



**An overview of good practices  
on youth labour market  
inclusion in Bulgaria, Estonia,  
Germany, Greece, Italy, Poland,  
Sweden, the UK, and Ukraine**

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**Maria Jeliaskova  
Douhomir Minev  
Dragomir Draganov  
Veneta Krasteva  
Atanas Stoilov**

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## No.14 - An overview of good practices on youth labour market inclusion in Bulgaria, Estonia, Germany, Greece, Italy, Poland, Sweden, the UK, and Ukraine

**EXCEPT Working Papers** are peer-reviewed outputs from the <http://www.except-project.eu/> project. The series is edited by the project coordinator Dr. Marge Unt and by the project co-coordinator Prof. Michael Gebel. These working papers are intended to meet the European Commission's expected impact from the project:

- 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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### About the authors

**Maria Jeliaskova** – <http://www.except-project.eu/our-team/id/67>

**Douhomir Minev** – <http://www.except-project.eu/our-team/id/68>

**Dragomir Draganov** – <http://www.except-project.eu/our-team/id/69>

**Veneta Krasteva** – <http://www.except-project.eu/our-team/id/70>

**Atanas Stoilov** – <http://www.except-project.eu/our-team/id/71>

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



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## Executive summary

This report includes information about 22 good practices on youth labour market inclusion from all 9 EXCEPT Project countries (Bulgaria, Estonia, Germany, Greece, Italy, Portugal, Sweden, the UK and Ukraine). These measures have been proposed by EXCEPT project partners with a view of facilitating mutual learning and exchanging knowledge on policy measures which have proven themselves to be effective in managing labour market risks faced by young people.

These policy interventions have been reviewed against the criteria used for the purposes of the European Commission's Database of labour market practices under the European Employment Strategy. These criteria are: (1) policy relevance, (2) scope; (3) evidence-base; (4) timescale; (5) effectiveness; (6) potential for learning and replication<sup>1</sup>.

The review shows that the selected policy interventions vary in their form, target group, types of undertaken actions, level of implementation, source of funding and EU relevance. The main factors (as described in the national reports) contributing to the success of the selected good practices are: early intervention, individualized support, providing an integrated approach, focus on human capital development, widening of opportunities of young people and correcting market failures.

The review depicts as well some weaknesses, especially insufficient coverage, inadequate stimuli provided to the young participants and the fact that the most vulnerable young people are not prioritized. It could be argued that these weaknesses are not so much a result of the selected policy interventions themselves, but of the wider labour and social context. Thus the question about the necessity of two levels of evaluations is raised: interventions assessed on their own and an assessment of the cumulative effect of different interventions.

Focusing on the first level of assessment, the review selected 16 policy interventions that meet the required criteria. Another 2 measures are already present in the Database. These are "Career start" (Bulgaria) and "Introductory training for young people" (Germany). The remaining 4 are not proposed because there is not sufficient quantitative evidence on their positive labour market outcomes for the youth.

Thanks to the review, the EXCEPT Project has identified 16 policy interventions representing possible new entries in the Database of labour market practices (Part II). In order to be included in the Database, their potential has to be acknowledged by the responsible public authorities at national level who are empowered to propose them to the European Commission. In order to facilitate that process, the report contains short summary for the each of the 16 measures – country fishes - fulfilling the criteria.

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<sup>1</sup> For more details about these assessment criteria and their application, please see: Mutual Learning Programme support team & ICF, 2013: pp. 6 – 7;



## Introduction

A central objective of the EXCEPT project is to learn about examples of best practices and provide suggestions for reforms and policies that help improving the social situation of young people facing labour market insecurities.

Following that objective, through the means of a systematic review of existing policy initiatives in EXCEPT project partner countries (Bulgaria, Estonia, Germany, Greece, Italy, Portugal, Sweden, the UK and Ukraine), a list of good practices on youth labour market inclusion has been elaborated. On a basis of qualitative and quantitative data provided by the EXCEPT project national teams, the identified good practices have been analysed in terms of their design, implementation mechanism and results<sup>2</sup>.

This paper contains summary information about the identified good practices on youth labour market inclusion. This information will be used with the aim a proposal to be made so as they to be added to the *Database of national practices on European employment policies and measures* (in short, Database of labour market practices) maintained by the European Commission. It is a part of the efforts the EXCEPT project findings to be disseminated as broadly as possible among all relevant stakeholders (policy makers, government officials, social partners, youth organisations, researchers, policy experts, etc.) as a supporting tool for developing effective and innovative policy initiatives to address the youth labour exclusion challenges.

Part I of the paper includes information about 22 good practices on youth labour market inclusion, proposed by the project partners from all 9 EXCEPT Project countries (Bulgaria, Estonia, Germany, Greece, Italy, Portugal, Sweden, the UK and Ukraine). Part II presents a proposal 16 of these good practices to be included in the Database of labour market practices. A detailed assessment against the selected criteria can be found in Annex I.

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<sup>2</sup> For details, see EXCEPT Working Paper “Youth Employment Policies – Comparative Report”, available at: <http://www.except-project.eu/working-papers/>



## Part I: What is a good practice and how to assess it?

This section represents the approach towards identification, definition and selection of good practices to be proposed for inclusion into the Database of labour market practices under the European Employment Strategy

### Good practice: definition, identification and selection approach

#### Defining “good practice”

For the purposes of this paper, the concept of “good practice” is defined in accordance with the definition used by the Mutual Learning Programme under European Employment Strategy:

#### Definition of good practice

**Good practice** is “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**”.

(Mutual Learning Programme support team & IFC GHK, 2013: 2).

#### Identification and selection approach

The selected good practices have been identified by the responsible EXCEPT project national teams for the respective countries as a result of a systematic review of existing national youth employment-related policy initiatives. As a next step, qualitative and quantitative information has been collected for each of the identified practices.

With regard which good practices to be proposed for inclusion into the Database of labour market policies, six criteria have been used. They fully correspond to those applied for the purpose of the Mutual Learning Programme, namely: (1) policy relevance, (2) scope; (3) evidence-base; (4) timescale; (5) effectiveness; (6) potential for learning and replication. Assessment of the good practices has been done at two stages:

- First, a formal check whether a given good practice proposed by EXCEPT project national teams already exists into the Database of labour market practices;
- Second, if a policy initiative is not already included into the database, the mentioned above six criteria are applied. Following the approach adopted in the Mutual Learning



Programme, each criterion receives a score ranging from 1 to 3 points and only good practices having a score of 2 or above against all of the criteria are included in the database.

## Database of labour market practices

The “Database of national practices on European employment policies and measures” (in short – Database of labour market practices) has been constructed as a part of the Mutual Learning Programme under the European Employment Strategy. The Mutual Learning Programme is an initiative led by Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL). Its seeks to enhance the process of policy learning across the EU Member States through disseminating and facilitating the exchange of information and good practice on various employment policy initiatives.

Taking into account that the issue of labour market inclusion of young people stays on top of the EU policy agenda, in 2016, the Mutual Learning Programme supported important policy learning events on labour market inclusion of the youth at risk such as the Peer Review in Paris, and the Learning Exchanges in Brussels and Stockholm. In 2017, the Programme’s contribution to the public policies addressing the youth employment challenge is still among its priorities (ICF, 2016).

From this point of view, EXCEPT project could contribute to the process of mutual learning by providing insights of potential additions to the database of labour market practices. Here, it should be taken into account that good practices included in the database are identified and self-endorsed by the Member State government representatives (Mutual Learning Programme support team & ICF GHK, 2013). As effective policy initiatives can be initially identified from various sources, including academic studies and independent evaluations, this paper is designed to represent such a possible source. While there is evidence that the good practices presented in this document are effective in managing youth labour market insecurity, whether some of them will be included in the database, however, depends on the will of the responsible government representatives – EXCEPT researchers are not in a position to make this proposal themselves.

Another important feature of the database is the fact that it is open to the 28 EU Member States, countries from the European Economic Area (Iceland, Lichtenstein and Norway) and accession, candidate and pre-candidate countries (Mutual Learning Programme support team & ICF GHK, 2013). Among the EXCEPT project partner countries, there are 8 EU Member and 1 non-EU Member State (Ukraine). Notwithstanding the fact that currently Ukraine does not have a statute of accession, candidate or pre-candidate country, for the purposes of mutual learning, a good practice example from Ukraine is presented in this paper as well.

More information about the Database of labour market practices and the Mutual Learning Programme under the European Employment Strategy can be found here:



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

<http://ec.europa.eu/social/main.jsp?catId=1080&langId=en>

## Good practices: description and assessment

In this section, a short description of selected good practices is presented. National reports for EXCEPT project countries have identified 22 good practices (one of which originates from Ukraine). They are presented in the following table:

*Table 1: Selected policy initiatives addressing youth labour market insecurity (Bulgaria, Estonia, Germany, Greece, Italy, Poland, Sweden, the UK, and Ukraine)*

No	Name of the good practice (English)	Country
1	Career Start	Bulgaria
2	Student practices	Bulgaria
3	Apprenticeship / Work practice	Estonia
4	Business start-up subsidy	Estonia
5	Labour market training	Estonia
6	Introductory training for young people	Germany
7	Career start coaching	Germany
8	Pre-vocational education and training measure	Germany
9	Youth Guarantee	Greece
10	Entrepreneurial education	Greece
11	Master of Talents	Italy
12	Enel – Young apprenticeship programme	Italy
13	Place of Crafts	Italy
14	Start their own business	Italy
15	First business – start-up support	Poland
16	Knowledge, Education, Development Operational Programme – projects under Priority axis I (KEG OP – Priority axis I)	Poland
17	Lifetramp	Poland
18	AMU	Sweden
19	Raising education participation rate	UK
20	Jobcentre Plus support	UK
21	New Enterprise Allowance	UK
22	Professional training/vouchers for training	Ukraine

## Short description of the selected good practices

In the following table, the main characteristics of the selected policy interventions are presented. They include: (1) country of origin; (2) type of the policy instrument (programme or legislation); (3) target groups; (4) activities; (5) level of implementation; (6) funding sources; (7) links with EU initiatives; (8) existence of data on the results achieved and its interpretation with regard to the intervention's success (if relevant).

