



Youth employment policies in Lithuania

EXCEPT working paper no. 41
June 2018

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This project has received funding from the European
Union's Horizon 2020 research and innovation
programme under grant agreement No 649496





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.

To cite this report:

Bilešis, M., Buzaitytė-Kašalynienė, J. & Stasiukynas, A. (2018). *Youth employment policies in Lithuania*, EXCEPT Working Papers, WP No 41. Tallinn University, Tallinn. <http://www.except-project.eu/working-papers/>

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ISSN 2504-7159

ISBN 978-9949-29-410-7 (pdf)

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



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The key risk groups in the labour market in Lithuania

In Lithuanian regulation term „social risk family“ (lith. *Socialinės rizikos grupė*) is used (Žin., 2006-02-11, Nr. 17-589). In the context of youth policy its application in the strict legal sense is limited to minors. The term “youth” itself although defined by the Framework Law of Youth Policy (Žin., 2003-12-18, Nr. 119-5406) does not have the same legal implications as that of “social risk family”. Lithuania has special regulation on legal terms database (lith. *Terminų bankas*) which sets requirements for legal terms to be used either strictly or with discretion. The term “youth” (people between ages of 14 through 29) can be used by regulators with plentiful discretion without coordinating policies unless they so desire¹.

The term “social risk family” due to its strict definition often serves as a practical approximation for social and youth workers, and civil servants to identify youngsters at “risk”. However the “social risk family” definition allows for broad discretion to apply various interventions by social workers, which is not the case with youngsters. The term is defined as follows: *“a family which has children under 18 years of age, and in which at least one of the parents abuses alcohol, drugs, psychotropic or toxic materials, is addicted to gambling, is unable to adequately take care of their children due to lack of social skills, uses psychological, physical or sexual violence against them, uses the social benefits provided by the state not in the interest of the family and therefore causes harm and danger to the children’s physical, intellectual, moral development and security. Families who have their rights to take care of their children taken away, or limited are also considered social risk families.”*²

Municipal administrations and the Child welfare service keep a registry of social risk families, and have broad administrative discretion to include or remove families from this registry. Once a family is in the registry, a specific set of social benefits and measures are applied. There are no comparable instruments towards youth, and legally no “risk” target groups are identified. Some municipal documents go as far as ascribing the term

¹ It is noteworthy that Youth is a transversal policy priority for all EU-funded development in the country for the budgetary period of 2014-2020. Consequently nearly all application for funding need to consider impacts on youths, in many instances this also covers the aspect of employment. Yet in our opinion this cannot be considered a part of employment policy, as there is no mechanism of evaluating the complementarity of all these project to the benefit of policy goals. Project evaluators evaluate the application strictly on its own merits without taking to account the broader youth context. This is, we believe a major shortcoming on the part of Lithuanian government, to not have set up a monitoring mechanism for the implementation of these transversal priorities. Equally it need to be taken to account that all writing in this national report should be seen as strictly covering the aspects of youth employment policy as defined by the Government, even though many factors including Government policy do feed into the outcomes of youth the youth employment situation.

² NOTE. The definition is not a legal translation.



of “social risk” to individual (including youngsters). But these documents do not allow for any interventions that are not voluntarily accepted.

Target groups are also identified in the context of strategic planning and budgeting. Lithuania has moved to program budgeting since the beginning of 2000s, and programs are often adopted without statutory regulation on how to define target groups, i.e. strategic plans, or even particular projects specify their target group, and if funding is given a go ahead – such groups effectively become targeted³. But this also means that target groups are malleable are not based on a cohesive classification, and are difficult to pin down. This mechanism is intended for greater policy flexibility, but creates a complexity, that in the absence of proper monitoring mechanism become almost impossible to oversee and/or analyze.

Lithuania has a “National youth policy development program for 2011-2019”(Žin., 2010-12-04, Nr. 142-7299) which identifies multiple target groups with specific contexts indicated:

- young farmers,
- students and pupils in the context of seasonal (summer) employment,
- NEET,
- 18-29 employees,
- business startups,
- young families in the context of housing,
- youth with higher education in the context of refraining from migration,
- convicted young people in the context of their resocialization,
- ethnic minority youths in the context of promoting their better integration,
- diaspora youths.

The measures in this program are mostly related to the ministerial area of responsibility of the Ministry of Labor and Social Affairs, and were developed with the co-operation of the National Youth Council. The program has many shortfalls includes an analysis chapter on the groundings for the public investments. Yet these do not qualify as an example of evidence-based policy-making, as the measures and indicator systems are not clearly and directly referenced with analysis. A monitoring of causal links between output indicators and expected outcomes is also not set. The program also does not foresee a time horizon extension. As of this writing there is no data on what will the youth policy be in two years, beyond 2019.

In addition, this program, and the Framework Law on Youth policy upon which it is based do not clearly correlate. The framework law identifies 12 policy areas, which partly coincide with Ministerial titles, and consequently areas of respective ministerial responsibility, partly don't. The absence of criteria for the policy area classification leaves ample ground for different Ministries to interpret one or the other policy as part of overall

³ Off course strategic plans and decisions to support projects are taken in a formalized legal form, usually and a Minister's Order.



youth policy or not. Generally most Ministries do not as this is more convenient from the point of view of administration of funds and programs. The Ministry of Labor and Social Affairs coordinates youth policy. If another Ministry's program is declared to be part of Youth policy, all policymaking and implementation would need to be done by notifying and consulting the Ministry of Labor and Social Affairs. This, in effect makes Lithuania an example of "elusive" youth policy (Nico, 2015).

Table 1 "Risk group" construction⁴

| Potential risk groups | Importance by actors | | |
|--|----------------------|-------------------|-------------------|
| | Public Media | opinion/ | Academic research |
| All young people | 5 | Mainstream policy | 5 |
| Young unemployed | 3 | 4 | 4 |
| Early school leavers | 2 | 1 | 2 |
| Young people with low skills | 3 | 4 | 4 |
| Young people with outdated qualifications | 2 | 3 | 2 |
| Young people without qualifications | 3 | 4 | 4 |
| NEET | 4 | 4 | 4 |
| Higher education graduates | 4 | 3 | 2 |
| Migrants/Ethnic minorities | 4 | 2 | 2 |
| Teenage/single parents | 2 | 2 | 2 |
| Young people from workless families | 3 | 2 | 2 |
| Young people from remote/disadvantaged areas | 2 | 2 | 1 |
| Young people with a disability | 2 | 2 | 3 |

Comments on Table 1

Table 1 offers a highly subjective evaluation, and is a result of discussions among the authors of this report, and consultations with some representatives of the Ministry of Labor and Social Affairs, Youth Affairs Departments, and National Youth Council. There are two important things to stress: the size of Lithuania, and that the values of mainstream policy are highly dependent on current conjuncture, and may shift rapidly.

First, Lithuania has a population of under 3 million residents, which is smaller than many metropolitan areas of most EU member states. As a result the mainstream policy areas tend to "lump" youth together, and tackle particular narrower groups of youngsters at the level of projects, rather than policy regulation.

In the media, one important contextual factor is the continuous topic of high net emigration, especially amongst youngsters. This is seen as a menacing and existential threat, however policies to tackle it are discussed at a very high level of abstraction – basically assuming that a fundamental (revolutionary) change in the way the Republic is

⁴ 1=no significant role to 5=very important



run may only bring satisfactory outcome. Policy-level issues are therefore discussed only to a limited amount, but they get airtime in this overall emigration topic.

As regards academic research, the community that conducts research is not integrated, and research papers are clustered around small groups of researcher, who cover a wide variety of topics in social work, education, policy, psychology, public health, criminology. However, their efforts are not highly coordinated, and no consistent research programs are conducted. Although, it needs to be said that the Ministry of Labor and Social Affairs have formalized a “youth research network” to foster cooperation between researcher and conduct more applied research. However, the results of these activities are yet to bear fruit.



Youth employment policies: a general overview

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

| | Indicator | Year | 2006 | 2010 | 2015 |
|-----|---|------|----------|-----------|-----------|
| 1 | Total number of active labour market programmes | | 15 | 8 | 9 |
| 1.1 | including youth-targeted | | 2 | 0 | 5 |
| 2 | Number of participants (stock) in active labour market programmes: | | | | |
| 2.1 | Total number | | 17,054 | 17,483 | 23,896 |
| 2.2 | % of the labour force (15-64) | | 1,14 | 1,13 | 1,63 |
| 3 | Number of youth participants (up to 29 years old) in active labour market programmes: | | | | |
| 3.1 | Total number | | N/A | N/A | 7,608 |
| 3.2 | % of the labour force (15-29) | | N/A | N/A | 4,12 |
| 3.3 | % of the total number of participants (stock) | | N/A | N/A | 31,84 |
| 4 | Expenditures on active labour market programmes: | | | | |
| 4.1 | Total amount (EUR) | | 93110000 | 217270000 | 199040000 |
| 4.2 | % of GDP | | 0,39 | 0,78 | 0,54 |
| 5. | Expenditures on all active labour market programmes for youth participants: | | | | |
| 5.1 | Total amount (EUR) | | N/A | N/A | 42842395 |
| 5.2 | % of GDP | | N/A | N/A | 0,12 |
| 6 | Expenditures on youth-targeted active labour market programmes: | | | | |
| 6.1 | Total amount (EUR) | | N/A | N/A | 23066667 |
| 6.2 | % of GDP | | N/A | N/A | 0,06 |
| 6.3 | % of the total expenditures on active labour market programmes | | N/A | N/A | 53,84 |

As noted above youth policy, despite having its own Framework Law is often ignored by actors, which effectively implement youth policy measures. There is also confusion for reasons outlined above with regard to what constitutes an active labor market program. In Lithuania all EU-funding falls under a single “program”, which is subdivided into policy priorities and transversal priorities (Žin., 2012-12-11, Nr. 144-7430). The implementation of the program leads to large, long-term “projects” which essentially can be seen as complex programs. Therefore, we have identified the No. of individual projects. Anecdotal evidence suggests, that national programs are “crowded out” by EU-funded



projects⁵. The data provided in Table 2 is based on data of projects that implement ALM's. In Lithuania, all ALM's (with the exception of other Ministries, which may "hide" their ALM's under different titles⁶) are administered at the national level by the Lithuanian Labor Exchange, which has a network of offices nationally⁷.

Youth as a specific target group has been absent from many of the 2007-2013 project, but has emerged in the wake of the global financial crisis of 2008-2009. In Lithuania since the kick-off of Youth Guarantee, all ALM's are integrated under this "umbrella". Yet it needs to be noted that other ALM's do not discriminate against youths and therefore youths can benefit from these programs.

Youth unemployment in Lithuania is highly affected by the single European labor market, and high differentiation of employment based on education. Lithuanian youngsters with higher education do not have difficulty finding employment as such, although not necessarily they find available opportunities to meet their expectations. Although definitive research is lacking, but a political consensus stands that educated youths are more likely to seek employment elsewhere in EU, thus creating a "brain drain" effect.

One line of policy to address this is the higher education reform, which over the past 9 years has sought to encourage youngsters to take up higher education in non-social sciences, also to redirect many of the youngsters to vocational training. The success of both of these initiatives remains marginal. Social sciences are still the most popular type of higher education, and the majority of youngsters opt for higher education as opposed to vocational, despite businesses being very vocal about the employment opportunities with vocational education. The alignment of education to the labor market needs remains one of the most contentious issues in Lithuanian politics. In 2009 the then Minister of Education, representing junior coalition partners initiated a higher education reform implementing a voucher system. Based on this system vouchers are allocated to higher education institutions and education areas, not particular programs. The idea behind this reform was to shift funding away from social sciences to education in fields that require more technical skills. Nonetheless, it has not produced expected results, as social science education, despite for most students having become paid remained the leading area of training.

In the current government, which took office in 2016 a major higher education reform is one of key priorities. Nevertheless, the content of actual changes is unclear, because the government has failed to gain support of Universities, and is unsure of its majority in

⁵ The availability of EU funds means that national funding is not allocated to ALM's.

⁶ The primary example may be the Ministry of Economy with use of funds for start-ups conflated with export encouragement policy.

⁷ The data for the table was collected from Eurostat, Lithuanian Youth Guarantee web-site which provides reports and data on its implementation (Youth Guarantee in Lithuania, 2017), Lithuanian Labor Exchange which lists the projects (LLE, 2017a) it has or is implementing, and the annual reports of the Lithuanian Labor Exchange which detail the activities of the agency (LLE, 2017b).



parliament. The Government has planned a “top-down” reform to consolidate the University network, reduce the number of university programs, and introduce funding based on labor market requirements analysis. Details of none of these reform were available during the writing of this report. Also it needs to be noted that none of these reform initiatives takes to account youth as a concept. Reforms are managed by the Ministry of Education and it does not consult with the Ministry of Labor and Social Affairs on them.

In effect the situation allows hypothesizing that the ALM’s are focused on persons without a higher education.

