

## ROMANIAN YOUTH GUARANTEE IMPLEMENTATION PLAN (RYGIP) 2014 - 2015

### 1. Context/Rationale

- Overview of the nature of youth unemployment and NEETs<sup>1</sup>

Taking into account that the number of jobs generated by the Romanian economy remains extremely low due to the economic slowdown in recent years, the most affected categories of people are located at the two extreme groups of the labour market, namely young people and older workers. In general, young workers are employed by temporary employment contracts, period used by companies to test skills and their productivity before offering them a non-determined duration labour contract (the “regular labour contract” in accordance with the Romanian Labour Code, Law no.53/2003). This practice leads to a segmentation of the labour market for young people, many of them moving from the temporary employment to unemployment (increased risk in this regard for young women, associated with poverty and social exclusion risk). During this period young temporary workers are relatively poorly paid, with a lesser degree involvement in training and skills development. Generally this also results in low contributions accumulating into their pension accounts.

Significant discrepancies between Romania and EU 27 are registered in the employment rate among young people (aged 15-24). In 2012, the average in Romania was 9% lower than the EU average (23,9% in Romania, against 32,9% in EU 27); for young women, the gap was 10,7%.

Concerning employment rates of young people by highest level of education attained (according to ISCED 97), for those with upper secondary and post-secondary non-tertiary education (levels 3 and 4), the employment rate was 29,4% in 2012, compared to 43,5% for EU27. For tertiary education graduates (levels 5 and 6), the employment rate was 39,7% compared to 54,6% for EU27.

Unemployment rate 15 – 24 y.o. increase from 18,6% in 2008 to 22,7% in 2012. In Romania, there are 3 regions with youth unemployment rate higher than 25%, as follows: Centre ( 31,7%) , South-East (31,3%) and South-Muntenia (30,2%). These regions are eligible under Youth Employment Initiative.

Moreover, although in 2012, the share of young people not in employment, education, or training (NEET) decreased with 0,6 pp compared to 2011 (17,2%), was 3,6 % above the EU average (16,8% in Romania, against 13,2 % in EU 27) and among young women was even more than 18,6% compared to 13,5%<sup>2</sup> in EU27. The NEETs rate in Romania decreased in 2012 with 0,6pp compared to 2011.

Besides the educational level<sup>3</sup>, which is one of the important factors that influence access to employment, mismatch between qualifications of young people and skills required by employers generates also increasing youth unemployment. This refers to both technical and vocational skills as well as generic skills, i.e.

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<sup>1</sup> Young people who are not in employment, nor in education or training

<sup>2</sup> Provisional data

transferable skills - e.g. the ability to organize one's own work and learning process, cognitive skills, communication and organizational skills<sup>4</sup> (85% of employers consider that young people are trained in theory, but not practical)<sup>5</sup>.

Lack of work experience makes young people vulnerable to competition with other workers. Regardless of the post or position occupied, work experience is the main criterion for obtaining a job, according to recruiters<sup>6</sup> (59% of employers cannot afford to hire young inexperienced). Other barriers from the perspective of employer: young people today are less motivated to work as 5-10 years ago - 73%; young people require excessive salaries when they are hired- 71% are not ready to accept other works than their basic training - 65%.

Other barriers from the perspective of young people:

- The high costs of the education system were mentioned by 55% of young people as an obstacle for further education<sup>7</sup>. Number of young people leaving school early is high (17.5% in 2011, for the age group 18 to 24 years), thus leading to an increased risk of becoming unemployed or inactive.
- Youth distrust in the effectiveness of the training courses of short duration or retraining programs and that such participation could provide out of unemployment - only 18% of the subjects<sup>8</sup> participated in any training course, introductory course or specialization.

The entrepreneurial culture in Romania is reduced, situation highlighted in the reports of the EC which mention the low density of SMEs, far below the European average (registering "white areas" in the rural background) depriving the GDP of a contribution similar to other countries.

The Romanian Government's response to this situation is the 2013 Youth Employment National Plan, which includes measures and programs such as the Youth Guarantee (mobility bonuses, financial incentives, professional and carrier guidance and entrepreneurship counseling, business simulation, internships, apprenticeships, partnerships between schools, universities, companies and other organizations and start-ups created by young persons).

The youth entrepreneurship development will contribute to the decreasing of the unemployment rate by increasing labour market participation and ensuring competitiveness and economic growth, including by promotion of creative industries.

A pilot scheme of "Youth Guarantee" is also under implementation, financed from the Sectoral Operational Programme Human Resources Development 2007-2013 (HRD 2007-2013), in order to create a model and to identify the most appropriate measures, adapted to national specificities, on which will be projected Youth Guarantee scheme 2014-2015."

According to the latest published data<sup>9</sup>, the labor market situation of the Roma young population (the share of inactive amongst the Roma population is 49.9%) is generated by a number of factors from which low levels of education are essential. As expected, almost 90% of unregistered unemployed Roma have a low education level (8 classes or less). In the field of education, the gap between Roma and non-Roma continues to be an impediment to the development of social capital among the Roma. Over half of Roma are still under the minimum required compulsory level of education. Regarding the participation of children in the

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<sup>3</sup> Study: *Improving professional skills among graduates and young people: a chance for the future*

<sup>4</sup> 2013 World Bank Report: Europe 2020 Romania: Evidence-based Policies for Productivity, Employment, and Skills Enhancement

<sup>5</sup> Id. 1

<sup>6</sup> Social Inclusion Barometer 2011

<sup>7</sup> Barometer of Public Opinion Research - Youth 2012

<sup>8</sup> Idem 2

<sup>9</sup> "Roma from Romania – from scapegoat to development engine, G.Duminica and A.Ivasiuc, Impreuna Agency, 2013"

compulsory school system, 82.4% of Roma children attend school, while 6.9% had interrupted their education at the moment of the data collection and 8.9% have never been enrolled in the education system. 85.7% of the parents whose children have interrupted their education declare that the reason for school drop-out is due to poverty-related factors (lack of resources for the collateral costs of education, or the necessity for the child to partake in income generating activities for the household), and only 14% declared that school drop-out is due to the lack of importance of education. The situation of the children who have never been enrolled in school is explained by the parents in terms of lack of resources (either they lacked the resources for clothing and shoes – 69.2%, or the children had to get involved in income generating activities – 7.7%, or had to participate in primary care for their younger siblings – 7.7%).

- Brief overview of existing key institutional framework in the area of youth employment and NEETs, their roles and responsibilities

Currently the main pillar is constituted by ministries and central agencies which administer the implementation of the various initiatives, programs and sometimes ad-hoc projects as mandated by the provisions of the relevant legislative framework (i.e.: the unemployment insurance act, the national education act, the apprenticeship act etc.). A central role is fulfilled by the Ministry of Labour, Family, Social Protection and Elderly Persons which acts as the main initiator of legislation and legislative reform in the area of labour market administration and social protection policies and also as coordinator of implementation and monitoring of the whole scheme. Its role is complemented by the National Agency for Employment (NAE), under the authority of the Ministry of Labour, which, acting as implementing agency for labor market policies, administers the unemployment insurance system, according to the Law no. 76/2002 regarding unemployment insurance system and employment stimulation. The NAE also acts as implementing agency, solely or in partnership with various other organizations, for projects cofinanced from the EU's structural and cohesion funds (basically the ESF). The Ministry of National Education acts as the main state body for the implementation of the National Education Act. Under its authority, the National Centre for the Development of Vocational Education and Training (NCTVETD) acts as implementing agency for a variety of programs and initiatives that pertain to VET development, both initial and continuing.

Aside from the central public administration area, social partners and nongovernmental organizations play an important role in the implementation of various programs and projects dedicated to employment, promotion of youth related initiatives, training ventures, job-placement, apprenticeship and traineeship programs. Trade union confederations, employer's federations, including their various organizations such as related NGOs played an important part in accessing the country's first SOP HRD and carrying out numerous initiatives financed under SOP HRD 2007-2013. For example, the pilot scheme for the Youth guarantee is implemented by a partnership venture between the Ministry of Labour and a consortium consisting of trade unions and employer federations, with the inclusion of the most important organization of young entrepreneurs from Romania.

A third pillar of the institutional structure with a role to play in the area of youth are local authorities. County (judet) and local authorities with the addition, into a not very distant future of regional authorities to be established following a planned territorial-administrative reorganization of the country, are playing an important role in administrating and financing education and training infrastructure. As the decentralization process will be completed, new responsibilities will be assumed by this new pillar of the institutional structure. Currently a large number of such authorities are involved in the implementation of various projects under the SOP HRD. In a host of a cases, partnerships have been forged between business, social partners on both the supply and the demand side of the labour market and the local employment offices. In this context, a particular role have been played by the Regional Pacts for Employment constructed as partnership structures particularly adapt at project implementation and the undertaking of innovative ventures.

The current institutional structure while itself undergoing a thorough wide –spanning reform process will have to identify the most adequate ways and means of addressing major challenges in terms of Youth employment and provisioning of the Youth Guarantee:

- To adequately incentivize both the supply as well as the demand of labour towards initiatives that will actively and sustainably promote youth employment and youth participation at education and training;
  - To encourage in the most varied of ways and by the use of the widest array of means investment in the young human resources either through formal or through non-formal and informal ways. Finding the best ways that would capitalize on the existing stock of skills of knowledge of each and every young person so as to facilitate an early-entry on the labour market will therefore be paramount;
  - To enlist as much as possible social partners both on the demand as well as on the supply side in pilot initiatives as well as in innovative approaches thus harnessing for the purposes of youth employment, their potential for breakthrough as well as their intimate knowledge of the market;
  - To continue the reform demarche of the public employment services so as to re-enforce their capacity as the country's main provider of specialized labour market services while in the meantime fostering a dynamic approach to youth employment-related measures that would only suit this particular target group;
  - Finally continue the empowerment of local authorities as the ones which in the near future will have to be the main actor of implementation for the various initiatives under the Youth Guarantee, provide them with the adequate means and tools for action and guide them towards the most appropriate and cost-effective ways of implementation.
- Brief outline how the Youth Guarantee will add value to current provision and specifically address the challenges and gaps identified

The Romanian institutional framework for the implementation of the Youth Guarantee centers around the reform of the Law regarding unemployment insurance system and employment stimulation, as well as of methodological norms too, so incentivize youth employment both on the supply as well as on the demand side. Key to this has been the thorough modification of the Unemployment Insurance act so as to provide for a new, distinct category of beneficiaries (i.e.: the Long Term Unemployed) which will be eligible for services while maintaining their non-eligibility for unemployment benefit payment. Amendments have focused on an increased stimulus for activation measures with the mandatory inclusion of training and guidance component as a prerequisite for anyone and of granting subsidies and/or allowances. The recent drive which has emphasized the use of EU structural and cohesion funds has received a new emphasis as two other satellite elements of the Youth Guarantee architecture, i.e.: the modified Apprenticeship Act and the new Traineeship Act, now offer the explicit alternative of additional funding for these much-sought after combinations of employment and training, through the accessing of the EU funds (i.e.: largely the ESF). A third element of the Youth Guarantee institutional structure is the envisaged partnership approach already visible in the design of the two pilot initiatives both of which are undertaken by the Ministry of Labour with the contribution of social partners, employer's federations (notable presence of the federation of the SMEs employers thus catering for the visible gap in entrepreneurship and entrepreneurial culture identified for the country) and trade union federations. This approach suits the challenges identified and fits the scope of bridging, via the value added through the various reforms and initiatives proposed, a series of gaps with respect to:

- The low participation of youth in vocational training and especially in continuing vocational training;

- The low rate of employment of the young as well as the reticence from the part of employers in employing youth and providing them with work and learning experiences;
- The apparent lack of partnership initiatives with respect to combined employment and training opportunities;
- The still rather precarious image of the public employment services among the young;
- The ineffective intervention measures with regard to youth employment.

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

### **2.1 Formulation of the Romanian Youth Guarantee**

**Following the Council Recommendation of 22 April 2013, Romania will implement the Youth Guarantee 2014-2015 which will ensure that all young people up to the age of 25 y.o. who loose their job or don't find a job after completion of their studies, receive, within 4 months from registering at Public Employment Service or registering at youth guarantee centers, a good quality offer of employment, of continued education, an apprenticeship or a traineeship.** It will provide young people with a reasonable variety of oportunities enabling them to find a job or to get bettered services of job placement including via the introduction of a mandatory component of guidance into the provision of job placement services. It will be done in such a way as to ensure that both the public employment service as well as private contractors, especially those working and making use of the EU structural and cohesion funds thoroughly implemet this approach; funds will be made available to them so as to support such endeavours.

In the meantime the guarantee will place a greater emphasis on those initiatives that combine employment with training thus providing the young with an opportunity to hone their existing, initial-education acquired skills and get new ones by participating in apprenticeship and traineeship. These will be targeted so as to cover young graduates of all levels of initial education with an empahsis on the graduates of VET as well as on those of higher education. Thereby, policy initiatives envisaged will foster the development of apprenticeship for graduates of secondary and vocational initial education and traineeship for graduates of tertiary and generally higher education. The Guarantee will ensure that all stakeholders are involved in the provision of services and that an as wider array of interests is represented in the elaboration and into the subsequent implementation of refoms and initiatives. Pilot initiatives and experimenting will be encouraged particularly when coming bottom-up; financing especially via the smart and targeted use of both national and EU funding will be encouraged. Monitoring and assessment of the outcomes will be ensured by bringing into the scheme selected components of the research system and by developing a specific set of basic tools and indicators that will allow both assessment of progress made as well as corrective actions taken. The whole concept will be supported and implemented by a both flexible and robust institutional framework that will ensure a triangular outcome whereby: (a) the employment rate of the young will witness some significant upwards movement from the current levels, (2) the rate of participation of the young in apprenticeship and traineeship schemes will start rising and (3) the NEETs will commence a sustained and sustainable decreasing trend.

