i>- <i>It is negative situation if the employer is not interested in continuing the labour relationship with the youth after the project period;</i>- <i>At the end of the project, there is a possibility that the employer can offer the youth to continue working for a lower wage.¹⁰⁵</i>
In your view: How would you assess the quality of the intervention?	<p>Does this program achieve its stated goals and intended effects?</p> <p><i>It helps to integrate in the labour market, help to gain the first work experience, strengthening the cooperation with employers.</i></p> <p>Assessment of the magnitude of the effect? <i>There can be problems with low-skilled jobs and employers</i></p>

¹⁰³ Griņeviča L. (2016) Jauniešu bezdarba ietekmējoši faktoru analīze Latvijā/ Analysis of Factors Influencing Youth Unemployment in Latvia, Jelgava: Latvia University of Agriculture, p. 202.

¹⁰⁴ Unpublished data by the State Employment Agency of Latvia

¹⁰⁵ Griņeviča L. (2016) Jauniešu bezdarba ietekmējoši faktoru analīze Latvijā/ Analysis of Factors Influencing Youth Unemployment in Latvia, Jelgava: Latvia University of Agriculture, p. 202.



	<p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? There is a possibility that young people need to wait a long time to participate in this intervention, because of insufficient funding. Annually there is allocated a particular amount of funding. Also, the young people could not participate in this measure, if they are a student in a full-time study programme.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p><i>In my opinion, the main weaknesses is possibility that employer will employ youth for low-skilled jobs and young person will not get first work experience, new professional competencies, etc.</i></p>
Related to the causes of unemployment and target risk groups	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? Very valuable possibility for young people without practical skills. If the employer is understanding, employer will qualify young people and they will receive competencies for their life in future</p>
Interventions assessed as 'good practice' example	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention. Possibility to get the first work experience and continue to work together with the employer involved in this incentive</p> <p>Give a reason why you value it as a good practice? If the cooperation between young people and employer is good, young people will continue to work together</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? -</p>

Name of the initiative	Darbnīcas jauniešiem/ Youth workshops ^{106;107}
Short description	<p>(Primary/Main) aim of the measure: The aim is to help young unemployed with insufficient level of education or without education or without any work experience to make an informed decision about future education and employment choices</p> <p>Intended effects:</p> <p>Target groups: Young registered unemployed aged 18-24</p>

¹⁰⁶Darbnīcas jauniešiem/ Youth workshops. Retrieved from <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4624> (in Latvian)

¹⁰⁷ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaigiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>



<p>Eligibility criteria for beneficiaries:</p> <p>Type of intervention (which type of ALMP & which elements of social policy): <i>Alternate training</i></p> <p>Description:</p> <p>In order to promote the achievement of the objective of the measure and to give insight into theory and practice, the planned number of classes is divided in a proportion of not more than 40% for theory and at least 60% for practice:</p> <ul style="list-style-type: none">• Familiarisation of young people with the basic theoretical and practical knowledge (the theory), which is necessary for the chosen vocational education programme, including training, in order to prepare them for the acquisition of the professions of the chosen vocational education programme and to give them insight into the theories necessary for the acquisition of vocational education, the content of general education and professional subjects and participation in the study of the most important subjects in vocational courses, etc.• Professional training and the practical placements of young people in the premises of an educational institution involve the observation of the work to be performed in the profession, the practical study of performing certain activities and / or techniques, participation in simple activities, learning by doing, taking part in practical work in the relevant field and in training and other classes, which gives competence in skills building and allows studying at least 3 academic hours in each of the vocational education programmes within the framework of practical classes.• Young people have the opportunity to choose three educational programmes and an educational institution from the list of educational programmes and institutions offered by the State Employment Agency. <p>Level: <i>National</i></p> <p>Start/ end date: <i>January 2014 – December 2018</i></p> <p>Are stakeholders involved in the formulation/implementation of this measure? <i>Educational institutions</i></p> <p>How/through which institutions is this measure implemented?</p> <p><i>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</i></p> <p>Budget (EUR, thousand) and source: <i>2 422 159 EUR EU Funding, 118 937 EUR National Funds, 167 771 Private Funding.</i>¹⁰⁸</p>
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¹⁰⁸ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>



<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p><i>Persons who completed measure:</i></p> <p>2014 – 498;</p> <p>2015 - 428;</p> <p>2016 – 649;</p> <p><i>Till June 30, 2017 - planned 337.</i></p> <p><i>From 2014 to 2016 – graduated 1213 persons, of them 336 persons (28 %) found a job within 6 months.¹⁰⁹</i></p> <p>Total expenditures for the program on annual basis. 2014-2018: 544 868 EUR</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p> <p><i>Monthly scholarship for a young unemployed person is 60 EUR per month in proportion to the number of days involved in the measure (for a young unemployed person with a disability - 90 EUR).</i></p> <p><i>Grant for an educational institution 570 EUR per one young person for 30 day period/ 6 week period.</i></p>
<p>Targeting</p>	<p>Which are the target groups of this measure?</p> <p><i>Young people aged 15 to 24 years old who do not study in full-time study programs within the meaning of the “Law on Higher Education institutions” and are not beneficiaries of the measure implemented by the State Education Development and meet at least one of the following criteria:</i></p> <ul style="list-style-type: none"> - <i>have not received professional education;</i> - <i>have not been previously employed or have been employed in low-skilled jobs.</i> <p>Is this program especially targeted to young people or to all unemployed? For young people</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? Only focus to young people</p>
<p>Youth involvement</p>	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p>

¹⁰⁹ Unpublished data by the State Employment Agency of Latvia



	<p><i>Yes. Within the measure, the young person has the possibility to try out three different professions (3 weeks for each) in workshops of vocational schools under the guidance of a teacher. The activity takes place 5 times a week for at least 6 academic hours per day, includes at least 60% of practical classes and no more than 40% of theoretical classes.</i></p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p><i>Program is linked to Youth Guarantee</i></p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? Evaluated by the SEA</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? <i>Internal, by the State Employment Agency</i></p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)? <i>There is available information only of persons who finished the measure. From 2014 to 2016 – graduated 1213 persons, of them 336 persons (28 %) found a job within 6 months.¹¹⁰</i></p>
Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p><i>According to statistical data from the SEA, approximately third part of young people found a job after finishing measure within 6 months. According to statistical information this measure helps to integrate into the labour market.¹¹¹</i></p>
In your view: How would you assess the	<p>Does this program achieve its stated goals and intended effects?</p> <p><i>Yes. Involvement in this measure gives to young unemployed people access to the vocational education programs. There is a possibility to study for two weeks in each educational program to get acquainted with their specifics</i></p>

¹¹⁰ Unpublished data by the State Employment Agency of Latvia

¹¹¹ Unpublished data by the State Employment Agency of Latvia



<p>quality of the intervention?</p>	<p><i>and gain the first-time experience that will enable young unemployed people to choose their education and professional field.</i></p> <p>Assessment of the magnitude of the effect? <i>People will understand which educational and professional field are binding.</i></p> <p>Coverage and take-up: <i>are there problems concerning coverage?</i></p> <p>Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? <i>No</i></p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention? <i>In my opinion the main weakness of this intervention is possibility that young person will choose inappropriate profession</i></p>
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? <i>Yes, involvement in this measure helps to choose between future professional fields and reduces risk that young people will choose inappropriate profession</i></p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <p><i>The main success factors:</i></p> <ul style="list-style-type: none"> - <i>Possibility to test different professions;</i> - <i>To understand which educational institution is more appropriate for attainable profession;</i> - <i>To get to know the study environment;</i> - <i>To get information of suitable professions from consultants.</i> <p>Give a reason why you value it as a good practice?</p> <p><i>Specialist pay attention to the particular young person's involvement in the labour market of hardcore, advising and helping to choose the most suitable study field.</i></p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? <i>Evaluated as good practice</i></p>