Table 2: Main characteristics of the selected good practices

No	Name	Country*	Policy instrument type	Target groups	Activities included	Level of implementation	Duration	Funding source	Part of EU initiatives	Data on results
1	Career Start	BG	Programme	Youth risk groups	Direct job creation	National	2002 – ongoing	National budget	Youth Guarantee	Yes Positive results
2	Student practices	BG	Programme	Youth targeted	(re-) orientation courses, preparation for training or employment	National	2008 – ongoing	National budget EU funds	Youth Guarantee ESF-funded	No
3	Apprenticeship / Work practice	EE	Programme	Universal Risk groups other than the youth	(re-) orientation courses, preparation for training or employment Vocational guidance and career counselling	National	2004 – ongoing	National budget	No	Yes Positive results
4	Business start-up subsidy	EE	Programme	Universal Risk groups other than the youth	Direct job creation	National	2010 – ongoing	National budget	No	Yes Positive results
5	Labour market training	EE	Programme	Universal Risk groups other than the youth	(re-) orientation courses, preparation for training or employment Vocational guidance and career counselling	National	2003 – ongoing	National budget	No	Yes Positive results
6	Introductory Training for Young People	DE	Programme	Youth risk groups	Training	National	2010 – ongoing	National budget	No	Yes Positive results
7	Career Start Coaching	DE	Programme	Youth risk groups	Training	National Regional	2009 – ongoing	National budget EU funds	No	Yes Positive results
8	Pre-vocational education and training measure	DE	Programme	Youth risk groups	Training	National Regional	2004 – ongoing	N/A	No	Yes Positive results
9	Youth Guarantee	EL	Programme	Youth targeted Youth risk groups	Training Employer incentives	National	2014 – ongoing	National budget EU funds	Youth Guarantee	Yes Positive results
10	Entrepreneurial education	EL	Programme	Youth targeted	(re-) orientation courses, preparation for training or employment	National Regional Local	2005 – ongoing	Private funds	No	Yes Positive results
11	Master of Talents	IT	Programme	Youth targeted	Training	Regional	2003 – ongoing	Private funds Local actors' funds	No	No
12	Enel – Young apprenticeship programme	IT	Programme	Youth targeted	Training Employer incentives	Local	2014 – ongoing	National budget	No	No
13	Place of Crafts	IT	Programme	Youth targeted	Training	Local	1994 – ongoing	National budget Regional actors' funds EU funds	ESF-funded	No
14	Start their own business	IT	Programme	Universal	Start-up incentives	Regional	1997	National budget	ESF-funded	No

								EU funds		
15	First business – start-up support	PL	Programme	Youth targeted Risk groups other than the youth	Employer incentives	National	2013 – ongoing	National budget	Youth guarantee	Yes Positive results
16	KEG OP – PA I projects	PL	Programme	Youth risk groups	(re-)orientation courses, preparation for training or employment Vocational guidance, career counselling Training Employer incentives Direct job creation Start-up incentives	National	2014 – ongoing	National budget EU funds, incl. Youth Employment Initiative	Youth guarantee Youth Employment Initiative	Yes Mixed results
17	Lifetramp	PL	Programme	Youth targeted, Universal	(re-)orientation courses, preparation for training or employment Vocational guidance, career counselling	National	2014 – ongoing	Private funds	No	No
18	AMU	SE	Programme	Universal	(re-)orientation courses, preparation for training or employment	National	1981 – ongoing	National budget	No	Yes Positive results
19	Raising education participation rate	UK	Legislation	Youth targeted Universal	Training	National	2013 – currently in place	National budget	No	Yes Positive results
20	Jobcentre Plus support	UK	Programme	Universal Risk groups other than the youth	Employer incentives Direct job creation	National	2011 – ongoing	National budget EU funds	ESF-funded	Yes Mainly positive
21	New Enterprise Allowance	UK	Programme	Universal	Start-up incentives	National	2011 – ongoing	National budget	No	Yes Positive results
22	Professional training/vouchers for training	UA	Programme	Universal	Training	National	1990 – ongoing	National budget	No	Yes Positive results

\* **Note:** **BG** – Bulgaria; **EE** – Estonia; **DE** – Germany; **IT** – Italy; **PL** – Poland; **SE** – Sweden; **UK** – the United Kingdom; **UA** – Ukraine.



Next, a short description of each practice in all EXCEPT Project partner countries is provided.

## **Bulgaria**

**Career Start [Старт на кариерата]** was launched in early 2000s. It is targeted at young people up to 29 years of age who are registered at public employment services as unemployed. Additional requirement is that young people must have tertiary education and should not have labour market experience in the respective field of study. As the programme is aimed at facilitating school-to-work transitions, it provides 9-month subsidized employment at public administrations at national, regional and local levels.

**Student practices [Студентски практики]** was initially launched in 2008 under the Human Resources Development Operational Programme (2007-2013) which was co-funded by the European Social Fund of the EU. Since that, the project has been renewed couple of times (2008-2010, 2012-2015, and currently – as from 2016). It is targeted at university students (no restrictions with regard the fields of study) and offered on-the-job practical training (up to 240 astronomic hours) in real working environment (different from practical training envisaged in the university curricula) under the supervision of a mentor appointed by the employer. Since 2015, the project has been implemented under the Science and Education for Smart Growth Operational Programme (2014-2020).

## **Estonia**

**Apprenticeship/ Work practice** was launched in 2006. It aims at labour market integration of unemployment people through providing training and opportunities of acquiring market-relevant skills, knowledge and work experience. Target group consists of all people who are registered at public employment services.

**Business Start-Up Subsidy** started in 2003. It is targeted at individuals who are at least 18 years of age and are registered at public employment services. Under that programme, they can receive a business start-up subsidy as a lump-sum payment intended to cover the costs of starting a new business. To apply for a subsidy, the applicant must have some knowledge about running a business (must have participated in business training, or have vocational or higher education in the field of economy, or have at least one year experience in running a business).

**Labour market training** started in 2010. It is aimed at unemployment people registered at public employment services (no age-related criteria). The unemployed people can be assigned to training courses after an assessment of the training needs and deficiencies, considering the labour demand at local level.



## Germany

**Introductory Training for Young People [EQ-Einstiegsqualifizierung]** was launched in October 2004. It aims at supporting young people who have not been able to find a formal apprenticeship offer and provides an opportunity to further develop their occupational skills and competences. It is targeted at young people below 25 years of age, who are registered at public employment services as unemployed. For these young people, a company-based training is provided (from 6 to 12 months). They can choose from over than 100 professions.

**Career start coaching [Berufseinstiegsbegleitung]** was launched in 2009. It seeks to support the school-to-work transition of young people with lower education and in social disadvantage positions, who have higher risk of becoming unemployed. Young people can receive individual support provided by professionals by job decision and graduation, training for application, and can be assisted in finding positions in traineeship, apprenticeship or further educational training. The support is begins two years before leaving school and continues maximum until the 24<sup>th</sup> month after leaving school. Moreover, 6-month apprenticeship is also offered.

**Pre-vocational education and training measure [SGB II, §§ 51 to §§54 and §§ 112 SGB III]** was launched in October 2004. It aims at improving the employability of risk groups by providing special courses and traineeships in particular companies. It is targeted at young people with lower educational training, without school-leaving qualification, or with disabilities have very low chances to find an apprenticeship. Low-educated young people can make participate in the measure up to 10 months, while this period for young people with disabilities is 11 months.

## Greece

**Entrepreneurial Education by Junior Achievement Greece [Junior Achievement Greece – ΣΕΝ/JA Greece]** was launched in 2005. It aims at developing an entrepreneurial mindset in young people and enhancing their dynamics for the creation of corporate ventures. It is targeted at students of primary, secondary and tertiary education. The implementation of this measure is based on a diverse set of actions such as career orientation programmes, preparation for training or employment, vocational and career guidance, experiential learning, case studies of economic activities.

**Youth Guarantee** started in 2014. As a European initiative, it aims at ensuring that all people under the age of 25 receive a good quality offer of employment, continued education, apprenticeship or traineeship within a period of four months after becoming unemployed or leaving educational system. In Greece, the target group of the Youth Guarantee consists of young people and NEETs up to 29 years of age, i.e. the target group is broader taking into account national peculiarities. It is currently implemented



through various actions such as training, apprenticeships, traineeships, promotion of employment or entrepreneurship, counselling and career guidance services.

## Italy

**Master of talents [Master dei Talenti]** started in 1994. It offers secondary school students work opportunities and international internships. It aims at strengthening autonomy of the young people, on one hand, and easing the school-to-work transitions, on the other. In order to receive support, young people must be students in a school in Piedmont and the Aosta Valley. This is a private initiative managed by a bank foundation called *the Fondazione Cassa di Riparmio di Torino*.

**Enel – Young apprenticeship programme [Enel Alternaza Scuola e Lavoro]** was launched in 2014. It ended in 2016. The primary aim of the initiative was to associate working experience with education and give students the opportunity to start working with an existing contract of apprenticeship in the last years of high school. It was implemented at local level as the target group of the initiative consisted of students of seven technical schools participating in the project.