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

| Type of measure | Importance ⁸ | Preventive/reactive ⁹ | Youth specific | Main source of funding ¹⁰ | Linked to EU initiatives ¹¹ | Main actors of delivery ¹² | Evaluation present | Youth/participant feedback used to improve the delivery |
|--|-------------------------|----------------------------------|----------------|--------------------------------------|--|---------------------------------------|--------------------|---|
| (Re-)orientation courses, preparation for training or employment | 2 | Reactive | Partly | 1, 2 | 1, 2 | 1, 5, 6 | Yes | Partly |
| Vocational guidance, career counselling | 3 | Reactive | Yes | 1, 2 | 1, 2 | 1, 5, 6 | Yes | Partly |
| Training (with certificates) | 1 | Reactive | Partly | 1, 2 | 1, 2 | 1, 5, 6 | Yes | Partly |
| Training (without certificates) | 1 | Reactive | Partly | 1, 2 | 1, 2 | 1 | Yes | Partly |
| Employment incentives, subsidies for employer | 3 | Reactive | Partly | 1, 2 | 1, 2 | 1 | Yes | Partly |
| Direct job creation | 2 | Reactive | No | 1, 2 | 1 | 1 | Yes | Partly |
| Start-up incentives, self-employment programmes | 2 | Reactive | Partly | 1, 2 | 1 | 1 | Yes | Partly |

⁸ Importance depends on the comparative scale of the program (coverage & expenditure) -> Does not exist = 0; Not relevant = 1; Quite important = 2; Very important = 3

⁹ To what extent do policies focus on preventative measures or are purely reactive to manifest problems PREVENTIVE = 1; REACTIVE = 2; BOTH=3.

¹⁰ EU = 1; national = 2, regional = 3, local = 4; other =5

¹¹ Youth Guarantee =1; Youth Employment Initiative =2; Framework for Quality traineeships and apprenticeship =3; Eures =4; Support to youth entrepreneurship =5; Other = 6

¹² state = 1, region = 2, municipality = 3, church = 4, foundations, NGOs = 5, private sector = 6, educational institutions=7 Other, please specify=8



Comments on Table 3

Since the global financial crisis in 2008-2009, Lithuania has been experiencing an economic boom. Despite the rapid growth of the economy, the society has continuously suffered from high net emigration levels, and growing income inequality. So much so, that by 2017 Lithuania has become the most unequal (in terms of income distribution) society in EU. In this context the reduction of numbers of unemployed is hard to attribute – whether it is due successful policy, structural economic reforms in the wake of the crisis, or high levels of emigration, which make reduce the size of the labor market, putting pressure on employers. However, there is a fair number of Lithuanian citizens that are either inactive in the labor market, or are long-term unemployed. Youth unemployment seems to indicate that emigration is a major factor in reducing unemployment. Lithuanian Labor Exchange –has established a network of youth employment centers which offer guidance and analysis of youth in the labor market. These centers report that only about 12 percent (LLE, 2017c) of all young unemployed were long-term unemployed (in 2016), whereas for the entire population of unemployed the figure hovers around 25 percent.

In our analysis we have qualified all measures in Table 3 as reactive, because Lithuania does not pursue a self-standing labor market development policy. The policy is highly coordinated with organizations representing businesses, or as a reaction to international recommendations, be it EC, or OECD.

Lithuania is a highly centralized state. ALM's are implemented by the Lithuanian Labor Exchange and are almost exclusively funded by EU support funds with some co-funding from the national budget. Allocation of funding is based on long-term strategic plans at the level of the Government, whereby they foresee funds to specific institutions for the attainment of certain goals. Later on the institution in question prepares project proposals for due evaluation. As of this writing, the Lithuanian Labor Exchange was implementing five projects where youths could participate. In total the Lithuanian Labor Exchange runs 9 projects currently, and has 42 completed projects on its registry since 2006¹³. All these projects undergo the evaluation processes that are required by the regulations. However, low salience of youth policy and relative political weakness of the unemployed means that the adoption of any feedback is highly dependent on the attitudes of particular administrators. Feedback is almost universally collected, but is not managed systemically, and therefore the effects on the implementation of projects is unknown. However, we can speculate that there is a wide variety of reaction and attempts at delivery improvement, and it needs to be stated that incentives are not properly set to be conducive for such behavior.

Projects of the Lithuanian Labor Exchange are temporary, and designed to focus on addressing key challenges as identified by policy makers. However, there are question on how effective the Lithuanian model is. Anecdotal evidence suggests that the possibilities to address the most pressing issues of the day with these projects may be

¹³ NOTE. This data also informs Table 2.



limiter. The example of this is the project “discover yourself” (Želnienė, 2017), which aims to train more young unemployed than there are registered – i.e. the adaptation to the changing environment in the labor market is something that can be significantly improved in the implementation of these projects¹⁴.

Actors of delivery vary widely, because Lithuanian Labor Exchange implements many activities via general public procurement regulations. These generally have rather low thresholds for applicants, and many actors can and do participate, spanning from freelancers, NGO’s to businesses.

One important note is that start-up incentives are administered via the Ministry of Economy. The measure sometimes focus on young entrepreneurs and start-ups, however they generally fall out of the scope of youth policy.

Table 4 Strengths and weaknesses of the overall policy approach

| Effectiveness of the overall policy approach towards tackling youth unemployment and social exclusion | |
|--|---|
| Strengths | Weaknesses |
| Youth policy has a certain focus through the administration of three instruments: youth guarantee, Erasmus+, implementation of the Youth policy development strategy. Albeit these are hinged on EU support, and the strategy is unambitious it creates a measure of visibility to youth policy, and builds professional capacities in the public sector to gain and share best EU practices. | Low level of policy integration. Despite various projects that aimed at achieving such integration, the political-institutional structure is simply not conducive to transversal politics, and its success contingent on the engagement and knowledge of particular political leaders, that come and go. |
| Lithuanian youth unemployment policies can offer opportunities to nearly all youngsters. This availability means, that there is great potential to achieve success in tackling youth unemployment. However, this requires building motivation and social skills among youngsters who lack it. This is best done through social and youth work. Volunteering is now recognized as a form of employment and offers an important venue for labor market socialization. But youth work and employment policy are not directly co-ordinated which leaves space for improvement. Yet in the long run this may become a case of best practice, as both elements of the policy are within the same ministerial area of responsibility. | Social inequality and high levels of net emigration speak damningly of all welfare policy of Lithuania. It still remains a topic of debate if employment <i>per se</i> is the cause of high emigration. It is likely that the cause for social woes of youths in the country are due to low incomes from labor, rather than lack of employment opportunities. In essence it is a case of Catch 22, the Lithuanian labor market has a measure of unemployed youngsters, but their skills are inadequate; yet, if investment into skills is made their opportunities to gain employment elsewhere in EU grow as well, and the pull factors are very strong. |

¹⁴ In the case of this project, strategic analysis was conducted immediately after the global financial crisis and did not foresee a rapid decrease in unemployment or emigration. And in 2017 it is unclear if the allocated funding for training represents optimal use of funds.



Contextual comments

Lithuanian youth policy is transversal as stated in the Framework Law on Youth Policy, but national politics is structured unfavorably for the implementation of any transversal policies (Bileišis, 2012). Lithuanian Prime Ministers are politically weak and have historically failed integrating ministerial level policies into a cohesive system. This weakness stems from the fact that governments are generally formed on basis of coalitions between partners that have few ideological commonalities; Ministers are appointed by the President and can only be removed by a parliamentary vote of non-confidence or a Presidential decree. As long as a Minister enjoys their party support either of these eventualities is unlikely. Furthermore, there is a tradition in coalition government agreement to appoint vice-ministers from different coalition partners. Vice-ministers in most instances are managers directly responsible for managing (curating) several ministerial departments. Although there is little research on how this effects intra-ministerial co-operation, anecdotal evidence suggests that in times of political crises in one policy area, contagion occurs across the government, as vice-ministers use their managerial positions for political gain of their political party as a whole. These may come in e.g. stalling co-operation on certain transversal programs, or also slowing the pace of policy implementation through various new initiatives and legislative proposals. There is a lack of empirical evidence that this behavior is, indeed, a typical *modus operandi* of Ministers and vice-ministers; but the general tendency to “compartmentalize” investment programs within a ministerial, or even vice-ministerial area of responsibility is evident (Smalskys et al., 2017).

The XVII government that came into power in 2016 has explicitly made its key priority to make headway in creating a better-coordinated policy system by moving many of the ministerial policy making powers to the level of Government Chancellery. However, these changes are not yet implemented, and are likely to fail or only be partially implemented, because the coalition between two ruling parties has ended in Autumn 2017, and the fate of the Government Cabinet itself is unclear, as it is effectively a minority government. To date the public investment practice is characterized by a low level of co-ordination and is highly fragmented throughout government departments. So much so, that even collecting data across ministries is complicated as regards to many of the aspects of youth policy (Bileišis et. al., 2015). Youth is one of 5 horizontal priorities for the EU investment period of 2014-2020. In essence, this means that all projects need to reflect and comment on how they will contribute to youth welfare. Nonetheless, there is no monitoring system in place, on how such projects will change the actual youth situation. With the lack of a clear definition and an absence of a monitoring system: nearly all EU-funded projects of 2014-2020 can be said to contribute to youth welfare. Equally, a statement that the impacts of EU investments towards youth are impossible to gauge and that there is a good deal of lip-service to the formal requirements by project evaluators is also true.



In this context, the best-documented youth policy outcomes are in the Ministry of Labor and Social Affairs policy area, to which the co-ordination of youth policy is delegated. But the labor market policy and youth policy fall under areas of different vice-ministers. Although in this, the XVII Government both vice-ministers are career managers – one with a civil service and the other NGO background.

The overarching policy issue in Lithuania is emigration in general, and youth emigration in particular (gudelio). Lithuania consistently has one of the highest negative migration saldo's in EU since Lithuania's accession. The depopulation rate is over 1% per annum, and 2/3 of that are due to emigration, of which the majority happens among under 29-year olds. From the perspective of Arnett's (2014) emerging adulthood the key for tackling emigration is not in the access to ALM's, but rather affordable housing. Housing policy in Lithuania is virtually non-existent and open to the free market. Access to labor, where housing is abundant, is difficult, and vice-versa. In the capital owning a home even with a stable income is very complicated. The unfavorable ratio of income to living expenses in the big Lithuanian cities makes it a powerful push factor for migration. Yet investments into high-value added business development (to improve income) and investments into regional development (to improve living standards) are managed respectively by Ministry of Economy and Ministry of Interior. In addition, ministries of Environment and Finance are involved in housing policy development. And there is a disconnect specifically between the Ministry of Interior investments into regional development through infrastructure projects, and investments of Ministry of Economy into businesses that are mostly situated in major cities. This perpetuates the problem. These two policies are well outside of the authority of Ministry of Labor and Social Affairs which itself does run a Social Housing funding program, but such housing is outside of availability of most young people, and also does not correlate to labor market realities. Social housing is developed by municipalities, and only subsidized by the state, it is a multi-year queue affair, and is rent – not ownership-based, and consistent labor income often removes eligibility.

The cases we chose are an example of success in our view because they avoid several policy pitfalls: fall strictly within a single Ministerial area of Responsibility and have clear goals which are supported by the political establishment while heavily utilizing EU financial support.



Youth employment policies: focus on selected interventions

General overview of interventions implementing youth employment policies period 2014-2020

Youth guarantee Initiative (YGI) and Youth Employment Initiative (YEI) are closely related in Lithuania. YGI measures are described in the Plan of implementation of Youth Guarantee Initiative (approved by Ministry for Social Security and Labour in 2013)¹⁵. Implementation of five out of twenty five measures of the Plan is funded from YEI (during period of 2014-2018) and 2014–2020 EU investment in Lithuania (during period of 2019-2020). Those five YGI measures encompass the same projects of primary (early) and secondary intervention: “Discover Yourself” and “New Start” correspondingly. Under project “New Start” are hidden measures of active labour market (ALMP), which are designated as ALMP in the laws.

All youth employment measures, which are integrated in projects “Discover Yourself” and “New Start”, are nationally planned and implementation is nationally/centrally funded, coordinated and monitored.

The Ministry of Social Security and Labour coordinates the activities of subordinate agencies: The Lithuanian Labour Exchange (LLE) and The Department of Youth Affairs (DYA), that work with the youth, cooperates with the employers’ organisations and trade unions, with public and private sector organizations, local authorities and the national, regional and local youth organizations. The Ministry is responsible for implementation of the Youth Guarantee initiative in Lithuania, coordination of partner activities and monitoring.

Both partners LLE and DYA are the main implementers of early intervention project „Discover Yourself“. They are implementing two different parts of early intervention programme „Discover Yourself“ which are addressing different target groups: „Discover Yourself“ program implemented by LLE is for young unemployed who are registered in Territorial Labour Exchange Offices (TLEO) and are active job seekers; and „Discover Yourself“ program implemented by DYA is for inactive youth under 29 years (persons not registered in TLEO). At the municipal level both agencies have their own partners for implementation of their programmes: LLE is working together with its TLEO and Youth Job Centers, and DYA is working with over 50 diverse partner organisations in municipalities. The overall design of program „Discover Yourself“ activities is presented in Table No 1.

