

## LATVIA

### The national Youth Guarantee Implementation Plan 2014-2018 (YGIP)

#### 1. Context/Rationale (see SWD section 1.2 and 1.5)

##### Description of youth unemployment in Latvia.

The overall youth unemployment rate is on a decreasing trend. According to Eurostat it was 28.5% in 2012, but in the 2<sup>nd</sup> quarter of 2013 it decreased to 20.1%, what is below the EU average (see detailed information in Annex 1). The latest data from the Labour Force Survey show an increase (to 27.6% in the 3<sup>rd</sup> quarter of 2013), however, this matches the decrease in the economic inactivity for the same age group. This can be partially attributed to students having just graduated and now in the process of job search and also to the visibility of the Youth Guarantee Scheme (public officials participate in broadcasts and inform about the YG and the measures it will contain).

According to the Central Statistical Bureau of Latvia, the number of NEETs aged 15-24 in the 3d quarter of 2013 reached 37.8 thousands (approximately 65 thousand people graduated from schools and universities in 2012/2013).

In 2012 the number of young registered unemployed continued to decrease (in January 2012 there were 15 615 young registered unemployed, in March 2010 – 28 295). End October 2013 there were 8 709 young registered unemployed aged 15-24 in Latvia, (9.7% of all registered unemployed and approximately 27% of NEETs' group).

Characteristics of the registered unemployed aged 15-24 (October 2013):

- 88% aged 20-24 years
- 47.7% have a prior work experience (often in low-skilled jobs, short-term work etc.)
- 65% without a profession/ with insufficient or low work skills (primary or general secondary education)
- 24% with vocational education,
- 11% with higher education
- 3.3 months – average duration of unemployment spell (compared to the 9 months average for the all registered unemployed and to around 12 months for those aged 50 and older)

- There are regional disparities - registered youth unemployment rate is almost twice higher than the average in Latgale region, while Riga region shows the lowest rate.

### **Institutional framework**

The key ministries involved in the integration of youth into the labour market and educational system are **the Ministry of Welfare (the MoW)** - the lead institution for active labour market policy and **the Ministry of Education and Science (the MoE)** - responsible for education and youth policy in Latvia. Both ministries will be responsible for implementation of the Youth Guarantee Plan. Educational institutions, different experts including in municipalities (youth coordinators, social services and other), non-governmental organizations are the key partners who work with young people in municipalities and resolve their barriers towards the labour market or education.

**The State Employment Agency (SEA)** is responsible for providing support to young unemployed and for implementing active labour market policy measures. The SEA provides training and employment measures, job-search assistance, career guidance and other measures. The SEA cooperates with employers, educational and training, sectoral expert councils and other labour market actors in order to create a comprehensive system on integration of young people into the labour market.

**Municipal social services** and social workers are responsible for identifying young people at risk of social exclusion (not attending schools or poor academic performance, offenders, young people with substance abuse problems, underage parents, young people from low-income families, young people with behavioural problems, etc.). Social workers play a significant role in returning young people into education and the labour market. They inform young people about educational possibilities, training and employment opportunities. Information provided by the social services showed that lack of school attendance is one of the major reasons why young people are facing social problems.

**Educational institutions** help young people to choose their future career. Concept of career education is included in general secondary education programme. The MoE is responsible for maintaining the infrastructure of vocational education institutions and provision of methodological assistance to municipal institutions and promotion of cooperation among employers, youth organizations, SEA and educational institutions.

**Social partners and sectoral expert councils** take part in planning of policies regarding the young people, development of vocational education and employment policy.

**The State Education Development Agency (SEDA)** ensures comprehensive information concerning education opportunities in Latvia, it offers individual online consultations. SEDA is also developing and maintaining a national database of educational opportunities - *NIID.LV*. Thus, ensuring an exchange of information in international networks (EC portal PLOTEUS – section about educational opportunities in Latvia).

**Agency for International Programs for Youth (Latvian – JSPA)** conducts projects on development of work with youth, organizes activities on non-formal training and provides information to young people and youth organizations on different activities.

In **municipalities** work with youth is provided also through **youth centres and youth coordinators**. There are 86 youth centres in Latvia. **Youth centres** provide different out-of-school activities to young people implement informal education activities, projects and programs, inform young people about different state programs. There are 81 youth coordinator in Latvia, working in municipalities.