**Place of Crafts [Piazza dei Mestieri]** started in 1994 as a private initiative managed by a foundation called *Piazza dei Mestieri*. It aims at developing skills of young people, particularly those at risk of marginalisation. Being implemented mainly in the Turing and Catania regions, it provides training in craft occupations (especially in the food sector). Also, many other services are offered (orientation, work-related training courses, technical and professional training, school supporting activities, cultural activities, sports and recreational activities, etc.).

**Starting one's own business [Mettersi in proprio]** started in 1997 and ended in 2015. It was aiming at helping people having business idea to start their own business and become self-employed. The following initiatives were part of the programme: (1) training to understand what a business plan is; (2) market and competition training; (3) support to elaborating a business plan and business validation; (4) obtaining a start-up grant (if unemployed). The primary target group of the programme consisted of young people from 18 to 35 years of age, residents of the Turing Metropolitan Area. The newly established company should be established in that region as well.

## Poland

**First business – start-up support [Pierwszy biznes – Wsparcie w starcie]** first started in December 2013 as a one-year pilot project. Since November 2014 it has been implemented as a national programme. While it covers all registered unemployed, its main aim is the development of youth entrepreneurship and direct job creation by



providing low-interest loans to students and graduates willing to start a business. There are some additional eligibility criteria. In order to receive a loan, beneficiaries must be: (1) inactive or unemployed students in their final year of study; (2) recent school or university graduates (not more than 4 years since graduation); (3) unemployed people (no age limit) registered at public employment services. There are two types of loans – start-up loans and loans supporting new job creation. Loan recipients can receive supporting services as well (consultations and training).

**Knowledge, Education, Development Operational Programme – projects under Priority axis I: Young people on the labour market** is a very broad policy initiative aiming at enhancing the employability of young people aged up to 29 who are not in employment, including in particular those who are not in education and training (so-called NEETs). It was launched in 2014. Under these projects, young people can receive various forms of support starting from needs identification through training and direct job creation.

**Lifetramp** is a private online platform offering access to base of mentors from different locations, representing different professions and professional groups. Therefore, this initiative aims at connecting people in order to promote sharing of professional experience, passion and lifestyles. It is not targeted at any particular labour market group and is not an active labour market programme; however, Lifetramp might be useful as a tool of career counselling and a part of preparation for training or employment.

## Sweden

**AMU** is an active labour market programme under which training and different types of courses are provided to unemployed people (minimum age – 20 years) who are registered at public employment services. It started in 1981.

## The United Kingdom

**Raising education participation rate initiative** was implemented in 2008. It is targeted at young people between 16 and 19 years of age. The aim is the education participation rate to be increased with a view of achieving lower youth unemployment rates and smoother school-to-work transitions. The initiative was introduced through amendments in the Education and Skills Act according to which the age of compulsory participation in education and training had to be 18 years of age in 2015.

**Job Centre Plus Support** started in 2011. It aims at providing a more tailored support to young job-seekers. Young people wishing to participate in the programme must be Jobseeker's Allowance claimants. They can receive different types of support such as



job search support, skills provision and advice on apprenticeship; work experience that offers young people a few weeks with a local employer; sector-based work academies (pre-employment training) and work placements; arranging volunteering, etc.

***New Enterprise Allowance*** launched in 2011. It is targeted at young people aged 18 or over. It provides money and other types of support to people who have a business idea and receive one of the following benefits: (1) Jobseeker's Allowance; (2) Employment and Support Allowance; (3) Income Support; (4) Universal Credit (for people who are already self-employed). Under this initiative, beneficiaries could receive guidance and mentorship to develop their business idea (up to 52 weeks) and a weekly allowance for up to 26 weeks. Also, they can apply for a loan to help with start-up costs. Additional scheme of support (loans) is applicable for people who are already self-employment.

## **Ukraine**

***Professional training/vouchers for training*** started in 1990. It aims at improving the employability of jobseekers through provision of vocational training and re-training. Training courses are delivered by State Employment Service training centres or vocational education institutions. The initiative is targeted at all unemployed people registered at public employment services (no age-related eligibility conditions are applicable).



## Assessment of the selected good practices

The provided description of the main characteristics of the selected good practices provides the necessary data for their assessment against the predetermined in advance of assessment criteria.

The first stage, a formal check whether the selected good practices are already a part of the Database of labour market practises. On that basis, it has been found out that only 2 out of 22 policy interventions are already present in the database. These are:

- *Career start* (Bulgaria);
- *Introductory training for young people* (Germany).

As these measures have been already acknowledged as good practices for the purposes of mutual learning across the EU Member States, they are not considered at the second stage of the assessment.

In the following table, on the basis of the information that national reports contain, a score has been attributed to the remaining 20 good practices. The score is equal to the sum of the scores (min. 1 – max. 3) under each of the 6 criteria used for the purposes of the Mutual Learning Programme.

Table 3: Results of the assessment of the selected good practices

No	Name	Country*	Policy relevance	Scope	Evidence-base	Timescale	Effectiveness	Potential for learning and replication	Total score
1	Career Start	BG	This measure is already included in the Database of labour market practices						
2	Student practices	BG	2	3	3	2	2	2	14
3	Apprenticeship/ Work practice	EE	2	3	3	2	2	2	14
4	Business start-up subsidy	EE	2	3	3	2	3	3	16
5	Labour market training	EE	2	3	3	2	2	3	15
6	Introductory training for young people	DE	This measure is already included in the Database of labour market practices						
7	Career start coaching	DE	2	2	2	2	2	2	12
8	Pre-vocational education and training measure	DE	2	3	2	2	2	3	14
9	Youth Guarantee	EL	2	2	3	3	3	2	15
10	Entrepreneurial education	EL	2	3	2	2	1	1	11
11	Master of Talents	IT	2	3	2	2	1	1	11
12	Enel – Young apprenticeship programme	IT	2	3	3	3	2	2	15
13	Place of Crafts	IT	2	3	2	2	1	1	11
14	Start their own business	IT	2	3	3	2	3	3	16
15	First business – start-up support	PL	2	3	3	3	3	3	17
16	KEG OP – PA I projects	PL	2	2	3	3	3	3	16
17	Lifetramp	PL	1	3	1	3	1	1	10
18	AMU	SE	3	3	2	3	3	3	17
19	Raising education participation rate	UK	2	3	3	2	3	3	16
20	Jobcentre Plus support	UK	2	3	3	3	3	3	17
21	New Enterprise Allowance	UK	2	3	3	3	3	3	17
22	Professional training/vouchers for training	UA	2	3	2	3	3	3	16

**Notes:** \* **BG** – Bulgaria; **EE** – Estonia; **DE** – Germany; **IT** – Italy; **PL** – Poland; **SE** – Sweden; **UK** – the United Kingdom; **UA** – Ukraine.



## Conclusions and recommendations

On the basis of this review, a following conclusion could be made:

Firstly, among the presented 22 good practices, there are 2 interventions already present in the Database of labour market practices and another 16 “candidates” for potential entries, i.e. there is at least one good practice proposal from each EXCEPT Project partner country.

Secondly, 4 good practices have not met the established assessment criteria and therefore have been excluded from the list. This is due two groups of reasons: (1) the outcomes of the initiative have not been validated either through independent (external) or internal evaluations, or academic studies; and (2) in one case, the link with the EU policy initiatives is unclear, and there is no sufficient evidence on labour market outcomes.

Thirdly, despite the fact that Ukraine is a non-EU country and does not have a statute of a candidate or pre-candidate country, the European Commission’s services might reconsider whether not to open the database for the Ukraine as well. The presented case will be of interest for many European countries taking into account that it has been implemented since 1990s and independent studies have proven it to be a successful policy initiative even during a periods of turbulent economic changes.



## Part II: Proposal of good practices to be included in the Database of labour market practices

This document presents an overview of selected youth-oriented policy interventions in Bulgaria, Estonia, Germany, Greece, Italy, Poland, Sweden, the UK, and Ukraine.

It contains description of these among the selected good practices that possibly can be included in the Database of national practices on European employment policies and measures part of the Mutual Learning Programme under the European Employment Strategy.

The presented good practices are:

No	Name	Country
1	Student practices	Bulgaria
2	Apprenticeship/ Work practice	Estonia
3	Business start-up subsidy	Estonia
4	Labour market training	Estonia
5	Career start coaching	Germany
6	Pre-vocational education and training measure	Germany
7	Youth Guarantee	Greece
8	Enel – Young apprenticeship programme	Italy
9	Start their own business	Italy
10	First business – start-up support	Poland
11	KEG OP – PA I projects	Poland
12	AMU	Sweden
13	Raising education participation rate	The UK
14	Jobcentre Plus support	The UK
15	New Enterprise Allowance	The UK
16	Professional training/vouchers for training	Ukraine

All presented good practice examples are not currently included in the Database of national practices on European employment policies and measures, i.e. they can potentially enrich its contents.

Among the presented good practice example, there is one case from a non-EU country, namely Ukraine. Ukraine is neither candidate nor pre-candidate country meaning the presented Ukrainian policy measure is beyond the scope of the Database of national practices on European employment policies and measures. However, for the purposes of mutual learning, the measure has been presented as well.

The source of data is national reports prepared by the responsible national teams. In addition, information about New Enterprise Allowances has been derived from two other sources (House of Commons, 2017; Department of Work and Pensions, 2016).