## 2.2 Partnership approaches

Partnership will be encouraged to a degree that will make it the cornerstone of the entire array of reforms, measures and policy initiatives to be undertaken under the scheme. It will be conceived and undertaken on a bottom-up basis whereby social partners representing both the supply and demand for labour will take ownership of the initiatives, will build partnerships with public employment services and local authorities, share resources, including financial ones, for the common goal of bringing the young human resource on the labour market and into the mainstream of training activities. Partnerships will have a focus on apprenticeship and traineeship, with the main contribution of the individual enterprises, associations of business people, associations and NGOs representing the young, including here the young entrepreneurs as well as the associations of the small and medium enterprises jointly with the trade unions and their organizations, including here union-related think tanks and foundations it is most expected. While line ministries will commit themselves into the partnership with the provision of the necessary infrastructure and broader knowledge as well as the adequate maintenance of a favourable and predictable institutional framework, partners from business, the civil society and unions are expected to provide the necessary impetus for action, identify and mobilize the target group, involve them into actions and initiatives combining employment and training and especially continue to innovate and find solutions for the variety of situations and cases arising on the market thus ensuring that young people will get attracted and involved into the scheme. All of the parties are committed to identify and mobilize funding resources. Thus, not only the state and unemployment insurance budget will be committed, but a variety of other sources such as enterprise funds, grants, sponsorships and fellowships as well as voluntary contributions, including in making available capacities for business development and professional training and experience gaining are expected. European funds remain the main financing resource.

The Public Employment Service will play the role of catalyst for the entire approach not only by involvement into the implementation of the core initiatives of traineeship and apprenticeship, but also through its mass involvement as a provider of good practice and direct supplier of services.

Local authorities are conceived as instrumental to the scheme as they have direct contact with the communities, are knowledgeable of their needs and will hold soon, through the process of decentralization, a central position with respect to the provision of education and training services. Therefore all of the initiatives will have to be conceived in conjugation with this generic stakeholder.

Partnerships will be therefore formed around a square that will involve the line ministries concerned, the public employment services as both provider of services and dispenser of know-how and good practice, the local authorities and the private actors ( SMEs, trade unions, employers, NGOs etc), with the latter ones serving as the main implementing agents and fund-raisers.

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

Name of key organisations	Type of organisation	Level of responsibility	Role in implementing the Youth Guarantee scheme	Ensuring the success of the partnerships
National Agency for Employment (including territorial agencies)	Public institution  (under the authority of Ministry of Labour, Family and Social Protection for the Elderly)	national, regional, county/local	<ul style="list-style-type: none"> <li>- implementing active measures to stimulate employment;</li> <li>- implementing apprenticeships and traineeships for graduates of higher education;</li> <li>- training provider through the 8 regional centers and 23 own training centers;</li> <li>- assessing the skills acquired in non-formal and informal system through their own training authorized centers</li> </ul>	<ul style="list-style-type: none"> <li>- National Agency for Employment will coordinate the implementation of the Plan and also will implement the reforms and initiatives related to labor market ( Law no. 76/002 amended and supplemented by Law no.250/2013, Law no. 279/2005 republished and Law on internships for higher education graduates)</li> <li>- the implementation in partnership of some measures will be ensured by concluding agreements/partnerships with institutions in the education system, public or private vocational training providers, local authorities, social partners, youth organizations, NGOs.</li> </ul>
Ministry of Labour, Family and Social Protection for the Elderly	Central public authority	national, regional, county/local	<ul style="list-style-type: none"> <li>- development and promotion of draft legislation and public policies needed to achieve strategic objectives in the field of employment and vocational training;</li> <li>- analyzing, modifying, if necessary, and approve the annual National employment program and National training plan, initiated by the National Agency for Employment;</li> <li>- establishing the performance indicators and their level, based on which , at the end of every year, it is concluded the Managerial performance contract between Ministry of Labour and National Agency for Employment;</li> <li>- monitoring, control and evaluation of the implementation of employment and vocational training policies by the National Agency for Employment;</li> </ul>	<ul style="list-style-type: none"> <li>- coordination of implementation and monitoring of the 2014-2015 Youth Guarantee Implementation Plan; the success of the partnership will be provided by all the institutions involved, signatories to the Memorandum under which each will contribute by actions in accordance with the responsibilities incumbent;</li> <li>- ensuring cooperation with the line ministries involved in the development, implementation, evaluation and monitoring the Youth Guarantee Implementation Plan under a Memorandum assumed by the Romanian Government.</li> </ul>
Ministry of Economy, Department for Small and Medium Enterprises (including field offices for SMEs)	Central public authority	national and regional  ( through field offices)	<ul style="list-style-type: none"> <li>- management of national and European funds for SMEs;</li> <li>- develop partnerships with public and private employment services;</li> <li>- providing professional consultants for training and employment of young NEETs</li> </ul>	<ul style="list-style-type: none"> <li>- stimulate entrepreneurship and creating jobs</li> <li>- provision of mentoring for young entrepreneurs</li> </ul>
Ministry of National Education	Central Public Authority	National, regional, county	<ul style="list-style-type: none"> <li>- implementation of the Government Programme and strategies in the field of education;</li> <li>- developing, implementing, monitoring, control and</li> </ul>	<ul style="list-style-type: none"> <li>- providing information on young people leaving the education system to create a unified database;</li> <li>- developing, implementing, monitoring and evaluating</li> </ul>

		level/local	<p>evaluation in education, research, technology, technological development and innovation;</p> <ul style="list-style-type: none"> <li>- national coordination of implementation of Erasmus EU program for education, vocational training and youth coordination and control of the national education system;</li> <li>- securing funding and investments in education, research and development.</li> </ul>	the national education policies.
Ministry of Regional Development and Public Administration	Central Public Authority	National, regional, county level/local	<ul style="list-style-type: none"> <li>- implementation of the Government Programme and public administration reform strategies and monitoring the development and implementation of institutional reform programs by ministries and other central and local public administration authorities;</li> <li>- coordinate the reform of central and local public administration, decentralization, regionalization and administrative-territorial reorganization of the country;</li> <li>- the development, coordination and implementation, together with the line ministries, of local fiscal and budgetary policy;</li> <li>- strengthening the local autonomy of local communities by promoting measures to increase administrative capacity and financial efficiency of public services delivered to the citizens;</li> <li>- elaborating the institutional and legal framework for the creation and strengthening of administrative-territorial regions;</li> <li>- development of regional policies to reduce economic and financial gaps between them.</li> <li>- Managing Authority for Regional Operational Programme 2007-2013 and the Regional Operational Programme 2014 - 2020,</li> <li>- National management of EU funds for SMEs for the period 2014 - 2020,</li> <li>- Managing Authority for the Operational Programme Increasing Administrative Capacity 2007-2013 and Administrative Capacity Operational Programme 2014-2020.</li> </ul>	<ul style="list-style-type: none"> <li>- ensure better implementation of policies in the field of employment, education and training of youth by coordinating reform of central and local public administration, decentralization, regionalization and administrative-territorial reorganization of the country;</li> <li>- contribution to the creation of a database on youth by providing informations by the population registry offices.</li> </ul>
Ministry of Youth and Sport	Central Public Authority	National, regional, county level/local	<ul style="list-style-type: none"> <li>- supports the training and professional development of students and young people;</li> <li>- provides specialized assistance to students and student association structures to develop projects and programs that boost student participation, in various forms, including by involving them in the decision making, stimulate the creativity of students, promote student mobility in Europe and mitigating the impact of risk factors that lead to marginalization and social exclusion;</li> <li>- collaborates and supports youth structures, legally established, to achieve the objectives included in its</li> </ul>	<ul style="list-style-type: none"> <li>- collaborates, directly or through its specialized structures, with the central authorities in education, research, regional development, employment for the labour market integration of young people.</li> </ul>

			programs.	
Ministry for European Funds	Central Public Authority	National, regional	<ul style="list-style-type: none"> <li>- initiating, drafting and amending legislation on the institutional framework for coordination and management of structural instruments;</li> <li>- cooperation with institutions having responsibilities in the field of public acquisition to ensure an appropriate framework for conducting public acquisition procedures carried out within the projects financed from structural instruments;</li> <li>- cooperation with the Certification and Payment Public Authority of the Ministry of Public Finance to establish and implement the measures necessary to achieve an effective and strictly financial management of the funds allocated to the operational programs financed from structural instruments.</li> </ul>	<ul style="list-style-type: none"> <li>- ensuring the institutional and legislative framework for accessing and managing European structural and investment funds for integration in education, training and labour market of young people, focusing on NEETs.</li> <li>- monitoring and assessment of Human Capital Operational Programme</li> </ul>
Ministry of Foreign Affairs	Central Public Authority	national	<ul style="list-style-type: none"> <li>- national coordinator and technical point of contact for issues related to "Europe 2020" Strategy;</li> <li>- tracking the development of EU policies and propose measures to adapt these policies in Romania to ensure compatibility with the obligations arising from the Romania's quality of member state of the European Union;</li> <li>- development of synthesis and monitoring reports as a consequence of fulfillment of Romania obligations as a member state of the European Union, for presenting them to the Government and, where appropriate, to the European Commission</li> </ul>	<ul style="list-style-type: none"> <li>- coordinating the implementation of National Reforms Programme (NRP) – as the main instrument of Europe 2020 Strategy implementation at national level – which includes economic, employment, education and social assistance policies, with impact on youth labour market integration;</li> <li>- coordinating their monitoring and reporting under the European Semester.</li> </ul>
Ministry of Agriculture and Rural Development	Central Public Authority	national, regional, county level/local	<ul style="list-style-type: none"> <li>- elaborate development strategy in its areas of competence and the design of subsequent financial mechanisms;</li> <li>- management of European and national funds allocated to rural development, agriculture and fisheries;</li> <li>- Managing Authority for SAPARD Programme, the National Rural Development Programme 2007-2013 - NRDP and Fisheries Operational Programme.</li> </ul>	<ul style="list-style-type: none"> <li>- providing legal and institutional framework in order to access national and EU funds to finance the proposed measures to boost rural youth employment and development of new business opportunities in non-agricultural activities;</li> <li>- development and implementation of additional measures for the transition of young people from subsistence agriculture in non-agricultural activities in tertiary sector.</li> </ul>
Ministry of Public Finance	Central Public Authority	national, regional, county level/local	<ul style="list-style-type: none"> <li>- budgetary and fiscal design;</li> <li>- approval of legislative proposals on youth employment, impacting on general consolidated budget.</li> </ul>	<ul style="list-style-type: none"> <li>- approving the Youth Guarantee Implementation Plan scheme in terms of financial impact of various reforms and initiatives allocations on general consolidated budget.</li> </ul>
National Agency for Community Programmes in the field of Education and Vocational Training	Public institution  (under the authority of Ministry of National Education)	national and regional (through Community programs offices within the universities and and inspectors for European	<ul style="list-style-type: none"> <li>- facilitating access to European alternative for continuous and active learning;</li> <li>- management and allocation of European funds for education, training and youth;</li> <li>- providing trainers for the NEETs training in order to acquire skills through nonformal learning;</li> <li>- providing access to information for NEETs regarding learning opportunities or entering into a volunteering</li> </ul>	<ul style="list-style-type: none"> <li>- providing access to specialized IT platforms and networks of different key actors involved in education</li> <li>- providing training and trainers for the NEETs training in order to increase their employability</li> </ul>

		educational programs at county level)	programme within EU, through Eurodesk.	
National Centre for TVET Developing	Dpecialized body subordinated to Ministry of National Education	National and regional (through regional coordinators)	<ul style="list-style-type: none"> <li>- proposes principles of educational policy and strategies for IVET development through TVET units network and also the correlation principles of preuniversity and university specialized training;</li> <li>- ensuring scientific coordination of projects for development and innovation of TVET;</li> <li>- ensuring the development and functioning of social partnership in TVET at national, regional and local level.</li> </ul>	<ul style="list-style-type: none"> <li>- supporting the creation of partnerships between school inspectorates, schools and county employemtn agencies in order to promote youth employment or participation in education and training;</li> <li>- supporting partnerships among TVET units and business in order to ensure a quality and relevant offer for vocational training.</li> </ul>
Young Entrepreneurs Association of Romania	Social partner Employers organization	national and regional	<ul style="list-style-type: none"> <li>- studying problems and designing new economic, technical, social dialogue and negotiation programs with the trade unions and assist young entrepreneurs;</li> <li>- development of young entrepreneurs business, even acting to create optimal conditions for this;</li> <li>- identifying the possibilities and pathways for acces to trainings programs, the methods and technologies for the success of young entrepreneurs;</li> <li>- development and implementation of specific programs, in order to develop young entrepreneurs skills and managerial skills for business management;</li> <li>- identifying and development of vocational and management training programmes for young entrepreneurs, supporting and promoting continuous learning;</li> </ul>	<ul style="list-style-type: none"> <li>- creating a real partnership with public authorities to achieve a favorable business environment for young entrepreneurs based on the principles of democracy, market economy and free competition;</li> <li>- developing relations between school institutions and other training organizations, trade unions.</li> </ul>
The National Council of Private Small and Medium Enterprises in Romania	Social partner Employers' confederation	national, regional, county level/local	<ul style="list-style-type: none"> <li>- ensuring representation of SMEs interests by promoting legislative initiatives and changes together with line ministries and by raising public awareness on the issue of SMEs;</li> <li>- providing counseling and assistance to SMEs in economic, managerial, social, technical, financial, legal and other areas;</li> </ul>	<ul style="list-style-type: none"> <li>- participation in the Economic and Social Council and in social dialogue committees at the level of line ministries to promote initiatives and legislative changes impacting on youth;</li> <li>- supporting young entrepreneurs in business development by providing assistance and consultancy in economic, managerial, social, technical, financial, legal areas;</li> </ul>