**Youth organizations** in cooperation with other NGOs ensure an individual approach to every young person, understanding the needs and providing the most appropriate support. Youth organizations provide non-formal learning activities, including youth volunteer work.

### **The main structural challenges and specific gaps.**

The MoW in close cooperation with the MoE submitted the Informative report on Youth Guarantee Implementation in Latvia in 2014-2018 to the Cabinet of Ministers. It was approved on 17th of December 2013. During the summer and autumn of 2013 extensive consultations with SEA, ministries, governmental agencies, youth NGO's, social partners, municipalities, were carried out to discuss the future design and measures of the Latvian Youth Guarantee Scheme (YG).

The following obstacles for young people in the labour market and needs from the institutional point of view were identified in the Report:

- establishing of institutional cooperation mechanism, which will link SEA, school, municipality, social services, family environment and will help to provide timely support and reduce the number of drop-outs and socially excluded young people, as well as discouraged NEETs;
- development of monitoring system relating to young people in the age of compulsory education;
- returning of young people into education and training system and provision of education matching the labour market needs;
- timely provision of qualitative measures, which help to gain the first work experience;
- timely provision of information to young people regarding the labour market needs and skills demand;
- integration into the labour market of socially excluded young people and young persons with disabilities;
- individual approach to the needs of young people and provision of targeted and sequenced measures, profiling;
- strengthening the cooperation with employers, in order to provide timely first work experience;

- further development of Youth Guarantee measures' monitoring system.

### **How Youth Guarantee will address the challenges and gaps identified.**

It is planned to expand the scope of measures available for young people in Latvia, as well as to develop a cooperation model, which will allow working with discouraged young people in municipalities and bring them closer to the labour market or return into the education system. An improved approach will be used in gathering data and exchange of information among different institutions, state and NGOs.

## **2. Implementing the Youth Guarantee Scheme at national level**

### **2.1 Formulation of the national Youth Guarantee (see YG CR, rec. 1; SWD section 1.3)**

The main target group for the Youth Guarantee in Latvia are young people aged 15-24<sup>1</sup> (till the 25th year of birth), who after the registration at the SEA or gaining the status of Youth Guarantee client within the 4 month period will receive a good quality offer of employment, continued education, an apprenticeship or a traineeship.

The entry point will be a registration in the SEA or applying in VET schools (providing 2<sup>nd</sup> chance vocational education programs) directly to enrol into the programmes with schools. VET schools will be responsible for informing the SEA, so that data on the YG participants is complete and SEA can offer additional services like career guidance and prevention of dropping-out from the measures.

Additionally, activation of discouraged NEETs will be carried out in municipalities (strengthening cooperation between municipal and governmental institutions, NGOs, PES, social services, training institutions, youth organizations, implementation of different mentoring and motivation programs to help young people to receive more information and to return into education or labour market, addressing specific difficulties (addiction, disability and other) . This will be a new initiative to reach discouraged young people and enrol them into the Youth Guarantee.

The implementation of measures will start from the 2<sup>nd</sup> January, 2014. First, the support will be available to young registered unemployed. In March 2014 enrolment into the 2<sup>nd</sup> chance vocational education programs will be opened and in 3<sup>rd</sup> quarter 2014 an activation measure to reach NEETs in municipalities will be launched.

### **2.2 Partnership approaches (see YG CR, rec.2-7 and SWD section 3.1)**

Table 2.2: Key organisations that will support and deliver the Youth Guarantee scheme

---

<sup>1</sup> Although several measures will be available for young people aged 25-29 years and 13-15 years. Detailed information is included below.