## Country fiches

### Bulgaria

Title of the policy or measure (English)	Student practices
Country	Bulgaria
Name of the responsible body	Ministry of Education and Science
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	Bulgarian universities Employers
Start year of implementation	2008
End year of implementation	Ongoing
EU policy relevance	The measure is financed by the European Social Fund. It aims at facilitating the school-to-work transitions for young people which is a key priority of the European Employment Package and the flagship Europe 2020 initiative New Skills for New Jobs.
Policy area	Education and training systems
Specific policy or labour market problem being addressed	School-to-work transition of young people leaving educational system Relevance of the university curricula to labour market needs
Aims and objectives of the policy or measure	The main aim of the project is to improve the quality of the tertiary education and to establish a well-functioning connection between the business organisations and universities.
Main activities/actions underpinning the policy or measure	Young people – university students can take part in short-term practices (240 astronomic hours) in a real working environment provided by employers.
Geographical scope of policy or measure	National
Target groups	Young people



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Outputs and outcomes of the policy or measure	For the period 2008-2015, 102 453 students participated in student practices and 85 958 of them successfully completed a practice. As the 2015-2017 period is concerned, according to statistical data published by Ministry of Education and Science, approximately 12 600 students have completed student practices.
Key conditions for success	There are two factors. The first factor is that this intervention has a huge budget and large coverage. The second is that it mitigates the weaknesses in the tertiary education curricula by providing students an opportunity to gain real practical experience.
Method of assessment	Internal monitoring



## Estonia

Title of the policy or measure (English)	Apprenticeship / Work practice
Country	Estonia
Name of the responsible body	Estonian Unemployment Insurance Fund
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	2006
End year of implementation	Ongoing
EU policy relevance	The measure aims at improving the labour market relevance of the knowledge and skills of the jobseekers. This coincides with the priorities of the European Employment Package and the flagship Europe 2020 initiative New Skills for New Jobs.
Policy area	Active labour market policies Skills supply, productivity and lifelong learning Labour market participation
Specific policy or labour market problem being addressed	Skills mismatch
Aims and objectives of the policy or measure	The aim of labour market training is to help the unemployed find work, by providing them with an opportunity to acquire the required work experience as well as skills and knowledge.
Main activities/actions underpinning the policy or measure	Work practice is provided with two objectives in mind. First, to provide necessary practical training for the unemployed in order to improve their employability. Second, work practice provides employers with the opportunity to find and train employees in order to fill the



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	available positions
Geographical scope of policy or measure	National
Target groups	Unemployed people registered at public employment services
Outputs and outcomes of the policy or measure	<p>The share of participants in employment after leaving the measure is higher than the unemployed who have not participated in the measure. Starting from the 6th month from the start of the work practice, the positive difference remained between 5% and 15%. Lock-in effect explains why no difference occurred before 6th month: people were engaged in the training and put less time and energy on finding a job.</p> <p>Average wage was higher in the work practice groups. Starting from the 6th month from the start of the work practice, the positive difference remained between 20 and 75 euros per month at wage levels from 125 to 275 euros per month.</p> <p>Share of people in employment remained higher in the period from month 6 to month 28 and the difference was approximately 10 percentage points at employment levels ranging from 30% to 50%.</p> <p>Average wage remained higher in the period from month 6 to month 28 and the difference was approximately 50 euros per month at wage levels from 125 to 275 euros per month.</p>
Key conditions for success	Not specified in the Estonian national report
Method of assessment	Internal monitoring and evaluation

Title of the policy or measure (English)	Business Start-Up Subsidy
Country	Estonia
Name of the responsible body	Estonian Unemployment Insurance Fund
Geographical scope of the responsible body	National



Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	2003
End year of implementation	Ongoing
EU policy relevance	The measure supports self-employment and start-up creation. This coincides with the priorities of the European Employment Package and The Entrepreneurship 2020 Action Plan.
Policy area	Active labour market policies Labour market participation
Specific policy or labour market problem being addressed	Not specified in the Estonian national report
Aims and objectives of the policy or measure	Not specified in the Estonian national report
Main activities/actions underpinning the policy or measure	The business start-up subsidy is a lump-sum payment intended to cover the costs of starting a new business. The maximum amount of business start-up subsidy is established annually in the state budget. Currently, the maximum amount is EUR 4,474. The maximum amount remained at the same level throughout the period covered by the analysis.
Geographical scope of policy or measure	National
Target groups	Individuals who are at least 18 years old and are registered as unemployed or job-seekers who have received a notice of dismissal.
Outputs and outcomes of the policy or measure	Between 162 (2008) and 678 (2010) people participated in the measure on an annual basis in the period 2003-2015.
Key conditions for success	Not specified in the Estonian national report
Method of assessment	Internal monitoring and evaluation



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Title of the policy or measure (English)	Labour market training
Country	Estonia
Name of the responsible body	Estonian Unemployment Insurance Fund
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	2003
End year of implementation	Ongoing
EU policy relevance	The measure supports self-employment and start-up creation. This coincides with the priorities of the European Employment Package and The Entrepreneurship 2020 Action Plan.
Policy area	Active labour market policies Skills supply, productivity an lifelong learning Labour market participation
Specific policy or labour market problem being addressed	Skills mismatch
Aims and objectives of the policy or measure	Improving the labour market relevance of unemployed people's knowledge and skills after establishing, which type of knowledge and skills they need in order to find a new job and after analysing the regional demand for labour (labour demand/supply ratio).
Main activities/actions underpinning the policy or measure	Assigning a job-seeker for training is justified in case the unemployed person has not found a job despite actively seeking for a job and the reason for failing in the attempts lies in the lack or low level of the specific knowledge or skills. Given that the Unemployment Insurance Fund has the possibility to provide to the unemployed further training or retraining and not formal education, it is important that the required knowledge and skills could be acquired by undertaking short-term training. Prior to



	making a decision on the need to undergo training the regional labour demand and supply ratio for the speciality is carefully studied.
Geographical scope of policy or measure	National
Target groups	Individuals who are at least 18 years old and are registered as unemployed or job-seekers who have received a notice of dismissal.
Outputs and outcomes of the policy or measure	More than 181 thousand people received support in the period from 2003 to mid-2016.
Key conditions for success	Not specified in the Estonian national report
Method of assessment	Internal monitoring and evaluation



## Germany

Title of the policy or measure (English)	Career start coaching (SGBIII §49) (Berufseinstiegsbegleitung)
Country	Germany
Name of the responsible body	Job agency
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	Educational-chains-Initiative, Alliance for Initial and Further Training
Start year of implementation	2009
End year of implementation	Ongoing
EU policy relevance	Transition from school to work, addresses lower educated young people and young people in social disadvantage positions. So it's in line with the EU 2020 strategy and "Youth on the Move" and "New Skills for new Jobs". Since 2014 the career-start-coaching is co-financed from the ESF with 500 Million Euro till 2020.
Policy area	Education and training system
Specific policy or labour market problem being addressed	School-to-work transition, unemployment of risk groups
Aims and objectives of the policy or measure	Help young people with lower education and in social disadvantage positions, who have higher risk of becoming unemployed, to prevent or help through transitions problems from educational to vocational training and to improve their employability. Furthermore to help young people to successfully complete an apprenticeship to prevent dropouts.
Main activities/actions underpinning the policy or	Individual support from professions by job decision and graduation, training for application, help to find positions



measure	in traineeship, apprenticeship or further educational training. Beginning two Years before school leaving, longest 24 months after school leaving. Also up to 6 month support in current apprenticeship
Geographical scope of policy or measure	National and regional (selected schools)
Target groups	Young People in social disadvantage positions, participations is voluntary but is also connected to the selection of schools, which are participating in the measure
Outputs and outcomes of the policy or measure	From 2009 to 2014, 1000 schools and 55,551 young people participated in the measure.
Key conditions for success	<ul style="list-style-type: none"> <li>• Through the selection of schools, young people in social disadvantage positions and with migration background could be reached from the measure.</li> <li>• Highest effect could be reached by a middle or long period of support in the career start coaching-program. Short time of support doesn't show effects.</li> <li>• Individual motivation to participate on the offered programs for vocational orientation and qualification</li> <li>• Through the individual support, it is important to have a high stability of the professional workers.</li> </ul>
Method of assessment	External academic studies

Title of the policy or measure (English)	Pre-vocational education and training measure
Country	Germany
Name of the responsible body	Jobagency
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	–
Start year of	2004



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implementation	
End year of implementation	Ongoing
EU policy relevance	Transition from school to work, addresses young people with special needs and low educational training. It's in line with the EU 2020 strategy and "Youth on the Move" and "New Skills for new Jobs".
Policy area	School-to-work-transition, Skills supply, unemployment of risk groups, integration of people with disability into the first labour market
Specific policy or labour market problem being addressed	Young people with lower educational training, without school-leaving qualification, or with disabilities have very low chances to find an apprenticeship. Thus, the access qualifications for apprenticeship has increased in the last years.
Aims and objectives of the policy or measure	Improve the employability of risk groups due to special courses and traineeships in participating companies. Integrate young people with disability into the first labour market.
Main activities/actions underpinning the policy or measure	<p>Young people can make use of this measure up to 10 months, young people with disability up to 11 months.</p> <ul style="list-style-type: none"> <li>• Help young people to improve their skills by offering them training courses or traineeships in participating companies.</li> <li>• Analyses the individual abilities to support young people in job decision making and supporting the decision process by little traineeships in companies.</li> <li>• Supporting them in preparing for acquisition of a secondary general school certificate or equivalent</li> </ul>
Geographical scope of policy or measure	National/Regional
Target groups	Young people with disability and low or without educational qualifications to the age of 25 which are registered as unemployed.
Outputs and outcomes of the policy or measure	Pre-vocational education and training measure improved the skills of young people, especially of those without educational qualifications.