¹⁵Jaunimo garantijų iniciatyvos įgyvendinimo planas. Patvirtintas 2013 m. gruodžio 16 d. Socialinės apsaugos ir darbo ministrės įsak. Nr. A1-692. <https://www.e-tar.lt/portal/lt/legalAct/b4432c10722e11e3bd0ecaffd80c672a/xQojlDJjwE>

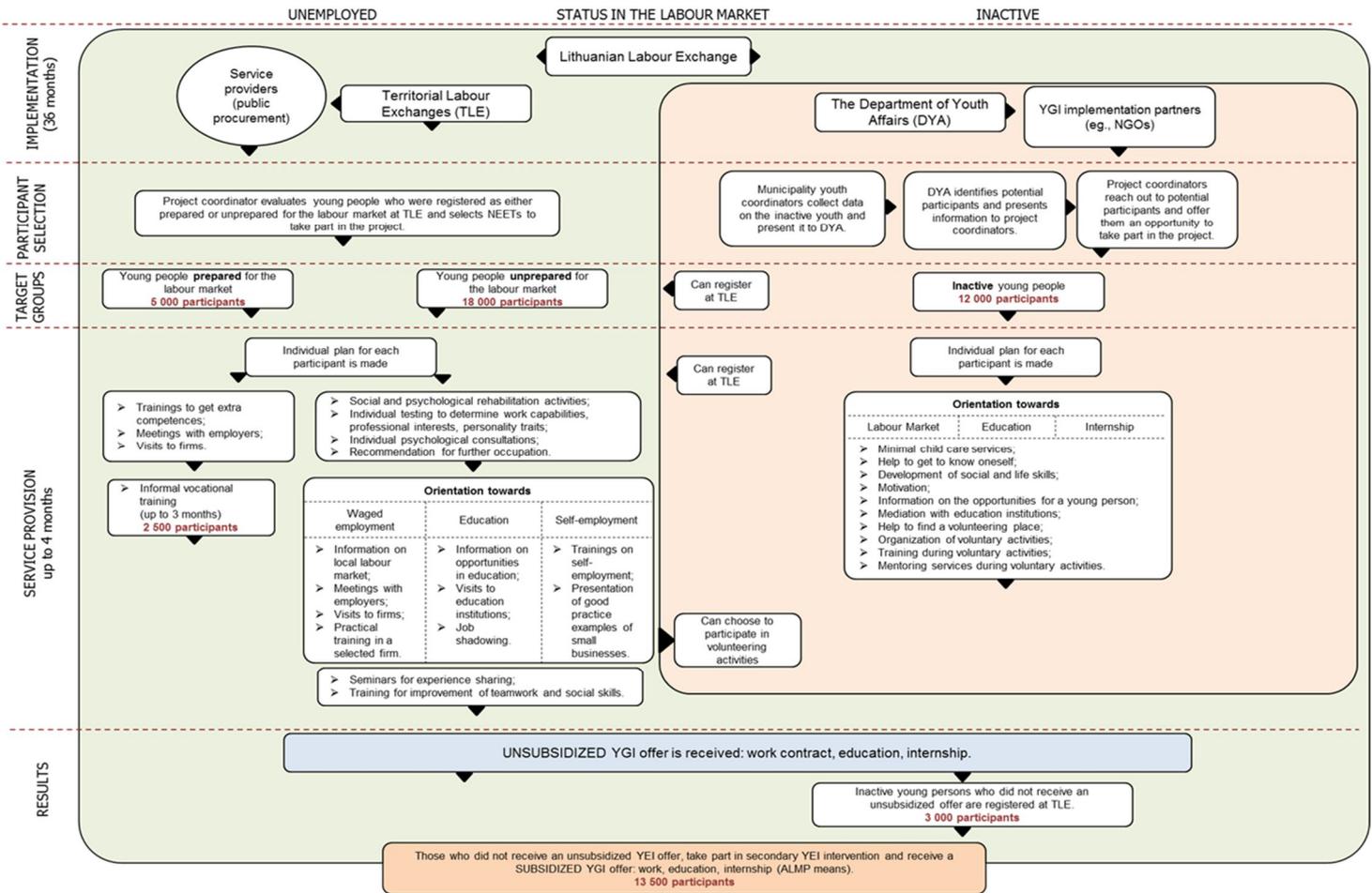


Figure 1 Design of program "Discover Yourself" activities¹⁶

DYA has selected Partner organisations via process of procurement according competence and experience of working with inactive youth. DYA has employed 64 Youth Guarantee Initiative Coordinators placed in partner organisations. YGI coordinators are responsible for discovery, involvement of inactive youth into activities of the project and for implementation of measures of early intervention and activation (expected number of participants is 12 000).

For the part No 4 "Consistency of the policies for youth inclusion" we have decided to describe two initiatives/measures which are incorporated in the project "Discover Yourself" implemented by DYA in cooperation with partner organisations. These reflect the EXCEPT project provided selection criteria as follows:

¹⁶ Encouragement for youth through partnership projects "Discover Yourself" and "New Start", presentation prepared by Edita Mackevic, specialist of LLE, 14 November 2017.



Target groups of selected measures

LLE in its early intervention programme “Discover Yourself” has two different packages of services tackled to two different target youth groups registered at TLEO (job seekers): 1) job seekers ready for labour market: have qualification in demand in labour market or has work experience and are motivated to work according the qualification; 2) job seekers not ready for labour market: not qualified, have qualification not in demand in labour market, early leavers of education. Ready for labour market job seekers (expected number of participants 5 000) are provided with theoretical and practical training in order to develop lacking competences. Not ready for labour market job seekers are provided with wider range of services (expected number of participants 18 000): a) personal interests and abilities are being identified; b) young people are subdivided into smaller groups according their orientation towards hired work, educational system or independent activity; residential, experiential seminars.

The secondary intervention project “New Start” is tackled to young people who after participation in early intervention project: “Discover Yourself” didn’t get not subsidised proposal for work, education, traineeships and apprenticeship (expected number of unique participants 11 065). Only registered in TLEO (job seekers) can participate in “New Start” project. Consequently ex-participants of project “Discover Yourself” implemented by DYA have to register at TLEO if they want to get on the project “New Start”. Measures of project “New Start”

1. Vocational education (9 000 participants expected); The young people aged 29 or less can participate in vocational training which is targeted at helping to acquire or improve their qualifications or/and competences according to the formal vocational training programmes if it is needed to fill the vacancies, to start self-employment or in order to help those warned about redundancies to remain at their workplaces
2. Subsidised employment (2 065 participants expected and 2 232 participated until 30/09/2017)¹⁷. In order to help young people registered with the public employment services in the labour market or temporary employment, the measure of subsidized employment is applied. The wage subsidies are being paid to employers to recruit young people under 29 years of age. The subsidy for wages is paid up to 6 months. Based on the data of the Lithuanian Labour Exchange, in 2013 an employment rate of 70% was reached through implementation of subsidised employment measures (employment within 6 months after the funding of the measure has ended).
3. Support for acquisition of professional skills (4 895 participants expected and 1321 participated until 30/09/2017). The young people starting to work according to their qualification are able to acquire and improve their working skills in workplace and, if they are performing well, they have an ability to extend their job contract after the period of support. The employers who participate in the measures of support for acquisition of

¹⁷Official page of LLE http://www.ldb.lt/Informacija/ESParama/PuSlapiai/esf_naujas_startas.aspx



professional skills and employ those who are starting to work for the first time (according to their qualification) get a subsidy for wage and mandatory state social insurance payments. The duration of support for acquisition of professional skills when people start to work for the first time (according to their qualifications) is up to 12 months. Based on the data of the Lithuanian Labour Exchange, in 2013 an employment rate of 72% was reached through implementation of the work skill acquisition support measure (employment within 6 months after the funding of the measure has ended).

4. Support for job creation (244 persons); The persons ready to start their own business will be granted subsidies for job creation or starting entrepreneurial activities.

5. Apprenticeships (138 persons);

6. Traineeships (139 persons).

7. Territorial mobility In case that young unemployed persons got employed far away from the place of their residence, the support of territorial mobility for unemployed people will be organised by compensating their expenses for commuting to and from a workplace and accommodation expenses.

For the part No 3 “Youth employment policies: focus on selected interventions”. We choose to describe three measures from project “New Start”. These reflect the EXCEPT project provided selection criteria as follows:

(a) ***At least one youth employment measure/ intervention which you think could be recommended as a “good practice”.***

Yes, the measure is effective, sustainable, demonstrated by evidence, has potential for replication, and has led to positive labor market outcomes during the period of its implementation.

(b) ***Please select, if exists, at least one youth employment measure/intervention which aimed at progression in work or assisting unemployed young people to enter jobs with real progression opportunities (including those policies aimed at ‘good jobs’).***

Yes, measure aimed specifically to this end.

(c) ***Consider selecting interventions that are ongoing, i.e. should not be completed;***

Yes.

(d) ***Interventions better target only or mainly young people, if possible;***

Yes.

(e) ***If possible, interventions should be targeted at different youth target sub-groups.***

Yes, the goal is to provide individualized support to youths.



Table 5 A brief overview of selected youth employment interventions

| No | Name | Level | Main target group ¹⁸ | Type ¹⁹ | Starting year | Funding source | Part of EU initiatives | Evaluation | “Good practice” ²⁰ example | Impact of policy measures on youth inclusion ²¹ | Trends in the way selected policy measures influence unemployed young people ²² |
|----|---|----------|---------------------------------|--------------------|---------------|-----------------|---|---------------|---------------------------------------|---|--|
| 1 | Vocational training | National | D. | 3 | 2015 | EU and national | Yes, Youth Guarantee, Youth Employment Initiative | Yes, positive | Yes | 4, Large number of youths used the measure | 1, Measure helps match skill supply and demand in the labor market. |
| 2 | Subsidised Employment | National | D. | 4 | 2015 | EU and national | Yes, Youth Guarantee, Youth Employment Initiative | Yes, positive | Partially | 4, measure aimed at particularly disadvantaged and vulnerable youths. | 2. |
| 3 | Supporting the acquisition of work skills | National | D. | 4 | 2015 | EU and national | Yes, Youth Guarantee, Youth Employment Initiative | Yes, positive | Yes | 3, limited number of participants to date | 1, youths with no employment experience |

¹⁸ a. targeted youth, b. universal, c. targeted risk group, d. targeted to youth risk group

¹⁹ (re-)orientation courses, preparation for training or employment = 1; vocational guidance, career counselling = 2; training (with or without certificates) = 3; Employment incentives, subsidies for employer = 4, direct job creation = 5, and start-up incentives, self-employment programmes =6

²⁰ EU Database of national labour market ‘good practices’ definition: “A specific policy or measure that has proven to be effective and sustainable in the field of employment, demonstrated by evaluation evidence and/or monitoring and assessment methods using process data and showing the potential for replication. It can cover both the formulation and the implementation of the policy or measure, which has led to positive labour market outcomes over an extended period of time.”

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

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



Detailed description and evaluation of the selected measures

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| Name of the initiative | „Vocational training“ ²³ (Lithuanian “Profesinis mokymas”) |
| Short description | <p>(Primary/Main) aim of the measure: Vocational training offers opportunities for gaining an advantage in the labour market, becoming a qualified professional in the profession.</p> <p>The measure permits the acquisition of a profession, qualification or re-qualification according to the needs of the labour market.</p> <p>Intended effects:</p> <p>The planned number of participants is 9,000 young people.</p> <p>Target groups: 16 – 29 years old people registered at the labor exchange, unemployed, non-trainees, who participated in the Initiative Intervention project "Discover Yourself" in the Youth Guarantee Initiative.</p> <p>Eligibility criteria for beneficiaries:</p> <p>Vocational training for the unemployed is carried out by a vocational training provider chosen by the unemployed person himself or, in the case of a trilateral contract, by agreement with the employer.</p> <p>A person who receives a training voucher (an unemployed person's document whereby the territorial labour exchange undertakes to pay the amount of money specified by the unemployed person to the chosen vocational training provider for vocational training) must, within 20 working days from the date of issue, choose a vocational training provider from the list of vocational training providers and return the filled coupon Part II to the Labour Exchange.</p> <p>If the training coupon is not returned within the above deadline, the training coupon is considered invalid.</p> <p>Type of intervention (which type of ALMP & which elements of social policy):</p> <p>Labour market training, skill acquisition.</p> <p>Level: National</p> <p>Start/ end date: 2015-12-09 - 2018-09-08</p> <p>Are stakeholders involved in the formulation/implementation of this measure?</p> <p>N/A</p> <p>How/through which institutions is this measure implemented?</p> |

²³ http://www.ldb.lt/Informacija/ESParama/Puslapiai/esf_naujas_startas.aspx



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| | <p>Implementing institution: Ministry of Social Affairs, Implementing agency: Lithuanian Labour Exchange under the Ministry of Social Security and Labour.</p> <p>Budget (EUR, thousand) and source: 24 977 540, of which the major part (about 90%) of the funds of the European Union Structural Funds and the Youth Employment Initiative and the rest - funds of the State budget of the Republic of Lithuania.</p> |
| <p>Achieved results</p> | <p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p>Total expenditures for the program on annual basis.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p> <p>Project activities until 2017 30th of September had 5604 participants or 95.68% from planned to upload (planned - 5.857). The successful completion of vocational training was 3.618, of which it employed 1.328. Qualified - 3.156 young people.</p> <p>Funds spent until 2017 30th of September - 9,466,511.74 EUR.</p> |
| <p>Targeting</p> | <p>Which are the target groups of this measure?</p> <p>Is this program especially targeted to young people or to all unemployed?</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p> <p>This activity (vocational training) as part of the "New Start" project package is oriented to the registered labour exchanges of 16-29 years old NEET's, who participated in the Initiative Intervention project "Discover Yourself" in the Youth Guarantee Initiative.</p> <p>However, "Vocational training" is also part of a common set of active labour market measures which, in the broad sense, still applies to the following priorities:</p> <ul style="list-style-type: none"> • Unskilled unemployed; • Unemployed persons under 29 years of age and over 50 years of age without qualifications and / or competences corresponding to the needs of the labour market; • persons with refugee status or subsidiary protection; • long – term unemployed; • for the disabled, |