			<ul style="list-style-type: none"> <li>- organizing economic missions, trade fairs and exhibitions, seminars and workshops, meetings with foreign businessmen.</li> <li>- ensuring internationally representation of Romanian SMEs, as a member of: UEAPME (European Association of Craft, Small and Medium-Sized Enterprises), WASME (World Association for Small and Medium Enterprises), ECSB (European Council for Small Business and Entrepreneurship), Business Europe.</li> </ul>	<ul style="list-style-type: none"> <li>- concluding partnerships with National Employment Agency, with the Interministerial Commission for Microcredits, Council of the INFRAS strategic orientation, the National Certification Committee - LAREX CERT, Export Council, the National Authority of Public Acquisitions Monitoring, The Leonardo da Vinci National Committee.</li> </ul>
National Trade Union Bloc	Social Partner Trade Union Confederation	national, regional, county level/local	<ul style="list-style-type: none"> <li>- active participation in social dialogue with the central public authorities, so that national policies implemented by the authorities lead to: <ul style="list-style-type: none"> <li>✓ modernization of the educational system and its correlation with the actual requirements of the labour market;</li> <li>✓ enhancing the quality and efficiency of VET;</li> <li>✓ providing access to education for young people and increasing investments in the educational system;</li> <li>✓ creating new skills and qualifications with positive effects on economic growth and employment;</li> </ul> </li> <li>- investment in education and vocational training programs, (including those for qualification/ requalification/ specialization);</li> <li>- implementation of projects in the field of vocational training and adult education;</li> <li>- advisory services relating to work conditions, tax and legal services in partnership with law firms;</li> <li>- facilitating access to micro-credits in partnership with banking institutions.</li> </ul>	<ul style="list-style-type: none"> <li>- participation in the Economic and Social Council and in social dialogue committees at the level of line ministries to promote initiatives and legislative changes impacting on youth;</li> <li>- creating a real partnership with public authorities to achieve a favorable business environment for young entrepreneurs based on the principles of democracy, market economy and free competition;</li> <li>- developing relations between educational institutions, authorized training providers and employers.</li> </ul>
BPI Management Consulting	Management and Human Resources,	national and local	<ul style="list-style-type: none"> <li>- Identifying, developing and adapting human capital at strategic business objectives through: recruitment, skills and performance assessment, personal development, coaching,</li> </ul>	<ul style="list-style-type: none"> <li>- recruitment services, skills assessment, counseling and career guidance, career transition, job placement on labour</li> </ul>

	consulting company, subsidiary of BPI group		corporate university, counseling and career guidance, career transition, international mobility.	market and international mobility services for young people.
Ecological Green Foundation	NGO	county level/local	<ul style="list-style-type: none"> <li>- providing an educational alternative to public education by establishing educational institutions at all levels to provide efficient and effective education or continuous vocational training, as follows: kindergarden, primary school, post secondary school, center fo retraining and placement of labour force and ECDL center.</li> <li>- Strengthening and diversification of alternative forms of training the population in the direction of lifelong learning.</li> </ul>	<ul style="list-style-type: none"> <li>- partnership with the Ministry of National Education in order to implement the curricula;</li> <li>- collaboration protocols with the local authorities and schools in order to provide locations for activities ;</li> <li>- partnerships with schools and organizations from 12 EU Member States in order to promote exchanges of good practices</li> </ul>
Nongovernmental Professional Association of Social Assistance	NGO	Local	<ul style="list-style-type: none"> <li>- promoting and development of social economy activities;</li> <li>- organizing a viable structure for youth social services in the state of social exclusion;</li> <li>- testing work capacity and providing assistance for the integration on the labour market of young people with disabilities;</li> <li>- counseling, vocational guidance and training for young people with disabilities.</li> </ul>	<ul style="list-style-type: none"> <li>- collaboration with local public institutions, social partners, educational institutions for the integration on the labour market of young people with disabilities.</li> </ul>
Romanian Business Leaders Foundation	NGO	national	<ul style="list-style-type: none"> <li>- development of a platform for action and social involvement of the private sector leaders;</li> <li>- implementing projects generated at the Romanian annual Business Leaders Summit in february;</li> <li>- offering internships for organizing the annual Romanian Business Leaders Summit, as well as during the year within the projects generated by the Summit;</li> <li>- providing contributions for improving public policy through know-how transfer from the private to the public sector and concrete proposals and solutions to the authorities through joint public-private working groups;</li> </ul>	<ul style="list-style-type: none"> <li>- Romanian Business Leaders Foundation is part of the Business environment for economic growth and stability Coalition, along with American Chamber of Commerce in Romania (AmCham), Foreign Investors Council (FIC), embassies and bilateral chambers of commerce of the EU countries, Canada and Switzerland with whom closely collaborates;</li> <li>- partnerships with public institutions and authorities, civil society.</li> </ul>

			<ul style="list-style-type: none"> <li>- providing priorities proposals for Romania government through regular meetings under the title Agenda for Romania, where business, civil society and political leaders discuss the challenges and trends with major impact on economy and society.</li> </ul>	
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### 2.3 Early intervention and activation

Romania, given its particular situation on youth employment as well as with regard to the NEETs, will have to go for an approach that will focus on early intervention and incentives for activation as a pivotal factor of the whole scheme. It will entail initiatives that will aim at both keeping young people in schools so as to enable them to graduate and thus have a better initial chance on the labour market as well as towards incentivizing back those who left prematurely to return to education and vocational training as part of a comprehensive "second chance" set of initiatives. Central to the whole approach will be reaching-out initiatives whereby the institutions will try to get to those categories and groups of the young most at a disadvantage on the labour market such as the ones coming from low-income families or from the rural areas and both encourage as well as support via subsidies their stay in education and training, while in the meantime offering guidance on prospective labour market avenues to be followed after graduation. Subsidies are foreseen for most of the actions with the recipients being young individuals in education or training. Actions are taken at all levels, national, regional and local.

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

Name of the reform/initiative <sup>10</sup>	Key objective(s) <sup>11</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>						
<p>Draft Law amending and supplementing Law no. 202/2006 on the organization and functioning of the National Agency for Employment</p> <p>Proiect de Lege pentru modificarea și completarea Legii nr. 202/2006 privind organizarea și funcționarea Agenției Naționale pentru Ocuparea Forței de Muncă</p>	<p>- regulate, expressly, a new task of the Agency for ensuring the implementation of Youth Guarantee Implementation Plan</p> <p>- the designation of the National Agency for Employment as a national coordination office of the EURES network</p>	young people aged 16-24 y.o. registered at National Agency for Employment	national, regional and county level /local	<p>National Agency for Employment (coordinator)</p> <p>Institutions from the education system(partner)</p> <p>Public or private training providers (partner)</p> <p>Local public authorities(partner)</p> <p>Social partners(partner)</p> <p>Youth organizations(partner)</p> <p>NGOs (partner)</p>	Permanent, since 2014	not funds required
<b>PLANNED INITIATIVES</b>						
<p>Creation of an integrated database for registering young people within the National Agency for Employment</p> <p>Crearea unei baze de date integrate pentru înregistrarea tinerilor în cadrul Agenției Naționale pentru Ocuparea Forței</p>	- registering young people, including NEETs, in order to provide ALMPs	Young people aged 16-24 y.o.	national, regional and county level /local	<p>National Agency for Employment (coordinator)</p> <p>Ministry of National Education (partner)</p> <p>Ministry of Regional Development and Public Administration(partner)</p>	Permanent , since 2014	possible 10% from ERDF

<sup>10</sup> In English and original name (in national language).

<sup>11</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.

de Muncă				Ministry of Youth and Sports (partner) Youth Guarantee Centers established through Youth Guarantee Pilot Schemes(partner)		
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<p>Creating partnerships between NCTVETD, school inspectorates, schools and County Employment Agencies to promote, through campaigns, ALMPs or youth participation in vocational training and education.</p> <p>Crearea unor parteneriate între CNDIPT, inspectoratele școlare, școli și AJOFM-uri în vederea promovării prin campanii a măsurilor de stimulare a ocupării forței de muncă sau a participării tinerilor la formare profesională, educație.</p>	<p>Informing students on ALMPs promoted by the National Agency for Employment</p>	<p>20.000 young people aged 16-24 y.o.</p>	<p>county/local</p>	<p>National Agency for Employment (coordinator)</p> <p>Schools(partner)</p> <p>City Halls (partner)</p> <p>Local councils (partner)</p> <p>County councils (partner)</p>	<p>Permanent, since Jan. 2014</p>	<p>not funds required</p>
<p>Development of self-services and expansion by local communities</p> <p>Dezvoltarea serviciilor de tip self service si extinderea acestora catre comunitatile locale</p>	<p>Facilitate mediation for employment</p>	<p>1.000 young people aged 16-24 y.o.</p>	<p>county/local</p>	<p>National Agency for Employment (coordinator)</p> <p>Local councils (partner)</p> <p>City Halls (partner)</p>	<p>Since 2010 until December 2016</p>	<p>not funds required (NAE has infrastructure which can be a basis for the provision of such services)</p>
<p>Continue to implement the <b>Second Chance program for primary education</b></p> <p>Continuarea implementării programului <b>A doua șansă pentru învățământ primar</b></p>	<p>Support for 6.000 children / youth / adults to recover primary education</p>	<p>6.000 people who have not completed primary education and who have passed at least four years of the grade school age.</p>	<p>national, regional and county/local</p>	<p>Ministry of National Education (coordinator)</p>	<p>school year 2013 – 2014 school year 2014 - 2015</p>	<p>Approx. : 2.129.400 EUR</p>
<p>Continue to implement the <b>Second Chance program for lower secondary education</b></p> <p>Continuarea implementării programului <b>A doua șansă pentru învățământ secundar</b></p>	<p>Completion of basic education in the compulsory education and training to obtain a professional qualification in a specific area by 10.000 people aged over 14 who have not completed secondary education</p>	<p>10.000 people aged over 14 who have not completed secondary education</p>	<p>national, regional and county/local</p>	<p>Ministry of National Education (coordinator)</p>	<p>school year 2013 – 2014 school year 2014 - 2015</p>	<p>Approx. : 4.025.580 EUR</p>

inferior						
<p>Continue to implement the <b>National Social Protection Programme Professional Scholarship</b></p> <p>Continuarea implementării Programului național de protecție socială <b>Bursa profesională</b></p>	<p>Subsidizing from state budget (monthly financial support) the costs for 48.000 students attending vocational education courses during school, the practical training and the exam preparation and certification of professional qualifications</p>	<p>48.000 students attending vocational education</p>	<p>national, regional and county/local</p>	<p>Ministry of National Education (coordinator)</p>	<p>school year 2013 – 2014 school year 2014 - 2015</p>	<p>Approx. : 17.760.000 EUR</p>
<p>Continue to implement the <b>National Social Programme Money for Highschool</b></p> <p>Continuarea implementării Programului național de protecție socială <b>Bani de liceu</b></p>	<p>Financial support for 270.000 students attending highschool full time</p>	<p>270.000 students attending highschool full time</p>	<p>national, regional and county/local</p>	<p>Ministry of National Education (coordinator)</p>	<p>school year 2013 – 2014 school year 2014 - 2015</p>	<p>Approx. : 88.640.000 EUR</p>

#### 2.4. Supportive measures for labour market integration

Measures to support labour market integration revolve around the three main reform pillars on which action in the field has been recently focusing: (1) the modification of the unemployment insurance act, the amended apprenticeship act and the novel initiative of the traineeship act. Stemming from here, a series of initiatives are envisaged focusing on the improvement of access to employment and training for the young, as well as in incentivizing employers to engage more often in such forms of employment and training.

A particular focus of the measures is directed towards the bettering of transitions from education to the labour market. This purpose is served by the novel initiative of the traineeship act. Employers are incentivized to take on board young graduates and provide them with a chance to employment, training and career guidance, receiving for this not only subsidies but also being allowed to combine sources of financing, complementing allocations from the budget with allocations from the EU structural and cohesion funds as well from other sources, thus also increasing commitment of the various actors to employment and growth. Another strand of the measures is dedicated to the increase of mobility of the young by granting mobility and relocations bonuses as well as by incentivizing directly employers to take up youngsters and especially young graduates of the various forms of initial education. Subsidies are directed both

towards the supply as well the demand for labour, targeting enterprises of all dimensions. Measures are thus aiming to push upwards employment rates for the young, while in the meantime ensuring that the young remain in education and GRADUATE (as such they are to be considered as a dual incentive targeting both employment and training participation).