	<ul style="list-style-type: none"><li>• 70,000 young people with special needs participated</li><li>• 41% of all participants get into further educational or vocational training.</li><li>• 28% of this participant found an apprenticeship</li><li>• But still the integration rate of young people with disability in the first labour market is very low, especially in heterogeneous groups.</li><li>• The length of traineeship is an important indicator for success. Longer training results in more positives transitions into apprenticeship.</li></ul>
Key conditions for success	Due to the aim, to integrate young people with disability into the first labour market, special training for the teachers and instructors is needed. Furthermore, a well-structured network with participating companies, which offers traineeships and fulfils the conditions for a young people with special needs orientated support.
Method of assessment	External evaluation



## Greece

Title of the policy or measure (English)	Youth Guarantee
Country	Greece
Name of the responsible body	Not specified in the Greek national report State authorities and public employment services – in general
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	2014
End year of implementation	Ongoing
EU policy relevance	Part of the European Youth Guarantee in Greece
Policy area	Active labour market policies Skills supply, productivity and lifelong learning Labour market participation
Specific policy or labour market problem being addressed	Increase of employability, improvement of knowledge and skills for young people offering of opportunities for apprenticeships/traineeships, dependent employment or entrepreneurship for young people.
Aims and objectives of the policy or measure	Ensure that all young people under the age of 25 years receive a good quality offer of employment, continued education, an apprenticeship or a traineeship within a period of four months after becoming unemployed or leaving formal education.
Main activities/actions underpinning the policy or measure	Training, apprenticeships/traineeships, promotion of employment or entrepreneurship, counselling and guidance services.
Geographical scope of policy or measure	National



Target groups	Young unemployed people and NEETs up to 29 years of age.
Outputs and outcomes of the policy or measure	Youth Guarantee opportunities will be offered to 180,956 young individuals.
Key conditions for success	The Youth Guarantee schemes offer opportunities to different groups of young people (NEETs included). The projects are organised according to the European guidelines and include a combination of measures. The most important of them refer to the participation in education and training programmes for the improvement of skills, to actions encouraging enterprises to recruit young people, to the deployment of work placement schemes in the form of apprenticeships or traineeships, while counselling and job search assistance services can also be developed. In this way young people have a broad range of activities to use in order to make their transition to the labour market easier and under better conditions. Nevertheless, it must be underlined that the overall success of the initiative is closely related to the developments in the Greek economy.
Method of assessment	Internal monitoring Internal evaluation External evaluation



## Italy

Title of the policy or measure (English)	Enel
Country	Italy
Name of the responsible body	ENEL (Ente nazionale per l'energia elettrica)
Geographical scope of the responsible body	National and regional
Name(s) of other organisations involved (partners/sub- contractors)	7 ITIS (Italian Technical Schools)
Start year of implementation	2014
End year of implementation	2016
EU policy relevance	This initiative aims at making school-to-work transitions easier through offering students an apprenticeship contract. Thus, it contributes to many EU-wide initiatives such as the Youth Guarantee, and the flagship Europe 2020 initiatives Youth on the Move and New Skills for New Jobs.
Policy area	Education and training systems Skills supply, productivity, lifelong learning
Specific policy or labour market problem being addressed	Skills mismatch School-to-work transition
Aims and objectives of the policy or measure	The measure aimed at associating working experience with education and giving students the opportunity to start working with an existing contract of apprenticeship in the last years of high school.
Main activities/actions underpinning the policy or measure	Training with the possibility of obtaining certificates.
Geographical scope of policy or measure	Regional/ local



Target groups	Students of Technical Schools
Outputs and outcomes of the policy or measure	145 students of 7 ITIS (Italian Technical school) participated in this measure.
Key conditions for success	<p>It was an interesting pilot project because it allowed combining education and in-company training. Moreover, the apprenticeship contract was a real possibility for the majority of participants.</p> <p>It was interesting that companies started to train students during their education path. Enel had young, qualified staff, the schools continued its educational role, the students entered the labour market, and had the opportunity to start work immediately after completing their studies. A project that had a win-win outcome for all actors and without costs for the state.</p>
Method of assessment	<p>Internal monitoring</p> <p>External academic studies</p>

Title of the policy or measure (English)	Start their own business
Country	Italy
Name of the responsible body	Turin Metropolitan Area. The service has become a responsibility of the Piedmont region as an effect of Delrio reform (Law 56/2014).
Geographical scope of the responsible body	Regional
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	1997
End year of implementation	2015
EU policy relevance	The measure aims at supporting start-ups and self-employment. Therefore, it is a part of The Entrepreneurship 2020 Action Plan, i.e. is relevant at the EU as a whole. It is also financed by the European Social Fund of the EU.



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Policy area	Active labour market policies Labour market participation Job creation
Specific policy or labour market problem being addressed	Addressing high unemployment rates at regional level
Aims and objectives of the policy or measure	The measure aimed to help people to start a business and become self-employed.
Main activities/actions underpinning the policy or measure	The initiative counselled future business entrepreneurs about: (1) Training to understand a Business Plan; (2) Market and Competition studies; (3) Elaborating a Business Plan and Business Validation; (4) Obtaining a grant if unemployed.
Geographical scope of policy or measure	Regional
Target groups	Unemployed people, including young people.
Outputs and outcomes of the policy or measure	3 990 young people aged 18-35 under the responsibility of the service and followed in validating the business plan (2013).  In ten years of activity, the measure helped young people to set up over 1 000 businesses, supporting the creation of jobs, with some very successful cases
Key conditions for success	The service was a success because of the established business numbers and low mortality rate. Indeed, the non-repayable funds provided by the service were limited to increasing the chances of people with no initial capital to start their own business.  In reducing youth unemployment, the limit of this kind of service was that it addressed a small number of beneficiaries. It was necessary that non-employed people (young and old) had skills, technical knowledge and the desire to become entrepreneurs and started up a company.
Method of assessment	Internal monitoring External evaluation



## Poland

Title of the policy or measure (English)	First business – start-up support
Country	Poland
Name of the responsible body	Bank Gospodarstwa Krajowego (coordinator)
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	Financial intermediaries: Agencja Rozwoju Regionalnego w Starachowicach, CAPITALES Sp. z o.o., Europejskie Centrum Doradztwa Finansowego, Fundacja Rozwoju Śląska oraz Wspierania Inicjatyw Lokalnych, Fundusz Regionu Wałbrzyskiego, Małopolski Fundusz Ekonomii Społecznej, Małopolska Agencja Rozwoju Regionalnego S. A., Mazowiecki Regionalny Fundusz Pożyczkowy sp. z o.o., Polska Fundacja Przedsiębiorczości, Towarzystwo Inwestycji Społeczno – Ekonomicznych S.A.
Start year of implementation	2013
End year of implementation	ongoing
EU policy relevance	The measure aims at supporting start-ups and self-employment. Therefore, it is a part of The Entrepreneurship 2020 Action Plan, i.e. is relevant at the EU as a whole. It is also financed by the European Social Fund of the EU.
Policy area	Labour market participation Job creation
Specific policy or labour market problem being addressed	Not specified in the Polish national report
Aims and objectives of the policy or measure	Development of entrepreneurship and direct job creation by providing low-interest loans for students and graduates, and jobseekers willing to start a business.
Main activities/actions underpinning the policy or measure	<ul style="list-style-type: none"> <li>start-up loans – max. expenditure per beneficiary is about 20 095 EUR, loan repayment period – 7 years, grace period – 1 year and the lowest market interest</li> </ul>



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	<p>rates – 0,44% per year;</p> <ul style="list-style-type: none"> <li>• loans supporting new jobs creation – maximum expenditure per beneficiary is about 6028 EUR, loan repayment period – 3 years, interest rates – 0,44% per year.</li> <li>• consulting and training for borrowers on starting a business, taxation regulations, accounting.</li> </ul>
Geographical scope of policy or measure	National (up 2014 – regional)
Target groups	<p>Young people university students and absolvents</p> <p>Unemployed registered at public employment offices</p> <p>Self-employed</p>
Outputs and outcomes of the policy or measure	2200 new businesses (self-employed) and additionally 55 loans creating workplaces for unemployed
Key conditions for success	<p>The programme creates opportunities for inactive or unemployed people with entrepreneurial attitude to start their own business. Researches confirm the long term effects and adequate durability of borrowers self-employment. The business plans are more realistic and adequate to the loan repayment period.</p> <p>Malopolska Youth Partnership analysis and recommendations indicate that different types of repayable (or partly repayable) instruments are more effective in supporting Youth on the labour market. Those instruments support Youth responsibility in terms of professional, business or educational decisions.</p>
Method of assessment	Internal monitoring and evaluation

Title of the policy or measure (English)	KEG OP – PA I projects
Country	Poland
Name of the responsible body	Not specified in the Polish national report
Geographical scope of the responsible body	National
Name(s) of other	National level: 47 entities and partners were involved in



organisations involved (partners/sub- contractors)	<p>the working groups for preparing an operational programme. Partners, including social partners and non-governmental organisations, are involved in the programme implementation, programming, monitoring and evaluation, mainly by means of participating in the work of the Monitoring Committee.</p> <p>Regional level: regional Youth Partnerships or other Youth representatives.</p>
Start year of implementation	2014
End year of implementation	2023 (ongoing)
EU policy relevance	<p>This policy intervention contributes to many EU initiatives such as European Employment Package, Youth Guarantee, Quality Framework for Traineeships, etc. Also, it is funded by the European Social Fund of the EU and the Youth Employment Initiative.</p>
Policy area	<p>Active labour market policies</p> <p>Skills supply, productivity and lifelong learning</p> <p>Labour market participation</p> <p>Job creation</p>
Specific policy or labour market problem being addressed	Youth labour market exclusion
Aims and objectives of the policy or measure	<p>Enhancing the employability of young people aged up to 29 who are not in employment, including in particular those who are not in education and training (so-called NEET).</p>
Main activities/actions underpinning the policy or measure	<p>Direct support for young unemployed and inactive people, tailored to individual needs including at least 3 instruments:</p> <ul style="list-style-type: none"> <li>• identifying young person needs (obligatory),</li> <li>• comprehensive and individual job agency services,</li> <li>• career counselling,</li> <li>• instruments and services addressed to early school-leavers or persons for whom the need to supplement</li> </ul>