Name of key organisations	Type of organisation	Level of responsibility	Role in implementing the Youth Guarantee scheme	Ensuring the success of the partnerships
e.g. Youth Co-operation Association, Public Employment Service, Employers' Association x, etc.	e.g. NGO, public authority, Social Partner, etc.	Specify: National, regional, local	<p>For example:</p> <ul style="list-style-type: none"> <li>- Conveys voice of young people,</li> <li>- Provides net new traineeships and apprenticeships in its member associations,</li> <li>- Reaches out to NEETs via its member youth associations (see section 2.3),</li> <li>- Hosts local "one-stop shops" for young people,</li> <li>- etc.</li> </ul>	For example, how the partnerships among the key organisations will be coordinated (e.g. Committees, IT platforms, wikis...), cooperation with other services involved.
The Ministry of Welfare	public	National	<ul style="list-style-type: none"> <li>- The leading institution for implementation and monitoring of the Youth Guarantee;</li> <li>- Preparation of progress reports and conducting research and assessments on Youth Guarantee measures;</li> <li>- Amendments in legal acts in order to achieve the Youth Guarantee targets.</li> </ul>	A steering committee will be created for coordination, implementation and evaluation of the Youth Guarantee measures
The Ministry of Education and Science	public	National	<ul style="list-style-type: none"> <li>- Responsible for the provision of the 2<sup>nd</sup> chance vocational education programs and a national project on activation of discouraged NEETs in municipalities;</li> <li>- Preparation of progress reports and conducting studies and assessments on Youth Guarantee measures;</li> <li>- Amendments in legal acts in order to achieve the Youth Guarantee targets.</li> </ul>	Will participate in the steering committee on provision of the Youth Guarantee measures, will establish cooperation mechanism with involved partners, who will carry out the 2 <sup>nd</sup> chance vocational education programs and a national project on activation of inactive NEETs in municipalities
The State Employment Agency	public	National	<ul style="list-style-type: none"> <li>- Implementation of active labour market policy measures for young people;</li> <li>- Cooperation with employers and educational institutions;</li> <li>- Coordination of statistical information on Youth Guarantee participants.</li> </ul>	Will participate in the steering committee, IT tools will be further developed to gather the data on participants from other institutions participating in the Youth Guarantee implementation.
The State Education Development Agency	public	National	<ul style="list-style-type: none"> <li>- Implementation of 2<sup>nd</sup> chance vocational education programmes;</li> <li>- Cooperation with employers and educational institutions;</li> <li>- Compilation of information on Youth Guarantee participants.</li> </ul>	Will participate in the steering committee, IT tools will be further developed to gather the data on participants from other institutions participating in the Youth Guarantee implementation.

119 municipalities	public	Local	<ul style="list-style-type: none"> <li>- Implementation of local projects on activation of discouraged NEETs;</li> <li>- Development of strategic partnerships for better integration of discouraged young people;</li> <li>- Cooperation with employers and educational institutions;</li> <li>- Compilation of information about discouraged NEETs.</li> </ul>	The activity is under preparation. The report on implementation of the activity will be submitted to the Cabinet of Ministers till the 1 <sup>st</sup> April, 2014. The Agency of International Programs for Youth is likely to be the institution, which will provide methodological support to municipalities on the issue. The possibilities will also be further elaborated in the study “Social situation of youth in Latvia” that will be carried out by the OECD.
--------------------	--------	-------	--	--

**Social partners, sectoral expert councils, NGOs, youth organizations and sectors** will be involved into the strategic partnership on the municipal level to provide comprehensive support to young people excluded from education and labour market.

### 2.3 Early intervention and activation; (see YG CR, rec. 8-10 and SWD section 3.2)

Table 2.3: Key reforms and initiatives to ensure early intervention and activation

Name of the reform/initiative <sup>2</sup>	Key objective(s) <sup>3</sup>	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
<b>Planned reforms</b>						
<i>Example: Reform of the Youth Act</i>	<i>e.g. To lay down provisions on the disclosure of information for the purposes of youth outreach work</i>	<i>e.g. Young persons under 25 without upper secondary schooling</i>	<i>Specify: National, regional, local</i>	<i>e.g. Ministry of Youth (Lead), Ministry of Education (consultation)</i>	<i>e.g. June 2014: Legislative proposal</i>	<i>e.g. N/A</i>

<sup>2</sup> In English and original name (in national language).

<sup>3</sup> Please ensure that the objectives meet the established ‘SMART’ criteria, i.e. that they are Specific, Measureable, Achievable, Relevant and Timebound. Developing SMART targets will help to establish the standards you can measure the performance by. The objectives should be linked to the ‘rationale’/needs identified in section 1.