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| | <ul style="list-style-type: none"> officers and soldiers. |
| Youth involvement | <p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>Partly. Vocational training content is selected according to the participant's abilities and qualities that were determined by participating in the "Discover Yourself" program.</p> |
| Links to EU initiatives | <p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>It is linked to Youth Guarantee and Youth Employment Initiative</p> |
| Available evaluations | <p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>An assessment was made of all Youth Guarantee Schemes, part of which is this program, at the beginning of the implementation (ex-ante) (in 2015). The research "Europos socialinio fondo paramos ir jaunimo užimtumo iniciatyvos veiksmingumo, efektyvumo ir poveikio, įskaitant jaunimo garantijų iniciatyvos įgyvendinimą, vertinimas" has been done in November-December 2015 by external evaluator (PPI Group and Institute of Public Policy and Management /non-profit organization)²⁴. It can be seen as ex-ante evaluation, because it was done before the work with young people has started.</p> <p>The overall purpose of this research was to perform the evaluation of the Youth Employment Initiative, including the implementation of the Youth Guarantee Initiative. The Lithuanian Ministry of Social Security and Labour commissioned the evaluation to improve the implementation of the YEI interventions in Lithuania and to report properly to the European Commission.</p> <p>Evaluations of this program provided only basic information about this measure.</p> |

²⁴ EUROPOS SOCIALINIO FONDO PARAMOS IR JAUNIMO UŽIMTUMO INICIATYVOS VEIKSMINGUMO, EFEKTYVUMO IR POVEIKIO, ĮSKAITANT JAUNIMO GARANTIJŲ INICIATYVOS ĮGYVENDINIMĄ, VERTINIMAS. (2015) Galutinė ataskaita. PPMI Group, UAB, ir VŠĮ Viešosios politikos ir vadybos institutas (VPVI)



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| | <p>The next assessment (ex-post) is scheduled for 2018, at the end of the project.</p> <p>There are ongoing permanent internal monitoring by implementing institution. LLE has created a database „ED birža“ to monitor results of all YGI activities including this program. YGI coordinators are putting data about every young person they are making contact with, and information about activities they took, end and the length of participation, results achieved. YGI coordinators can upload information about ex-participants of the project 28 days after they leave the project. The database is connected with State social insurance, Educational institutions, Register center and other governmental institutions, so it allows to check whether young person is entitled to the program at the beginning, and what has happened to him after he ended it. The long term results can be checked 6 months after ending project activities. Internal not accessible for public.</p> |
| <p>Summary of evaluation results</p> | <p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>Project “New start” (part of which is the measure “Vocational training”) is seen as a pioneering instrument for making a measurable and substantial impact on the unemployed youth population beyond the general labor market and economic performance conjuncture.</p> <p>The measure “Vocational training” in the period reviewed in this report (until Sept. 31st, 2017) had – 5604 participants, or 95,68 proc. from intended number of 5.857. Vocational training programs were successfully graduated by 3.618 persons, of which 1.328 were employed.</p> |
| <p>In your view: How would you assess the quality of the intervention?</p> | <p>Does this program achieve its stated goals and intended effects?</p> <p>Assessment of the magnitude of the effect?</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>This measure does reach the intended audience, and creates better employability among the NEET youths. The advantage of the program is that it excludes youths who are not registered with LLE, which acts as a motivational bar on one hand, and reduces the risk of “educational tourism” on the other. It also is part of a complex program, which seeks to individualize support. Initial intervention “discover yourself” seeks to reach</p> |



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| | the majority of the NEET group, while secondary “New Start” intervention engages more intensively the persons that show interest. |
| Related to the causes of unemployment and target risk groups | <p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>In Lithuania the gap between labor market needs and skills developed in education is perceived to be an important issue. Both secondary and higher education focus on academic training, yet the labor market in Lithuania is peripheral to high value-added industries, and vocational skills are lacking in the population. Businesses lobby intensively to promote vocational training. The measure is seen as a key instrument in achieving a better connection between labor market needs and skills in the population.</p> |
| Interventions assessed as ‘good practice’ example | <p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p>Give a reason why you value it as a good practice?</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p> <p>The measure permits the acquisition of a profession, qualification or re-qualification according to the needs of the labour market. The Secondary Intervention project “New Start” provides the widest use of vocational training. A young person who has been familiar with and tested a certain profession in a company during the initial intervention will later be able to study in a secondary intervention project while taking part in vocational training programs. In this way, the expediency of the vocational training itself is expected as the young people will know exactly what profession they want to study and where it will be applied later.</p> <p>The Territorial Labour Exchange pays for studies in accordance with formal or non-formal vocational training programs. During the period of study, a scholarship is also paid, reimbursement of travel expenses to an educational institution or accommodation costs.</p> |

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| Name of the initiative | <p>“Subsidised Employment”</p> <p>(Lithuanian - „darbinimas subsidijuojant“²⁵)</p> |
| Short description | <p>(Primary/Main) aim of the measure:</p> <p>Recruitment through subsidies helps to get employment and get established in the labour market. The subsidy is paid to the employer for compensation of up to 50% wage for the recruitment of persons and state compulsory social insurance contributions. Subsidies are paid up to 6 months.</p> |

²⁵ http://www.ldb.lt/Informacija/ESParama/PuSlapiai/esf_naujas_startas.aspx



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| | <p>It needs to be noted that if the initiative of the former unemployed person terminates the employment contract during the period of employment during the subsidy period, the territorial labour exchange may re-register at least 6 months earlier.</p> <p>Intended effects:</p> <p>The planned number of participants is 4728 young people; Planned recruitment subsidies for unique individuals 3188; The planned recruitment of subsidized persons after vocational training is 1540.</p> <p>Target groups: 16- 29 years old, registered at the labor exchange, unemployed, non-trainees, who participated in the Initiative Intervention project "Discover Yourself" in the Youth Guarantee Initiative.</p> <p>Eligibility criteria for beneficiaries:</p> <p>All companies registered in Lithuania. A company applies to an agency that assesses the merits of the application and makes a decision to subsidize the 50 percent of salary and social security taxation for 6 months.</p> <p>Type of intervention (which type of ALMP & which elements of social policy):</p> <p>This measure is part of active labour market measures. The implementation of employment subsidization is governed by Articles 41 and 42 of the Law on Employment of the Republic of Lithuania, in 2017. June 30 Order of the Minister of Social Security and Labour of the Republic of Lithuania No A1-348 "On Approval of the Description of the Conditions and Procedure for Implementation of Support Measures for Employment", a description of the conditions and procedure for the implementation of employment support measures.</p> <p>Level: National</p> <p>Start/ end date: 2015-12-09 - 2018-09-08</p> <p>Under the law, there is no time limit, but in the project for persons who passed the first stage - the term is.</p> <p>Are stakeholders involved in the formulation/implementation of this measure?</p> <p>In the implementation of the measure, the main stakeholders are employers whose organizations bring young people to practice or work.</p> <p>How/through which institutions is this measure implemented?</p> <p>Implementing institution: Ministry of Social Affairs,</p> |
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| | <p>Implementing agency: Lithuanian Labour Exchange under the Ministry of Social Security and Labour.</p> <p>Budget (EUR, thousand) and source:</p> <p>7.618.256,03, of which the major part (about 90%) is the funds of the European Union Structural Funds and the Youth Employment Initiative and the remaining funds of the State budget of the Republic of Lithuania</p> |
| <p>Achieved results</p> | <p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p>Total expenditures for the program on annual basis.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p> <p>Project activities until 2017 October 31 3016 participants (planned during the project period - 4728).</p> <p>From the start of the project until 30-09-2017, 2.602 were sent to the recruitment subsidy facility, of which 5552 unique persons or 99.62%. from planned to send in the reporting period (planned at 2.612). By the end of 2017, the participation in the measure has been successfully completed - 877, has started working - 1,068.</p> <p>Funds spent until 2017 31th of October - 2,768,418.55 EUR.</p> |
| <p>Targeting</p> | <p>Which are the target groups of this measure?</p> <p>Is this program especially targeted to young people or to all unemployed?</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p> <p>This activity, as part of the "New Start" project package, is targeted at registered labour exchanges of 16-29 years old NEET's, who participated in the Initiative Intervention project "Discover Yourself" in the Youth Guarantee Initiative.</p> <p>It needs to be noted that this measure, which is used in the general social policy field as an active tool for promoting employment and aimed at helping people to find employment and gaining ground in the labor market, and those with severe disabilities, to create special conditions for the survival of people of working age registered in these labor exchanges:</p> <p>1) persons of working age who are under 25 per cent incapacity for work or severe degree of disability;</p> |



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| | <p>2) for the unemployed who are disabled people of working age, who have 30-40 per cent incapacity or average disability rates;</p> <p>3) the unemployed who are disabled people of working age, who have a capacity to work 45-55 per cent or have a mild disability;</p> <p>4) unskilled unemployed persons who have not acquired any professional qualification or who have acquired their professional qualification abroad have not been recognized in accordance with the procedure established by law, as well as unemployed persons who have no informally acquired competence recognized in accordance with the procedure established by law;</p> <p>5) long-term unemployed persons under 25 years of age who have been unemployed for more than 6 months and long-term unemployed persons over 25 years of age whose unemployment duration is longer than 12 months from the date of registration in the territorial labor exchange;</p> <p>6) unemployed persons over 50 years of age;</p> <p>7) for persons entitled to additional employment guarantees in accordance with the Law on Supplementary Employment and Social Security of Employees of the State Enterprise Ignalina Nuclear Power Plant of the Republic of Lithuania;</p> <p>8) unemployed persons under 29 years of age;</p> <p>9) for the first time, according to the qualification or competence acquired, for unemployed persons who start working activities;</p> <p>10) persons granted refugee status or persons who have been granted subsidiary or temporary protection.</p> |
| Youth involvement | <p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>No youth involvement.</p> |
| Links to EU initiatives | <p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>It is linked to Youth Guarantee and Youth Employment Initiative</p> |
| Available evaluations | <p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> |



If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?

An assessment was made of all Youth Guarantee Schemes, part of which is this program, at the beginning of the implementation (ex-ante) (in 2015). The research “Europos socialinio fondo paramos ir jaunimo užimtumo iniciatyvos veiksmingumo, efektyvumo ir poveikio, įskaitant jaunimo garantijų iniciatyvos įgyvendinimą, vertinimas” has been done in November-December 2015 by external evaluator (PPI Group and Institute of Public Policy and Management /non-profit organization)²⁶. It can be seen as ex-ante evaluation, because it was done before the work with young people has started.

The overall purpose of this research was to perform the evaluation of the Youth Employment Initiative, including the implementation of the Youth Guarantee Initiative. The Lithuanian Ministry of Social Security and Labour commissioned the evaluation to improve the implementation of the YEI interventions in Lithuania and to report properly to the European Commission.

Evaluations of this program provided only basic information about this measure.

The next assessment (ex-post) is scheduled for 2018, at the end of the project.

There are ongoing **permanent internal monitoring by implementing institution**. LLE has created a database „ED birža“ to monitor results of all YGI activities including this program. YGI coordinators are putting data about every young person they are making contact with, and information about activities they took, end and the length of participation, results achieved. YGI coordinators can upload information about ex-participants of the project 28 days after they leave the project. The database is connected with State social insurance, Educational institutions, Register center and other governmental institutions, so it allows to check weather

²⁶ EUROPOS SOCIALINIO FONDO PARAMOS IR JAUNIMO UŽIMTUMO INICIATYVOS VEIKSMINGUMO, EFEKTYVUMO IR POVEIKIO, ĮSKAITANT JAUNIMO GARANTIJŲ INICIATYVOS ĮGYVENDINIMĄ, VERTINIMAS. (2015) Galutinė ataskaita. PPMI Group, UAB, ir VŠĮ Viešosios politikos ir vadybos institutas (VPVI)



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| | <p>young person is entitled to the program at the beginning, and what has happened to him after he ended it. The long term results can be checked 6 months after ending project activities. Internal not accessible for public.</p> |
| <p>Summary of evaluation results</p> | <p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>Subsidized employment is also a part of the “New Start” project. The “Subsidized employment” measure to date has a track record of 42 percent of young people remaining in work after the subsidy has expired.</p> |
| <p>In your view: How would you assess the quality of the intervention?</p> | <p>Does this program achieve its stated goals and intended effects? Assessment of the magnitude of the effect?</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>This measure is delivered in co-ordination with other Youth Guarantee measures via the “New Start” project, and does reach the intended target group. However, the measure only applies to LLE –registered persons. But the effects of the first-stage intervention via the “Discover Yourself” intervention allow for all those willing and able to take advantage of the “Subsidized employment” to register with LLE in due time.</p> |
| <p>Related to the causes of unemployment and target risk groups</p> | <p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>“Subsidised Employment” measure encourages employment of young people from the NEET group in particular, support that is received via other Youth Guarantee measures is likely to have been given to persons before they use “Subsidized employment”, and this increases the likelihood of long term employment on the part of young people.</p> |
| <p>Interventions assessed as ‘good practice’ example</p> | <p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p>Give a reason why you value it as a good practice?</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p> <p>As with all the measures presented the key to success in our opinion is that it is not a stand-alone measure, but is delivered with complementary measure, the “Discover yourself” project in particular. A clear focus on the</p> |