<p>Name of the initiative</p>	<p>Profesionālās izglītības programmas/ Vocational education programs^{112; 113}</p>
<p>Short description</p>	<p>(Primary/Main) aim of the measure: <i>Aimed at improving or acquiring vocational qualification in accordance with the labour market demand.</i></p>

¹¹² Profesionālās tālākizglītības un profesionālās pilnveides programmu īstenošana/ Implementation of continuing education and professional development programs.. <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4613> (in Latvian)

¹¹³ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaigiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>



	<p>Intended effects: <i>Strengthening young people knowledge and professional competence</i></p> <p>Target groups: <i>Young registered unemployed aged 15-29</i></p> <p>Eligibility criteria for beneficiaries:</p> <ul style="list-style-type: none">• <i>an unemployed person who has not previously obtained a professional qualification;</i>• <i>an unemployed person whose previous professional qualification or professional experience is not required in the labour market;</i>• <i>an unemployed person whose previous professional qualification does not meet the requirements specified for the relevant profession, for example, the person has not received a professional development document (certificate);</i>• <i>an unemployed person who has lost the professional skills because the person has not worked in the acquired profession for at least three years or because of the state of health cannot continue to be employed in the acquired profession.</i>¹¹⁴ <p>Type of intervention (which type of ALMP & which elements of social policy): <i>Re-orientation courses</i></p> <p>Level: <i>National</i></p> <p>Start/ end date: <i>January 2014- December 2018</i></p> <p>Are stakeholders involved in the formulation/implementation of this measure? <i>Educational institutions</i></p> <p>How/through which institutions is this measure implemented? <i>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</i></p> <p>Budget (EUR, thousand) and source: <i>2014-2018: 9 138 489 EUR</i>¹¹⁵</p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled and who actually take part</u>)/ number of young people who have found a job.</p> <p><i>2014 – 1008;</i></p> <p><i>2015-897;</i></p> <p><i>2016-1480;</i></p> <p><i>Till June 30, 2017- planned 909.</i></p>

¹¹⁴ Profesionālās tālākizglītības un profesionālās pilnveides programmu īstenošana/ Implementation of continuing education and professional development programs.. <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4613> (in Latvian)

¹¹⁵ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>



	<p><i>From 2014 to 2016 – graduated 2804 persons, of them 1331 persons (47 %) found a job within 6 months (Unpublished information from State Employment Agency).</i></p> <p>Total expenditures for the program on annual basis. 2014-2018: 9 138 489 EUR- 8 396 004 EUR EU Funding, 401 234 EUR National Funding, 341 251 EUR Private Funding</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p> <p><i>The average costs involved in the acquisition of professional development programs in 2016 amounted to 577 EUR, including a tuition fee of 460 EUR and a scholarship of 117 EUR (for one person).¹¹⁶</i></p>
Targeting	<p>Which are the target groups of this measure?</p> <p><i>Unemployed people aged 15-29 who do not study in full-time study programs within the meaning of the Law on Higher Education, based on specific features (for example, unemployed with children, low-income status, etc.).</i></p> <p>Is this program especially targeted to young people or to all unemployed? Especially for young people</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? Especially for young people</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p><i>An unemployed person may be involved in a measure in case if SEDA does not offer their chosen training program and in other cases where they can not be involved in the proposed SEDA training program.</i></p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? Yes, Youth Guarantee</p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? Evaluated by the SEA</p>

¹¹⁶ Profesionālās tālākizglītības un profesionālās pilnveides programmu īstenošana/ Implementation of continuing education and professional development programs.. <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4613> (in Latvian)



	<p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? <i>Implemented by the SEA, internal</i></p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p><i>Information only about persons who found a job after finishing vocational education programs in 2014, involved 1033 persons and 274 persons found a job after graduation.</i></p> <p><i>According to unpublished data by SEA, from 2014 to 2016 – professional education programmes graduated 2804 persons, of them 1331 persons (47 %) found a job within 6 months¹¹⁷</i></p> <p><i>According to statistical data by the SEA, this measure is evaluated positively and effectively.</i></p>
<p>Summary of evaluation results</p>	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p><i>According to evaluation results from SEA, in 2016, 47% who finished vocational education programs found a job within 6 months.¹¹⁸</i></p>
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects? As SEA evaluated positively, then it is believed that program achieved stated goals.</p> <p><i>Assessment of the magnitude of the effect? Not mentioned</i></p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? <i>Insufficient funding, problems with the involvement in this measure because of long-term periods when unemployed person can start program.</i></p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention? <i>If unemployed person can't take a part in the program in time, there is possibility that unemployed person will not await this program.</i></p>

¹¹⁷ Unpublished data by the State Employment Agency of Latvia

¹¹⁸ Unpublished data by the State Employment Agency of Latvia



Related to the causes of unemployment and target risk groups	Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? <i>Vocational education programs help to improve unemployed knowledge. After passing a final examination participants receive a certification confirming professional qualification.</i>
Interventions assessed as 'good practice' example	Explain shortly which the reasons are and what are the main “success factors” of this intervention. <i>Possibility to receive professional qualification and certificate.</i> Give a reason why you value it as a good practice? <i>Unemployed person without education can improve their knowledge and get professional qualification. Possibility to find a job after graduation.</i> Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? -

Name of the initiative	<i>Neformālās izglītības programmas/ Non-formal training programs</i> ¹¹⁹¹²⁰
Short description	(Primary/Main) aim of the measure: <i>Aim at improving basic social and functional skills in accordance with the labour market demand, for example, language, IT, project management, etc.</i> Intended effects: <i>Strengthen unemployed persons social and functional skills for successful integration in the labour market</i> Target groups: <i>Young registered unemployed 15-29</i> Eligibility criteria for beneficiaries: <i>Registered unemployed 15-29, who do not study in a full-time studies</i> Type of intervention (which type of ALMP & which elements of social policy): <i>Training (with or without certificates)</i> Level: <i>National</i> Start/ end date: <i>January 2014 – December 2018</i> Are stakeholders involved in the formulation/implementation of this measure? <i>Educational institutions</i> How/through which institutions is this measure implemented? <i>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</i> Budget (EUR, thousand) and source: <i>1 710 960 EUR EU Funding, 81 765 EUR National Funding, 69 541 EUR Private Funding</i>

¹¹⁹ Neformālās izglītības programmu īstenošana/ Implementation of non-formal training programs. Retrieved from <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=3643> (in Latvian)

¹²⁰ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>



<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p><i>Participants:</i> 2014 – 861; 2015 - 905; 2016 - 2363; Till June 30, 2017 - planned 1328 (Unpublished information from SEA). In 2014 – 230 persons found a job after completing studies. From 2014 to 2016 – graduated 3252 persons, of them 1256 persons (39%) found a job within 6 months (Unpublished information from State Employment Agency).</p> <p>Total expenditures for the program on annual basis. 2014-2018: 1 862 266 EUR</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. <i>The actual average cost involved in acquiring one non-formal education program in 2016 was 505 EUR, including a tuition fee of 351 EUR and a scholarship of 154 EUR.</i></p>
<p>Targeting</p>	<p>Which are the target groups of this measure? <i>Unemployed people aged 15-29 who do not study in full-time study programs within the meaning of the “Law on Higher Education Institutions” and are not beneficiaries of the measure implemented by the SEDA “Implementation of Initial Vocational Education Programs within the Framework of the Youth Guarantee”.</i></p> <p>Is this program especially targeted to young people or to all unemployed? <i>Yes, especially for young people</i></p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? <i>Yes</i></p>
<p>Youth involvement</p>	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p><i>No</i></p>
<p>Links to EU initiatives</p>	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? <i>Linked to Youth Guarantee</i></p>