A new dimension of the array of measures conceived is directed at a stimulating young individuals to engage in business and establish small and medium enterprises becoming as such themselves agents of job generation; several forms of incentivizing are foreseen for this novel strand including mentoring for the young entrepreneurs, subsidies for enterprise creation as well as forms of subsidized training for the new entrepreneurs. The NEETs are particularly targeted by the scheme as it is foreseen that part of the young to receive subsidies and support for the creation of small and medium enterprises will also be selected from their ranks. A special component of the measures is dedicated to orientation and career guidance with these services being incorporated into every form of support that is given to the young, from entrepreneurship schemes to schemes that encourage job generation by enterprises, ending with mentoring and vocational training and second chance schooling.

Experimenting and piloting of novel approaches is also encouraged as two pilot projects have been started with the support of various actors from the private sector as well as social partners. These experimental schemes will involve all forms of employment and training, encouraging apprenticeship, gaining employment experience as well as entrepreneurship and vocational training with financing coming from the current ESF (2007-2013).

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

Name of the reform/initiative <sup>12</sup>	Key objective(s) <sup>13</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>						

<sup>12</sup> In English and original name (in national language).

<sup>13</sup> Please ensure that the objectives meet the established 'SMART' criteria. The objectives should be linked to the 'rationale'/needs identified in section 1.

<p>Law no. 279/2005, republished on apprenticeship at workplace</p> <p>Legea 279/2005 republicată privind ucenicia la locul de muncă</p>	<p>a) providing young people aged over 16 years the opportunity to obtain a qualification in continuous vocational training system in order to obtain a job and further learning;</p> <p>b) allowing employers to secure their skilled and quality workforce, depending on their requirements;</p> <p>c) facilitating the social integration of the young people aged over 16 years, in accordance with the professional aspirations and labour market needs;</p> <p>d) ensuring an appropriate level of social security in order to reduce the labour market segmentation;</p> <p>e) contributing to economic growth, creating new jobs, promoting social cohesion;</p> <p>f) promoting social dialogue and contributing to the development of local partnerships.</p>	<p>21.550 young people 16-24 y.o. within the 3 eligible regions</p>	<p>national, regional and county level/local</p>	<p>National Agency for Employment (coordinator)</p> <p>Social partners (consultation on legislative proposals and implementation)</p> <p>Authorized training providers (implementation)</p>	<p>Permanent, since Jan. 2014</p>	<p>63,6 mil euro ESF 2014-2020 and YEI + 105.000 RON from Unemployment insurance fund(BAS) + 9.54 mil euro national co-financing related to ESF 0214-2020 and YEI</p>
		<p>12.290 young people 16-24 y.o. within other 5 regions</p>				<p>36 mil euro ESF 2014 – 2020 + 87.000 RON from Unemployment insurance fund(BAS) + 5.4 mil euro euro national co-financing related to ESF 0214-2020</p>
<p>Law no. 335/2013 on the internship for higher education graduates</p> <p>Lege nr.335/2013) privind efectuarea stagiului pentru absolvenții de</p>	<p>a) ensuring the transition of university graduates from the education system to the labor market,</p> <p>b) strengthening the professional skills and abilities in order to adapt to practical</p>	<p>16.926 young people 16-24 y.o. within the 3 eligible regions</p>	<p>national, regional and county level/local</p>	<p>National Agency for Employment (coordinator)</p> <p>Social partners (consultation on legislative proposals and implementation)</p>	<p>Permanent, since March 2014</p>	<p>31,8 mil euro from ESF and YEI+ 1.170.000 RON from Unemployment insurance fund(BAS) +4,77 mil euro national co-financing related to ESF2014-2020 and YEI</p>

învățământ superior	requirements and job demands; c) achieving rapid integration into work, and also the acquisition of work experience and seniority, and, where appropriate, specialisation.	10.440 young people 16-24 y.o. within other 5 regions				18 mil euro ESF 2014 – 2020 + 1.980.000 RON from Unemployment insurance fund(BAS) + 2,7 mil euro national co-financing related to ESF 0214-2020
Law no. 76/2002 regarding the unemployment insurance system and employment stimulation, as amended and supplemented by Law no. 250/2013  Legea nr. 76/2002 privind sistemul asigurarilor pentru șomaj și stimularea ocupării forței de muncă, modificată și completată prin Legea nr. 250/2013	<ul style="list-style-type: none"> <li>✓ preventing unemployment and combating its social effects;</li> <li>✓ employment of persons seeking employment;</li> <li>✓ support employment of persons belonging to disadvantaged groups;</li> <li>✓ ensuring equal opportunities on the labour market;</li> <li>✓ stimulate employers to hire people who are looking for a job;</li> <li>✓ improving the structure of employment by economic sectors and geographical areas;</li> <li>✓ increasing labor mobility in accordance with the structural changes occurring in the national economy;</li> <li>✓ protection of persons within the unemployment insurance system.</li> </ul>	327.760 young people 16-24 y.o. within the 3 eligible regions	national, regional and county level/local	National Agency for Employment (coordinator)  The social partners (consultation on legislative proposals and implementation)  Authorized training providers (implementation)  Authorized centers for skills assessment, obtained in nonformal and informal system (implementation)  The authorized employment providers (implementation)  Consultancy companies (implementation)	permanent, since january 2014	116,6 mil euro from ESF and YEI+ 11.893.608 RON from Unemployment insurance fund(BAS) +17,49 mil euro national co-financing related to ESF 2014-2020 and YEI
		252.584 young people 16-24 y.o. within other 5 regions				66 mil euro ESF 2014 – 2020 + 20.988.756 RON from Unemployment insurance fund(BAS) + 8,9 mil euro national co-financing related to ESF 0214-2020
<b>PLANNED INITIATIVES</b>						

<p>Boosting self-employment and youth entrepreneurship</p> <p>Stimularea ocupării pe cont propriu și a antreprenoriatului pentru tineri</p>	<p>- developing an overall positive entrepreneurial climate and framework conditions that facilitate and encourage entrepreneurship</p>	<p>848 young people 16-24 y.o. within the 3 eligible regions</p>	<p>national, regional and county level/local</p>	<p>National Agency for Employment (coordinator)</p> <p>The authorized employment providers (implementation)</p> <p>Consultancy companies (implementation)</p>	<p>Permanent, since January 2014</p>	<p>21,2 mil euro from ESF 2014-2020 and YEI+ 3,18 mil euro national co-financing related to ESF 2014-2020 and YEI</p> <p>(costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)</p>
		<p>480 young people 16-24 y.o. within other 5 regions</p>				<p>12 mil euro ESF 2014 – 2020 + 1,8 mil euro euro national co-financing related to ESF 0214-2020</p> <p>(costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)</p>
<p>Professional counseling and guidance</p> <p>Consiliere și orientare profesională</p>	<p>- improving the efficiency and effectiveness of education, training and employment, thereby helping to reduce dropout, preventing lack of correlation between demand and supply of skills and increase productivity ;</p> <p>- providing skills and competences required to facilitate the transition from education / training to the labour market.</p>	<p>180.260 young people 16-24 y.o. within the 3 eligible regions</p>	<p>national, regional and county level/local</p>	<p>National Agency for Employment (coordinator)</p> <p>The authorized employment providers (implementation)</p>	<p>Permanent, since January 2014</p>	<p>10,6 mil euro from ESF 2014-2020 and YEI+ 1,59 mil euro national co-financing related to ESF 2014-2020 and YEI</p> <p>(costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)</p>
		<p>154.430 young people 16-24 y.o. within other 5 regions</p>				<p>6 mil euro ESF 2014 – 2020 + 0,9 mil euro euro national co-financing related to ESF 0214-2020</p> <p>(costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)</p>
<p>Assessment and recognition of competences obtained in non-formal training and informal system</p> <p>Evaluarea și recunoașterea competențelor profesionale obținute în sistem nonformal și informal</p>	<p>- support efforts to bring those furthest from the labor market closer to new opportunities for employment and learning and to realize the full human capital to tackle unemployment and boost productivity and competitiveness;</p> <p>- increase employability;</p> <p>--improving the</p>	<p>26.624 young people 16-24 y.o. within the 3 eligible regions</p>	<p>national, regional and county level/local</p>	<p>National Agency for Employment (coordinator)</p> <p>The social partners (consultation on legislative proposals and implementation)</p> <p>Authorized centers for skills assessment, obtained in nonformal and informal system</p>	<p>Permanent, since January 2014</p>	<p>10,6 mil euro from ESF 2014-2020 and YEI+ 100.316 RON from Unemployment insurance fund(BAS) + 1,59 mil euro national co-financing related to ESF 2014-2020 and YEI</p> <p>(costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013).</p>

	remuneration and occupational mobility; - providing a second chance to people who have left school early; - improving access to formal education and training; - increased motivation to learn and self-confidence.	15.240 young people 16-24 y.o. within other 5 regions		(implementation)		6 mil euro ESF 2014 – 2020 + 194.160 RON from Unemployment insurance fund(BAS) + 0,9 mil euro euro national co-financing related to ESF 0214-2020  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)
Vocational training Formare profesională	- development of skills for growth and competitiveness,  - enhancing the employability of young people,	91.488 young people 16-24 y.o. within the 3 eligible regions	national, regional and county level/local	National Agency for Employment (coordinator)  The social partners (consultation on legislative proposals and implementation)  Authorized training providers (implementation)	Permanent, since January 2014	31,8 mil euro from ESF 2014-2020 and YEI+ 9.698.292 RON from Unemployment insurance fund(BAS) + 4,77 mil euro national co-financing related to ESF 2014-2020 and YEI  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013).
		60.444 young people 16-24 y.o. within other 5 regions				18 mil euro ESF 2014 – 2020 + 12.494.196 RON from Unemployment insurance fund(BAS) + 2,7 mil euro euro national co-financing related to ESF 0214-2020  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)
Granting mobility bonuses, including long-term unemployed  Acordare prime mobilitate, inclusiv șemrilor de lungă durată	- reducing the rate those at risk of poverty and social exclusion,  - adapting the offer of skills to labour market needs. - enhancing the employability of young people;	3.696 young people 16-24 y.o. within the 3 eligible regions	national, regional and county level/local	National Agency for Employment (coordinator)  The social partners (consultation on legislative proposals and implementation)	Permanent, since January 2014	10,6 mil euro from ESF 2014-2020 and YEI+ 164.000 RON from Unemployment insurance fund(BAS) + 1,59 mil euro national co-financing related to ESF 2014-2020 and YEI  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013).
		2.150 young people 16-24 y.o. within other 5 regions				6 mil euro ESF 2014 – 2020 + 150.000 RON from Unemployment insurance fund(BAS) + 0,9 mil euro euro national co-financing related to ESF 0214-2020  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)
Granting relocation bonuses including long-term unemployed	- reducing the rate those at risk of poverty and social exclusion,  - adapting the offer of	10.790 young people 16-24 y.o. within the 3 eligible regions	national, regional and county level/local	National Agency for Employment (coordinator)  The social partners	Permanent, since January 2014	10,6 mil euro from ESF 2014-2020 and YEI+ 665.000 RON from Unemployment insurance fund(BAS) + 1,59 mil euro national co-financing related to ESF 2014-2020 and YEI

Acordare prime instalare inclusiv șomerilor de lungă durată	skills to labour market needs. - enhancing the employability of young people.			(consultation on legislative proposals and implementation)		(costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013).
		6.420 young people 16-24 y.o. within other 5 regions				6 mil euro ESF 2014 – 2020 + 1.470.000 RON from Unemployment insurance fund(BAS) + 0,9 mil euro euro national co-financing related to ESF 0214-2020  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)
Providing incentives to employers to hire young people  Subvenții acordate angajatorilor pentru încadrarea tinerilor	- promoting employment through the implementation of policies wich are favorable to the business environment, that lead to jobs maintaining and creating new jobs.	13.104 young people 16-24 y.o. within the 3 eligible regions	national, regional and county level/local	National Agency for Employment (coordinator)  The social partners (consultation on legislative proposals and implementation)	Permanent, since January 2014	21,2 mil euro from ESF 2014-2020 and YEI+ 2.268.750 RON from Unemployment insurance fund(BAS) + 3,18 mil euro national co-financing related to ESF 2014-2020 and YEI  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013).
		11.840 young people 16-24 y.o. within other 5 regions				12 mil euro ESF 2014 – 2020 + 4.275.000 RON from Unemployment insurance fund(BAS) + 1,8 mil euro euro national co-financing related to ESF 0214-2020  (costs are included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)
Providing incentives to employers to hire young people at risk of social exclusion  Acordarea de acompaniament personalizat tinerilor cu risc de marginalizare socială prin încheierea de	- facilitating labor market integration of young people at risk of social exclusion.	950 young people 16-24 y.o. within the 3 eligible regions	national, regional and county level/local	National Agency for Employment (coordinator)  The social partners (consultation on legislative proposals and implementation)	Permanent, since January 2014	1.266.000 RON from Unemployment insurance fund (BAS) included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)

contracte de solidaritate și oferirea de servicii specifice, inclusiv prin acordarea de subvenții angajatorilor de inserție care încadrează persoane din această categorie		1.580 young people 16-24 y.o. within other 5 regions				2.405.400 RON from Unemployment insurance fund (BAS) included in the cost of implementation the reform - Law 76/2002 amended by Law no. 250/2013)
Youth Guarantee pilot Scheme  Scheme pilot Garantia pentru Tineri	<ul style="list-style-type: none"> <li>- facilitate labor market integration of 5.052 young early school leavers, people looking for a job, inactive persons, young unemployed, including long term unemployed - by providing integrated programs aimed at informing, counseling, guidance, vocational training, promoting entrepreneurship and apprenticeships aimed at their socioeconomic integration;</li> <li>- acquisition of skills and competences to provide real and increased opportunities for participation on a modern flexible and technoligised labor market;</li> <li>- setting up 26 youth guarantee centers involved in the identification and registration of young NEETs and delivering integrated programs.</li> </ul>	5.052 young people aged 16-24 y.o.	Regional:  South West Oltenia South South- East Bucharest- Ilfov  North- East North- West Center West	Ministry of Labour, Family, Social Protection and Elderly (coordinator)  National Council of Private Small and Medium Enterprises in Romania (implementation)  Young Entrepreneurs Association of Romania (implementation)  National Trade Union Bloc (implementation)  BPI Management Consulting (implementation)  Nongovernmental Professional Association of Social Assistance (implementation)  Ecological Green Foundation (implementation)	December 2013-May 2015	49,3 mil RON related to ESF 2007-2013+ 4,9 mil RON national co-financing
Developing entrepreneurial skills among young people and facilitating their access to funding	<ul style="list-style-type: none"> <li>- stimulating the creation of new SMEs by young people;</li> <li>- increasing the</li> </ul>	300 young people (including NEETs) which sets up microenterprises with private capital	national	Ministry of Economy - Department for Small and Medium Enterprises Business	2014 and 2015	30 mil. RON from the state budget