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| | target group and a substantial size of the benefit to businesses are the other factors for success. |
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| Name of the initiative | <p>“Supporting the acquisition of work skills” (Lithuanian - „Darbo įgūdžių įgijimo rėmimas“²⁷)</p> |
| Short description | <p>(Primary/Main) aim of the measure: Promoting work skills helps to acquire work skills directly at the workplace and to get employment for the first time starting work activities based on acquired qualifications or the long-term unemployed. The tool is especially useful for graduates or graduates.</p> <p>An employer who employs people to acquire work skills is paid up to 50% the amount of the subsidy for wages and partly compensated for the compulsory state social insurance contributions calculated from this wage. Grants are paid up to 12 months. An additional 20% is paid for the work of the mentor (teacher) appointed by the employer subsidy from the student's salary.</p> <p>It needs to be noted that if the employment contract is terminated during the period when the participation in the work skills acquisition support measure is terminated on the initiative of the former unemployed, then the territorial labour exchange may re-register at least 6 months earlier.</p> <p>Intended effects:</p> <p>The planned number of participants is 2232 young people (16-29 years of age), of which the planned support for the acquisition of work skills is: a) for unique persons 1355; b) for persons after vocational training - 877.</p> <p>Target groups: 16- 29 years old, registered at the labor exchange, unemployed, non-trainees, who participated in the Initiative Intervention project "Discover Yourself" in the Youth Guarantee Initiative.</p> <p>Eligibility criteria for beneficiaries:</p> <p>Type of intervention (which type of ALMP & which elements of social policy):</p> <p>This measure is part of active labor market measures. Sponsorship of the acquisition of work skills is regulated by Articles 41 and 43 of the Law on Employment²⁸ of the Republic of Lithuania and the Law of the Republic of Lithuania on Social Security and Labor of 2017. June 30 Order No A1-348 "On Approval of the Description of the Conditions and Procedure for</p> |

²⁷ http://www.ldb.lt/Informacija/ESParama/Puslapiai/esf_naujas_startas.aspx

²⁸ Law on Employment of the Republic of Lithuania <https://www.e-tar.lt/portal/lt/legalAct/422c8b5042b811e6a8ae9e1795984391>



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| | <p>Implementation of Support Measures for Employment"²⁹, a description of the conditions and procedure for the implementation of employment support measures.</p> <p>Level: National</p> <p>Start/ end date: 2015-12-09 - 2018-09-08</p> <p>Under the law, there is no time limit, but in the project for persons who passed the first stage - the term is.</p> <p>Are stakeholders involved in the formulation/implementation of this measure?</p> <p>In the implementation of the measure, the main stakeholders are employers whose organizations bring young people to practice or work.</p> <p>How/through which institutions is this measure implemented?</p> <p>Implementing institution: Ministry of Social Affairs, Implementing agency: Lithuanian Labour Exchange under the Ministry of Social Security and Labour.</p> <p>Budget (EUR, thousand) and source:</p> <p>3.651.001,60, of which the major (about 90%) – The funds of the European Union Structural Funds and the Youth Employment Initiative and the rest are funds of the state budget of the Republic of Lithuania.</p> |
| Achieved results | <p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p>Total expenditures for the program on annual basis.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p> <p>In the project activities until 2017 31st of October participated 1473 persons. From the beginning of the project implementation until 30-09-2017, 1,321 persons, 514 of them (uniquely), or 96.78% were sent to the work skills acquisition support measure from the planned upload (planned - 1,365, of which 626 are unique). Until 30.1.2017, the participation in the measure successfully completed - 202, and 255 young people graduated from them, and 354 of them were employed.</p> <p>Funds spent until 2017 31st of October 31 - 1.729.447,04 EUR.</p> |
| Targeting | <p>Which are the target groups of this measure?</p> |

²⁹ Law of the Republic of Lithuania on Social Security and Labor of 2017. June 30 Order No A1-348 "On Approval of the Description of the Conditions and Procedure for Implementation of Support Measures for Employment" <https://www.e-tar.lt/portal/lt/legalAct/cb5242b05fd811e79198ffdb108a3753>



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| | <p>Is this program especially targeted to young people or to all unemployed?</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p> <p>Targets specifically 16-29 year olds.</p> |
| Youth involvement | <p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>No</p> |
| Links to EU initiatives | <p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>It is linked to Youth Guarantee and Youth Employment Initiative.</p> |
| Available evaluations | <p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p>An assessment was made of all Youth Guarantee Schemes, part of which is this program, at the beginning of the implementation (ex-ante) (in 2015). The research “Europos socialinio fondo paramos ir jaunimo užimtumo iniciatyvos veiksmingumo, efektyvumo ir poveikio, įskaitant jaunimo garantijų iniciatyvos įgyvendinimą, vertinimas” has been done in November-December 2015 by external evaluator (PPI Group and Institute of Public Policy and Management /non-profit organization)³⁰. It can be</p> |

³⁰ EUROPOS SOCIALINIO FONDO PARAMOS IR JAUNIMO UŽIMTUMO INICIATYVOS VEIKSMINGUMO, EFEKTYVUMO IR POVEIKIO, ĮSKAITANT JAUNIMO GARANTIJŲ



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| | <p>seen as ex-ante evaluation, because it was done before the work with young people has started.</p> <p>The overall purpose of this research was to perform the evaluation of the Youth Employment Initiative, including the implementation of the Youth Guarantee Initiative. The Lithuanian Ministry of Social Security and Labour commissioned the evaluation to improve the implementation of the YEI interventions in Lithuania and to report properly to the European Commission.</p> <p>Evaluations of this program provided only basic information about this measure.</p> <p>The next assessment (ex-post) is scheduled for 2018, at the end of the project.</p> <p>There are ongoing permanent internal monitoring by implementing institution. LLE has created a database „ED birža“ to monitor results of all YGI activities including this program. YGI coordinators are putting data about every young person they are making contact with, and information about activities they took, end and the length of participation, results achieved. YGI coordinators can upload information about ex-participants of the project 28 days after they leave the project. The database is connected with State social insurance, Educational institutions, Register center and other governmental institutions, so it allows to check whether young person is entitled to the program at the beginning, and what has happened to him after he ended it. The long term results can be checked 6 months after ending project activities. Internal not accessible for public.</p> |
| Summary of evaluation results | <p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>This measure is part of the broader Youth Guarantee project ‘New Start’, and since its beginning until Sept. 30th, 2017 has achieved 69 percent employment rate of all those who participated.</p> |
| In your view: How would you assess the quality of the intervention? | <p>Does this program achieve its stated goals and intended effects?</p> <p>Assessment of the magnitude of the effect?</p> <p>Coverage and take-up: are there problems concerning coverage?</p> <p>Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> |



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| | <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>As with other measures, it is a part of a two-stage intervention, the first being the project “Dicsover yourself” which gives basic employability-related skills to the NEET group youths, and provides data for individual measure selection in the “New Start” project. Both of these elements are key to success, as project implementers are better informed when applying the measure, and youth are better prepared to take advantage of it.</p> |
| Related to the causes of unemployment and target risk groups | <p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>It is known in Lithuania, that candidates for employment with prior employment experience have an advantage in the labor market. This measure is targeted in particular to close this gap among NEET youths.</p> |
| Interventions assessed as ‘good practice’ example | <p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p>Give a reason why you value it as a good practice?</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p> <p>As is the case with other measures in the report, we believe that the key for success of this measure is impossible to be understood without appreciating the broader context of the Youth Guarantee design in Lithuania. The fact that YG is run by a single agency, that it is structured as a multi-year project (with corresponding oversight and accountability), the fact that it has a two-stage intervention mechanism, in which the first stage provides necessary skills for employment and data for the project implementers for the second-stage intervention in which individually relevant measures can be selected, are all important for the overall success of this particular measure and the project as a whole. Also, the clarity of the target group (in this case NEET) allowed for a good international best practice-based measures to be designed, and to concentrate funds.</p> |

Diffusion of EU youth employment initiatives

Youth guarantee Initiative (YGI) and Youth Employment Initiative (YEI) are closely related in Lithuania. YGI measures are described in the Plan of implementation of Youth Guarantee Initiative (approved by Ministry for Social Security and Labour in 2013)³¹.

³¹Jaunimo garantijų iniciatyvos įgyvendinimo planas. Patvirtintas 2013 m. gruodžio 16 d. Socialinės apsaugos ir darbo ministrės įsak. Nr. A1-692. <https://www.e-tar.lt/portal/lt/legalAct/b4432c10722e11e3bd0ecaffd80c672a/xQojlDjwE>



Implementation of five out of twenty five measures of the Plan is funded from YEI (during period of 2014-2018) and 2014–2020 EU investment in Lithuania (during period of 2019-2020). Those five YGI measures encompass the same projects of primary (early) and secondary intervention: “Discover Yourself” and “New Start” correspondingly. Under project “New Start” are hidden measures of active labour market (ALMP), which are designated as ALMP in the laws.

All EU initiatives are implemented in Lithuania. Quality traineeships and apprenticeships, and Supporting of young entrepreneurs are included in YGI and ALMP. Lithuania is participating in Eures Job, the portal is translated into Lithuanian language and is administrated by LLE: <https://ec.europa.eu/eures/public/lt/homepage>

Lithuania has entered EU with the youngest population in the Union. However, over the 15 years of membership the mass emigration of mostly young people has dramatically shifted the demographic structure of the county making it the most rapidly depopulating and among the most rapidly aging member states. Nonetheless prior to the Global financial crisis of 2008-2009, which hit Lithuania particularly hard youth policy concentrated on civics and participation. Statistics on youth unemployment in 2009-2010 showed that Lithuania was on par with many southern EU member states. Although it need to be noted that there were issues with collection of statistics (in some instances students were included in the unemployed population in the 15-24 age bracket) this has made the issue politically very prominent and has caused a shift of youth policy from focus from participation to employment. Furthermore, Lithuania hosted the EC Presidency in 2013. Youth policy unit was established as separate from child and family policy affairs in the Ministry of Labor and Social Affairs – this gave a boost for the visibility of youth issues at the political level and empowered civil servants in the youth policy area to take advantage of more focused, productive and greater engagement at the pan-European level.



Consistency of the policies for youth inclusion

In this section we have chosen to describe two interventions which show the synergies of different policies: employment, youth, social security and education policies; which help to increase social inclusion of (disadvantaged) youth. Both of them are early intervention programmes targeted towards socially excluded, disadvantaged youth, tackled to address reasons of exclusions, to provide possibilities for building up motivation and development of basic competences which are crucial for (re)integration into labour market or education system. Possibilities of competence enhancement are combined with other services which are necessary to support and sustain independent psychological and social functioning as a precondition for successful (re)integration into labour market or education system.

We think both cases could be recommended as a “good practices”, and more arguments supporting suggestions we have included in the tables describing the practices below.

Table 6 A brief overview of selected youth employment interventions related to components of social policies

| No | Name | Level | Main target group ³² | Starting year; end year | Funding source | Part of EU initiatives | Evaluation | Impact of the policy measures ³³ | Trends in the way selected policy measures influence unemployed young people ³⁴ |
|----|---|----------|---------------------------------|-------------------------|----------------|------------------------|---------------|---|--|
| 1 | Social, psychological and motivational services | Regional | D. targeted to youth risk group | 2014-2020 | EU, national | YGI and YEI | Yes, positive | 4 - strong ³⁵ | N/A |
| 2 | Voluntary Youth Activities | National | D. targeted to youth risk group | 2014-2020 | EU, national | YGI and YEI | Yes, positive | N/A ³⁶ | 2 - Improvement ³⁷ |

³² a. targeted youth, b. universal, c. targeted risk group, d. targeted to youth risk group

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

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

³⁵ Monitoring indicators of the measure for 10/11/2017: (1) young people not employed, not in education and not registered with TLEO after completing the programme got proposal for further education, traineeship or apprenticeship, reached level is 24% (expected level 30%); (2) young people not employed, not in education and not registered with TLEO after completing the programme started education, got qualification, employment, including self-employment, reached level is 33% (expected level 10%). Data retrieved from official page of LLE:

http://www.ldb.lt/informacija/esparama/puslapiai/esf_atrask_save.aspx

³⁶ Values of monitoring indicators' for this measure are not available.

³⁷ 676 young people not employed, not in education and not registered with TLEO have started voluntary service, and 608 young people have finished their service and were issued with certificates of enhanced competences.



