



International
Labour
Organization

Youth Guarantee schemes: Implementation arrangements



Content

1. Youth Guarantee implementation arrangements;
2. Partnership approaches;
3. Outstanding challenges.

Implementation arrangements/1

In most European countries, the Youth Guarantee can be accessed by young people by:

1. Registering with the **PES** (available in all countries);
2. Registering into a **web-based platform** (in most countries);
3. Registering with a **partner service provider** (e.g. second chance course or private employment agency, or youth organization). This third channel is only available in few countries (Latvia, Portugal, Spain).

Intake

- ✓ Some countries decided to include in the Youth Guarantee only those who registered (PES or web portal) from January 2014 (Ireland and Spain);
- ✓ Others included newly registered as well as those who had been unemployed for up to four months in January 2014 (e.g. Portugal);
- ✓ Other Member States included the inflow and the full stock (i.e. all young people registered in the PES by 1st January 2014 and complying with the eligibility criteria set, like Italy for instance).

Eligibility check and profiling

- ✓ At registration (through PES or web platform), clients are screened against YG eligibility criteria and profiled (statistical systems) according to the risk they face in the labour market (Italy, Ireland, Latvia, Spain, Portugal among others);
- ✓ The initial profile is fine-tuned by a caseworker (usually of the PES, but also implementing partners) during one-to-one interview;
- ✓ Most PES use testing, employability checklists and other tools to identify needs (attitude, interest, motivation).

Action planning and activation

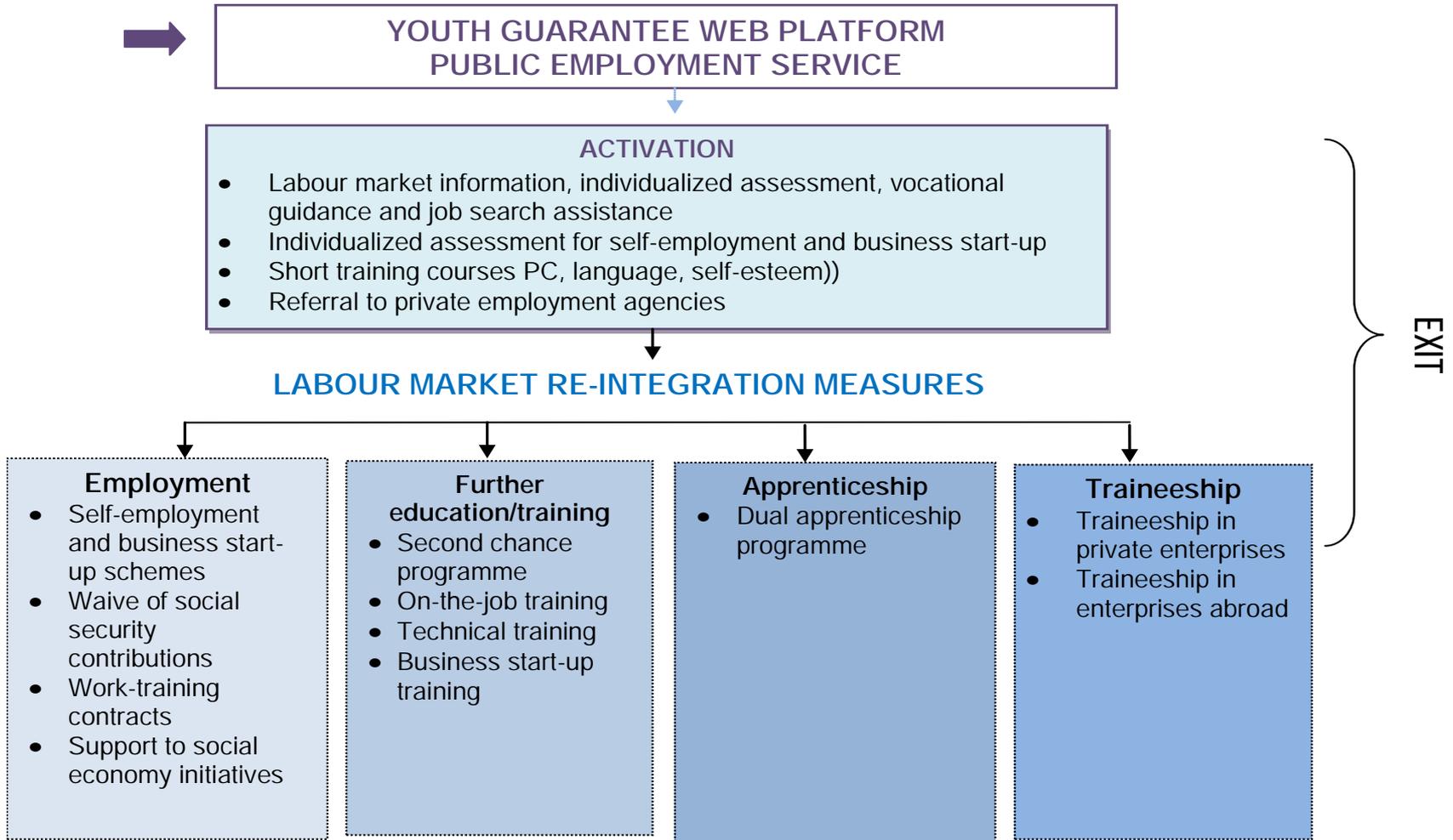
- ✓ First contact is made face-to-face (one week from registration in the YG for groups at risk) to identify needs and for individual employment planning.
- ✓ In the first three months, YG beneficiaries are referred to activation services – group and individual counselling and guidance, job search assistance, short training courses – or to specialized assistance. These services are provided by the PES (directly or through outsourcing) or by partner organizations;
- ✓ Around 10-20 per cent of young beneficiaries find a job during this first period; the others are referred to labour market programmes (managed by PES and partner organizations).