<p>(START)</p> <p>Dezvoltarea abilităților antreprenoriale în rândul tinerilor și facilitarea accesului acestora la finanțare (START)</p>	<p>potential to access of financing sources and development of entrepreneurial skills of young people (including NEETs) in order of their involvement in private economic structures (microenterprises in their case).</p>			<p>Environment and Tourism (Coordination)</p>		
<p>Stimulating the creation and development of micro enterprises by young entrepreneurs (SRL-D)</p> <p>Stimularea înființării și dezvoltării microîntreprinderilor de către întreprinzătorii tineri (SRL-D)</p>	<ul style="list-style-type: none"> <li>- development of entrepreneurial skills of young people;</li> <li>- stimulating and supporting establishment and development of start-ups by facilitating the access of young people (including NEETs) to funding sources;</li> <li>- increasing the potential to access funding sources.</li> </ul>	<p>1.000 young people (including NEETs) individuals who are junior entrepreneurs</p>	<p>national</p>	<p>Ministry of Economy - Department for Small and Medium Enterprises Business Environment and Tourism (Coordination)</p>	<p>2014 and 2015</p>	<p>42,568 mil. RON from the state budget – according to Emergency Government Ordinance no.6/2011</p>

<p>Project for mentoring young people who access the program to stimulate the creation and development of micro enterprises by young entrepreneurs (SRL-D)</p> <p>Proiectul pentru mentorarea pentru tinerii care accesează Programul pentru stimularea înființării și dezvoltării microintreprinderilor de către întreprinzătorii tineri (SRL-D)</p>	<p>Ensuring mentoring programmes for a year, for 100 young people, to whom it will be approved the business plan in 2013.</p>	<p>100 youth beneficiaries of the program "Stimulating the creation and development of micro enterprises by young entrepreneurs"(SRL-D)</p>	<p>National</p>	<p>Ministry of Economy - Department for Small and Medium Enterprises Business Environment and Tourism (Coordination)</p> <p>Romanian Business Leaders Foundation (implementation)</p>	<p>2013-2014</p>	<p>Requires no additional cost. Costs are subsumed to SRL-D program</p>
<p>Growing – Up II Project financed by European Commission within Erasmus Programme</p> <p>Proiectul cu finantare externa (in cadrul Proiectului Erasmus) Growing – Up II finantat de Comisia Europeana, în cadrul programului Erasmus</p>	<p>Participating of young entrepreneurs in internships, with the length of up to 6 months, along with experienced entrepreneurs from other MS</p> <p>Strengthening the skills for initiating and development of own businesses (for young entrepreneurs)</p>	<p>15 young entrepreneurs</p>	<p>National</p>	<p>Ministry of Economy - Department for Small and Medium Enterprises Business Environment and Tourism (Coordination)</p>	<p>2014 -2016</p>	<p>13.500 RON for each young entrepreneur * 15 entrepreneurs</p> <p>Total: 202.500 RON</p>

### 3. Funding the Youth Guarantee

Funding for the Youth Guarantee measures relies on the following main sources:

- funding from the unemployment insurance budget (BAS);
- funding from the ESF and other structural and cohesion instruments if the case;

- funding from the YEI funds;
- funding from the state budget, including sums representing co-financing for the planned absorption of ESF and YEI funds;

**Total proposed funding for the whole array of reforms and initiatives** under the scheme amounts to a grand total of 470,48 mil. eur (**estimate amount for 2014 and 2015**). The ESF is foreseen to contribute with an estimated total of 149,5mil eur ( 130 mil eur from ESF +19,5 mil eur national co-financing, representing 31.77% from the total funding) , the YEI, with an estimated total of 243,8 mil. euro (212 mil eur from YEI and ESF + 31,8 mil eur national co-financing, representing 51,81% from the total funding) and the unemployment insurance budget to contribute with an estimated 16,02 mil eur (3,40%).

After January 1<sup>st</sup> 2014 within the approved ceiling of annual budgets for the institutions responsible for implementing the plan and of the financial allocations from the European Structural and Investment Funds approved for the 2014-2020 programming period, according to comments made by the European Commission the line ministries will submit proposals for improvement of this strategic document, which will focus on adjustment and corrective actions of the already proposed funding and the introduction of new measures proposed together with subsequent financial allocations.

The financial allocation is a reflection of the overarching concern for job generation as well and the development of the combined forms of employment and training that mostly benefit the young.

**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	Employers Funds	Others (please specify)	Men	Women	Total	
<b>PLANNED REFORMS for table 2.3.</b>										
Draft Law amending and supplementing Law no. 202/2006 on the organization and functioning of the National Agency for Employment	2014	-	-	-	-	-	-	-	-	-
Proiect de Lege pentru modificarea și	2015	-	-	-	-	-	-	-	-	-

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	Employers Funds	Others (please specify)	Men	Women	Total	
completarea Legii nr. 202/2006 privind organizarea și funcționarea Agenției Naționale pentru Ocuparea Forței de Muncă										
<b>PLANNED REFORMS for table 2.4.</b>										
Law no. 279/2005, republished on apprenticeship at workplace  Legea 279/2005 republicată privind ucenicia la locul de muncă  Allocations for the 3 eligible regions	2014	15,9 mil euro ESF + 15,9 mil euro YEI	52.500 RON from Unemployment insurance fund (BAS) +4,77 mil euro national co-financing related to ESF and YEI	-	possible	possible sponsorships	5.388	5.387	10.775	250 euro/month*12 months/person +300 RON/month*24months/person
	2015	15,9 mil euro ESF + 15,9 mil euro YEI	52.500 RON from Unemployment insurance fund (BAS) +4,77 mil euro national co-financing related to ESF and YEI	-	possible	possible sponsorships	5.388	5.387	10.775	250 euro/month *12 month/person +300 RON/month*24 months/person
Law no. 279/2005, republished on apprenticeship at workplace  Legea 279/2005 republicată privind ucenicia la locul de muncă  Allocations for the other 5 regions	2014	18 mil eur ESF	43.500 RON from Unemployment insurance fund (BAS) +2,7 mil euro national co-financing related to ESF	-	possible	possible sponsorships	3.073	3.072	6.145	250 euro/month*12 months/person +300 RON/month*24months/person
	2015	18 mil eur ESF	43.500 RON from Unemployment insurance fund (BAS) +2,7 mil euro national co-financing related to ESF	-	possible	possible sponsorships	3.073	3.072	6.145	250 euro/month *12 month/person +300 RON/month*24 months/person
Law no. 335/2013 on the internship for higher education graduates  Legea nr. 335/2013	2014	7,95 mil euro ESF + 7,95 mil euro YEI	585.000 RON from Unemployment insurance fund (BAS) + 2,385 mil. euro national co-financing related to	-	possible	possible sponsorships	4.232	4.231	8.463	300 euro/month*6 months/person + 750 RON/month*6 months/person

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	Employers Funds	Others (please specify)	Men	Women	Total	
privind efectuarea stagiului pentru absolvenții de învățământ superior  Allocations for the 3 eligible regions			ESF and YEI							
	2015	7,95 mil euro ESF + 7,95 mil euro YEI	585.000 RON from Unemployment insurance fund (BAS) + 2,385 mil. euro national co-financing related to ESF and YEI	-	possible	possible sponsorships	4.232	4.231	8.463	300 euro/month*6 months/person + 750 RON/month*6 months/person
Law no. 335/2013 on the internship for higher education graduates  Legea nr. 335/2013 privind efectuarea stagiului pentru absolvenții de învățământ superior  Allocations for the other 5 regions	2014	9 mil eur ESF	990.000 RON from Unemployment insurance fund (BAS) +1,35 mil euro national co-financing related to ESF	-	possible	possible sponsorships	2.610	2.610	5.220	300 euro/month*6 months/person + 750 RON/month*6 months/person
	2015	9 mil eur ESF	990.000 RON from Unemployment insurance fund (BAS) +1,35 mil euro national co-financing related to ESF	-	possible	possible sponsorships	2.610	2.610	5.220	300 euro/month*6 months/person + 750 RON/month*6 months/person
Law no. 76/2002 regarding the unemployment insurance system and employment stimulation, as amended and supplemented by Law no. 250/2013  Legea nr. 76/2002 privind sistemul asigurarilor pentru șomaj și stimularea ocupării forței de muncă, modificată și completată prin Legea nr. 250/2013  Allocations for the 3 eligible regions	2014	29,15 mil euro ESF + 29,15 mil euro YEI	5.946.804 RON from Unemployment insurance fund (BAS) + 8,745 mil euro national co-financing related to ESF and YEI	-	-	-	81.940	81.940	163.880	The cost per beneficiary / year is detailed in each specific initiative, subsequent Law. 76/2002 as amended by Law no. 250/2013
	2015	29,15 mil euro ESF + 29,15 mil euro YEI	5.946.804 RON from Unemployment insurance fund (BAS) + 8,745 mil euro national co-financing related to ESF and YEI	-	-	-	81.940	81.940	163.880	The cost per beneficiary / year is detailed in each specific initiative, subsequent Law. 76/2002 as amended by Law no. 250/2013

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	Employers Funds	Others (please specify)	Men	Women	Total	
Law no. 76/2002 regarding the unemployment insurance system and employment stimulation, as amended and supplemented by Law no. 250/2013	2014	33 mil eur ESF	10.494.378 RON from Unemployment insurance fund (BAS) + 4,45 mil euro national co-financing related to ESF	-	-	-	63.146	63.146	126.292	The cost per beneficiary / year is detailed in each specific initiative, subsequent Law. 76/2002 as amended by Law no. 250/2013
Legea nr. 76/2002 privind sistemul asigurarilor pentru șomaj și stimularea ocupării forței de muncă, modificată și completată prin Legea nr. 250/2013  Allocations for the other 5 regions	2015	33 mil eur ESF	10.494.378 RON from Unemployment insurance fund (BAS) + 4,45 mil euro national co-financing related to ESF	-	-	-	63.146	63.146	126.292	The cost per beneficiary / year is detailed in each specific initiative, subsequent Law. 76/2002 as amended by Law no. 250/2013
<b>PLANNED INITIATIVES for table 2.3.</b>										
Creation of an integrated database for registering young people within the National Agency for Employment	2014	ESF	-	-	-					
Crearea unei baze de date integrate pentru înregistrarea tinerilor în cadrul Agenției Naționale pentru Ocuparea Forței de Muncă	2015	ESF	-	-	-					