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	<p>or gain new skills and competences,</p> <ul style="list-style-type: none"> <li>• traineeships and apprenticeships,</li> <li>• subsidised employment,</li> <li>• financing the workplace adaptation,</li> <li>• support for intersectoral or geographical mobility of young persons,</li> <li>• instruments and services addressed to disabled persons,</li> <li>• supporting entrepreneurship and self-employment: non-returnable aid (subsidy) for establishing an enterprise, counselling and training, bridging support.</li> </ul>
Geographical scope of policy or measure	National
Target groups	Young people, including disabled persons, aged 15-29, who are not in employment, in particular those who are not in education or training (NEET), including also persons not registered in labour offices.
Outputs and outcomes of the policy or measure	Number of supported NEETs: unemployed – 177 698, and inactive – 6 322.
Key conditions for success	Overall concept of tailored youth support shall be treated as a good practice and the most effective way of supporting young people from a risk groups. However, exact good practices should be chosen on the basis of single projects or individual youth support paths.
Method of assessment	Internal monitoring and evaluation



## Sweden

Title of the policy or measure (English)	AMU
Country	Sweden
Name of the responsible body	Not specified in the Swedish national report
Geographical scope of the responsible body	Not specified in the Swedish national report
Name(s) of other organisations involved (partners/sub- contractors)	Public employment services – in general
Start year of implementation	1981
End year of implementation	Ongoing
EU policy relevance	The measure aims at improving the labour market relevance of jobseekers. This is a key priority of the European Employment Package and the flagship Europe 2020 initiative New Skills for New Jobs.
Policy area	Active labour market policies Skills supply, productivity, lifelong learning
Specific policy or labour market problem being addressed	Skills mismatch
Aims and objectives of the policy or measure	AMU aims to improve the chances of unemployed job seekers to obtain a job, by way of substantive skill-enhancing courses.
Main activities/actions underpinning the policy or measure	Training courses provision
Geographical scope of policy or measure	National
Target groups	Unemployed people registered at public employment services
Outputs and outcomes of	In 1997, on average 37,000 individuals were participating



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the policy or measure	in AMU per month, which corresponds to over 10% of total unemployment. No more recent results are mentioned in the Swedish national report.
Key conditions for success	Not specified in the Swedish national report.
Method of assessment	Internal monitoring External evaluation External academic studies



## The United Kingdom

Title of the policy or measure (English)	Raising education participation rate
Country	The United Kingdom
Name of the responsible body	Not specified in the UK national report
Geographical scope of the responsible body	Not specified in the UK national report
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	2015
End year of implementation	ongoing
EU policy relevance	This measure aims at increasing the participation rates of 16-19 olds, including young people facing risks of labour market exclusion such as NEETs. In that context, it contributes to the Youth Guarantee of the EU.
Policy area	Education and training systems Skills supply, productivity and lifelong learning Labour market participation
Specific policy or labour market problem being addressed	Low education participation rate of 16-19 year olds High NEET rates
Aims and objectives of the policy or measure	Increasing education participation rate of 15-19 year olds
Main activities/actions underpinning the policy or measure	In 2008, the Labour Government's Education and Skill Act increased the age of compulsory participation in education and training by 2015.
Geographical scope of policy or measure	National
Target groups	Young people (16-19 year olds).
Outputs and outcomes of	Decline in NEET rates since the introduction of the



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the policy or measure	measure
Key conditions for success	<p>As this is a compulsory change in the way education is provided in the UK there is little that respondents could say about it, it is just accepted. For those most affected it is part of a raft of changes, and not experienced as positive.</p> <p>Similarly, the provision of training and support is patchy – as with work experience, above. The emphasis for different schools and colleges was also seen to be skewed. In this interviewee’s case a bias towards providing advice for those going on to University, rather than training or apprenticeships.</p>
Method of assessment	<p>Internal evaluation</p> <p>External evaluation</p> <p>External academic studies</p>

Title of the policy or measure (English)	Jobcentre Plus Support
Country	The United Kingdom
Name of the responsible body	Jobcentre Plus, an agency part of the Department of Work and Pensions
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	2011
End year of implementation	Ongoing
EU policy relevance	This measure aims at providing a comprehensive package of coordinated services to young people facing labour market risks. Thus, it contributes to the Youth Guarantee of the EU.
Policy area	<p>Active labour market policies</p> <p>Labour market participation</p> <p>Prevention of poverty through inclusive labour markets</p>



Specific policy or labour market problem being addressed	Labour market exclusion of the youth benefit recipients
Aims and objectives of the policy or measure	Helping young people at risk of falling through the net by supporting co-ordinated services and inspiring young people
Main activities/actions underpinning the policy or measure	<p>Provision of various forms of tailored support:</p> <ul style="list-style-type: none"> <li>• job search support, skills provision and advice on apprenticeships;</li> <li>• work experience that offers young people a few weeks with a local employer to help build their CVs and job skills;</li> <li>• sector-based work academies offering pre-employment training and work placements in growth industries with a guaranteed job interview;</li> <li>• arranging volunteering and work and enterprise clubs.</li> </ul>
Geographical scope of policy or measure	National
Target groups	Young people who are Job Seekers Allowance (JSA) claimants
Outputs and outcomes of the policy or measure	Between January 2011 and May 2013 136,730 young people (16-24 years old) started a work experience placement through Jobcentre Plus support.
Key conditions for success	The result of expanded support for young people at Jobcentre Plus has provided more opportunities for young people to meet with advisers on a weekly or more frequent basis and receive a wide range of support including the more standard job search advice and signposting to vacancies, to financial assistance, and discussion about work experience opportunities. Existing reports and studies found that many young people felt that the services are more tailored to their personal circumstances.
Method of assessment	<p>Internal monitoring</p> <p>External evaluation</p> <p>External academic studies</p>



**No.14 - An overview of good practices on youth labour market inclusion in Bulgaria, Estonia, Germany, Greece, Italy, Poland, Sweden, the UK, and Ukraine**

Title of the policy or measure (English)	New Enterprise Allowance
Country	The United Kingdom
Name of the responsible body	Jobcentre Plus, an agency part of the Department of Work and Pensions
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	2011
End year of implementation	Ongoing
EU policy relevance	The measure aims at supporting start-ups and self-employment. Therefore, it is a part of The Entrepreneurship 2020 Action Plan, i.e. is relevant at the EU as a whole.
Policy area	Labour market participation Job creation
Specific policy or labour market problem being addressed	Labour market exclusion of people receiving social benefits.
Aims and objectives of the policy or measure	New Enterprise Allowance (NEA) is a programme designed to support unemployed people to move into self-employment by starting sustainable businesses.
Main activities/actions underpinning the policy or measure	New Enterprise Allowance has two elements: (1) provision of mentoring and business support to programme participants in developing a business plan; (2) financial support (after the business plan is approved) in the form of a weekly allowance for a period of six months, once the individuals stop claiming the benefit. They can get: <ul style="list-style-type: none"> <li>- a weekly allowance of £65 a week for 13 weeks and then £33 for the following 13 weeks (a total of £1,274 over 26 weeks);</li> <li>- a loan of up to £2,500 (for participants entering the scheme</li> </ul>



	from October 2013) – if participants need help with start-up costs.
Geographical scope of policy or measure	National
Target groups	Benefit recipients
Outputs and outcomes of the policy or measure	<p>Between April 2011 and December 2016, more than 190 000 individuals received support. Over the same period, more than 100 000 businesses have been established thanks to the scheme. The share of recipients aged 15-25 is about 8%.</p> <p>A qualitative evaluation conducted in the period between June and July 2015 among respondents participated in the scheme between November 2013 and April 2014 shows that in the majority of cases (94%) allowance recipients' business started trading. At the time of the survey, almost 80% of the businesses that had started were still operating and 90% of these had been operating for over 12 months.</p>
Key conditions for success	One of the main factors behind the success of this scheme is its wide coverage – it supports individuals from different backgrounds. The second main factor is its design – the scheme offers a route to employment to individuals who otherwise may remain inactive (such as longer-term unemployed and people with caring responsibilities). It is valued positively even by people who would have started running own-business anyway, irrespective of the support provided.
Method of assessment	Internal monitoring External evaluation External academic studies