Detailed description and evaluation of the selected measures

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| Name of the initiative | <p>Provide social, psychological and motivational services for young NEETs who are not registered in local labour exchange offices or training/studies, while developing open work with youth through open youth centres/spaces</p> <p>Teikti socialines, psichologines ir motyvavimo paslaugas atviruose jaunimo centruose ir atvirose jaunimo erdvėse jauniems žmonėms, kurie nestudijuoja ir nesimoko ir nedalyvauja mokymuose.</p> |
| Short description | <p>(Primary/Main) aim of the measure: To guarantee provision of comprehensive services addressing complex reasons and diverse situations preventing involvement of young people in education or employment.</p> <p>To develop services provided by open youth centres/spaces in order to ensure smooth transition of young people after a period of non-employment, inactivity or training/studies to the labour market or education system.</p> <p>Intended effects: Longer term outcome for NEETs – young people in employment, education or training. It has been planned that 1200 NEETS would take part in this program during a whole period of its implementation.</p> <p>Target groups: young people aged from 15 to 29 who are not in employment, not in education and not registered in Territorial labour exchange offices (TLEO).</p> <p>Eligibility criteria for beneficiaries: NEETs aged from 15 to 29 (1) are unemployed; (2) are not registered in TLEO; (3) are not in education, (4) they or their parents don't have land and are not registered as farmers; (5) haven't participated yet in programme "Discover Yourself", e.g. one person can spend 4 months in total in activities of this program implemented either by DYA or by LLE.</p> <p>Type of intervention (which type of ALMP & which elements of social policy): The programme "Discover Yourself" is a part of YGI (Youth policy), it belongs to measures of the Early intervention and activation, and it can be chosen before ALMP.</p> <p>Level: Regional</p> <p>Start/ end date: 2014–2020</p> <p>Are stakeholders involved in the formulation/implementation of this measure?</p> |



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| | <p>Yes. In the preparatory stage of this measure DYA has organised open consultations with representatives of organisations working with young people, e.g., youth affairs coordinators at municipalities, OYC/OYA, other non-profit organisations, and young people representing organisations such like Lithuanian Youth Council, Lithuanian Scouting and others. Those consultations have helped to formulate aims and the design of the measure.³⁸ In January 2014 A memorandum of Cooperation for Implementation of Youth guarantee initiative has been signed by four ministers: Education and Science, Social Security and Labour, Agriculture, and Economy; youth organizations: Lithuanian Youth Council and National Student Union; Lithuanian Association of Municipalities; Confederations of Industrialists and Entrepreneurs, Professional Unions and others (15 in Total).³⁹</p> <p>The stakeholders in implementation of this measure are Open youth centers (OYC) and Open Youth Areas (OYA), other organizations which are working with young people across the country. There is at least one partner organization in each municipality. Partner organizations are networking locally with professionals from local organisations and institutions, e.g. social workers, police, probation or community offices, youth affairs coordinators and others especially in Discovering and identifying young people from the target group. Those young people are “invisible” for the public systems because they dropped out from school, higher education, job, returned after emigration and haven’t entered legal employment or haven’t registered with TLEO, migration office etc.</p> <p>How/through which institutions is this measure implemented?</p> <p>Department of Youth Affairs under the Ministry of Social Security and Labour (DYA) has selected Partner organisations via process of procurement according competence and experience of working with inactive youth. DYA has employed 64 Youth Guarantee Initiative Coordinators placed in partner organisations and are covering all municipalities. YGI coordinators are responsible for discovery, involvement of inactive youth into activities of the project and for implementation of measures of early intervention and activation.</p> <p>YGI Coordinators in cooperation with local social workers, youth workers and other local actors are identifying young people who are not in education and not employment. YGI Coordinators inform them about the</p> |
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³⁸ Interview with Head of Youth policy development and program implementation Division, Department of Youth Affairs at Ministry of Social Security and Labour (24-11-2017).

³⁹ Bendradrabiavimo memorandumas dėl Jaunimo garantijų iniciatyvos įgyvendinimo, 14 January 2014, Vilnius.



opportunities to take part in the activities of the Youth Guarantee initiative and invite them to take part in the program “Discover Yourself” implemented by the OYCs/OYAs.

The YGI coordinator contacts repeatedly young people who fail to register with an OYS/OYA within a week after receipt of information about the opportunity to participate in the activities of the program “Discover Yourself”. If within 2 weeks of sending the repeated offer such young person fails to contact the OYS/OYA, a meeting and an interview with such young person is set up in the presence of a social worker and with a view of finding out the situation and needs of the young person.

Identification of the young persons’ needs, motivation, readiness for the labour market, (re)integration into the general education or primary vocational training system, labour market, good practices and drawing up an individual activity plan (hereinafter referred to as “the IAP”). Early intervention and activity promotion (up to 1 month).

The needs and motivation of the inactive young person are identified with the view of providing relevant services which would ensure such person’s smooth transition from the educational system into the labour market. Using informal methods of work with the youth, the needs of young people are identified and personal motivation level is assessed: motivation to work independently; motivation to find a job; motivation to continue with studies when primary, basic or secondary education is incomplete; motivation to acquire a profession.

The IAP (the IEAP from 2016) is drawn up in less than 1 month for every inactive young person willing to take advantage of the program “Discover Yourself” offered by the OYCs/OYAs. When drawing up the IAP, services to be offered to the inactive young people are planned; obligations of each party are included as well as activities, measures and their implementation terms. Starting with 2016, a general individual employment activity plan is drawn up (in cooperation with territorial labour exchanges) for an inactive young person irrespective of where such person was receiving services related to the program “Discover Yourself”; the plan is completed in the LLE YGI monitoring database (ED birža). The employees of the OYCs/OYAs and other receiving organisations working with inactive young people are regularly cooperating in implementation of joint activities.

The OYCs/OYAs and other receiving organisations provide specialized/targeted/individualised early intervention and activity promotion services to each inactive young person depending on the offer that the young person is expecting to get: to work, to study or to get a



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| | <p>practical placement. The list of possible services which can be included in the IAP according individual situation and needs:</p> <ul style="list-style-type: none"> 3.1.1.1 child minimal care, 3.1.1.2 guidance or help in knowing oneself, 3.1.1.3 enhancement of social and personal competences, 3.1.1.4 motivation, 3.1.1.5 information and guidance about possibilities for young person, 3.1.1.6 involment in activities usefull for the community (community service), 3.1.1.7 mediation with educational institution and TLEO, 3.1.1.8 organisation of volunteering activities, 3.1.1.9 other special services, e.g. psychological counselling; baby siting, individual teachers of Lithuanian language, yoga etc., individual consultations with layers, economists, financier, hygienists, dietitian and others. <p>Implementation of IAP (up to 3 months). One person can be in programme “Discover Yourself” activities up to 4 months.</p> <p>During the period of provision of all services to an inactive young person the OYCs/OYAs and other receiving organisations keep a progress report of such person. Such progress report is completed in the LLE YGI monitoring database.</p> <p>Budget (EUR, thousand) and source: 5.660 (combined ESF, YEI. national and regional funds)</p> |
| <p>Achieved results</p> | <p>The data is from the beginning of the project activities until 1st November 2017⁴⁰:</p> <p>Number of young people covered (entire running period) data on number of people who are entitled:</p> <p>5189 registered with project and entitled for the programme and who actually take part)/ 4843</p> <p>number of young people who have found a job 990 and returned to educational system 969</p> |

⁴⁰ Interview with Coordinator of project “Discover Youself” activities from Department of Youth Affairs at Ministry of Social Security and Affairs (23-11-2017).



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| | <p>Total expenditures for the program on annual basis⁴¹.</p> <p>2014-2020: 2.363 YEI 2.388 ESF, 0.630 (national funds), 0.964 (regional funds)</p> <p>2014: 0.098 (ESF/YEI), 0.009 (national funds); 0.070 (regional funds)</p> <p>2015: 0.385 (ESF/YEI); 0.034 (national funds); 0.070 (regional funds)</p> <p>2016: 0.611 and 0.054 (national funds); 0.113 (regional funds)</p> <p>2017: 0.611 and 0.054 (national funds); 0.113 (regional funds)</p> <p>2018: 0.657 and 0.058 (national funds); 0.39 (regional funds)</p> <p>2019: 1.071 and 0.189 (national funds); 0.200 (regional funds)</p> <p>2020: 1.317 and 0.232 (national funds); 0.243 (regional funds)</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. 420 EUR/person</p> |
| Targeting | <p>Which are the target groups of this measure?</p> <p>Is this program especially targeted to young people or to all unemployed? If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p> <p>This measure is especially targeted to young people aged from 15 to 29, NEET and not registered with TLEO, not job seekers, inactive.</p> |
| Youth involvement | <p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>Yes. Young people are involved in designing their programmes. YGI coordinator together with young person are preparing individual intervention plan (it is called Individual Activation plan – IAP) for every participant of this programme. They agree on the aims of intervention and specific combination of services/activities which are available in the project “Discover Yourself” and fitted to individual needs of participant. The plan can be changed according if there is a need for change.</p> |
| Links to EU initiatives | <p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and</p> |

⁴¹ Youth Guarantee Implementation Plan of Lithuania (2014), Ministry of Social Security and Labour of LR (Official document sent to Director-General, DG Employment, Social Affairs and Inclusion, 06-05-2014)



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| | <p>apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>Yes. Youth Guarantee, Youth Employment Initiative.</p> <p>After finishing this program young people can get registered with TLEO and participate in any the ALMP which is part of project “New Start”, including traineeship and support to youth entrepreneurship.</p> |
| <p>Available evaluations</p> | <p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>There are 3 available evaluations of this programme.</p> <p>1) The research “Evaluation of Youth Employment initiative, including the implementation of Youth Guarantee initiative” has been done in November-December 2015 by external evaluator (PPI Group and Institute of Public Policy and Management /non-profit organization)⁴². It can be seen as ex-ante evaluation, because it was done before the work with young people has started. It was done after DYA has selected Partner organisations in municipalities and has employed 61 Youth Guarantee Initiative Coordinators placed in partner organisations.</p> <p>The overall purpose of this research was to perform the evaluation of the Youth Employment Initiative, including the implementation of the Youth Guarantee Initiative. The Lithuanian Ministry of Social Security and Labour commissioned the evaluation to improve the implementation of the YEI interventions in Lithuania and to report properly to the European Commission.</p> <p>The evaluation covered two YEI supported national projects which aimed to activate young people not in education, employment or training (NEET) in Lithuania. The evaluation assessed how Lithuanian institutions were prepared to carry out the YEI projects and identified potential risks on the national and in particular local level to effective and efficient YEI implementation.</p> <p>PPMI collected new empirical evidence through six field trips to Lithuanian municipalities that included interviews with local project coordinators. Furthermore, the team conducted an on-line survey</p> |

⁴² Europos socialinio fondo paramos ir jaunimo užimtumo iniciatyvos veiksmingumo, efektyvumo ir poveikio, įskaitant jaunimo garantijų iniciatyvos įgyvendinimą, vertinimas. (2015) Galutinė ataskaita. PPMI Group, UAB, ir VšĮ Viešosios politikos ir vadybos institutas (VPVI)



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| | <p>of project coordinators and organised a focus group with representatives from institutions responsible for the coordination and implementation of the YEI in Lithuania.</p> <p>The report was detailed and exhaustive; it was 171 pages long, provided 10 recommendations for possible improvements.</p> <p>2) Public opinion poll has been done in April – May 2017. It was a mid-term evaluation, done by external evaluator (private company)⁴³The aim was to find out if the YGI was known among youth, how YGI were perceived by youth and what were experiences of participation in YGI. The sample of the poll was 1011 youth from different municipalities of Lithuania, 509 participants were employed or in education and 502 participants were NEET's registered and not registered with TLEO. But It was non-random sampling employed and the distributions in the sample is not representing distributions in the population. Still 16 % (n=162) of the sample have been using YGI measures and 30 % of them (n=49) participated in „Discover Yourself“ activities. Presentation of main findings (descriptive statistics) was available.</p> <p>3) Permanent internal monitoring by implementing institution.⁴⁴ LLE has created a monitoring database „ED birža“ to monitor results of all YGI activities including program „Discover Yourself“. It is accessible to coordinators of the activities employed at DYA and LLE. YGI coordinators are putting data about every young person they are making contact with, and information about activities they took part, the end and length of participation, and results achieved. YGI coordinators can upload information about ex-participants of the project 28 days after they leave the project, if ex-participants provide them with documents confirming their employment and engagements in educational system. The database is connected with State Social Insurance, Educational institutions, Register Center and other governmental institutions, so it allows to check whether young person is entitled to the program at the beginning, to follow the services he was provided with, and what has happened to him after he ended the programme. It is planned that the long term results will be checked 6 months after ending project activities. It is internal not accessible for public.</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more</p> |
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⁴³ Iniciatyvos „Jaunimo garantijos“ žinomumo tyrimas (2017). Užsakovas Lietuvos pramonininkų konfederacija, vykdytojas Spinter Research.

⁴⁴ Interview with Coordinator of project „Discover Yourself“ activities from Department of Youth Affairs at Ministry of Social Security and Affairs (23-11-2017).