<p>Available evaluations</p>	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? <i>Evaluated by SEA</i></p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? <i>Evaluated by SEA, internal evaluation</i></p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p><i>According to evaluation results by SEA, in 2016, 31.7% of persons who finished non-formal training program, found a job within 6 months. According to unpublished data by the SEA, from 2014 to 2016 – non-formal training programmes graduated 3252 persons, of them 1256 persons (39 %) found a job within 6 months By evaluation results, the SEA recognized training as a successful program.¹²¹</i></p>
<p>Summary of evaluation results</p>	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p><i>The non-formal education programs include the acquisition of systematic social and professional skills for changing labour market requirements. After graduating non-formal education programs, an unemployed person receive a document certifying gained knowledge.</i></p>
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects? <i>Program returns young unemployed persons into education and training system and provides the education matching with the labour market needs.</i></p> <p>Assessment of the magnitude of the effect? <i>Not mentioned</i></p> <p>Coverage and take-up: are there problems concerning coverage? <i>Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? Insufficient funding, unemployed persons need to wait for a long time to participate in this measure.</i></p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this</p>

¹²¹ Unpublished data by the State Employment Agency of Latvia



	intervention? <i>The unemployed person must wait a long time to start the program.</i>
Related to the causes of unemployment and target risk groups	Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? <i>This measure promotes unemployed persons social and functional skills according to requirements from employers and helps to easier integrate in the labour market.</i>
Interventions assessed as 'good practice' example	Explain shortly which the reasons are and what are the main "success factors" of this intervention. <i>For example, it is possibility for person without Latvian knowledge to attend courses and get basic knowledge of this language. That kind of measure is very useful for ethnic minorities to integrate in Latvian labour market. Also, that kind of measure is important for young women with children after maternity leave.</i> Give a reason why you value it as a good practice? <i>Helps to integrate in the labour market to people from risk groups, for example, ethnic minorities, peoples with small children, etc.</i> Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? <i>Unemployed persons need to wait for a long time to get involved in this measure, because of insufficient funding.</i>

Name of the initiative	<i>Darbam nepieciešamo iemaņu attīstība nevalstiskajā sektorā/ First work experience for youth in NGOs</i> ^{122; 123}
Short description	(Primary/Main) aim of the measure: <i>To support the acquiring of basic working skills in non-governmental organizations.</i> Intended effects: <i>Young unemployed involvement in the labour market</i> Target groups: <i>Young registered unemployed 18-29</i> Eligibility criteria for beneficiaries: <ul style="list-style-type: none"> - <i>an unemployed person aged 18 to 29 years who does not study in full-time study programs within the meaning of the "Law on Higher Education" and is registered with the SEA as unemployed;</i> - <i>lives in administrative territory where the incentive will be organized;</i> - <i>expressed the wish to participate in the incentive;</i> - <i>work experience and education of the unemployed person is appropriate for institution.</i> - <i>involvement of the unemployed in the incentive is not earlier than 12 months after the previous incentive.</i>

¹²² Darbam nepieciešamo iemaņu attīstība nevalstiskajā sektorā/ First work experience for youth in NGOs. Retrieved from <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4626> (in Latvian)

¹²³ The National Youth Guarantee Implementation Plan 2014-2018. Retrieved from <http://www.garanziaiovani.gov.it/Documentazione/Documents/Piano-di-attuazione-Youth%20Guarantee-Lettonia.pdf>



	<p>Type of intervention (which type of ALMP & which elements of social policy): <i>Employment incentives</i></p> <p>Level: <i>National</i></p> <p>Start/ end date: <i>January 2014 – December 2018</i></p> <p>Are stakeholders involved in the formulation/implementation of this measure? <i>NGOs</i></p> <p>How/through which institutions is this measure implemented? <i>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</i></p> <p>Budget (EUR, thousand) and source: <i>1 539 062 EUR EU Funding, 75 574 National Funding, 106 603 EU Funding.</i></p>
<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p><i>2014 – 745;</i></p> <p><i>2015 – 873;</i></p> <p><i>2016 – 1143;</i></p> <p><i>Till June 30, 2017 – planned 682 (Unpublished information from SEA)</i></p> <p><i>From 2014 to 2016 – graduated 1236 persons, of them 393 persons (32%) found a job within 6 months (Unpublished information from State Employment Agency).</i></p> <p>Total expenditures for the program on annual basis. 2014 - 2018 – <i>1 721 239 EUR</i></p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. <i>Participants receive monthly allowance of 90 EUR for covering transport or similar costs.</i></p>
<p>Targeting</p>	<p>Which are the target groups of this measure? <i>Young registered unemployed 18-29</i></p> <p>Is this program especially targeted to young people or to all unemployed? <i>Yes, only for young people</i></p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? <i>Yes, special focus on young people</i></p>
<p>Youth involvement</p>	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p><i>No</i></p>



Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? <i>Youth Guarantee</i></p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? <i>Evaluated by the SEA</i></p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? <i>Internal, by SEA</i></p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p><i>According to unpublished information of the SEA, 1236 persons graduated, 393 persons (32%) found a job after graduation within 6 months. According to statistical data, a third part of participants found a job after finishing measure within 6 months.</i></p> <p><i>Interviews by SEA with unemployed persons who finished incentive. For example, the Foundation of Talsu Region provided an opportunity for a young disabled person to work at the foundation, where she learned communication skills, everyday skills, and also did practical work (card making, pasting, etc). After attending the event, the young women acknowledged that she had obtained useful work experience that would help in finding a job.¹²⁴</i></p>
Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source. <i>Positive results, according to SEA, 32% of unemployed have found a job after continuing incentive</i></p>
In your view: How would	<p>Does this program achieve its stated goals and intended effects? <i>Yes</i></p>

¹²⁴ ESF projekta „Jauniešu garantijas“ ieviešanas 2015.gada rezultātu izvērtējums un plānotais 2016.gadā/ Evaluation of the results of ESF project "Youth Guarantee" of 2015 and planned in 2016. Retrieved from: [http://titania.saeima.lv/livs/saeimasnotikumi.nsf/0/5d2b02ba6e4abdc8c2257f3a0029aaef/\\$FILE/NVA_jauniesi_190116.ppt](http://titania.saeima.lv/livs/saeimasnotikumi.nsf/0/5d2b02ba6e4abdc8c2257f3a0029aaef/$FILE/NVA_jauniesi_190116.ppt)



<p>you assess the quality of the intervention?</p>	<p>Assessment of the magnitude of the effect? <i>According to analyzed information, the measure achieved goals and intended effects, because young people improved their professional skills, competencies, made contact with the institution.</i></p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? <i>No problems</i></p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention? <i>Insufficient funding</i></p>
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? <i>No information available</i></p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <ul style="list-style-type: none"> - <i>Close cooperation with institutions;</i> - <i>Timely work experience;</i> - <i>Integration into the labour market, etc.</i> <p>Give a reason why you value it as a good practice? <i>It is significant to get experience that are one of the crucial elements to link youths' competences with employers' needs.</i></p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? -</p>

<p>Name of the initiative</p>	<p><i>Subsidētā darba vieta jauniešiem bezdarbniekiem/ Subsidized workplace for vulnerable groups of young people</i>¹²⁵</p>
<p>Short description</p>	<p>(Primary/Main) aim of the measure: <i>The aim of the measure is to promote the integration of the young unemployed into society, to develop their competitiveness and placement in the work by improving their working skills.</i></p> <p>Intended effects:</p> <ul style="list-style-type: none"> - <i>close cooperation with employers in order to provide timely work experience;</i> - <i>integration into the labour market of socially excluded young people and young persons with disabilities.</i> <p>Target groups: <i>Young unemployed people aged 18-29 who do not study in full-time study programmes within the meaning of the Law on Higher Education institutions and have acquired the status of unemployed (but who</i></p>

¹²⁵ Subsidētās darba vietas jauniešiem bezdarbniekiem/ Subsidized workplace for unemployed youth (2017). Available at: <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4619> (in Latvian)