1) Development of the national project on activation of discouraged NEETs in municipalities	To lay down the main activities and to define the main actors responsible for integration of young people into the labour market and education system.	Young people aged 13-24 years	National	119 municipalities (lead), the Agency of International Programs for Youth (consultation)	April 2014: legislative proposal; July 2014- December 2016: implementation	
2) Amendments i to the Education Law	To set a clear framework for provision of career guidance in education by defining of key concepts of carrier guidance, including elaborating of the municipal responsibility providing career education for children and young people.	Young people aged 13-24 years	National	MoE: lead, educational institutions: implementation	End of 2014: legislative proposal 2015-2016: implementation	
<b>Planned initiatives</b>						
<i>e.g. Navigators for 'Young People Programme'</i>	<i>e.g. - to establish 100 'Youth Guarantee focal points' in PES, providing a one</i>	<i>e.g. - NEETs aged 15-24 in region x,y,z (= 58,400 people); particular focus on migrant</i>	<i>e.g. Regional (regions x,y,z)</i>	<i>e.g. Regional Employment Authority (Lead) Regional Education Authorities (cooperating partners)</i>	<i>e.g. December 2014: 50 navigators trained and deployed December 2015: 100 navigators trained and</i>	<i>e.g. 2013-2016: EUR 5 m</i>

	<i>stop-shop (= 1 in each PES in the pilot regions x,y,z)</i>	<i>males</i>			<i>deployed December 2016: evaluation and possible scaling up</i>	
--	---	--------------	--	--	---	--



3) Local projects in municipalities on activation of discouraged NEETs	Strengthening cooperation between municipal institutions, NGOs, PES, social services, training institutions, youth organizations, implementation of different mentoring and motivation programs to help young people to receive more information and return into education or labour market, addressing specific difficulties of young people (addiction, disability and other)	NEETs aged 13-24 years (5 262 people)	National	119 municipalities (lead); NGOs, PES, social services, training institutions, youth organizations, social partners (partners)	April 2014: legislative proposal; July 2014-December 2016: implementation	2014-2016: 6 000 000 EUR
4) Implementation of 2 <sup>nd</sup> chance vocational education programs	To provide support for those young people who have left school or training without achieving basic	NEETs aged 17-29 years (7 842 people)	national	The State Education Development Agency ((lead); Vocational education institutions (partners)	May 2014- December 2018: implementation	2014-2018: 26 371 641 EUR

	or secondary education and who have not succeeded on the labour market. Vocational education programmes (length 1 or 1,5 years) will be provided (2nd and 3rd level vocational qualifications)					
--	--	--	--	--	--	--

## 2.4 Supportive measures for labour market integration (see YG CR, rec. 11-20, and SWD section 3.3)

Table 2.4: Key reforms and initiatives to enable labour market integration

Name of the reform/initiative <sup>4</sup>	Key objective(s) <sup>5</sup>	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
<b>Planned reforms</b>						
<i>e.g. Apprenticeship Act</i>	<i>e.g. - to recognise vocational training as equivalent to general education at upper secondary level</i>	<i>e.g. Students in upper secondary schooling (approx. aged 16-18)</i>	<i>Specify: National, regional, local</i>	<i>e.g. Ministry of Education (lead), Employers' and workers representatives (consultation on legislative proposal) Businesses and VET providers (implementing)</i>	<i>e.g. February 2014: Legislative proposal September 2014: implementation with start of academic year</i>	<i>e.g Legislative proposal: N/A Implementation: Employer subsidies for vocational training placements (such initiatives should then for example be spelled out in a separate line, see d in this example)</i>
5) Amendments to the regulation on implementation of active labour market policy measures and ESF projects	To introduce changes in several active labour market policy measures to better target the needs of young people (the first work experience measures, regional mobility measure, business start up and self-employment	Registered unemployed aged 15-29 years (24 853 people)	National	The Ministry of Welfare (lead); The State Employment Agency (implementation); Employers, NGOs, educational institutions (partners)	January 2014 - December 2018: implementation	Some programs will be prolonged; regional mobility grants will be available in several measures, including training; the number of career consultations will be increased; wage subsidies and allowances - revised.

<sup>4</sup> In English and original name (in national language).