## Ukraine

Title of the policy or measure (English)	Professional training/vouchers for training
Country	Ukraine
Name of the responsible body	State Employment Service
Geographical scope of the responsible body	National
Name(s) of other organisations involved (partners/sub- contractors)	N/A
Start year of implementation	1990
End year of implementation	ongoing
EU policy relevance	<p>The measure aims at improving labour market relevance of the jobseekers' skills.</p> <p>Despite the fact that Ukraine does not have a statute of candidate or pre-candidate country, in general this initiative could contribute to the priorities of the European Employment Package and the flagship Europe 2020 strategy initiative New Skills for New Jobs.</p>
Policy area	<p>Active labour market policy</p> <p>Skills supply, productivity and lifelong learning</p> <p>Labour market participation</p>
Specific policy or labour market problem being addressed	Provision of training courses
Aims and objectives of the policy or measure	Vocational training or retraining at the State Employment Service training centres or at professional education institutions designated by the State Employment Service.
Main activities/actions underpinning the policy or measure	Orientation courses, preparation for training or employment, vocational guidance, career counselling, training
Geographical scope of	National



policy or measure	
Target groups	Unemployed people registered at public employment services
Outputs and outcomes of the policy or measure	Approximately 167 thousand people received training in 2016 (approximately 10% of all unemployed according to the ILO methodology). The most demanded professions were hairdresser, tractor-driver, cook, electrical/gas welder, boiler etc. The employment rate among the participants after the training is 95%. The number of the voucher recipients is much lower and in 2015 vouchers were given to 2.7 thousand people.
Key conditions for success	Professional training and vouchers for training are efficient for obtaining low-skilled employment, at least in the short-run, while there is no data on quality and sustainability of their employment after the training. Moreover, it does not address the problems of youth with higher education, which constitutes the highest share of all graduates.
Method of assessment	Internal monitoring External academic studies



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## ANNEX I: Detailed results of the assessment of the selected good practices

Policy relevance	Scope	Evidence-base	Timescale	Effectiveness	Potential for learning and replication
<b>Name</b>					
<b>Career Start (Bulgaria)</b>					
N/A	N/A	N/A	N/A	N/A	N/A
<b>Student practices (Bulgaria)</b>					
The measure is financed by the European Social Fund. It aims at facilitating the school-to-work transitions for young people which is a key priority of the <i>European Employment Package</i> and the flagship Europe 2020 initiative <i>New Skills for New Jobs</i> . <b>Score: 2</b>	This is a concrete operation, part of the Human Resources Development Operational Programme (2007-2013), since 2015 – part of the Science and Education for Smart Growth Operational Programme (2014-2020). Thus, it is a concrete policy measure with specific operational objectives. <b>Score: 3</b>	Data on labour market outcomes for the participants in the measure has been collected through the existing monitoring and evaluation systems of the Ministry of Education and Science. <b>Score: 3</b>	The measure started in 2008 and is currently ongoing. <b>Score: 2</b>	There are not independent (external) publicly available evaluations. Assessment of the effectiveness of the measure is being done internally by the Ministry of Education and Science. <b>Score: 2</b>	The measure has potential to provide evidence of success factors and lessons. These are summarised in the Annual Reports on the Implementation of the Human Resources Development Operational Programme (2007-2013) and Science and Education for Smart Growth (2014-2020). <b>Score: 2</b>
<b>Apprenticeship/ Work practice (Estonia)</b>					
The measure aims at improving the labour market relevance of the knowledge and skills of the jobseekers. This coincides with the priorities of the <i>European Employment Package</i> and the flagship Europe 2020 initiative <i>New Skills for New Jobs</i> .	This is a concrete policy measure with specific operational objectives. <b>Score: 3</b>	Data on labour market outcomes for the participants is collected by the Estonian Unemployment Insurance Fund. <b>Score: 3</b>	The measure started in 2006 and is currently ongoing. <b>Score: 2</b>	There are not independent (external) publicly available evaluations. Assessment of the effectiveness of the measure is being done internally by the Estonian Unemployment Insurance Fund. <b>Score: 2</b>	The measure has potential to provide evidence of success factors and lessons. These are summarised in the evaluations having been conducted by the Estonian Unemployment Insurance Fund. In addition, Estonia can be considered as a well performing country taking

Score: 2					into account the findings of the 2016 Europe 2020 Employment Performance Monitor. Score: 3
<b>Business start-up subsidy (Estonia)</b>					
The measure supports self-employment and start-up creation. This coincides with the priorities of the <i>European Employment Package</i> and <i>The Entrepreneurship 2020 Action Plan</i> . Score: 2	This is a concrete policy measure with specific operational objectives. Score: 3	Data on labour market outcomes for the participants is collected by the Estonian Unemployment Insurance Fund. Score: 3	The measure started in 2003 and is currently ongoing. Score: 2	There are both independent (external) and internal evaluations. Internal evaluations of the effectiveness of the measure are being conducted by the Estonian Unemployment Insurance Fund. Score: 3	The measure has potential to provide evidence of success factors and lessons. They are documented in the existing evaluations (external and internal). In addition, Estonia can be considered as a well performing country taking into account the findings of the 2016 Europe 2020 Employment Performance Monitor. Score: 3
<b>Labour market training (Estonia)</b>					
The measure aims at improving the labour market relevance of the knowledge and skills of the jobseekers. This coincides with the priorities of the <i>European Employment Package</i> and the flagship Europe 2020 initiative <i>New Skills for New Jobs</i> . Score: 2	This is a concrete policy measure with specific operational objectives. Score: 3	Data on labour market outcomes for the participants is collected by the Estonian Unemployment Insurance Fund. Score: 3	The measure started in 2010 and is currently ongoing. Score: 2	There are only internal evaluations conducted by the Estonian Unemployment Insurance Fund. Score: 2	The measure has potential to provide evidence of success factors and lessons. They are documented in the existing internal evaluations. In addition, Estonia can be considered as a well performing country taking into account the findings of the 2016 Europe 2020 Employment Performance Monitor.

					Score: 3
<b>Introductory Training for Young People (Germany)</b>					
N/A	N/A	N/A	N/A	N/A	N/A
<b>Career Start Coaching (Germany)</b>					
<p>The measure aims to increase the employability of youth with lower education and special needs to prevent them from unemployment by supporting the transition from school to work. Therefore, the measure is in line with the Europe 2020 strategy and particular with European initiative "Youth on the Move"</p> <p><b>Score :2</b></p>	<p>There is a package of concrete individual policies or measures with specific operational objectives.</p> <p><b>Score: 2</b></p>	<p>Quantitative and qualitative data shows solid labour market outcomes for the participants. Data is collected from Job Agency.</p> <p><b>Score: 2</b></p>	<p>Started in 2009 and is currently ongoing.</p> <p><b>Score: 2</b></p>	<p>External evaluation available for the period of 2009-2010, and 2010-2014.</p> <p><b>Score: 2</b></p>	<p>Has potential to provide evidence of success factors and lessons learned which could be transferred to or taken into account in country/context.</p> <p><b>Score: 2</b></p>
<b>Pre-vocational education and training measure (Germany)</b>					
<p>The measure aims to increase the employability of youth with lower or without educational qualifications and disability by given them the opportunity for pre-training due to training courses and traineeships in companies. Therefore, the measure is in line with the Europe 2020 strategy and particular with European initiative "Youth on the</p>	<p>It's a concrete individual measure with specific operational objectives</p> <p><b>Score: 3</b></p>	<p>Quantitative shows solid labour market outcomes for the participants. Data is collected from Job Agency.</p> <p>Score: 2</p>	<p>Started in 2004 and is currently ongoing.</p> <p><b>Score: 2</b></p>	<p>Internal and external Evaluation available for the period of 2006 to 2007.</p> <p><b>Score: 2</b></p>	<p>The evaluation report shows clear evidence on the success of the measure and also lessons learned which could be taken into account in other countries.</p> <p><b>Score: 3</b></p>

Move” and “New Skills for new Jobs”.					
<b>Score: 2</b>					
<b>Youth Guarantee (Greece)</b>					
The Youth Guarantee is a key policy priority at EU level. <b>Score: 2</b>	This is a package of concrete individual measures with their own specific operational objectives. <b>Score: 2</b>	There is sufficient evidence and functioning monitoring and evaluations systems used for collecting data on labour market outcomes for the participants. <b>Score: 3</b>	It started in 2014, i.e. after the start of the Europe 2020 strategy. <b>Score: 3</b>	In addition to the existing monitoring arrangements, there are independent (external) evaluations as well. <b>Score: 3</b>	The measure has potential to provide evidence of success factors and lessons. They are documented in the existing external evaluations and implementation reports prepared by competent public authorities. However, existing evaluations are not comprehensive. <b>Score: 2</b>
<b>Entrepreneurial education (Greece)</b>					
This initiative promotes entrepreneurial education. This is part of <i>The Entrepreneurship 2020 Action Plan</i> , i.e. is relevant at the EU as a whole. <b>Score: 2</b>	This is a concrete policy initiative with specific operational objectives. <b>Score: 3</b>	While the programme does not have direct labour market outcomes for the participants (they are students), in the long-run it can be assumed that the programme influences the employment prospects of the participants positively. <b>Score: 2</b>	It started in 2005 and is currently ongoing. <b>Score: 2</b>	There are no publicly available evaluations of this measure. <b>Score: 1</b>	There is no documented evidence on success factors and lessons learned. <b>Score: 1</b>
<b>Master of Talents (Italy)</b>					
This initiative aims at making school-to-work transitions easier through providing real work opportunities and	This is a concrete policy initiative with specific operational objectives. <b>Score: 3</b>	This is a private initiative and labour market outcomes for the participants are being monitored and recorded.	It started in 1994 and is currently ongoing. <b>Score: 2</b>	There are no available evaluations. <b>Score: 1</b>	As there are no available evaluations, evidence on the success factors and lessons learned is lacking.