	<p>can study at an evening school or participate in part-time education or training) and at the same time are not beneficiaries from other state measures and meets at least one of the following criteria:</p> <ul style="list-style-type: none"> - a person who has been unemployed for at least six months; - a person without general education or a professional qualification; - a person who has acquired refugee or alternative status; - a person with disabilities. <p>Eligibility criteria for beneficiaries: Young registered unemployed aged 18-29</p> <p>Type of intervention (which type of ALMP & which elements of social policy): Employment incentives, subsidies for employer</p> <p>Level: National</p> <p>Start/ end date: January 2014 – December 2018</p> <p>Are stakeholders involved in the formulation/implementation of this measure? Yes, employers</p> <p>How/through which institutions is this measure implemented? The Ministry of Welfare (lead), The State Employment Agency (implementation body)</p> <p>Budget (EUR, thousand) and source: 5 724 630 EUR EU Funding, 268 583 EUR National Funds, 123 359 EUR Private Funding</p>
<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p><i>Planned beneficiaries: Total 1383 (male - 664, female – 997)</i></p> <p>2014 – 281;</p> <p>2015-406;</p> <p>2016- 437;</p> <p><i>Till June 30, 2017 - planned 259 (Unpublished information from State Employment Agency).</i></p> <p><i>Do not have information of young people who have found a job. That kind of expertise is not still made.</i></p> <p>Total expenditures for the program on annual basis. 2014-2018 6 116 572 EUR</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. Minimal wage, in 2017 in Latvia per person – 380 EUR before taxes. Employer receives a monthly wage subsidy for employing a young unemployed.</p>
<p>Targeting</p>	<p>Which are the target groups of this measure? As mentioned previously:</p>



	<p>- a person who has been unemployed for at least six months (has not been regarded as a worker or a self-employed person in accordance with the “Law on State Social Insurance” for more than two months without interruption);</p> <p>- a person who has not completed general education or a professional qualification (International Standard Classification of Education) or completed a full-time education programme no later than two years ago (acquired a professional or higher education) and has not received the first independent paid employment (has not been regarded as a worker or a self-employed person in accordance with the “Law on State Social Insurance” for more than two months without interruption);</p> <p>- a person who has acquired refugee or alternative status;</p> <p>- a person with disabilities.</p> <p>The duration of the involvement of young people in the event is 6 or 12 months. The employer provides a newly created workplace (the workplace has been re-created specifically for participation in this event or the workplace is vacant at least 4 months before the start of the event).</p> <p>Young people with disabilities may receive services of an ergotherapist, a surgeon or services from a support person during the event if it is necessary.</p> <p>If necessary, in the first four months of participation, young people have the opportunity to receive support for their regional mobility – funding for travel expenses from the declared place of residence to the workplace and/or the rent of living quarters or accommodation costs (if the workplace is at least 20 km away from the workplace) – provided that the unemployed youth has been declared in the indicated place of residence for at least six months or has changed the declared place of residence at that time, and both the new and the former place of residence are in the administrative territory of the same municipality.</p> <p>Is this program especially targeted to young people or to all unemployed? Especially for young people</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? Targeted only for young people</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>No</p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p>



	<i>Linked to Youth Guarantee</i>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?<i>Evaluated by the SEA</i></p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? <i>Internal evaluated by the SEA, and external evaluated by scientific and educational institutions.</i></p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p><i>This research is based on industry expert views and was supported by the national research programme EKOSOC-LV. The research provides detailed opinions by the industry experts on all “Youth Guarantee” measures and their effect on the youth’s future possibilities and work environment.</i></p> <p><i>Main positive aspects:</i></p> <ul style="list-style-type: none">- <i>For an employer, such a possibility is great assistance financially, as long as the youth learn their work duties;</i>- <i>The employer takes a lower risk if employing the youth without professional skills.</i> <p><i>Main negative aspects:</i></p> <ul style="list-style-type: none">- <i>There is a possibility that the employer will employ the youth for low-skilled jobs;</i>- <i>It should not lead to a situation that the employer recruits the youth only in order to obtain financial support;</i>- <i>It is a negative situation if the employer is not interested in continuing the labour relationship with the youth after the project period;</i>- <i>At the end of the project, there is a possibility that the employer can offer the youth to continue working for a lower wage.</i>¹²⁶ <p><i>According to unpublished statistical information from the SEA, from 2014 to 2016, 395 young people finished measure and 324 (82%) of them found a job within 6 months. According to this information, it is one of the most effective measures.</i>¹²⁷</p>

¹²⁶ Griņeviča L. (2016) Jauniešu bezdarba ietekmējoši faktoru analīze Latvijā/Analysis of Factors Influencing Youth Unemployment in Latvia, Jelgava: Latvia University of Agriculture, p. 202.

¹²⁷ Unpublished data from the State Employment Agency



<p>Summary of evaluation results</p>	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p><i>The positive aspect for youth is a possibility to gain work experience, understandable that constantly there is risk that subsidized workplace will not be appropriate for young people expectations. Also, the employer may not be satisfied with a new employee, their competencies, and skills.</i></p>
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects? <i>The measure is a possibility to gain work experience for the youth who cannot adapt to the labour market. After analysing information from the State Employment Agency and the opinions by industry experts, I think that each of the measures can help to build up educational and practical skills.</i></p> <p>Assessment of the magnitude of the effect?</p> <p><i>Possibility for youth to get a job for a while and to gain experience. Recommendation: to encourage the recruitment of young people after involvement into the project.</i></p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? <i>Young people who are not registered in State Employment Agency can't take a part in this measure.</i></p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p><i>The main weakness of this intervention is that there is no guarantee that after the event a young person will be employed in this workplace.</i></p>
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p><i>Participation in this measure helps to young people to integrate into the labour market, especially for those who are long-term unemployed, without education and work experience, as well as for young people with disabilities and alternative status. The unemployed person is involved in the labour market.</i></p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <p><i>Main success factors are the young person's involvement in the labour market, development of their practical skills and knowledge. According to the experts view¹²⁸, a significant impact on youth's entering the labour</i></p>

¹²⁸ Griņeviča L. (2016) Jauniešu bezdarba ietekmējoši faktoru analīze Latvijā/Analysis of Factors Influencing Youth Unemployment in Latvia, Jelgava: Latvia University of Agriculture, p. 202.



	<p>market is made by the level of education, completed additional courses and practical work experience.</p> <p>Give a reason why you value it as a good practice? Youth without education have an opportunity to be employed only in low-skilled jobs, the opportunity to receive lower wages and lower competitiveness relative to those youth who have acquired higher education or learned a profession. Individuals without training give an impression to the employer about the ambitions and demands to themselves as individuals and their treatment of undertaken works.</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? Insufficient financial support from the funding sources.</p>
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Name of the initiative	Atbalsts reģionālajai mobilitātei/ The regional mobility support ¹²⁹
Short description	<p>(Primary/Main) aim of the measure: Regional mobility support will be provided through various measures, if training or the workplace is provided at least 20 km from the declared residence place.</p> <p>Financial compensation is provided for the unemployed person to cover travel expenses from the declared place of residence to the place of work or training and to compensate for the rent for a living room or living in a service hotel if the unemployed person participates in the active employment measures.</p> <p>Intended effects: Possibility to take a part in the measure</p> <p>Target groups: Young registered unemployed aged 15-29 years</p> <p>Eligibility criteria for beneficiaries: Unemployed person aged 15-29,</p> <p>Type of intervention (which type of ALMP & which elements of social policy): The Ministry of Welfare (lead), The State Employment Agency (implementation body)</p> <p>Level: National</p> <p>Start/ end date: January 2014 – December 2018</p> <p>Are stakeholders involved in the formulation/implementation of this measure? No</p> <p>How/through which institutions is this measure implemented?</p> <p>Budget (EUR, thousand) and source: 1 417 264 EUR EU Funding, 65 144 EUR National Funds</p>

¹²⁹ Atbalsts jauniešu reģionālajai mobilitātei/ Support for the regional mobility (2017). Available at <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4627>