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	Employers Funds	Others (please specify)	Men	Women	Total	
<p>Creating partnerships between NCTVETD, school inspectorates, schools and County Employment Agencies to promote, through campaigns, ALMPs or youth participation in vocational training and education.</p> <p>Crearea unor parteneriate între CNDIPT, inspectoratele școlare, școli și AJOFM-uri în vederea promovării prin campanii a măsurilor de stimulare a ocupării forței de muncă sau a participării tinerilor la formare profesională, educație.</p>	2014	-	-	-	-	-	5000	5000	10.000	-
	2015	-	-	-	-	-	5000	5000	10.000	-
<p>Development of self-services and expansion by local communities</p> <p>Dezvoltarea serviciilor de tip self service si extinderea acestora catre comunitatile locale</p>	2014	-	-	-	-	-	500	500	1000	-
	2015	-	-	-	-	-	500	500	1000	-
<p>Continue to implement the <b>Second Chance program for primary education</b></p> <p>Continuarea implementării programului <b>A doua</b></p>	2014	-	aprox. 1.050.000 EUR	-	-	-	1.500	1.500	3.000	aprox . 350 EUR /student/year
	2015	-	aprox. 1.079.400 EUR	-	-	-	1.500	1.500	3.000	aprox . 359.8 EUR /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	Employers Funds	Others (please specify)	Men	Women	Total	
<b>șansă pentru învățământ primar</b>										
Continue to implement the <b>Second Chance program for lower secondary education</b>  Continuarea implementării programului <b>A doua șansă pentru învățământ secundar inferior</b>	2014	-	aprox. 1.985.000 EUR	-	-	-	2.500	2.500	5.000	aprox. 397 EUR /student/year
	2015		aprox. 2.040.580 EUR				2.500	2.500	5.000	aprox. 408,116 EUR /student/year
Continue to implement the <b>National Social Protection Programme Professional Scholarship</b>  Continuarea implementării Programului național de protecție socială <b>Bursa profesională</b>	2014	-	aprox. 8.760.000 EUR	-	-	-	18.216	5784	24.000	aprox. 365 EUR / student / year
	2015	-	aprox. 9.000.000 EUR	-	-	-	18.216	5784	24.000	aprox. 375 EUR / student / year
Continue to implement the <b>National Social Programme Money for Highschool</b>  Continuarea implementării Programului național de protecție socială <b>Bani de liceu</b>	2014	-	aprox. 43.740.000 EUR	-	-	-	67.500	67.500	135.000	aprox. 324 EUR / student / year
	2015	-	aprox. 44.955.000 EUR	-	-	-	67.500	67.500	135.000	aprox. 333 EUR / 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	Employers Funds	Others (please specify)	Men	Women	Total	
<b>PLANNED INITIATIVES for table 2.4.</b>										
Boosting self-employment and youth entrepreneurship	2014	5,3 mil euro ESF+5,3 mil euro YEI	1,59 mil EUR national co-financing related to ESF + YEI	-	-	-	212	212	424	25.000 EUR /pers./year
Stimularea ocupării pe cont propriu și a antreprenoriatului pentru tineri	2015	5,3 mil euro ESF+5,3 mil euro YEI	1,59 mil EUR national co-financing related to ESF +YEI	-	-	-	212	212	424	25.000 EUR /pers./year
Allocations for the 3 eligible regions										
Boosting self-employment and youth entrepreneurship	2014	6 mil euro ESF	0,9 mil EUR national co-financing related to ESF	-	-	-	120	120	240	25.000 EUR /pers./year
Stimularea ocupării pe cont propriu și a antreprenoriatului pentru tineri	2015	6 mil euro ESF	0,9 mil EUR national co-financing related to ESF	-	-	-	120	120	240	25.000 EUR /pers./year
Allocations for the other 5 regions										
Professional counselling and guidance	2014	2,65 mil euro ESF +2,65 mil euro YEI	0,795 mil euro national co-financing related to ESF+YEI	-	-	-	45.065	45.065	90.130	100 euro /pers./year
Consiliere și orientare profesională	2015	2,65 mil euro ESF +2,65 mil euro YEI	0,795 mil euro national co-financing related to ESF+YEI	-	-	-	45.065	45.065	90.130	100 euro /pers./year
Allocations for the 3 eligible regions										
Professional counselling and guidance	2014	3 mil euro ESF	0,45 mil euro national co-financing related to ESF	-	-	-	38.608	38.607	77.215	100 euro /pers./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	Employers Funds	Others (please specify)	Men	Women	Total	
Consiliere și orientare profesională Allocations for the other 5 regions	2015	3 mil euro ESF	0,45 mil euro national co-financing related to ESF	-	-	-	38.608	38.607	77.215	100 euro /pers./year
Assessment and recognition of competences obtained in non-formal training and informal system	2014	2,65 mil euro ESF +2,65 mil euro YEI	50.158 RON from Unemployment insurance fund (BAS) + 0,795 mil euro national co-financing related to ESF + YEI	-	-	-	6.656	6.656	13.312	400 euro+809 RON /pers./year
Evaluarea și recunoașterea competențelor profesionale obținute în sistem nonformal și informal Allocations for the 3 eligible regions	2015	2,65 mil euro ESF +2,65 mil euro YEI	50.158 RON from Unemployment insurance fund (BAS) + 0,795 mil euro national co-financing related to ESF + YEI	-	-	-	6.656	6.656	13.312	400 euro+809 RON /pers./year
Assessment and recognition of competences obtained in non-formal training and informal system	2014	3 mil euro ESF	97.080 RON from Unemployment insurance fund (BAS) + 0,45 mil euro national co-financing related to ESF	-	-	-	3.810	3.810	7.620	400 euro+809 RON /pers./year
Evaluarea și recunoașterea competențelor profesionale obținute în sistem nonformal și informal Allocations for the other 5 regions	2015	3 mil euro ESF	97.080 RON from Unemployment insurance fund (BAS) + 0,45 mil euro national co-financing related to ESF	-	-	-	3.810	3.810	7.620	400 euro+809 RON /pers./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	Employers Funds	Others (please specify)	Men	Women	Total	
Vocational training Formare profesională  Allocations for the 3 eligible regions	2014	7,95 mil euro ESF+7,95 mil euro YEI	4.849.146 RON from Unemployment insurance fund (BAS) +2,385 mil euro national co-financing related to ESF+YEI	-	-	-	22.872	22.872	45.774	400 euro+ 809 RON/ person/year
	2015	7,95 mil euro ESF+7,95 mil euro YEI	4.849.146 RON from Unemployment insurance fund (BAS) +2,385 mil euro national co-financing related to ESF+YEI	-	-	-	22.872	22.872	45.774	400 euro+ 809 RON/ person/year
Vocational training Formare profesională  Allocations for the other 5 regions	2014	9 mil euro ESF	6.247.098 RON from Unemployment insurance fund (BAS) +1,35 mil euro national co-financing related to ESF	-	-	-	15.111	15.111	30.222	400 euro+ 809 RON/ person/year
	2015	9 mil euro ESF	6.247.098 RON from Unemployment insurance fund (BAS) +1,35 mil euro national co-financing related to ESF	-	-	-	15.111	15.111	30.222	400 euro+ 809 RON/ person/year
Granting mobility bonuses, including long-term unemployed  Acordare prime mobilitate, inclusiv șomerilor de lungă durată  Allocations for the 3 eligible regions	2014	2,65 mil euro ESF +2,65 mil euro YEI	82.000 RON from Unemployment insurance fund (BAS) + 0,795 mil.euro national co-financing related to ESF+YEI	-	-	-	924	924	1.848	250 euro*12 months+1000 RON/pers./year
	2015	2,65 mil euro ESF +2,65 mil euro YEI	82.000 RON from Unemployment insurance fund (BAS) + 0,795 mil.euro national co-financing related to ESF+YEI	-	-	-	924	924	1.848	250 euro* 12 months +1000 RON/pers./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	Employers Funds	Others (please specify)	Men	Women	Total	
Granting mobility bonuses, including long-term unemployed  Acordare prime mobilitate, inclusiv șomerilor de lungă durată	2014	3 mil euro ESF	75.000 RON from Unemployment insurance fund (BAS) + 0,45 mil.euro national co-financing related to ESF	-	-	-	538	537	1.075	250 euro*12 months+1000 RON/pers./year
	2015	3 mil euro ESF	75.000 RON from Unemployment insurance fund (BAS) + 0,45 mil.euro national co-financing related to ESF	-	-	-	538	537	1.075	250 euro* 12 months +1000 RON/pers./year
Granting relocation bonuses, including long-term unemployed  Acordare prime de instalare, inclusiv șemrilor de lungă durată	2014	2,65 mil euro ESF +2,65 mil euro YEI	332.500 RON from Unemployment insurance fund (BAS) + 0,795 mil. euro national co-financing related to ESF+YEI	-	-	-	2.698	2.697	5.395	1.000 euro+ 3.500 RON/ person/year
	2015	2,65 mil euro ESF +2,65 mil euro YEI	332.500 RON from Unemployment insurance fund (BAS) + 0,795 mil. euro national co-financing related to ESF+YEI	-	-	-	2.698	2.697	5.395	1.000 euro+ 3.500 RON/ person/year
Granting relocation bonuses, including long-term unemployed  Acordare prime de instalare, inclusiv șemrilor de lungă durată	2014	3 mil euro ESF	735.000 RON from Unemployment insurance fund (BAS) +0,45 mil. euro national co-financing related to ESF	-	-	-	1.605	1.605	3.210	1.000 euro+ 3.500 RON/ person/year
	2015	3 mil euro ESF	735.000 RON from Unemployment insurance fund (BAS) +0,45 mil. euro national co-financing related to ESF	-	-	-	1.605	1.605	3.210	1.000 euro+ 3.500 RON/ person/year
Allocations for the other 5 regions										

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	Employers Funds	Others (please specify)	Men	Women	Total	
Providing incentives to employers to hire young people Subvenții acordate angajatorilor pentru încadrarea tinerilor	2014	5,3 mil euro ESF+5,3 mil euro YEI	1.334.375 RON from Unemployment insurance fund (BAS) + 1,59 mil euro national co-financing related to ESF +YEI	-	-	-	3.276	3.276	6.552	200 euro *12 months +500 RON*12 months /person/year
	2015	5,3 mil euro ESF+5,3 mil euro YEI	1.334.375 RON from Unemployment insurance fund (BAS) + 1,59 mil euro national co-financing related to ESF +YEI	-	-	-	3.276	3.276	6.552	200 euro *12 months +500 RON*12 months /person/year
Providing incentives to employers to hire young people Subvenții acordate angajatorilor pentru încadrarea tinerilor	2014	6 mil euro ESF	2.137.500 RON RON from Unemployment insurance fund (BAS) + 0,9 mil euro national co-financing related to ESF	-	-	-	2.960	2.960	5.920	200 euro *12 months +500 RON*12 months /person/year
	2015	6 mil euro ESF	2.137.500 RON RON from Unemployment insurance fund (BAS) + 0,9 mil euro national co-financing related to ESF	-	-	-	2.960	2.960	5.920	200 euro *12 months +500 RON*12 months /person/year
Providing incentives to employers to hire young people at risk of social exclusion Acordarea de acompaniament personalizat tinerilor cu risc de marginalizare socială prin încheierea de contracte de solidaritate și oferirea de servicii specifice, inclusiv prin	2014	-	633.000 RON from Unemployment insurance fund (BAS)	-	-	-	237	238	475	1.000 RON /month
	2015	-	633.000 RON from Unemployment insurance fund (BAS)	-	-	-	237	238	475	1.000 RON /month

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	Employers Funds	Others (please specify)	Men	Women	Total	
acordarea de subvenții angajatorilor de inserție care încadrează persoane din această categorie  Allocations for the 3 eligible regions										
Providing incentives to employers to hire young people at risk of social exclusion	2014	-	1.202.700 RON from Unemployment insurance fund (BAS)	-	-	-	395	395	790	
Acordarea de acompaniament personalizat tinerilor cu risc de marginalizare socială prin încheierea de contracte de solidaritate și oferirea de servicii specifice, inclusiv prin acordarea de subvenții angajatorilor de inserție care încadrează persoane din această categorie  Allocations for the other 5 regions	2015	-	1.202.700 RON from Unemployment insurance fund (BAS)	-	-	-	395	395	790	
Youth Guarantee pilot Scheme	2014	32,87 mil lei from ESF 2007 - 2013	3,27mil RON national co-financing ESF 2007 - 2013				1684	1684	3368	The cost per beneficiary / year depends on integrated package which is delivered
Scheme pilot Garantia pentru Tineri	2015	16,43 mil RON from ESF 2007-2013	1,63 mil RON national co-financing ESF 2007 - 2013	-	-	-	842	842	1684	The cost per beneficiary / year depends on integrated package which is delivered

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	Employers Funds	Others (please specify)	Men	Women	Total	
Developing entrepreneurial skills among young people and facilitating their access to funding (START)	2014	-	15 mil RON from state budget	-	-	-	75	75	150	100.000 RON/person/year
Dezvoltarea abilităților antreprenoriale în rândul tinerilor și facilitarea accesului acestora la finanțare (START)	2015	-	15 mil RON from state budget	-	-	-	75	75	150	100.000 RON/person/year
Stimulating the creation and development of micro enterprises by young entrepreneurs (SRL-D)	2014	-	21,284 mil RON from the state budget	-	-	-	250	250	500	42.568 RON/person/year
Stimularea înființării și dezvoltării microîntreprinderilor de către întreprinzătorii tineri (SRL-D)	2015	-	21,284 mil RON from the state budget	-	-	-	250	250	500	42.568 RON/person/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	Employers Funds	Others (please specify)	Men	Women	Total	
Project for mentoring young people who access the program to stimulate the creation and development of micro enterprises by young entrepreneurs (SRL-D)	2014	-	-	-	-	-	50	50	100	Does not require additional cost.
Proiectul pentru mentorarea pentru tinerii care accesează Programul pentru stimularea înființării și dezvoltării microintreprinderilor de către întreprinzătorii tineri (SRL-D)	-	-	-	-	-	-				
Growing – Up II Project financed by European Commission within Erasmus Programme	2014	94.500 RON (approx. 21.000 euro from European Commission)					4	3	7	13.500 RON/pers/year (approx. 3000 euro/pers/year)
Proiectul cu finanțare externă (în cadrul Proiectului Erasmus) Growing – Up II finanțat de Comisia Europeană, în cadrul programului Erasmus	2015	108.000 RON (approx. 24.000 euro from European Commission)					4	4	8	13.500 RON/pers/year (approx. 3000 euro/pers/year)

#### 4. Assessment and continuous improvement of schemes

Table 4.1: Planned assessments for the (non-financial aspects of) structural reforms<sup>14</sup>