<sup>5</sup> Please ensure that the objectives meet the established 'SMART' criteria. The objectives should be linked to the 'rationale'/needs identified in section 1.

	support,, job-search assistance etc.)					
<b>Planned initiatives</b>						
<i>e.g.: Wage subsidies for apprenticeships</i>	<i>e.g.- to increase labour market relevance of vocational training by introducing an obligatory company-based placement of min. 12 months in upper secondary vocational training</i>	<i>e.g. Students in upper secondary vocational education (aged 16-18): Academic year 2014/5: 30.000 (30% of VET students) Academic year 2015/6: 60.000 (60% of VET students)</i>	<i>Specify: National, regional, local</i>	<i>e.g. Ministry of Education (lead), Employers' and workers representatives (consultation on planning of programme) Businesses and VET providers (implementing)</i>	<i>e.g. March 2014: Publication of detailed programme  Gradual rollout between 2014-2017  Full roll-out planned for 2017</i>	<i>e.g. EUR 3000/student/year</i>

<p>6) Profiling, job-search assistance, career counselling, development of basic competencies</p>	<p>The aim of the profiling is to ensure that unemployed are involved in those ALMPs that are most appropriate and best suited for them to find a good quality job as soon as possible. Job-search assistance encompasses activities like providing information about vacancies, organizing job interviews and filling in then job search diary and visiting employers and reporting about progress. The career consultants will</p>	<p>Young registered unemployed aged 15-29 (40 000 people)</p>	<p>National</p>	<p>The Ministry of Welfare (lead), The State Employment Agency (implementation)</p>	<p>January 2014-December 2018</p>	<p>2014-2018: 1 784 813 EUR</p>
---	--	---	-----------------	---	-----------------------------------	---------------------------------

	<p>play an important role in profiling young people and in supervising the results achieved by youngsters (increased number of meetings, career consultants will also work to prevent dropping-out from measures). At the same time services dedicated to the development of basic competences (short courses and lectures offered by SEA for all unemployed) are aimed at providing basic job search skills,</p>					
--	---	--	--	--	--	--

	psychological support, awareness of rights, etc.					
7) Non-formal training programs	Non-formal training programmes aim at improving basic social and functional skills in accordance with the labour market demand (language, IT, project management courses are among the most frequently attended). A monthly training allowance – 100 EUR.	Young registered unemployed aged 15-24 (3318 people)	National	The Ministry of Welfare (lead), The State Employment Agency (implementation body)	January 2014-December 2018	2014-2018: 1 862 266 EUR
8) Vocational education programs	Vocational programmes implemented by the SEA aimed at improving or acquiring	Young registered unemployed aged 15-24 (7 481 people)	National	The Ministry of Welfare (lead), The State Employment Agency (implementation body)	January 2014-December 2018	2014-2018: 9 138 489 EUR

	<p>vocational qualification in accordance with the labour market demand. After passing a final examination participants receive a certification confirming professional qualification. During training programmes participants receive a monthly training allowance –100 EUR, in addition financial support for regional mobility is provided.</p>					
9) First work experience for youth	<p>The aim of the measure is to give a possibility to gain a work experience for up to 12 months in newly created workplaces (the employer hasn't</p>	<p>Young registered unemployed aged 18-24 (3 318 people)</p>	National	<p>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</p>	<p>January 2014-December 2018</p>	<p>2014-2018: 5 409 763 EUR</p>



	<p>employed any other person for the particular workplace for at least 4 months and the unemployed hasn't been employed by this particular employer for at least 12 months). Within the measure, the employer receives a gradually decreasing monthly wage subsidy (monthly payment after each month of employment) for the young person - 160 EUR within the first 6 months and 100 EUR within the last 6 months. Additional</p>					
--	---	--	--	--	--	--

	<p>expenses also are covered for supervisors' involvement (50% of minimum monthly wage for the first 3 months) and regional mobility (to 398 EUR in the first 4 months altogether).</p>					
<p>10) First work experience for youth in NGOs</p>	<p>Considering the limited amount of newly created workplaces and realizing, that not all companies will be able to provide work experience schemes to young people, additional measure will be aimed at supporting the acquiring of</p>	<p>Young registered unemployed aged 18-24 (4 868 people)</p>	<p>National</p>	<p>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</p>	<p>January 2014-December 2018</p>	<p>2014-2018: 1 721 239 EUR</p>

	<p>basic working skills in non-governmental organizations s. Both work experience measures will be monitored and supervised to increase or limit their scale in conformity with changes in the labour market (the increase or decrease in the number of newly available jobs, the results of “Dual VET” pilot project, the results of communication with employers and their organizations etc.) The participants will carry out different activities in</p>					
--	--	--	--	--	--	--