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| | <p>information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless) Not applicable;</p> <p>substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries) Not applicable;</p> <p>displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p>For implementation of the programme new jobs (64 YGI coordinators in and 19 mentors of voluntary service) have been created in public sector. Otherwise this criteria is not applicable.</p> |
| <p>Summary of evaluation results</p> | <p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>All three evaluations were carried out in different times and had different aims, so the data incompatible.</p> <ol style="list-style-type: none"> 1) The main results of research “Evaluation of Youth Employment initiative, including the implementation of Youth Guarantee initiative”. The evaluation recommended reconsidering some output and result indicators of the YEI projects; providing more information to the project coordinators about complex YEI interventions; facilitating cooperation between local institutions and the project coordinators. It also expressed concerns that changing economic conditions, inaccurate statistical data on the NEET population, and prolonged public procurement procedures may have negative effects on the YEI implementation.⁴⁵ 2) Some of results of public opinion poll in April-May 2017. About YGI initiative didn’t know and never heard about it 56 % of employed or in education youth (EEY) and 45% of NEET’s. About programme “Discover Yourself” knew or have heard 44% of all youth and 47% of NEET’s. In the programme “Discover Yourself” have participated 43% of NEET’s and 21% of EEY. The programme “Discover Yourself” was evaluated as useful by the youth who took part in it, average evaluation was 7 out of 10 by EEY (n=90) and 7,66 out of 10 by NEET’s (n=165). The programme was useful because has helped: (1) to understand what do young people want to do in life: 45% of NEET’s (n=165) and 40% of EEY (n=90); (2) to enhance job seeking skills: 29% of NEET’s (n=165) and 13% of EEY (n=90); (3) |

⁴⁵ Europos socialinio fondo paramos ir jaunimo užimtumo iniciatyvos veiksmingumo, efektyvumo ir poveikio, įskaitant jaunimo garantijų iniciatyvos įgyvendinimą, vertinimas. (2015) Galutinė ataskaita. PPMI Group, UAB, ir VšĮ Viešosios politikos ir vadybos institutas (VPVI)



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| | <p>to meet people with similar interests and attitudes: 16% of NEET's (n=165) and 7% of EEY (n=90); (4) wasn't useful at all: 5% of NEET's (n=165) and 33% of EEY (n=90). And 39% of NEET's and only 19% of EEY were sharing info about YGI in social networks.⁴⁶ Generally NEET's were much more positive about usefulness of the programme "Discover yourself" than EEY. The shortage of this data was that there was no distinction made between two separate parts of programme "Discover Yourself" coordinated by and by LLE. In the questionnaire they were presented as one, so it was impossible to know if there were differences in evaluations of those two parts. According to the survey two channels were the most effective: TLEO consultants and social networks.</p> <p>3) Data from YGI monitoring database⁴⁷:</p> <p>By the 2016 07 01 number of NEET who were found entitled for the programme and signed agreement of participation were 684; number of NEET with individual actions plans (IAP) were 517.</p> <p>By the 2016 12 01 number of NEET who were found entitled for the programme and signed agreement of participation were 1433; number of NEET with individual actions plans (IAP) were 1233. Numbers has doubled to compare to the first half year of the project.</p> <p>By the 2017 06 01 number of NEET who were found entitled for the programme and signed agreement of participation were 2991; number of NEET with individual actions plans (IAP) were 2782. Numbers has doubled to compare to the second half year of the project.</p> <p>By the 2017 11 01 number of NEET who were found entitled for the programme and signed agreement of participation were 5189; number of NEET with individual actions plans (IAP) were 4843. And again Numbers of participants has doubled (2,36 times more) to compare to the third half year of the project.</p> |
| <p>In your view: How would you assess the quality of the intervention?</p> | <p>Does this program achieve its stated goals and intended effects?</p> <p>We think that so far the programme "Discover Yourself" is in good progress and is achieving its goals. DYA has developed a nationally wide network of YGI coordinators, who with the help of local stakeholders have reached many young people who were "invisible" for the governmental institutions and successfully recruited them into the programme. Periodical data from YGI monitoring database shows us that there is steady grow of participants' numbers, as they double every half year. The goal was 12000 participants,</p> |

⁴⁶ Iniciatyvos "Jaunimo garantijos" žinomumo tyrimas (2017). Užsakovas Lietuvos pramonininkų konfederacija, vykdytojas Spinter Research.

⁴⁷ Interview with Coordinator of project "Discover Yourself" activities from Department of Youth Affairs at Ministry of Social Security and Affairs (23-11-2017).



and the project has reached 43% of the planned. With the same pace of increase it is possible to reach the goal within remaining year of the programme.

Assessment of the magnitude of the effect?

The programme has managed to develop services provided by open youth centres/spaces taking in the account individual needs and complex reasons for inactivity. There is a certain list of available services and they can be chosen in different combination and delivered individually. YGI coordinators are building personal relationships with every participant, and they are working together in setting up the goals for young person and deciding which help (services) does each person needs in order to achieve them.

Long term outcome for participants is (re)integration to employment, education or training. At this point of the project it is possible to talk only about short-term effects and outcomes. And they are good. 79% (n=4843) of those who were found eligible for the programme have developed and signed individual activation plans (IAP); 92% of them successfully accomplished the program and 8% dropped out; 22% of those who accomplished the program got employed and 22% got into education within 28 days after accomplishing. The long term outcomes will be evaluated 6 months after project ends.

Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?

Project guarantees provision of comprehensive services addressing complex reasons and diverse situations preventing involvement of young people in education or employment. It reaches socially excluded young people, provides individualised combination of services with a lot of flexibility: flexibility in combination of services; flexibility in changing the IAP; possibility of movement between “Discover yourself” programs implemented by DYA and by TLEO under the condition that one person can stay in “Discover Yourself” programme max for 4 months in total.

It is hard to estimate the coverage of the target group because in Lithuania is impossible to know exact number of young people in the target group. Different institutions can provide numbers of young people who are enrolled or involved with them, e.g. schools can provide numbers of students, national social insurance system can show how many young people are employed, LLE can show how many are registered at TLEO, but if a young person is not in education, not in labour market (legal employment), not registered with TLEO and hasn't reported about migration to another country, he is “invisible” by the system.



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| | <p>During the preparatory/planning stage of the project “Discover Yourself” DYA has asked municipalities to estimate the numbers of young people in the target group, but estimated numbers weren’t precise.</p> <p>One of the major challenges when working with inactive NEETs include data protection problems and missing or inaccurate information about youth’s place of residence in the register of citizens (that is one of the important reasons why the idea to develop a special NEETs register by combining data from the registers of different institutions was abandoned in Lithuania⁴⁸). A substantial part of youth go abroad for a temporary job on a regular basis, without declaring their departure from Lithuania, therefore their inclusion possibilities are frequently limited. On the other hand, with the awareness of projects increasing, the number of found inactive NEET youth is growing. Important factor is that attempts are made to provide inactive NEETs with similar social guarantees as for youth registered in the labour exchange, for example, mandatory health insurance is paid during the involvement period.⁴⁹ Inactive NEETs are not subject to sanctions for breaches, while the labour exchanges apply stricter requirements.</p> <p>YGI coordinators can be mobile (do mobile youth work) they are going for meeting and working with young person to the place of his living. This is very important for the reaching out of young people living in rural areas.</p> <p>Local YGI coordinators are responsible for outreach to inactive NEETs using youth work, mobile work, street work methods. The work with young people on the street tries to reach inactive NEETs in the places where these people spend most of their time (parks, streets, shopping centers, playgrounds, unoccupied buildings). Some young people address these coordinators directly (after learning about the project on social networks, from friends and acquaintances), some come at the result of interinstitutional cooperation (with social service centres, social workers, community elders and sub-elders, children's care homes, educational institutions, etc.), some in cooperation with territorial labour exchanges (this type of young people find in particular hard to adapt themselves to form institutions, they require non-formal communication, non-formal environment, personalised attention). It must be noted that if a young person refuses to participate in a project, three months later a coordinator tries to contact the young person again and once again invites to participate in the project.</p> |
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⁴⁸ This is measure No 1.3.1 in Implementation of Youth Guarantee Initiative Plan: Jaunimo garantijų iniciatyvos įgyvendinimo planas. Patvirtintas 2013 m. gruodžio 16 d. Socialinės apsaugos ir darbo ministrės įsak. Nr. A1-692.

⁴⁹ 2017 EMCO review on the Youth Guarantee – self assessment questionnaire. LITHUANIA EMCO/170921/804



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| | <p>Inclusion strongly depends on coordinator's initiative, ability to communicate with youth and social partners. This type of inclusion, where personalised rather than group work prevails, is more expensive, but very important and therefore must be further developed. Processes are organised and improved on an ongoing basis, measures to increase the field and variety of search modes of inactive NEET youth are continuously searched for. Coordination of processes is strongly facilitated by a single monitoring system development, which is used by coordinators in the labour exchanges and coordinators working with inactive NEETs.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>There are some weaknesses of this project. The number of YGI coordinators was estimated according the number of municipalities: one YGI coordinator per municipality, without taking into account the size of the municipality and different numbers of young people living in each of them. It means that the ratios of young people to one coordinator are very different or vary from one municipality to the other.</p> <p>Coordinators include about 300 inactive NEETs on average per month. One coordinator includes from 5 to 10 young persons per month. If One coordinator has to work with 6-10 at the same time, he can give less time and less attention to each of them. So the quality of relationship and effectiveness of the service is at risk. And it is impossible to guarantee the similar quality of coordinators' services in different municipalities and in different periods of programme implementation as numbers of participants are constantly (progressively) increasing (it has been discussed earlier).</p> <p>In some severe situations 4 months might be just too short period for significant and tangible changes.</p> <p>Lack of synergy of different systems can be mentioned as one of the challenges. Youth job centres, Youth Guarantee coordinators, youth affairs coordinators in municipalities are in operation, but bigger number of points of contact is needed. It in particular applies to cooperation with educational system structures.⁵⁰</p> |
| <p>Related to the causes of unemployment and target risk groups</p> | <p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>Yes. (1) By involving local networks for identification of young people. (2) By using individual approach in service delivery: personal relationships, individual action plans, flexibility for changing plans, mobile youth work,</p> |

⁵⁰ 2017 EMCO review on the Youth Guarantee – self assessment questionnaire. LITHUANIA EMCO/170921/804



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| | <p>mediating between young people and institutions. (4) Services are preventative, targeted to develop lacking or strengthen weak social and personal competences, skills and motivation. (5) There is a possibility (funds are allocated in the budget of every month for every organisation) to buy specialised/individualised services which are not on the list of the programme; (6) mandatory health insurance is paid for young people during the involvement period; (7) Inactive NEETs are not subject to sanctions for breaches, while the labour exchanges apply stricter requirements.</p> |
| <p>Interventions assessed as 'good practice' example</p> | <p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p>(1) Individual approach; (2) personal relationship; (3) intensive work within short period; (4) YGI coordinator's role is very important, he takes different roles: he is an older friend and mentor for the young person, he is providing information and consulting, he is mediator building connections between young person and different organisations and institutions; (5) a package of services which could be provided to young person according his needs and situation; (6) possibility to by special services under individual conditions and circumstances; (7) mediation with bailiffs, because many of disadvantaged youth have debts and bailiffs are watching their accounts for income, if bailiffs are taking most of earnings from the account there is no incentives for legal work.</p> <p>Give a reason why you value it as a good practice?</p> <p>It is a successful intervention because it is using individualised approach to the work with young disadvantaged people.</p> <p>This program creates a synergy of different systems working together for (re)integration of socially excluded, socially disadvantaged young people. This type of inclusion, where personalised rather than group work prevails, is more expensive, but very important and therefore must be further developed. The need for this type of work, has been recognised 10 years ago during implementation of European Initiatives EQUAL “JUMS! Enhancement of Youth Employment and Motivation” 2006-2007 (code EQ/2004/1130-03/479). It has been recognised the problem on “invisible” young people, who were not registered with any public system; it has been recognised a failure of labour exchange consultants to provide services for socially disadvantaged youth, and a failure of Youth Job Center to recognise and meet the needs of socially disadvantaged youth. And a prototype of the YGI coordinator with similar functions, roles, and package of possible services has been created and recommended as a model for successful (re)integration of socially disadvantaged youth into labour</p> |



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| | <p>market⁵¹. But it was no political will to invest into youth workers and develop supportive services for this youth group.</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p> |
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| Name of the initiative | <p>Youth Voluntary Service</p> <p>Jaunimo savanoriška tarnyba</p> |
| Short description | <p>(Primary/Main) aim of the measure: To provide young people with conditions to get involved in voluntary activities and acquire personal, social, professional competences and working experience, thus helping them to choose a profession, reintegrate into a formal education system and/or prepare for the integration into the labour market.</p> <p>Participants of project “Discover Yourself” can participate in this program. The length of voluntary activity is from 1 to 3 months. The young person should commit to volunteer from 4 to 8 hours per day up until 25 hours per week, 100 hours per month (http://jaunimogarantijos.lt/lt/savanoriauk/24 Official page). Volunteers are provided with compensations for food, travel, and living, if they are volunteering not in their own neighbourhood, provided with stationery and other means. After volunteer finishes his services he can go through programme of achievements, which provides opportunities to get certificate for enhanced competences via open badges system (https://www.badgecraft.eu/lt).</p> <p>Intended effects: At least 85% of young people participating in the programme will acquire additional and/or improve their current working skills, personal and social competences. After the service they will go through programme of achievements and will be issued with certificates). It has been planned that in the period 2014-2020 2635 will do the volunteering service (2000 NEET’s not registered with TLEO and 635 registered with TLEO).</p> <p>Target groups: Non-employed people aged from 15 to 29</p> <p>Eligibility criteria for beneficiaries: (1) young people not in employment or education; (2) young people participating in early intervention programme “Discover Yourself” either with DYA, or with LLE.</p> |

⁵¹ I. Gečienė, J. Buzaitytė-Kašalynienė, B. Švedaitė-Sakalauskė, D. Stakėnaitė, D. Čiupailaitė (2007) Preconditions of Integration of Disadvantaged Young People into Labour Market. Collective Monograph, Institute of Public Policy and Management.