Name of reform/ initiative <sup>15</sup>	Expected change	Means through which change will be measured	Source of information/ planned evaluations
<b>PLANNED REFORMS</b>			
<p>Draft Law amending and supplementing Law no. 202/2006 on the organization and functioning of the National Agency for Employment</p> <p>(Proiect de Lege pentru modificarea și completarea Legii nr. 202/2006 privind organizarea și funcționarea Agenției Naționale pentru Ocuparea Forței de Muncă)</p>	<ul style="list-style-type: none"> <li>- increasing efficiency, effectiveness and coverage of services provided by territorial agencies for employment;</li> <li>- coordination and implementation of Youth Guarantee Implementation plan</li> <li>- designation of the National Agency for Employment as a national coordination office of the EURES network</li> </ul>	<p>Monitoring indicators presented at Law no76/2002 initiatives, Law no. 279/2005 republished and Law on the internship for higher education graduates</p> <p>National Coordination Office of the EURES network established and operational</p>	<p>Management Performance Contract/ quarterly</p> <p>National Employment Programme/ quarterly</p> <p>National Training Plan/ quarterly</p> <p>Statistics of the National Agency for Employment / quarterly.</p>
<p>Law no. 279/2005, republished on apprenticeship at workplace</p> <p>Legea 279/2005 republicată privind ucenicia la locul de muncă</p>	<ul style="list-style-type: none"> <li>- ensuring the quality of vocational training by providing nationally recognized qualification certificates and providing employment for young people 16-24 y.o.;</li> <li>- offering the possibility of transition to a stable job, for an indefinite period upon completion apprenticeships;</li> <li>- ensuring the skilled workforce for employers, in accordance with their requirements;</li> <li>- economic growth, job creation, social cohesion.</li> </ul>	<p>Total number of apprenticeship contracts concluded in the first 4 months of registration in the database of the Public Employment Service;</p> <p>Number of apprenticeship contracts signed for activity fields.</p> <p>Number of employment contracts concluded at the end apprenticeship</p>	<p>National Training Plan of the National Agency for Employment / quarterly;</p> <p>The database of the Territorial Labour Inspectorate / quarterly;</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
<p>Law no. 335/2013 on the internship for higher education graduates</p> <p>Legea nr. 335/2013 privind</p>	<ul style="list-style-type: none"> <li>- strengthening and upgrading the professional skills of higher education graduates according to practical requirements and demands of the workplace;</li> <li>- rapid integration into work, and also</li> </ul>	<p>Number of higher education graduates as beneficiaries of an internship in the first 4 months after graduation;</p> <p>Number of employment contracts concluded at the end of internship.</p>	<p>Statistics of the National Agency for Employment / quarterly;</p> <p>The database of the Territorial Labour Inspectorate / quarterly;</p> <p>HC OP monitoring reports</p>

<sup>14</sup> Please include all reforms listed in the tables above.

<sup>15</sup> In English and original name (in national language).

<p>efectuarea stagiului pentru absolvenții de învățământ superior</p>	<p>the acquisition of work experience and seniority, and, where appropriate, specialisation;</p> <ul style="list-style-type: none"> <li>- facilitating the transition to a permanent job, for an indefinite period, at the end of the internship;</li> <li>- adapting higher education institutions curricula to labour market requirements.</li> </ul>		<p>HC OP evaluation reports</p>
<p>Law no. 76/2002 regarding the unemployment insurance system and employment stimulation, as amended and supplemented by Law no. 250/2013</p> <p>Legea nr. 76/2002 privind sistemul asigurarilor pentru șomaj și stimularea ocupării forței de muncă, modificată și completată prin Legea nr. 250/2013</p>	<ul style="list-style-type: none"> <li>- facilitating the transition from unemployment or inactivity to employment;</li> <li>- (re) employment of young people looking for a job;</li> <li>- increasing occupational mobility;</li> <li>- providing protection of young people in the unemployment insurance system.</li> </ul>	<p>Number of young people who benefited from ALMPs in the first 4 months of registration in NAE database;</p> <p>Number of young people employed in the first 4 months after benefiting of the measure.</p>	<p>National Employment Programme/ quarterly</p> <p>The database of the Territorial Labour Inspectorate / quarterly;</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
<p><b>PLANNED INITIATIVES</b></p>			
<p>Creation of an integrated database for registering young people within the National Agency for Employment</p> <p>Crearea unei baze de date integrate pentru înregistrarea tinerilor în cadrul Agenției Naționale pentru Ocuparea Forței de Muncă</p>	<ul style="list-style-type: none"> <li>- increasing the number of young people registered in the database managed by National Employment Agency</li> <li>- increasing the number of ALMPs beneficiaries</li> <li>- increasing the youth employment rate</li> </ul>	<p>Integrated database established and operational</p> <p>Number of young people registered</p>	<p>National Agency for Employment database/ quarterly;</p> <p>Ministry of National Education database/ quarterly;</p> <p>Ministry of Regional Development and Public Administration – through population records offices/ quarterly;</p> <p>Ministry of Youth and Sports database/ quarterly;</p> <p>Youth Guarantee Centers database/ quarterly.</p>
<p>Creating partnerships between NCTVETD, school inspectorates, schools and agencies for employment to promote, through awareness, measures to boost employment or participation in vocational training and education.</p> <p>Crearea unor parteneriate între CNDIPT, inspectoratele școlare, școli și Agențiile Județene pentru Ocuparea Forței de Muncă în vederea promovării prin campanii</p>	<ul style="list-style-type: none"> <li>- informing students about the most appropriate solutions regarding the access at ALMPs: information / documentation, preparation of documents required by the agency for employment, consulting the job and vocational training offers or participating in workshops.</li> </ul>	<p>Number of information sessions completed</p> <p>Number of students informed</p>	<p>Statistics of the National Agency for Employment / quarterly.</p>

<p>a măsurilor de stimulare a ocupării forței de muncă sau a participării tinerilor la formare profesională, educație.</p>			
<p>Development of self-services and expansion by local communities</p> <p>Dezvoltarea serviciilor de tip self service si extinderea acestora catre comunitatile locale</p>	<ul style="list-style-type: none"> <li>- a modern and flexible system for providing public employment services;</li> <li>- self-service information for those searching of a job, while increasing the autonomy of potential beneficiaries that will be able to inform themselves about the opportunities for integration into the national and european labour market.</li> </ul>	<p>Number of set up and operational self-service services;</p> <p>Number of young people who had access the self-service services.</p>	<p>Statistics of the National Agency for Employment / quarterly.</p>
<p>Continue to implement the <b>Second Chance program for primary education</b></p> <p>Continuarea implementării programului <b>A doua șansă pentru învățământ primar</b></p>	<ul style="list-style-type: none"> <li>- extension ADS programs offer in each county school inspectorate / Bucharest</li> <li>- improving the quality of education and training programs available in ADS, in all schools where the program is implemented;</li> <li>- providing support to ensure program completion ADS by learners and enhance the opportunities for their integration in the labor market;</li> <li>- information and facilitating acces for ADS programme graduates for further education, training and labor market integration</li> </ul>	<p>Number of students enrolled annually in the "second chance" for primary education</p> <p>Number of young people who complete the ADS program for primary education</p> <p>Number of teachers trained to implement the ADS program for primary education</p> <p>Number of new schools which, alone or in partnership with other schools, fulfill the requirements to provide ADS program</p> <p>Number of schools that offers free counseling and career guidance for all students and young people looking for employment (including their operation and the Lifelong Learning Community Centers)</p>	<p>Statistical data collected by National Institute of Statistics – NIS, and Ministry of National Education (MNE) on the number of students enrolled in the program ADS on levels of education (primary, lower secondary) and the number of teachers trained to work in ADS software</p> <p>MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter school education)</p> <p>Annual reports MNE and County School Inspectorates / Bucharest School Inspectorate on school inspection</p> <p>Curriculum adapted in line with the new national curriculum for compulsory education and vocational training</p> <p>Relevant thematic surveys and studies</p> <p>Websites County School Inspectorates / Bucharest School Inspectorate and schools where the ADS program is implemented</p>
<p>Continue to implement the <b>Second Chance program for lower secondary education</b></p> <p>Continuarea implementării programului <b>A doua șansă pentru învățământ secundar inferior</b></p>	<ul style="list-style-type: none"> <li>- extension ADS programs offer in each county school inspectorate / Bucharest</li> <li>- improving the quality of education and training programs available in ADS, in all schools where the program is implemented;</li> <li>- providing support to ensure program completion ADS by learners and enhance the opportunities for their integration in the labor market;</li> </ul>	<p>Number of students enrolled annually in the "second chance" for primary education</p> <p>Number of young people who complete the ADS program for primary education</p> <p>Number of teachers trained to implement the ADS program for primary education</p> <p>Number of new schools which, alone or in</p>	<p>Statistical data collected by NIS and MNE on the number of students enrolled in the program ADS on levels of education (primary, lower secondary) and the number of teachers trained to work in ADS software</p> <p>MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter school education)</p> <p>Annual reports MNE and County School Inspectorates / Bucharest School Inspectorate on school inspection</p>

	<ul style="list-style-type: none"> <li>- information and facilitating acces for ADS programme graduates for further education, training and labor market integration</li> </ul>	<p>partnership with other schools, fulfill the requirements to provide ADS program</p> <p>Number of schools that offers free counseling and career guidance for all students and young people looking for employment (including their operation and the Lifelong Learning Community Centers)</p>	<p>Curriculum adapted in line with the new national curriculum for compulsory education and vocational training</p> <p>Relevant thematic surveys and studies</p> <p>Websites of County School Inspectorates / Bucharest School Inspectorate and schools where the ADS program is implemented</p>
<p>Continue to implement the <b>National Social Protection Programme Professional Scholarship</b></p> <p>Continuarea implementării Programului national de protecție socială <b>Bursa profesională</b></p>	<ul style="list-style-type: none"> <li>- providing support to ensure completion of vocational education lasting two years by students and enhance the prospects of their integration into the labor market;</li> </ul>	<p>Number of beneficiaries of the National Social Protection Programme Professional Scholarship</p>	<p>MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter results)</p>
<p>Continue to implement the <b>National Social Programme Money for Highschool</b></p> <p>Continuarea implementării Programului national de protecție socială <b>Bani de liceu</b></p>	<ul style="list-style-type: none"> <li>- providing support to ensure completion of vocational education lasting two years by students and enhance the prospects of their integration into the labor market;</li> </ul>	<p>Number of beneficiaries of the National Social Programme Money for Highschool</p>	<p>MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter school education)</p> <p>Websites of MNE County School Inspectorates / Bucharest School Inspectorate</p>
<p>Boosting self-employment and youth entrepreneurship</p> <p>Stimularea ocupării pe cont propriu si a antreprenoriatului pentru tineri</p>	<ul style="list-style-type: none"> <li>- the development of youth entrepreneurship and the creation of new jobs;</li> <li>- increasing competitiveness.</li> </ul>	<p>Number of young people beneficiaries of consultancy services and support to start self-employment or starting a business.</p> <p>Number of young people participating in entrepreneurship courses.</p>	<p>National Employment Programme/ quaterly</p> <p>NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
<p>Counselling and professional orientation</p> <p>Consiliere si orientare profesională</p>	<ul style="list-style-type: none"> <li>- improving the efficiency and effectiveness of education, training and employment, in order to prevent the lack of correlation between demand and supply of skills and productivity growth;</li> </ul>	<p>Number of young people beneficiaries of counselling and professional orientation services.</p>	<p>National Employment Programme/ quaterly</p> <p>NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
<p>Assessment and recognition of competences obtained in non-formal training and informal system</p>	<ul style="list-style-type: none"> <li>- facilitating the transition from unemployment or inactivity to employment by increasing employability based on a qualification certificate, recognized at national level;</li> </ul>	<p>Number of certificates obtained after the assessment of skills aquired in other ways than formal.</p>	<p>NAE statistics</p> <p>HC OP monitoring reports</p>

Evaluarea și recunoașterea competențelor profesionale obținute în sistem nonformal și informal	<ul style="list-style-type: none"> <li>- improving the remuneration and occupational mobility;</li> <li>- facilitating access to formal education and training;</li> </ul>		HC OP evaluation reports
Vocational Training  Formare profesională	<ul style="list-style-type: none"> <li>- developing skills in order to enhance the employability of young people;</li> <li>- increasing occupational mobility;</li> <li>- increasing the number of qualified young people.</li> </ul>	<p>Number of young people beneficiaries of training courses;</p> <p>Number of young people employed in the first 4 months after graduation.</p>	<p>National Employment Programme/ quarterly</p> <p>National Training Plan/ quarterly</p> <p>NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
Granting mobility bonuses, including long-term unemployed  Acordare prime mobilitate, inclusiv șomerilor de lungă durată	<ul style="list-style-type: none"> <li>- providing supply of skills adapted to the needs of the labour market by increasing the mobility of young people in the labour market;</li> <li>- increasing employment among young people.</li> </ul>	Number of youth who received bonuses of mobility in the first 4 months after the registration in the database of the Public Employment Service.	<p>National Employment Programme/ quarterly</p> <p>NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
Granting relocation bonuses including long-term unemployed  Acordare prime instalare inclusiv șomerilor de lungă durată	<ul style="list-style-type: none"> <li>- providing supply of skills adapted to the needs of the labour market by increasing the mobility of young people in the labour market;</li> <li>- increasing employment among young people.</li> </ul>	Number of youth who received installation bonuses in the first 4 months after the registration in the database of the Public Employment Service.	<p>National Employment Programme/ quarterly</p> <p>NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
Providing incentives to employers to hire young people  Subvenții acordate angajatorilor pentru încadrarea tinerilor	<ul style="list-style-type: none"> <li>- promoting employment through the implementation of favourable policies for the business environment, that would lead to preservation and creation of new jobs;</li> <li>- Increasing the number of employers who hire young people.</li> </ul>	<p>Number of young people employed as a result of incentivising employers</p> <p>Number of employers beneficiaries of incentives for hiring young people.</p>	<p>National Employment Programme/ quarterly</p> <p>NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
Providing incentives to employers to hire young people at risk of social exclusion  Acordarea de acompaniament personalizat tinerilor cu risc de marginalizare socială prin încheierea de contracte de solidaritate și oferirea de servicii specifice, inclusiv prin acordarea	<ul style="list-style-type: none"> <li>- promoting employment for youth in risk of social exclusion</li> </ul>	<p>Number of young people at risk of social exclusion employed</p> <p>Number of employers beneficiaries of incentives for hiring young people.</p>	<p>National Employment Programme/ quarterly</p> <p>NAE statistics</p>