	NGOs (up to 6 months) receiving a monthly allowance of 90 EUR for covering transport and similar costs.					
--	---	--	--	--	--	--

11) Youth workshops	The aim is to help young unemployed with insufficient level of education or without any work experience to make an informed decision about future education and employment choices. Within the measure, the young person has the possibility to try out three different professions (3 weeks for each) in workshops of vocational schools under guidance of a teacher. A monthly allowance of 57 EUR is paid(85 EUR for young	Young registered unemployed aged 15-24 years (3 873 people)	National	The Ministry of Welfare (lead), The State Employment Agency (implementation body)	January 2014-December 2018	2014-2018: 2 708 867 EUR
---------------------	---	---	----------	---	----------------------------	--------------------------

	unemployed with disabilities). The activity takes place 5 times a week for at least 6 academic hours per day, includes at least 60% of practical classes and no more than 40% of theoretical classes. Total maximum expenses for one young unemployed is 569 EUR.					
12) Subsidized workplace for vulnerable groups of young people	The aim of the measure is to ensure employment of young unemployed with disabilities and those facing difficulties to re-integrate after child care leave	Young registered unemployed aged 18-24 (1 661 people)	National	The Ministry of Welfare (lead), The State Employment Agency (implementation body)	January 2014 December 2018	2014-2018: 6 116 572 EUR

	<p>as well as very long term unemployed for up to 36 months.</p> <p>Employer receives a monthly wage subsidy for employing a young unemployed with disabilities equivalent to the minimum monthly wage (320 EUR from January 2013), for other groups -no more than minimum monthly wage.</p>					
13) Measures to support the young unemployed to enter self-employment or entrepreneurship	<p>The aim of the measure is to provide support for young unemployed who are willing and motivated to start entrepreneurship or enter self-employment. Initially consultations regarding</p>	<p>Young registered unemployed aged 18-29 (334 people)</p>	National	<p>The Ministry of Welfare (lead), The State Employment Agency (implementation body)</p>	<p>January 2014-December 2018</p>	<p>2014-2018: 544 868 EUR</p>

	<p>business plan preparation (as necessary) are provided for the young unemployed. If SEA (with involvement of outside expertise) assesses the plan and decides that the business plan can be supported, a grant up to 3000 EUR is provided (the beneficiary has to provide evidence of spending – hence money is spent only on equipment, goods bought). Consultations are available for the participants also during the first year of the business plan implementation. Additionally, minimum monthly wage subsidy for the</p>					
--	---	--	--	--	--	--



	first 6 months is provided.					
14) The regional mobility support	The regional mobility support will be provided in various measures, if a training or workplace will be provided at least 20 km from a declared residence place (up to 100 EUR per months for all training period or for 4 months, if a measure involves a creation of a workplace).	Young registered unemployed aged 15-24 years (3 688 people)	National	The Ministry of Welfare (lead), The State Employment Agency (implementation body)	January 2014-December 2018	2014-2018: 1 482 408 EUR

### 3. Funding the Youth Guarantee (see YG CR rec. 21-23),

Table 3: Funding the Youth Guarantee

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
<b>PLANNED REFORMS</b>										
1) Development of the national project on activation of discouraged NEETs in municipalities	Within the allocated state budget financing	0	0	0	0	0	-	-	-	-
2) Amendments to the Education Law	Within the allocated state budget financing	0	0	0	0	0	-	-	-	-
5) Amendments to the regulation on implementation of active labour market policy measures and ESF projects	Within the allocated state budget financing	0	0	0	0	0	-	-	-	-
<b>PLANNED INITIATIVES</b>										
<i>Example: Wage subsidies for apprenticeships</i>	2014	EUR 60 m	EUR 30 m	-	-	-	15.000	15.000	30.000	EUR 3000/student/year
	2015	EUR 120.000 m	EUR 60 m	-	-	-	30.000	30.000	60.000	EUR 3000/student/year