international internships during the last year of upper secondary schools. Thus, is contributes to many EU-wide initiatives such as the <i>Youth Guarantee</i> , and the flagship Europe 2020 initiatives <i>Youth on the Move</i> and <i>New Skills for New Jobs</i> . <b>Score: 2</b>		<b>Score: 2</b>			<b>Score: 1</b>
<b>Enel – Young apprenticeship programme (Italy)</b>					
This initiative aims at making school-to-work transitions easier through offering students an apprenticeship contract. Thus, is contributes to many EU-wide initiatives such as the <i>Youth Guarantee</i> , and the flagship Europe 2020 initiatives <i>Youth on the Move</i> and <i>New Skills for New Jobs</i> . <b>Score: 2</b>	This is a concrete policy initiative with specific operational objectives. <b>Score: 3</b>	The labour market outcomes for the participants had been recorded by the institutions and organizations participated in the project. <b>Score: 3</b>	It started in 2014, i.e. after the start of the Europe 2020 strategy. It ended in 2016. <b>Score: 3</b>	There is a mid-term external evaluation. No assessment of the results achieved in the whole implementation is available. <b>Score: 2</b>	There is documented evidence on success factors and lessons learned, while taking into account the interim achievements of the measure. <b>Score: 2</b>
<b>Place of Crafts (Italy)</b>					
This initiative aims at improving the employability of the young people facing social exclusion risk. Thus, is contributes to EU initiatives such as the <i>Youth Guarantee</i> and <i>European Employment Package</i> . In addition, it is partly financed by the	This is a concrete policy initiative with specific operational objectives. <b>Score: 3</b>	This is not a public policy intervention, but a private one. For that reason, the labour market outcomes for the participants are being recorded by the Piazza dei Mestieri Foundation. <b>Score: 2</b>	It started in 1994 and is currently ongoing. <b>Score: 2</b>	There are no evaluations available. <b>Score: 1</b>	As there are no evaluations of this measure, it cannot be assumed that clear evidence on success factors and lessons learned exists. <b>Score: 1</b>

European Social Fund of the EU. <b>Score: 2</b>					
<b>Start their own business (Italy)</b>					
The measure aims at supporting start-ups and self-employment. Therefore, it is a part of <i>The Entrepreneurship 2020 Action Plan</i> , i.e. is relevant at the EU as a whole. It is also financed by the European Social Fund of the EU. <b>Score: 2</b>	This is a concrete policy initiative with specific operational objectives. <b>Score: 3</b>	There is sufficient evidence on the labour market outcomes for the participants in the programme. <b>Score: 3</b>	It started in 1997 and ended in 2015. <b>Score: 2</b>	There are both independent (external) and internal evaluations. <b>Score: 3</b>	There is clear evidence on the success factors and lessons learned. It has been documented in the existing evaluation reports. <b>Score: 3</b>
<b>First business – start-up support (Poland)</b>					
The measure aims at supporting start-ups and self-employment. Therefore, it is a part of <i>The Entrepreneurship 2020 Action Plan</i> , i.e. is relevant at the EU as a whole. It is also financed by the European Social Fund of the EU. <b>Score: 2</b>	This is a concrete policy initiative with specific operational objectives. <b>Score: 3</b>	There is sufficient evidence on the labour market outcomes for the participants in the programme. <b>Score: 3</b>	It started in 2013, i.e. after the start of the Europe 2020 strategy, and is currently ongoing. <b>Score: 3</b>	There are both independent (external) and internal evaluations. <b>Score: 3</b>	There is clear evidence on the success factors and lessons learned. It has been documented in the existing evaluation reports. <b>Score: 3</b>
<b>KEG OP – PA I projects (Poland)</b>					
This policy intervention contributes to many EU initiatives such as <i>European Employment Package, Youth Guarantee, Quality Framework for Traineeships</i> ,	This is a package of concrete individual measures with their own specific operational objectives. <b>Score: 2</b>	There is sufficient evidence on the labour market outcomes for the participants in the programme. <b>Score: 3</b>	It started in 2014, i.e. after the start of the Europe 2020 strategy, and is currently ongoing. <b>Score: 3</b>	In addition to the existing monitoring systems allowing the competent public authorities to analyse the effectiveness of the	There is clear evidence on the success factors and lessons learned. It has been documented in the existing evaluation reports. <b>Score: 3</b>

etc. Also, it is funded by the <i>European Social Fund</i> of the EU and the <i>Youth Employment Initiative</i> . <b>Score: 2</b>				programme, there are external evaluations as well. <b>Score: 3</b>	
<b>Lifetramp (Poland)</b>					
Lifetramp is a private online platform that provides opportunities of accessing a database of mentors. It does not have specific links with active labour market policies or any EU initiatives in the field of youth employment. <b>Score: 1</b>	It is a concrete policy measure with specific operational objectives. <b>Score: 3</b>	This is a private initiative and data on how it influences labour market opportunities of people using the platform. <b>Score: 1</b>	It was established in 2014, i.e. after the start of the Europe 2020 strategy, and currently is ongoing. <b>Score: 3</b>	There are no evaluations of this initiative (external or internal) proving that it is efficient in achieving positive labour market outcomes for the participants. <b>Score: 1</b>	There is no documented evidence on the success factors or lessons learned. <b>Score: 1</b>
<b>AMU (Sweden)</b>					
The measure aims at improving the labour market relevance of jobseekers. This is a key priority of the <i>European Employment Package</i> and the flagship Europe 2020 initiative <i>New Skills for New Jobs</i> . <b>Score: 3</b>	It is a concrete policy measure with specific operational objectives. <b>Score: 3</b>	There is extensive evidence not only on labour market outcomes for the participants but on its fiscal influence as well. <b>Score: 3</b>	It started in 1981 and is ongoing. <b>Score: 2</b>	There are many evaluations, both internal and external, indicating the existence of positive effects. <b>Score: 3</b>	There is well documented evidence on success factors and lessons learned that can be used for the purpose of policy learning and transfer. In addition, Sweden can be considered as a well-performing country, if the findings of the 2016 Europe 2020 Employment Performance Monitor are taken into account. <b>Score: 3</b>
<b>Raising education participation rate (the United Kingdom)</b>					

<p>This measure aims at increasing the participation rates of 16-19 olds, including young people facing risks of labour market exclusion such as NEETs. In that context, it contributes to the <i>Youth Guarantee</i> of the EU.</p> <p><b>Score: 2</b></p>	<p>This is a concrete policy intervention with specific operational objectives.</p> <p><b>Score: 3</b></p>	<p>There is sufficient evidence on the labour market outcomes for the target group. It is mainly at macro level since this is a change in the legislation regulating the compulsory school age, i.e. the initiative is not targeted at specific segment among the young people.</p> <p><b>Score: 3</b></p>	<p>Introduced as a changes in the legislation in 2008. Full effect since 2015.</p> <p><b>Score: 2</b></p>	<p>There are both internal and independent (external) evaluations on how this measure contributes to reducing labour market risks that young people are facing.</p> <p><b>Score: 3</b></p>	<p>Existing evaluation reports contain evidence on success factors and lessons learned. In addition, the United Kingdom can be considered as a well-performing country, if the findings of the 2016 Europe 2020 Employment Performance Monitor are taken into account.</p> <p><b>Score: 3</b></p>
<b>Jobcentre Plus support (the United Kingdom)</b>					
<p>This measure aims at providing a comprehensive package of coordinated services to young people facing labour market risks. Thus, it contributes to the <i>Youth Guarantee</i> of the EU.</p> <p><b>Score: 2</b></p>	<p>This is a concrete policy intervention with specific operational objectives.</p> <p><b>Score: 3</b></p>	<p>There is sufficient evidence on the labour market outcomes for the participants in the measure. Data is collected by the relevant public authorities.</p> <p><b>Score: 3</b></p>	<p>It started in 2011, i.e. after the start of the Europe 2020 strategy, and is currently ongoing.</p> <p><b>Score: 3</b></p>	<p>There many evaluations conducted mainly by independent research entities on behalf of the Department of Work and Pensions. There are also internal evaluations.</p> <p><b>Score: 3</b></p>	<p>Existing evaluation reports contain evidence on success factors and lessons learned. In addition, the United Kingdom can be considered as a well-performing country, if the findings of the 2016 Europe 2020 Employment Performance Monitor are taken into account.</p> <p><b>Score: 3</b></p>
<b>New Enterprise Allowance (the United Kingdom)</b>					
<p>The measure aims at supporting start-ups and self-employment. Therefore, it is a part of <i>The Entrepreneurship 2020 Action Plan</i>, i.e. is relevant at the EU as a whole.</p>	<p>This is a concrete policy intervention with specific operational objectives.</p> <p><b>Score: 3</b></p>	<p>There is sufficient evidence on the labour market outcomes for the participants in the measure. Data is collected by the relevant public authorities.</p> <p><b>Score: 3</b></p>	<p>Introduced in 2011, i.e. after the start of the Europe 2020 strategy, and is currently ongoing.</p> <p><b>Score: 3</b></p>	<p>There evaluations conducted mainly by independent research entities on behalf of the Department of Work and Pensions. There are also internal evaluations.</p> <p><b>Score: 3</b></p>	<p>Existing evaluation reports contain evidence on success factors and lessons learned. In addition, the United Kingdom can be considered as a well-performing country, if the findings of the</p>

Score: 2					2016 Europe 2020 Employment Performance Monitor are taken into account. Score: 3
<b>Professional training/vouchers for training (Ukraine)</b>					
The measure aims at improving labour market relevance of the jobseekers' skills. Despite the fact that Ukraine does not have a statute of candidate or pre-candidate country, in general this initiative could contribute to the priorities of the <i>European Employment Package</i> and the flagship Europe 2020 strategy initiative <i>New Skills for New Jobs</i> . Score: 2	It is a concrete policy measure with specific operational objectives. Score: 3	Data on labour market outcomes of the participants is being collected by the Ukrainian State Unemployment Insurance Fund. There is evidence on the employment status of the participants after leaving the measure. Score: 3	Started in 1990 and is currently ongoing. Score: 2	In addition to the internal data coming from the monitoring systems, there are independent (external) evaluations as well. Score: 3	There are evidence on success factors and lessons learned. It is documented in existing evaluation reports and external studies. Score: 3