Implementing partners

- ✓ Implementing partners (public organizations, schools, training centres, chambers of commerce, civil society organizations) may deliver specific offers (Spain, Portugal, Italy);
- ✓ Partner organizations (youth organizations, chamber of commerce, social work centres, outreach workers, and schools), support inactive and unregistered youth to register in the YG system.
- ✓ Many are also responsible to provide additional support (core skills training, psychological support, health, housing services, etc.) to prepare the young person to access available services;
- ✓ All countries also run regular awareness raising campaigns on the available services (especially through social media, Smartphone applications, television and radio).

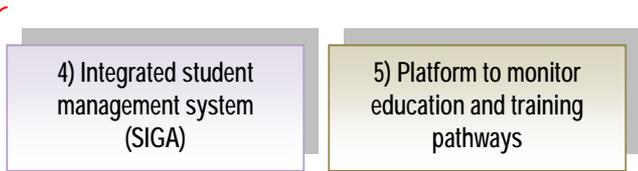
Intake: Spain

: Implementation arrangements, Youth Guarantee, Spain

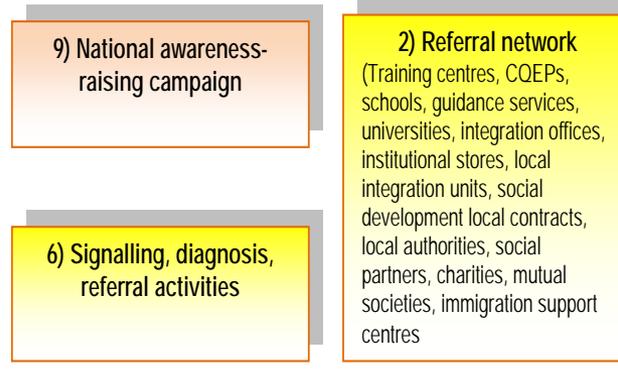


Entry points into the Portuguese YG (leading to inflow in YG service)

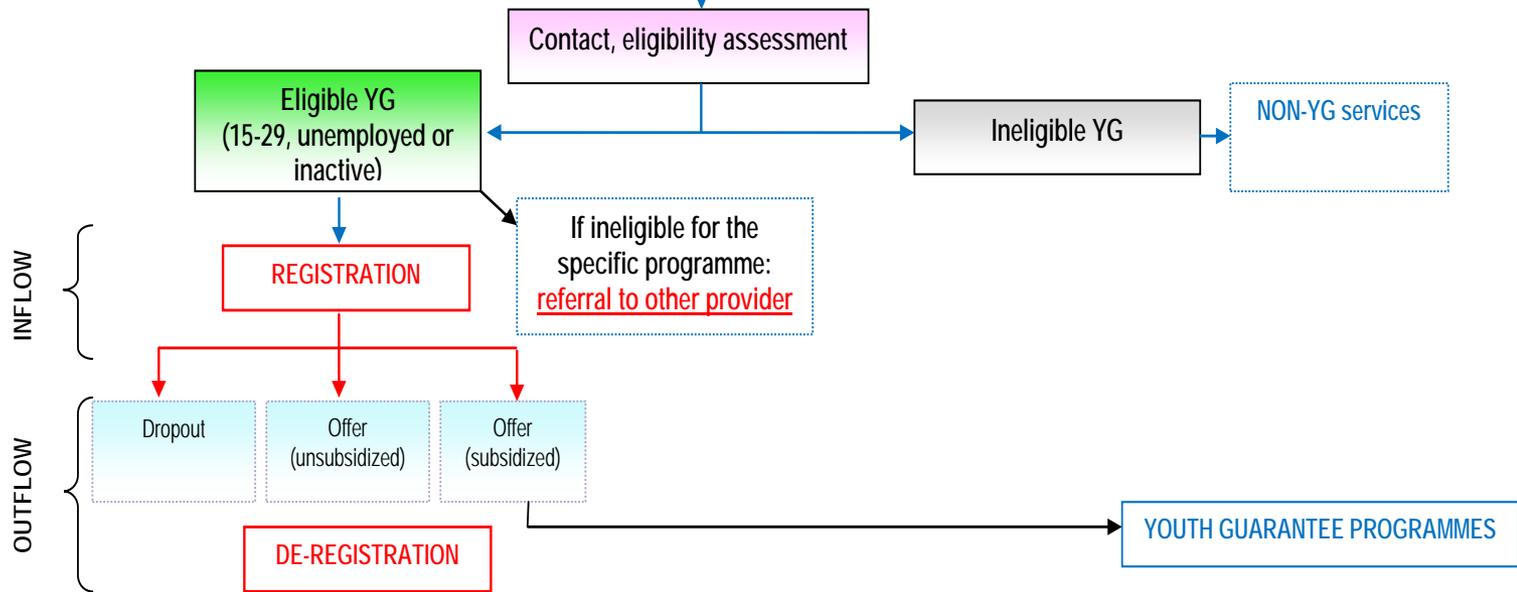
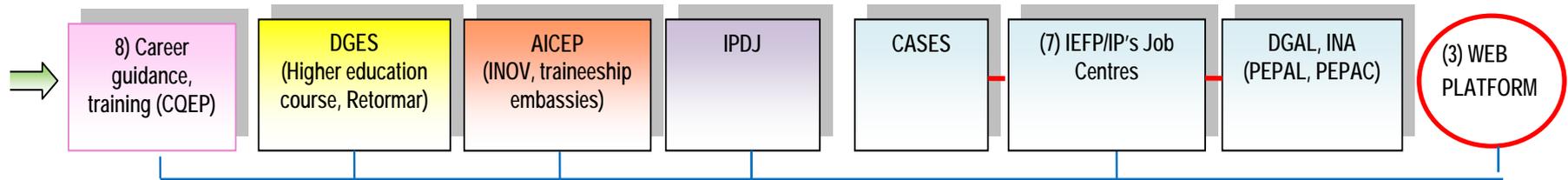
EARLY INTERVENTION