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
3) Local projects in municipalities on activation of discouraged NEETs	2014-2018	5 513 400	486 600	0	0	0	2 105	3 157	5262	-
4) Implementation of 2 <sup>nd</sup> chance vocational education programs	2014-2018	24 233 400	2 138 241	0	0	0	3 137	4 705	7842	-
6) Profiling, job-search assistance, career counselling, development of basic competencies	2014-2018	1 706328	78 485	0	0	0	16000	24000	40000	-
7) Non-formal training programs	2014-2018	1710960	81 765	0	0	69541 (private)	1327	1991	3318	-
8) Vocational education programs	2014-2018	8 396 004	401 234	0	0	341 251 (private)	2992	4489	7481	-
9) First work experience for youth	2014-2018	4 837 190	237 525	0	0	335 049 (private)	1327	1991	3318	-
10) First work experience for youth in NGOs	2014-2018	1 539 062	75 574	0	0	106 603 (private)	1947	2921	4868	-

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
11) Youth workshops	2014-2018	2 422 159	118 937	0	0	167 771 (private)	1549	2324	3873	-
12) Subsidized workplace for vulnerable groups of young people	2014-2018	5 724 630	268 583	0	0	123 359 (private)	664	997	1661	-
13) Measures to support the young unemployed to enter self-employment or entrepreneurship	2014-2018	520 882	23 986	0	0	0	134	200	334	-
14) The regional mobility support	2014-2018	1 417 264	65 144	0	0	0	1475	2213	3688	-

#### 4. Assessment and continuous improvement of schemes (see YG CR rec. 24-26)

Table 4.1: Planned assessments for the (non-financial aspects of) structural reforms<sup>6</sup>

Name of the reform <sup>7</sup>	Expected change	Means through which change will be measured	Source of information / planned evaluations
<i>e.g. Apprenticeship Act</i>	<i>e.g. to recognise vocational training as equivalent to general education at upper secondary level</i>	<i>e.g. legislation on access to tertiary education, survey of employers</i>	<i>Explain how the reform will be assessed</i>
1) Development of the national project on activation of discouraged NEETs in municipalities	Activation of discouraged NEETs	National project on implementation	Specific indicators will be put in place to assess an impact of a project
2) Amendments to the Education Law	To enhance the career guidance system	Legislative proposal	Not planned
5) Amendments to the regulation on implementation of active labour market policy measures and ESF projects	To improve the quality and provision of measures	Legislative proposal	Active labour market policy measures are assessed by conducting national evaluations and research, as well as establishing specific indicators for implementation.

Table 4.2: Planned assessments of the initiatives and of the financial aspects of reforms<sup>8</sup>

Name of the initiative / reform <sup>9</sup>	Target population (or equivalent)	Population (or equivalent) actually reached	Outcome for population	Sources of information
<i>e.g. Reduced social security contributions for employers taking on a young worker</i>	<i>Number of young people eligible to be covered (e.g. either total NEET population, or limited by budget for initiative)</i>	<i>Number of young people actually employed under this scheme</i>	<i>Longer-term outcome for young person (stayed in job, became unemployed, etc.)</i>	<i>Specify how the data will be collected (e.g. tax data on number of reduced social security contributions claimed, or randomised control groups for the longer-term outcomes)</i>

<sup>6</sup> Please include all reforms listed in the tables above.

<sup>7</sup> In English and original name (in national language).

<sup>8</sup> Please include all initiatives listed in the tables above.

<sup>9</sup> In English and original name (in national language).

<i>e.g. Careers advice in schools</i>	<i>Number of young people in school to receive careers advice</i>	<i>Number of young people who received careers advice</i>	<i>Number of young people in a job or continued education after having received careers advice at school</i>	<i>Data source for schools Data source for LM/education outcome</i>
3) Local projects in municipalities on activation of discouraged NEETs	Information will be submitted in January 2014.			
4) Implementation of 2 <sup>nd</sup> chance vocational education programs	Information will be submitted in January 2014.			
6) Profiling, job-search assistance, career counselling, development of basic competencies	Information will be submitted in January 2014.			
7) Non-formal training programs	Information will be submitted in January 2014.			
8) Vocational education programs	Information will be submitted in January 2014.			
9) First work experience for youth	Information will be submitted in January 2014.			
10) First work experience for youth in NGOs	Information will be submitted in January 2014.			
11) Youth workshops	Information will be submitted in January 2014.			
12) Subsidized workplace for vulnerable groups of young people	Information will be submitted in January 2014.			
13) Measures to	Information will be submitted in January 2014.			

support the young unemployed to enter self-employment or entrepreneurship	
14) The regional mobility support	Information will be submitted in January 2014.