<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p><i>Involved persons in 2014 – 332, 2015 – 421, 2016 - 962, planned in 2017 – 1077.</i></p> <p>Total expenditures for the program on annual basis. 1 482 408 EUR</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p> <p><i>Up to 100 EUR per month for all training period or for 4 months, is a measure involves a creation of a workplace</i></p>
<p>Targeting</p>	<p>Which are the target groups of this measure? <i>Young registered unemployed persons aged 15-29 years, who have problems with arriving from home to workplace.</i></p> <p>Is this program especially targeted to young people or to all unemployed? <i>Especially to young people</i></p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? <i>Targeted to young people</i></p>
<p>Youth involvement</p>	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p>
<p>Links to EU initiatives</p>	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? <i>Linked to Youth Guarantee</i></p>
<p>Available evaluations</p>	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? <i>Information from the SEA</i></p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? <i>Internal, from the SEA</i></p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries);</p>



	<p>displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p><i>From 2014 to 2016, regional mobility received 2385 persons.¹³⁰ Of the total beneficiaries, 99% were remunerated for transport costs. Participation has started in all branches - the most in Riga (11% of the total number of participants) and Rezekne (9%). In turn, the lower regional mobility support in branches of Ventspils (1%) and Saldus (1%).¹³¹</i></p>
Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p><i>There are not detailed evaluations of this measure. Only results of implementation from SEA.</i></p>
In your view: How would you assess the quality of the intervention?	<p>Does this program achieve its stated goals and intended effects? <i>According to SEA, the main reason for regional mobility measure, is to provide support to unemployed young people from regions where are problems with finding a work or hard to arrive to training courses in cities.</i></p> <p>Assessment of the magnitude of the effect? <i>According to SEA evaluation, in 2015, 17 young unemployed people found a job after 6 months by using regional mobility support.</i></p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? <i>Only unemployed persons from Latvia regions can get regional mobility support for easier integration into the labour market</i></p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention? -</p>
Related to the causes of unemployment and target risk groups	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? <i>Helps to unemployed people from regions attend courses or subsidized workplace.</i></p>
Interventions assessed as 'good practice' example	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <p>Give a reason why you value it as a good practice? <i>Possibility for those from regions to integrate into the labour market</i></p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? -</p>

¹³⁰ Unpublished data from the State Employment Agency

¹³¹ Atbalsts jauniešu reģionālajai mobilitātei/ Support for the regional mobility (2017). Available at <http://www.nva.gov.lv/index.php?cid=1&mid=548&txt=4627>



Diffusion of EU youth employment initiatives

In Latvia, EU initiatives for youth inclusion into the labour market play a very important role. The European Union (EU) Funds are the key tools for the delivery of EU policies which aim to improve the economy and social cohesion.¹³²

Youth Employment (YEI)¹³³ exclusively supports young people not in employment, education or training in regions experiencing youth unemployment rates above 25%. In Latvia the YEI specific allocation represents 29,010,639 EUR for the period 2014–2015 (matched by the same amount from the ESF).

According to the Ministry of Welfare of the Republic of Latvia, the planned investments by the European Social Fund from 2014 to 2018 in Latvia target the following activities:

- Training of the unemployed by the employer;
- Workplaces for young people;
- Subsidized unemployment (for young people, the disadvantaged unemployed, etc.);
- Support for the young self-employed and business start-ups;
- Support for social entrepreneurship implementation.¹³⁴

In Latvia, to integrate young people into the labour market, a complex of measures **Youth Guarantee (YG)** has been introduced, which aims to involve in the measures young people aged up to 29 years. In Latvia, the YG is the first and main youth labour market inclusion program with measures for different risk groups.

In Latvia, the main institution that is responsible for the introduction and coordination of YG activities is the State Employment Agency (SEA), which is also the main institution responsible for support to unemployed young people and job seekers in transition from unemployment or inactivity to training or employment. In Latvia, YG measures have been implemented since 2014 and are expected to be realized until 2018. The YG measures include such measures as:

- career consultations;
- measures to rise competition;
- workshops for young people;
- non-formal education programmes;
- professional continuing education;
- professional development programmes;
- first work experience for youth;

¹³² Investing in People: EU Funding for Employment and Social Inclusion (2014). European Commission, Directorate- General for Employment, Social Affairs and Inclusion, Social Europe Guide, Volume 7, p. 1-92.

¹³³ The Youth Employment Initiative. LATVIA. Retrieved from file:///C:/Documents%20and%20Settings/Ilga/My%20Documents/Downloads/YEI%20Map%20Latvia%20(1).pdf

¹³⁴ Labklājības ministrija. Jauniešu garantija/ Ministry of Welfare. Youth Guarantee. Retrieved from <http://www.lm.gov.lv/text/2607> (in Latvian)



- subsidized jobs for unemployed young people;
- development of necessary skills for work in the non-governmental sector;
- support for self-employment and starting up a business;
- support for young people for their regional mobility.

The YG provides a comprehensive approach to the inclusion of NEETs in the labour market and in education. The programme consists of 3 ESF national projects implemented by the SEA and the State Education Development Agency (SEDA, or VIAA in Latvian), as well as the Youth International Programme Agency (YIPA, or JSPA in Latvian).

At the municipal level, the YIPA supervised by the Ministry of Education and Science of Latvia is responsible for youth activities and the promotion of youth mobility in Latvia. The YIPA aims to promote youth involvement in activities in the region and promote the mobility of young people, to promote the participation of youth in volunteer work, involvement in non-formal education and youth information programmes and projects, as well as to promote the non-formal education of young people for lifelong learning. At the end of 2015, the YIPA launched the project "KNOW and DO!". It provides support for young people who are at risk of social exclusion and, under the influence of various factors, are not involved in employment or training. An individual programme of events is developed and mentor services are provided for every young person.^{135; 136}

On January 10, 2017, the Ministry of Education and Science adopted the **Youth Policy Programme for 2017**.¹³⁷ It is designed to ensure the implementation of the tasks and measures set out in the EU and national-level policy documents on the youth. The total state budget funding for the national programme is EUR 561 493.

Youth policy priorities for 2017:

- to promote long-term employment for youth at the local and regional levels;
- to support the development of youth organizations, including cooperation with the national government and municipalities as well as international institutions in the field of youth policy;
- to develop a common model for the recognition of non-formal youth education at national level;
- to develop professional skills of youth workers.

¹³⁵ State Education Development Agency. Republic of Latvia. Retrieved from http://viaa.gov.lv/lat/es_fondu_projekti/jg_uznemsana/

¹³⁶ Metodoloģiskās vadlīnijas darbam ar mērķa grupas jauniešiem projektā „Proti un dari!”/ Methodological guidelines for work with the target group of young people in the project "Know and Do!". Retrieved from http://jaunatne.gov.lv/sites/default/files/web/Jauniesu_garantija/jaunumi/metodologiskas_vadlinijas_19_10_2015.pdf (in Latvian)

¹³⁷ Par valsts programmu/ State program. Retrieved from <http://jaunatne.gov.lv/lv/valsts-programma/par-valsts-programmu>



Quality traineeships and apprenticeships

In Latvia, vocational education has been suffering from a bad reputation, but recent comprehensive reforms strengthened the vocational education system by providing modern equipment and work-based learning. These reforms raised the quality of training and cooperation among employers, schools and students. For example, in Ogre Technical School (*Ogres Tehnikums*)¹³⁸, work-based learning is realized in close cooperation with employers.

Eures Job portal gives demonstrative information for jobseekers, employers, living and working conditions in Latvia, information of labour market, etc. In Latvia, CV Online¹³⁹ vacancy portal is used more than Eures Job portal. Eures Job portal is more for vacancies in Europe.

Supported young entrepreneurs

There are not available entrepreneurship support measures for young unemployed of YG anymore, because of funding. However, there are various entrepreneurship and start-up programmes for all interest groups provided by the government-owned by joint stock company “Development Finance Institution Altum”¹⁴⁰.