ACTIVATION



ENTRY POINTS



INFLOW

OUTFLOW

Management of partnerships

- ✓ Coordination or monitoring committees steer YG implementation at central level. These include public institutions with mandate on employment, education, social protection and youth; employer and workers organizations; chambers of commerce; youth and other civil society organizations;
- ✓ To ease implementation on the ground, most countries replicated these coordination bodies at local level;
- ✓ The social partners are mostly involved during performance monitoring (every three-six months).

Key results of the Youth Guarantee

- ✓ YG coverage varies across countries, ranging from over 80% in Austria and France to just over 10% in Spain and Italy and 3% in Hungary (40% EU average).
- ✓ Only 44% of all exits are within 4 months (from 94% in Hungary and over 70% in Denmark, Italy and Malta, to less than 25% in Greece, France and the UK)
- ✓ Nearly half (46%) youth stay in the YG for more than 4 months (less than 30% in Estonia, Malta and Luxembourg to more than 60% in Ireland and Slovakia and over 70% in Romania and France);
- ✓ Over 27% of offers are subsidised, including most traineeships (87.8%), over half of education offers (57.7%) and nearly half of apprenticeships (47.4%), but less than one in ten employment offers (8.9%).

Challenges/1

1. Increased PES workflow

- ✓ Recruitment of additional PES staff to deal with the increased workflow (e.g. Bulgaria where young mentors were hired to provide services to young beneficiaries);
- ✓ Same level of staff, but some counsellors were trained to deal exclusively with young people (e.g. in Latvia);
- ✓ Part of PES activation services were outsourced to other providers (e.g. Private Employment Agencies in Spain and youth workers/mentors in Austria).

Challenges/2

2. Coverage of the NEET population

- ✓ Average coverage at EU level is currently around 35 per cent, but in many countries (e.g. Spain, France and Italy) coverage is still below 20 per cent. In many countries, over 90% of beneficiaries are registered unemployed.

3. Four month response time

- ✓ Countries with labour demand are better able to manage this timeframe (e.g. Latvia), whilst in countries with poor labour demand (Greece) most young people remain in the Youth Guarantee for 6-8 months on average.

4. Quality offers

- ✓ Available data show large variations across countries, but on average roughly 20 per cent of all young beneficiaries return to unemployment or inactivity after 6-12 months from exiting the Youth Guarantee. This means that a good share of the offers provided are not sustained over time.

5. Other issues

- ✓ Recycling (young people returning to unemployment or inactivity after one offer), concerns about the quality of certain programmes (e.g. internship used as cheap labour); the lack of involvement of inactive youth; lack of involvement of social partners and youth organizations.

QUESTIONS?



Topics for discussion

In light of the European experience, which steps would you take prior to the introduction of a Youth Guarantee in your country? In particular:

1. Which partnership approaches (who will do what and with which resources?)
2. How to organize PES workflow on the basis of the estimates of potential beneficiaries?
3. How to prioritize among different youth groups?
4. Which programmes and services to include and why?
5. How to monitor the performance of interventions?