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| | <p>(which type of ALMP & which elements of social policy): It is a part of YGI, it belongs to measures of the Early intervention and activation, and it can be chosen before ALMP.</p> <p>Level: National</p> <p>Start/ end date: 2014–2020</p> <p>Are stakeholders involved in the formulation/implementation of this measure?</p> <p>Yes. In the preparatory stage of this measure DYA has organised open consultations with representatives of organisations working with young people, e.g., youth affairs coordinators at municipalities, OYC/OYA, other non-profit organisations, and young people representing organisations such like Lithuanian Youth Council, Lithuanian Association of Non-formal Education and others. Those consultations have helped to formulate aims and the design of the measure.⁵² In January 2014 A memorandum of Cooperation for Implementation of Youth guarantee initiative has been signed by four ministers: Education and Science, Social Security and Labour, Agriculture, and Economy; youth organizations: Lithuanian Youth Council and National Student Union; Lithuanian Association of Municipalities; Confederations of Industrialists and Entrepreneurs, Professional Unions and others (15 in Total).⁵³</p> <p>How/through which institutions is this measure implemented?</p> <p>Department of Youth Affairs under the Ministry of Social Security and Labour has contracts with 7 voluntary activities coordinating organisations, they cover all Lithuania. Coordinating organizations provide mentoring for volunteers and accredit volunteers receiving organisations.</p> <p>Mentors from Coordinating organisations are helping volunteers to choose organisation in accordance to their competences, mentoring them during volunteering, communicating with receiving organisations, helping youth to evaluate their competences after they finish voluntary activities.</p> <p>There are 500 accredited non-profit organisations across Lithuania ready to receive volunteers – Receiving organisations. Receiving organisation obligate to make plan of voluntary activities; to provide volunteer with tasks/activities corresponding his competences and meaningful for volunteer as well as for the organisation; and to appoint its employee as tutor for the volunteer. The tutor gives the tasks, explains and answers</p> |
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⁵² Interview with Head of Youth policy development and program implementation Division, Department of Youth Affairs at Ministry of Social Security and Labour (24-11-2017).

⁵³ Bendradrabiavimo memorandumas dėl Jaunimo garantijų iniciatyvos įgyvendinimo, 14 January 2014, Vilnius.



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| | <p>questions, informs Coordinating organisation about volunteer's attendance.</p> <p>Budget (EUR, thousand) and source: 3.420 (combined ESF, YEI and national funds)</p> |
| Achieved results | <p>Number of young people covered (entire running period from beginning until 31-10-2017)⁵⁴</p> <p>data on number of people who are entitled: 28897 and who actually take part): 1094</p> <p>number of young people who have found a job: data is not available</p> <p>Total expenditures for the program on annual basis⁵⁵:</p> <p>2014: 0.590 ESF (2007-2013) and 0.104 (national funds)</p> <p>2015: 0.295 ESF (2007-2013) 0.232 YEI and 0.052 (national funds)</p> <p>2016: 0.591 and 0.052 (national funds)</p> <p>2017: 0.394 and 0.035 (national funds)</p> <p>2018: 0.369 and 0.033 (national funds)</p> <p>2019: 0.369 and 0.065 (national funds)</p> <p>2020: 0.320 and 0.056 (national funds)</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. 1094 EUR/person</p> |
| Targeting | <p>Which are the target groups of this measure?</p> <p>Young people aged from 15 to 29</p> <p>Is this program especially targeted to young people or to all unemployed? If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p> <p>This program is especially targeted to young people.</p> |

⁵⁴ Data from official page of LLE (24-11-2017):

http://www.ldb.lt/informacija/esparama/puslapiai/esf_atrask_save.aspx

⁵⁵ Youth Guarantee Implementation Plan of Lithuania (2014), Ministry of Social Security and Labour of LR (Official document sent to Director-General, DG Employment, Social Affairs and Inclusion, 06-05-2014)



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| Youth involvement | <p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>Yes. Young people are actively involved in designing their voluntary service activities. They can choose organisation, they can choose aims and the length of voluntary activities, they can change organisation if they feel for it. The mentor of voluntary service coordinating organisation is helping the young person to make his choices and plans.</p> |
| Links to EU initiatives | <p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>Yes. Youth Guarantee, Youth Employment Initiative.</p> <p>After finishing voluntary service young people can get registered with TLEO (if they were not registered yet) and participate in any the ALMP which is part of project “New Start”, including traineeship and support to youth entrepreneurship.</p> |
| Available evaluations | <p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>There are 2 available evaluations of this programme.</p> <p>1) Public opinion poll has been done in April – May 2017. It was a mid-term evaluation, done by external evaluator (private company) The aim was to find out if the YGI was known among youth, how YGI were perceived by youth and what were experiences of participation in YGI. The sample of the poll was 1011 youth from different municipalities of Lithuania, 509 participants were employed or in education and 502 participants were NEET’s registered and not registered with TLEO. But It was non-random sampling employed and the distributions in the sample is not representing distributions in the population. 16% (n=162) of the sample have been using YGI measures and 25% of them (n=40) participated in “Youth Voluntary Service“. Presentation of main findings (descriptive statistics) was available.⁵⁶</p> |

⁵⁶ Iniciatyvos “Jaunimo garantijos” žinomumo tyrimas (2017). Užsakovas Lietuvos pramonininkų konfederacija, vykdytojas Spinter Research.



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| | <p>2) Permanent internal monitoring is done by implementing institution. LLE has created a monitoring database “ED birža” to monitor results of all YGI activities including program “Youth Voluntary Service“. It is accessible to coordinators of the activities employed at DYA and LLE. YGI coordinators are putting data about every young person they are making contact with, and information about activities they have been participating in, end and the length of participation; and achieved results. YGI coordinators can upload information about ex-participants of the project 28 days after they leave the project, if ex-participants provide them with documents confirming their employment and engagements in educational system. The database is connected with State Social Insurance, Educational institutions, Register Center and other governmental institutions, so it allows (1) to check weather young person is entitled to the program at the beginning, (2) to follow the services he was provided, (3) and to see what has happened to him after he ended it. It is planed that the long term results will be checked 6 months after ending project activities. It is internal not accessible for public.⁵⁷</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless) Not applicable;</p> <p>substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries) Not applicable;</p> <p>displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p>For implementation of the programme new jobs (19 mentors of voluntary service) have been created in public sector. Otherwise this criteria is not applicable.</p> |
| <p>Summary of evaluation results</p> | <p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>Both evaluations were carried out in different times and had different aims, so the data incompatible.</p> <p>1) Some of results of public opinion poll in April-May 2017. About YGI initiative didn't know and never heard about it 56 % of employed or in</p> |

⁵⁷ Interview with Coordinator of project “Discover Youself” activities from Department of Youth Affairs at Ministry of Social Security and Affairs (23-11-2017).



education youth (EEY) and 45% of NEET's. About "Youth Voluntary Service" knew or have heard 41% of all youth and 49% of NEET's. In the "Youth Voluntary Service" have participated 37% of NEET's and 11% of EEY. The "Youth Voluntary Service" was evaluated as useful by the youth who took part in it, average evaluation was 7,5 out of 10 by EEY (n=56) and 8,36 out of 10 by NEET's (n=186). The voluntary service was useful because it has helped: (1) to understand what do young people want to do in their lives: 46% of NEET's (n=165) and 50% of EEY (n=90); (2) to enhance job seeking skills: 6% of NEET's (n=165) and 0% of EEY (n=90); (3) to meet people with similar interests and attitudes: 39% of NEET's (n=165) and 25% of EEY (n=90); (4) wasn't useful at all: 3% of NEET's (n=165) and 13% of EEY (n=90). And 39% of NEET's and only 19% of EEY were sharing info about YGI in social networks.⁵⁸

Generally NEET's were much more positive about usefulness of the "Youth Voluntary Service" than EEY. And usefulness of "Youth Voluntary Service" was valued higher than overall programme "Discover Yourself".

According to the survey two channels were the most effective: TLE consultants and social networks.

2) Data from YGI monitoring database was provided by coordinator of programme "Discover Yourself" employed at DYA⁵⁹. She could only give periodical data about participants coming to voluntary service via activities coordinated by DYA and its partners but not via LLE.

By the 2016 07 01 number of NEET, who has participated in "Youth Voluntary Service" via activities with DYA, was 128.

By the 2016 12 01 number of NEET, who has participated in "Youth Voluntary Service" via activities with DYA, was 259. Numbers has doubled to compare to the first half year of the project.

By the 2017 06 01 number of NEET, who has participated in "Youth Voluntary Service" via activities with DYA, was 449. Numbers has increased 1.73 times to compare to the second half year of the project.

By the 2017 11 01 number of NEET, who has participated in "Youth Voluntary Service" via activities with DYA, was 676 (increase is 1,5 times), and 608 young people have finished their service and were issued with certificates.

By the 2017 10 31 – 433 young people have joined voluntary service via activities with LLE⁶⁰

⁵⁸ Iniciatyvos "Jaunimo garantijos" žinomumo tyrimas (2017). Užsakovas Lietuvos pramonininkų konfederacija, vykdytojas Spinter Research.

⁵⁹ Interview with Coordinator of project "Discover Yourself" activities from Department of Youth Affairs at Ministry of Social Security and Affairs (23-11-2017).

⁶⁰ Data retrieved from official page of programme „Discover Yourself“ (27-11-2017):

http://www.ldb.lt/informacija/esparama/puslapiai/esf_atrask_save.aspx



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| <p>In your view: How would you assess the quality of the intervention?</p> | <p>Does this program achieve its stated goals and intended effects?</p> <p>Assessment of the magnitude of the effect?</p> <p>The “Youth Voluntary Service” achieves its stated goals. Young people who went to the service have enhanced their competences at least in some areas, they have used open badges programme, got recognised their competences and were issued with certificate. And the usefulness of the voluntary service has been highly marked by participants: 8.2 out of 10. From 2018 young people applying for studies in institutions of higher education will be granted of 0.25 points on the score of their achievements⁶¹. So young people will feel tangible outcome and get formal recognition of their efforts.</p> <p>Coverage and take-up: are there problems concerning coverage?</p> <p>It has been planned that 2000 NEET’s, who are not registered with TLEO, and 635, who are registered with TLEO, will take part in “Youth Voluntary Service” on given funding period. The data shows that the quota of the first group has been fulfilled by 34% and of the second group – by 68%. DYA and its partners are working with socially disadvantaged youth and it takes more efforts to identify, to build connection, to earn trust of young people and build up their motivation and confidence needed for the service. According to the survey (Sprinter Research, May 2017, 1011 respondents) two channels were the most effective: TLE consultants and social networks. Publicity campaign included publicity of success stories; outdoor advertising (on buses, TV screen on the facade of the railway station in the capital city, TV screens in trolleybuses and buses); columns of articles and advertising on internet portals; presentations to social partners in municipalities.</p> <p>Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>One of the barriers is the challenging target group. The programme “Youth Voluntary Service” is very flexible in order to fit individual needs, interests young people, mentors are providing support for young people to set up their aims and to clarify their interests.</p> <p>Socially disadvantaged young people are positively discriminated by this programme, the priority is given to them.</p> |
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⁶¹ Geriausiai vidurinio ugdymo programą baigusiųjų eilės sudarymo 2018 metais tvarkos aprašas. PATVIRTINTA Lietuvos Respublikos švietimo ir mokslo ministro 2016 m. rugpjūčio 29 d. įsakymu Nr. V-718. <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/266d3cb06e2411e6a421ea2bde782b94>



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| | <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>It is hard to think of weaknesses, because programme of “Youth Voluntary Service” has been very well thought off in order to remove all formal obstacles.</p> |
| Related to the causes of unemployment and target risk groups | <p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>Yes. This measure specifically addresses the main causes of unemployment and social exclusion of young people. It helps to develop basic competences, habits and skills needed to enter labour market or education, e.g. to learn everyday routines, get up in the morning and go to work, be on time, focus on the task, strengthen personal discipline. For most of those young people it provides the first work experience under safer conditions; they can try out activities, observe the work of different professions, get “the taste” of them, and try them out. At the same time voluntary service is strengthening feelings of citizenship, solidarity, responsibility.</p> <p>YGI coordinators are responsible for outreach to inactive NEETs using youth work, mobile work, street work methods. The work with young people on the street tries to reach inactive NEETs in the places where these people spend most of their time (parks, streets, shopping centers, playgrounds, unoccupied buildings).⁶²</p> |
| Interventions assessed as ‘good practice’ example | <p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p>Give a reason why you value it as a good practice?</p> <p>It is a successful intervention because it is using individualised approach to the work with young disadvantaged people. The programme has been implemented in 2014-2015 it has shown good results and this is why was integrated in the YGI implementation plan. There are many aspects which have been tried out and thought about in order to fit young persons’ needs and interests, for example:</p> <ol style="list-style-type: none">(1) Volunteers are getting compensations for food, travel, and living if needed;(2) Volunteers are getting social insurance for the period of the service;(3) Receiving organisations are receiving funding for stationary; |

⁶² 2017 EMCO review on the Youth Guarantee – self assessment questionnaire. LITHUANIA
EMCO/170921/804



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| | <p>(4) If young people are in debts, and bailiffs are following their bank accounts (taking money from accounts if they see money coming in), so YGI coordinators are informing bailiffs so they would not take compensations for expenses connected to voluntary service.</p> <p>(5) Young people can change organisation if they don't like it or if they want to try another one.</p> <p>(6) After finishing the service they can evaluate their competences and get a certificate with competences listed on them.</p> <p>This program creates a synergy of different systems working together for (re)integration of socially excluded, socially disadvantaged young people.</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p> |
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