Also, young people with the innovative business ideas can participate in start-up tender in municipalities or universities, and receive approximately 3000 EUR for a realization of the best business idea. For example, in the Riga Technical University (RTU) young people with the business idea can take a part in RTU “IdeaLAB”¹⁴¹, students from the University of Latvia can participate in business activities and tenders to receive financial support in Business Incubator of University of Latvia¹⁴². In Latvia, there are several business incubators, where youth can get business support.

¹³⁸ Ogres Tehnikums. Profesionālās izglītības kompetences centrs/ Ogres Technical School. Competence Center for Vocational Education. Retrieved October 2, 2017, from <http://ovt.lv/> (in Latvian)

¹³⁹ CV Online. Retrieved from <http://www.cv.lv/>

¹⁴⁰ Altum. Retrieved from <https://www.altum.lv/>

¹⁴¹ RTU veicinās tehnoloģiju ietilpīgu biznesa ideju attīstību/ RTU will promote the development of technology-intensive business ideas. Retrieved from <https://www.rtu.lv/lv/universitate/masu-medijiem/zinas/atvert/rtu-veicinas-tehnologiju-ietilpigu-biznesa-ideju-attistibu>

¹⁴² Latvijas Universitātes (LU) studentu biznesa inkubators/ Student Business Incubator of University of Latvia. Retrieved from <http://www.biznesainkubators.lu.lv/par/>



Consistency of the policies for youth inclusion

In Latvia, the youth employment policies are connected with social policies. One of the aims of employment policy is youth's involvement in the social environment, as well as in the labour market. Youth unemployment can promote depression, unmotivation, despair, criminality, negative way of life and etc. The job is interlinked with social integration because of multiple factors what can affect young people life and future development and also states economic development. Nowadays successful integration affects futures perspectives and social stability of the individual. For the young people, it is important to provide the possibility of competitive education and work places. The measures, coordinated by the State Employment Agency of Latvia, are aimed to reduce youth unemployment and to promote youth inclusion in society.

Table 8 A brief overview of selected youth employment interventions related to components of social policies

No	Name	Level	Main target group ¹⁴³	Starting year; end year	Funding source	Part of EU initiatives	Evaluation	Impact of the policy measures	Trends in the way selected policy measures influence unemployed young people
1	Project "Know and Do" support measures	National	D	2014-2018	EU, national	Youth Guarantee	Yes, positive	Inclusion in the activities to improve practical skills, competencies.	-Entered labour market; -Re-entered educational system; -Got involved in activities.
2	The Division of Youth Social Rehabilitation and Support, pilot project "Jump"	National	C	2016-ongoing	National	No	Yes, positive	To promote inclusion of socially disadvantaged young people in the society	-Adaptation in the social environment; -Cooperation with the responsible institutions; -Inclusion in the society. - Improvement of education and social skills.

Comments on Table 8

Both of these interventions are chosen, because are aimed to young people who are in social risk group, with disabilities, from disadvantaged and poor families, without parents, early school leavers and young people with addiction. In the pilot project "Jump" is a possibility to involve previously mentioned young people. That kind of project will help them to integrate in social environment and more successfully start his/ her working life.

¹⁴³ a. targeted youth, b. universal, c. targeted risk group, d. targeted to youth risk group



The project “Know and do” is aimed to motivate and involve young people to participate in the educational system and to get to know main activities in working environment for improving their social and practical skills. Participation in the project “Know and Do” is more easily accessible, because there are not defined the condition that this project is only for youth in the social risk groups.

Detailed description and evaluation of the selected measures

Name of the initiative	Projects “Proti un dari”/ Project “Know and Do”¹⁴⁴
Short description	<p>(Primary/Main) aim of the measure: <i>To motivate and activate young persons of target group and to foster their involvement into educational system, job market, activities of the youth centres or NGOs.</i></p> <p>Intended effects: <i>Youth inclusion in the labour market</i></p> <p>Target groups: <i>Young people from 15 to 29 (including those at risk of social exclusion) who are not in education, employment or training (NEET) and are not registered at the State Employment Agency (SEA) as unemployed</i></p> <p>Eligibility criteria for beneficiaries:</p> <p>Type of intervention (which type of ALMP & which elements of social policy): <i>Sheltered and supported employment and rehabilitation</i></p> <p>Description</p> <p>The measure offers services to motivate and activate young people who are not in education, employment or training (NEET) and are not registered with the State Employment Agency as unemployed.</p> <p>The Agency for International Programmes for Youth is the beneficiary of funding and the project is being implemented in collaboration with all 119 local municipalities of Latvia.</p> <p>Local municipalities will create strategic partnerships, for example, with national and local institutions, NGO’s, youth centres, social partners and other institutions that are engaged in the youth work with the purpose to reach the target group, motivate and activate them in the project.</p> <p>Main activities:</p> <ul style="list-style-type: none"> • Reaching the target group of young people and doing information activities; • Profiling young people and elaborating an individual support programme of measures; • Implementing the individual support programme of measures.

¹⁴⁴ Par projektu "PROTI un DARI!"/ Project „Know and Do“. Retrieved from <http://jaunatne.gov.lv/lv/jauniesu-garantija/par-projektu-proti-un-dari> (in Latvian)



	<p>http://jaunatne.gov.lv/en/jauniesu-garantija/about-project-know-and-do</p> <p>Level: <i>National</i></p> <p>Start/ end date: September 2014 – December 2018</p> <p>Are stakeholders involved in the formulation/implementation of this measure? <i>Municipalities, municipal institutions (social services, youth centres, etc.), NGOs (mentors and other implementers of the programs), other partners (trade unions, social businesses, etc), State Employment Agency, State Education Development Agency.</i></p> <p>How/through which institutions is this measure implemented? <i>Agency for International Programs for Youth (AIPY) in collaboration with all Latvia's local municipalities</i></p> <p>Budget (EUR, thousand) and source: <i>9 million EUR of which 7.65 million EUR is ESF funding, including 8.1 million EUR direct support to target group of young people in municipalities</i></p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p><i>The following monitoring indicators are planned to be achieved by December 31, 2018:</i></p> <ul style="list-style-type: none">- <i>Outcome indicator - the number of NEET who are not registered in the SEA, youths who will receive support – 5262 persons;</i>- <i>Result indicator - the number of a NEET youth who will successfully complete individual program activities within the framework of the project - 3 684 persons.¹⁴⁵</i> <p>Total expenditures for the program on annual basis. <i>9 million EUR of which 7.65 million EUR is ESF funding, including 8.1 million EUR direct support to target group of young people in municipalities</i></p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p>
Targeting	<p>Which are the target groups of this measure?</p> <p><i>The project target group - young people (15 - 29 years old) who:</i></p> <ul style="list-style-type: none">- <i>do not study (are not students, are not students in vocational education institutions or in universities);</i>- <i>officially do not work (do not pay the personal income tax);</i>- <i>are not trained to work as a craftsman (not registered in the Handicrafts Register as disciples or wage earners);</i>

¹⁴⁵ Par projektu "PROTI un DARI!"/ Project „Know and Do“. Retrieved from <http://jaunatne.gov.lv/lv/jauniesu-garantija/par-projektu-proti-un-dari> (in Latvian)



	<p>- are not registered in the SEA as an unemployed person (but may be registered as a jobseeker). <i>Research studies indicate that a higher risk to become a NEET is for:</i></p> <ul style="list-style-type: none"> - women, although men generally have lower education; - non-Latvians, who often have a poor knowledge of the Latvian language; - poor health; - a low education level (primary or secondary education). <p><i>Other risk factors and conditions that may hinder the continuation of education and /or finding a job:</i></p> <ul style="list-style-type: none"> - an insufficient number of workplaces outside Riga, especially in rural areas; - lack of family support and motivation for young people; - inadequate assessment of abilities and a career, the notion that they can be without education and find a well-paid job; - employment in the labour market sectors exposed to a significant employment risk (low-skilled work, limited career development, unregistered employment); - psychological discomfort to return to school after a significant break and learn with younger students¹⁴⁶ <p>Is this program especially targeted to young people or to all unemployed? Especially to young people</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? -</p>
<p>Youth involvement</p>	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly. Yes</p> <p><i>Individual programmes for the youth may be implemented for up to nine months, providing support measures, which may include the following activities:</i></p> <ul style="list-style-type: none"> - regular support for an individual mentor and programme manager who involves young people; - regular motivation to successfully complete an individual programme of events by promoting learning goals; - individual counselling with the young person engaging in various individual activities; - non-formal and informal learning activities; - expert advice;

¹⁴⁶ Par projektu "PROTI un DARI!" / Project „Know and Do“. Retrieved from <http://jaunatne.gov.lv/lv/jauniesu-garantija/par-projektu-proti-un-dari> (in Latvian)



	<ul style="list-style-type: none">- participation in events (camps, seminars, sporting events, cultural events);- voluntary work activities;- involvement in activities and projects of non-governmental organizations and youth centres;- business trips or a short-term internship in the company;- involvement in local community activities, etc.¹⁴⁷
Links to EU initiatives	Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? Yes, Youth Guarantee
Available evaluations	Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? Evaluation by the Agency for International Programs for Youth (AIPY) Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? Internal If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)? Evaluation by the AIPY, basic information of young people who finished project
Summary of evaluation results	Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source. <i>Available internal evaluation by the AIPY.</i> <i>According to the information from the AIPY, until March 31, 2017, in the project is involved 302 young people, including:</i> <i>20% - new mothers</i> <i>13% - young people with a disability;</i> <i>11% - young people with incomplete primary education.</i> <ul style="list-style-type: none">- Participation in the project completed 104 young people, from them 79 young people (76%) has successfully completed an individual event program:43% - registered in the SEA;

¹⁴⁷ Par projektu "PROTI un DARI!" / Project „Know and Do“. Retrieved from <http://jaunatne.gov.lv/lv/jauniesu-garantija/par-projektu-proti-un-dari> (in Latvian)



	<ul style="list-style-type: none"> - 23% - become unemployed; - 22% - begin studies; - 12% - engaged in the activities of non-governmental organizations or youth centers.¹⁴⁸
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects?</p> <p><i>According to AIPY, youth involvement in this project will decrease the social problems. Also, by solving a NEET youth problems will decrease the need to invest a significant amount in various benefits and financing programs.</i></p> <p>Assessment of the magnitude of the effect?</p> <p><i>When getting involved in training, the NEET gets the necessary human capital that can be used in the labour market. The NEET also gets financial stability and psychological confidence in getting a job. The youth employment, in turn, adds value to goods and services as well as additional tax revenue, which in turn is a public benefit.</i></p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? Difficulties in persuading young people to participate in the events and to recognize that his/her situation is an important problem</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p><i>Young people ability to enter in the labour market by participation in measures, skepticism towards involved parties (teachers, social workers, rehabilitologists, etc.).</i></p>
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? This measure helps to involve young people in the labour market, helps to understand their interests and sphere, where they want to study, work and make their career.</p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main “success factors” of this intervention. To promote youth inclusion in the labour market by providing individual support program of measures. There are defined the suitable measures to promote youth’s life quality.</p> <p>Give a reason why you value it as a good practice? Acquired education, skills and work experience will give positive results on young people own life and benefits.</p>

¹⁴⁸ Prezentācija projektam “PROTI un DARI!”/ Presentation of project „Know and Do“. Available at: http://www.lps.lv/uploads/docs_module/PROTI%20un%20DARI!.pdf (in Latvian)



	Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? <i>In my opinion, there are not delaying obstacles.</i>
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Name of the initiative	<i>Jauniešu sociālās rehabilitācijas un atbalsta nodaļa Latvijas Samariešu apvienībā, pilotprojekts “Palēciens”/ The Division of Youth Social Rehabilitation and Support of the Samaritan Association of Latvia, pilot project “Jump”</i> ¹⁴⁹
Short description	<p>(Primary/Main) aim of the measure: <i>The objective of the Division of Youth Social Rehabilitation and Support is to implement rehabilitation and support programs to promote the social integration of young people who have the risk of social exclusion and to reduce the risks of social exclusion.</i></p> <p>Intended effects: <i>Youth inclusion in the labour market</i></p> <p>Target groups:</p> <ul style="list-style-type: none">- <i>The young people between age 13 and 18 who are living in high and medium-high risk families and who have identified multiple social problems, which are an obstacle to the successful social integration.</i>- <i>The young people at the age of 18 to 25 who are the clients of the Social Service and who have identified multiple social problems that delay the successful social integration.</i>¹⁵⁰ <p>Eligibility criteria for beneficiaries: <i>Young people</i></p> <p>Type of intervention (which type of ALMP & which elements of social policy): <i>Sheltered and supported employment and rehabilitation</i></p> <p>Description</p> <p>The measure is based on practical needs of young people, which would help to reduce deviant behaviour and promote the positive development of social skills. The programme is an essential resource for social workers who are working with youth from social risk groups. The programme will provide young people with psychosocial support and an opportunity to create new, healthy social contacts in a safe and supportive professional environment.</p> <p>The measure provides three types of support:</p> <ul style="list-style-type: none">• Individual expert consultations;• Group lessons and workshops;• Adventure and educational trips.

¹⁴⁹Jauniešu sociālās rehabilitācijas un atbalsta nodaļa/The Division of Youth Social Rehabilitation and Support. Retrieved from: <http://samariesi.lv/lv/pakalpojumi/jauniesu-socialas-rehabilitacijas-un-atbalsta-nodala>

¹⁵⁰ Jauniešu sociālās rehabilitācijas un atbalsta nodaļa/The Division of Youth Social Rehabilitation and Support. Retrieved from: <http://samariesi.lv/lv/pakalpojumi/jauniesu-socialas-rehabilitacijas-un-atbalsta-nodala>



	<p>Level: <i>National</i></p> <p>Start/ end date: 2016</p> <p>Are stakeholders involved in the formulation/implementation of this measure? <i>Cooperation with the Welfare Department of the Riga City Council and the Social Service of Riga.</i></p> <p>How/through which institutions is this measure implemented? <i>The Division of Youth Social Rehabilitation and Support of the Latvian Samaritan Association</i></p> <p>Budget (EUR, thousand) and source: <i>From October, 2017 till April, 2018, the Latvian Samaritan Association realizes the program for the 1st stage for 15 young people. From June, 2017 till February, the Latvian Samaritan Association implements a project continuity program 2nd Stage) for young people who received services in the previous program (from October, 2016 till April, 2017). The program funding is EUR 40 390,40.¹⁵¹</i></p>
<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job. <i>From October, 2017 till April, 2018 (1st stage) – 15 young people. From June, 2017 till February, 2018 (2nd stage) – 15 young people.¹⁵²</i></p> <p>Total expenditures for the program on annual basis. <i>The program funding is EUR 40 390,40.¹⁵³</i></p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. <i>N/A The program funding is EUR 40 390,40.¹⁵⁴</i></p>
<p>Targeting</p>	<p>Which are the target groups of this measure? <i>The Division of Youth Social Rehabilitation and Support works with young people aged 13 to 25 year olds. This program includes support for young people in the social risk group and includes social rehabilitation and support program for promoting deviant behaviour and development of positive social skills.</i></p> <p><u><i>The specific problems of the target group</i></u> <i>The young people with the behavioural problems – the lawbreakers, young people who are not attending school, young people with learning difficulties, negative, unmotivated and unjustified to the influence of others,</i></p>

¹⁵¹ Unpublished information from the Welfare Department of the Riga City Council

¹⁵² Unpublished information from the Welfare Department of the Riga City Council

¹⁵³ Unpublished information from the Welfare Department of the Riga City Council

¹⁵⁴ Unpublished information from the Welfare Department of the Riga City Council



	<p><i>isolation from others, aggressiveness, theft, wailing, lying, shouting, threatening to peers or parents, participating in vandalism, violence against others, etc.</i></p> <p><i>The young people with low motivation to improve their quality of life. Regular mood changes, depressive and mistrustful mood are observed.</i></p> <p><i>Socially isolated young people - insufficient social support for the surrounding population, young people from poor and underprivileged families, Gypsies, without social contacts, insufficient support from parents, relatives, friends, without hobbies, interests outside the educational institution and insufficient opportunities for socialization.</i></p> <p><i>The young people with low social skills and abilities:</i></p> <ul style="list-style-type: none">• <i>low communication and communication skills;</i>• <i>ability to solve problems and conflicts;</i>• <i>to ask for help, to recognize their mistakes and problems;</i>• <i>to work individually and in a group;</i>• <i>to find the necessary information;</i>• <i>to find work and fill in the necessary documentation;</i>• <i>to identify your resources and strengths;</i>• <i>to plan your time and budget, to take responsibility;</i>• <i>to say no, etc.</i> <p><i>The main employment and education problems are unfinished elementary education and profession.¹⁵⁵</i></p> <p>Is this program especially targeted to young people or to all unemployed? Especially to young people</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? -</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly. Yes</p> <p><i>The program is based on practical needs of young people, what would help to reduce deviant behaviour and promote the positive development of social skills. The program is an essential resource for social workers who are working with youth in social risk groups. The program will provide young people with the psychosocial support and opportunity to create new, healthy social contacts in a safe and supportive professional environment.</i></p>

¹⁵⁵ Jauniešu sociālās rehabilitācijas un atbalsta nodaļa/The Division of Youth Social Rehabilitation and Support. Retrieved from: <http://samariesi.lv/lv/pakalpojumi/jauniesu-socialas-rehabilitācijas-un-atbalsta-nodala>



	<p><u>Main activities</u></p> <ul style="list-style-type: none"> - <i>Individual expert consultations</i> <i>The aim of the activity: to identify the social problems of young people, to promote the strengthening of positive qualities and to develop socially acceptable behavioural models.</i> <i>For each young person, there are provided four individual counselling sessions with the social worker, for one young person an average of 16 hours a month. The time of one meeting is 1 to 4 hours. The meetings are organized on the basis of the social situation and the needs of the young person. The meeting with youth's parents, family, relatives are organized up to 25 hour per client, taking into account the social situation and the degree of complexity.</i> - <i>Group lessons and workshops</i> <i>The aim of the activity: to promote the development of new social skills and gaining positive experience. The groups and the creative workshops will have an educational and supportive role.</i> <i>A total of 11 group lessons/ creative workshops for each person, 2 meetings per month, an average of 7 hours for each lesson. Also, the groups and workshops will be formed through practical learning with an emphasis on developing new social skills, teamwork and learning from positive experiences. Various topics and problems will be updated with the help of various methodologies (graphite, cooking, youth film evenings, photography, filming, animal therapy, etc.). There will actualize the awareness of youth values, mutual relations of young people, awareness of their goals and career choices, self-initiative realization etc.</i> - <i>Adventure educational trips</i> <i>The aim of the activity is to promote personal and group development, to master basic skills of outdoor life and environmental education in practice. A two-day adventure or educational trip will take place once a month. Within the framework of the program, there are five trips according to youth's abilities, physical training and weather conditions, for example, night orienteering, hiking, boating trips, skiing, strengthening ropes and overcoming them, etc.¹⁵⁶</i>
<p>Links to EU initiatives</p>	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? No</p>
<p>Available evaluations</p>	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or</p>

¹⁵⁶ Jauniešu sociālās rehabilitācijas un atbalsta nodaļa/The Division of Youth Social Rehabilitation and Support. Retrieved from: <http://samariesi.lv/lv/pakalpojumi/jauniesu-socialas-rehabilitacijas-un-atbalsta-nodala>



	<p>permanent monitoring? <i>Evaluations by the Welfare Department of the Riga City Council</i></p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? <i>Internal by the Welfare Department of the Riga City Council</i></p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)? <i>Evaluation include basic information</i></p>
<p>Summary of evaluation results</p>	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p><i>In the process of the program implementation, it was concluded that it is necessary to continue the program. Because young people with behavioural disorders are characterized as the youth with low motivation to cooperate and to trust. Therefore, for the young person, there are required a longer period of time to start cooperation and change the positive behaviour model.</i></p> <p><i>Staffs vision of youth achievements / benefits:</i></p> <p><i>-In the dynamics of the group:</i></p> <ul style="list-style-type: none"> - <i>Decreased the demonstration of negative behaviour;</i> - <i>Developed the skill of speaking and reflection;</i> - <i>Developed the skill of listening to others;</i> - <i>Promoted honesty;</i> - <i>Reduced melancholy;</i> - <i>Gained experience - the principle of teamwork, recognition and management of emotions.</i> <p><i>Young people became more educated on specific topics (equality, mobbing, communication, various diseases and reproductive health, have developed and developed social skills.</i></p> <ul style="list-style-type: none"> - <i>The socialization of young people is developed through various activities, which is purposeful and structured.</i> - <i>The interests of young people increased and their motivation has grown to try a new, slightly developed initiative.</i> <p><i>-Individual development of a young person:</i></p> <ul style="list-style-type: none"> - <i>Motivation to cooperate;</i> - <i>Increase of confidence;</i>



	<ul style="list-style-type: none"> - Ability to respond more adequately to the conflict situations; - Acceptance of the constructive criticism; - Ability to speak and express their emotions; - Improvement of school performance; - Increase school attendance; - Understanding the behaviour and consequences of the relationships; - Attendance of the meetings; - Answer to the telephone call or to call back; - Promotion of positive and different behaviours; - Not to come into the contact with the police; - Ability to accept various opinions; - Desire to take a part in the next stage.¹⁵⁷
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects? <i>In my opinion, this program will be a good social support for those youth's with problems such as alcohol and drug addiction, early school leavers, young people from poor and undesirable families, with diseases, etc.</i></p> <p>Assessment of the magnitude of the effect? <i>In my opinion, participation in this measure will substantially promote young people inclusion in the society. That measure is one of some social projects supporting youth in social risk groups in Latvia.</i></p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? <i>That measure is planned only for young people in the social risk groups. Other young people can not take a part in this measure.</i></p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention? <i>Main weaknesses:</i></p> <ul style="list-style-type: none"> - Willingness of young people to participate in the project; - Young people negative attitude towards employees; - Youth addiction, illness; - Young people lack of motivation; - Young people desire to improve living conditions.
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? <i>Yes, these measures help to easier integrate into the labour market and social environment. These measures are aimed at youth who are in social risk groups to easier make contacts between other young people, family and society, by</i></p>

¹⁵⁷ Unpublished information from the Welfare Department of the Riga City Council



	<p><i>developing new social skills, strengthen existing ones and getting new knowledge from other young people and teachers. Group lessons and workshops, as well as educational trips, help to integrate into society, to develop knowledge of different spheres, to learn new competencies, to get support from other involved persons and teachers, to solve problems and conflicts, to take responsibility and to understand the main information about daily life.</i></p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p><u><i>The main success factors of the intervention:</i></u></p> <ul style="list-style-type: none"><i>• To expand the range of youth social contacts;</i><i>• To promote positive interactions between different groups of young people;</i><i>• To develop new social skills and strengthen existing ones;</i><i>• To provide opportunities of useful leisure;</i><i>• To provide inter-professional cooperation;</i><i>• To involve young people in social environment;</i><i>• To integrate young people in social environment and labour market.</i> <p>Give a reason why you value it as a good practice? <i>Because young people with the low motivation can improve their quality of life and to integrate in social environment. That kind of measures promote</i></p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts? <i>In my opinion, there are not delaying obstacles.</i></p>



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