de subvenții angajatorilor de inserție care încadrează persoane din această categorie			
Youth Guarantee pilot Scheme  Scheme pilot Garantia pentru tineri	<ul style="list-style-type: none"> <li>- labour market integration of young people who left school early, those in search of a job by providing customized packages and integrated measures;</li> <li>- establishment and operationalization of youth guarantee centers, involved in the identification and registration of NEETs and delivering integrated programs.</li> </ul>	<p>Number of youth who received integrated and personalized measures</p> <p>Number of young people employed as a result of integrated measures offered</p> <p>Number of young people who have concluded apprenticeship contracts</p> <p>Number of young people who developed their own business</p> <p>Number of youth guarantee centers established and operational</p> <p>Number of youth who were registered in the youth guarantee centers</p>	<p>SOPHRD monitoring reports</p> <p>SOPHRD evaluation reports</p>
Developing entrepreneurial skills among young people and facilitating their access to funding - START  Dezvoltarea abilităților antreprenoriale în rândul tinerilor și facilitarea accesului acestora la finanțare – START	<ul style="list-style-type: none"> <li>- setting up new SMEs, by the young people, by increasing access to the funding sources and development of entrepreneurial skills of young people (including NEETs)</li> </ul>	<p>Number of young entrepreneurs which set up / develop a start-up;</p> <p>Number of new jobs created.</p>	<p>at presentation of the expense account - a visit certifying the expenditure and then, annually, for 3 years, to monitor if the acquisitions were kept.</p> <p>in total- four monitoring visits per beneficiary and four monitoring reports prepared by the Territorial Office for Small and Medium Enterprises (TOSME)</p>
Stimulating the creation and development of micro enterprises by young entrepreneurs (SRL-D)  Stimularea înființării și dezvoltării microîntreprinderilor de către întreprinzătorii tineri	<ul style="list-style-type: none"> <li>- developing the entrepreneurial skills of young people;</li> <li>- stimulating, supporting and developing new companies (start-ups) by facilitating the access of young people (including NEET) to funding sources;</li> <li>- increasing the access to the funding sources.</li> </ul>	<p>Number of micro enterprises established and developed by young entrepreneurs;</p> <p>Number of new jobs created.</p>	<p>at presentation of the expense account - a visit certifying the expenditure and then, annually, for 3 years, to monitor if the acquisitions were kept.</p> <p>in total- four monitoring visits per beneficiary and four monitoring reports prepared by the Territorial Office for Small and Medium Enterprises (TOSME)</p>

<p>Project for mentoring young people who access the program to stimulate the creation and development of micro enterprises by young entrepreneurs (SRL-D)</p> <p>Proiectul pentru mentorarea pentru tinerii care accesează Programul pentru stimularea înființării și dezvoltării microintreprinderilor de către întreprinzătorii tineri (SRL-D)</p>	<p>- mentoring young entrepreneurs to develop their business.</p>	<p>Number of the young entrepreneurs who were mentored</p>	<p>Two monitoring visits per beneficiary and two monitoring reports prepared by the Territorial Office for Small and Medium Enterprises (TOSME).</p>
<p>Growing – Up II Project financed by European Commission within Erasmus Programme</p> <p>Proiectul cu finantare externa (in cadrul Proiectului Erasmus) Growing – Up II finantat de Comisia Europeana, în cadrul programului Erasmus</p>	<p>- strenghtening the skills of young entrepreneurs for starting and developing their own businesses</p>	<p>Number of the young entrepreneurs included in internships</p> <p>Number of internships provided to young entrepreneurs</p>	<p>Monitoring reports</p>

**Table 4.2: Planned assessments of the initiatives and of the financial aspects of reforms** <sup>16</sup>

Name of the reform/ initiative <sup>17</sup>	Target population (or equivalent)	Population (or equivalent) actually reached	Outcome for population	Sources of information
<b>PLANNED REFORMS</b>				
<p>Draft Law amending and supplementing Law no. 202/2006 on the organization and functioning of the National Agency for Employment</p> <p>Proiect de Lege pentru modificarea și completarea Legii nr. 202/2006 privind</p>	<p>young people aged 16-24 y.o. registered at NAE</p>		<p>Monitoring indicators presented at Law no76/2002 initiatives, Law no. 279/2005 republished and Law on the internship for higher education graduates</p> <p>National Coordination Office of the EURES network established and operational</p>	<p>Management Performance Contract/ quarterly</p> <p>National Employment Programme/ quarterly</p> <p>National Training Plan/ quarterly</p> <p>Statistics of the National Agency for Employment / quarterly.</p>

<sup>16</sup> Please include all initiatives listed in the tables above.

<sup>17</sup> In English and original name (in national language).

organizarea și funcționarea Agenției Naționale pentru Ocuparea Forței de Muncă				
Law no. 279/2005, republished on apprenticeship at workplace  Legea 279/2005 republicată privind ucenicia la locul de muncă)	7.000 young people aged 16-24 y.o. from which 3.000 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds.		Total number of apprenticeship contracts concluded in the first 4 months of registration in the database of the Public Employment Service;  Number of apprenticeship contracts signed for activity fields.  Number of employment contracts concluded at the end apprenticeship	National Training Plan of the National Agency for Employment / quarterly;  The database of the Territorial Labour Inspectorate / quarterly;  HC OP monitoring reports  HC OP evaluation reports
Law no. 335/2013 on the internship for higher education graduates  Legea nr. 335/2013 privind efectuarea stagiului pentru absolvenții de învățământ superior)	14.300 university graduates aged between 20-24 y.o. from which 5.000 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		Number of higher education graduates as beneficiaries of an internship in the first 4 months after graduation;  Number of employment contracts concluded at the end of internship.	Statistics of the National Agency for Employment / quarterly;  The database of the Territorial Labour Inspectorate / quarterly;  HC OP monitoring reports  HC OP evaluation reports
Law no. 76/2002 regarding the unemployment insurance system and employment stimulation, as amended and supplemented by Law no. 250/2013  Legea nr. 76/2002 privind sistemul asigurarilor pentru șomaj și stimularea ocupării forței de muncă, modificată și completată prin Legea nr. 250/2013.	367.900 young people aged 16-24 y.o. from which 133.500 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds.		Number of young people who benefited from ALMPs in the first 4 months of registration in NAE database;  Number of young people employed in the first 4 months after benefiting of the measure.	National Employment Programme/ quarterly  The database of the Territorial Labour Inspectorate / quarterly;  HC OP monitoring reports  HC OP evaluation reports
<b>PLANNED INITIATIVES</b>				
Creation of an integrated database for registering young people within the National Agency for Employment	young people aged 16-24 y.o.		Integrated database established and operational  Number of young people registered	National Agency for Employment database/ quarterly;  Ministry of National Education database/ quarterly;

Crearea unei baze de date integrate pentru înregistrarea tinerilor în cadrul Agenției Naționale pentru Ocuparea Forței de Muncă				Ministry of Regional Development and Public Administration – through population records offices/ quarterly;  Ministry of Youth and Sports database/ quarterly;  Youth Guarantee Centers database/ quarterly.
Creating partnerships between NCTVETD, school inspectorates, schools and agencies for employment to promote, through awareness, measures to boost employment or participation in vocational training and education.  Crearea unor parteneriate între CNDIPT, inspectoratele școlare, școli și Agențiile Județene pentru Ocuparea Forței de Muncă în vederea promovării prin campanii a măsurilor de stimulare a ocupării forței de muncă sau a participării tinerilor la formare profesională, educație.	20.000 young people aged 16-24 y.o.		Number of information sessions completed  Number of students informed	Statistics of the National Agency for Employment / quarterly.
Development of self-services and expansion by local communities  Dezvoltarea serviciilor de tip self service si extinderea acestora catre comunitatile locale	1.000 young people aged 16-24 y.o.		Number of set up and operational self-service services;  Number of young people who had access the self-service services.	Statistics of the National Agency for Employment / quarterly.
Continue to implement the <b>Second Chance program for primary education</b>  Continuarea implementării programului <b>A doua șansă pentru învățământ primar</b>	6.000 people who have not completed primary education and who have passed at least four years of the grade school age.		Number of students enrolled annually in the "second chance" for primary education  Number of young people who complete the ADS program for primary education	Statistical data collected by National Institute of Statistics – NIS, and Ministry of National Education (MNE) on the number of students enrolled in the program ADS on levels of education (primary, lower secondary) and the number of teachers trained to work in ADS software

			<p>Number of teachers trained to implement the ADS program for primary education</p> <p>Number of new schools which, alone or in partnership with other schools, fulfill the requirements to provide ADS program</p> <p>Number of schools that offers free counseling and career guidance for all students and young people looking for employment (including their operation and the Lifelong Learning Community Centers)</p>	<p>MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter school education)</p> <p>Annual reports MNE and County School Inspectorates / Bucharest School Inspectorate on school inspection</p> <p>Curriculum adapted in line with the new national curriculum for compulsory education and vocational training</p> <p>Relevant thematic surveys and studies Websites County School Inspectorates / Bucharest School Inspectorate and schools where the ADS program is implemented</p>
<p>Continue to implement the <b>Second Chance program for lower secondary education</b></p> <p>Continuarea implementării programului <b>A doua șansă pentru învățământ secundar inferior</b></p>	<p>10.000 people aged over 14 who have not completed secondary education</p>		<p>Number of students enrolled annually in the "second chance" for primary education</p> <p>Number of young people who complete the ADS program for primary education</p> <p>Number of teachers trained to implement the ADS program for primary education</p> <p>Number of new schools which, alone or in partnership with other schools, fulfill the requirements to provide ADS program</p> <p>Number of schools that offers free counseling and career guidance for all students and young people looking for employment (including their operation and the Lifelong Learning Community Centers)</p>	<p>Statistical data collected by NIS and MNE on the number of students enrolled in the program ADS on levels of education (primary, lower secondary) and the number of teachers trained to work in ADS software</p> <p>MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter school education)</p> <p>Annual reports MNE and County School Inspectorates / Bucharest School Inspectorate on school inspection</p> <p>Curriculum adapted in line with the new national curriculum for compulsory education and vocational training</p> <p>Relevant thematic surveys and studies</p> <p>Websites of County School Inspectorates / Bucharest School Inspectorate and schools</p>

				where the ADS program is implemented
<p>Continue to implement the <b>National Social Protection Programme Professional Scholarship</b></p> <p>Continuarea implementării Programului național de protecție socială <b>Bursa profesională</b></p>	48.000 students attending vocational education		Number of beneficiaries of the National Social Protection Programme Professional Scholarship	MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter results)
<p>Continue to implement the <b>National Social Programme Money for Highschool</b></p> <p>Continuarea implementării Programului național de protecție socială <b>Bani de liceu</b></p>	270.000 students attending highschool full time		Number of beneficiaries of the National Social Programme Money for Highschool	MNE annual reports, respectively, County School Inspectorates / Bucharest School Inspectorate on Education (Chapter school education)  Websites of MNE County School Inspectorates / Bucharest School Inspectorate
<p>Boosting self-employment and youth entrepreneurship</p> <p>Stimularea ocupării pe cont propriu și a antreprenoriatului pentru tineri</p>	4.700 young people aged 16-24 y.o. from which 2.000 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		<p>Number of young people beneficiaries of consultancy services and support to start self-employment or starting a business.</p> <p>Number of young people participating in entrepreneurship courses.</p>	<p>National Employment Programme/ quaterly NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
<p>Counselling and professional orientation</p> <p>Consiliere și orientare profesională</p>	106.000 young people aged 16-24 y.o. from which 50.000 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		Number of young people beneficiaries of counselling and professional orientation services.	<p>National Employment Programme/ quaterly NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
<p>Assessment and recognition of competences obtained in non-formal training and informal system</p> <p>Evaluarea și recunoașterea competențelor profesionale obținute în sistem nonformal și informal)</p>	9.100 young people aged 16-24 y.o., from which 4.500 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		Number of certificates obtained after the assessment of skills acquired in other ways than formal.	<p>NAE statistics</p> <p>HC OP monitoring reports</p> <p>HC OP evaluation reports</p>
Vocational Training	200.000 young people aged 16-24 y.o., from which 60.000 belonging		Number of young people beneficiaries of	National Employment Programme/ quaterly

Formare profesională	to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		training courses;  Number of young people employed in the first 4 months after graduation.	National Training Plan/ quaterly  NAE statistics  HC OP monitoring reports  HC OP evaluation reports
Granting mobility bonuses, including long-term unemployed Acordare prime mobilitate, inclusiv șomerilor de lungă durată)	10.300 young people aged 16-24 y.o., from which 5. 000 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		Number of youth who received bonuses of mobility in the first 4 months after the registration in the database of the Public Employment Service.	National Employment Programme/ quaterly  NAE statistics  HC OP monitoring reports  HC OP evaluation reports
Granting relocation bonuses including long-term unemployed  Acordare prime instalare inclusiv șomerilor de lungă durată	4.600 young people aged 16 – 24 years, from which 2. 000 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		Number of youth who received installation bonuses in the first 4 months after the registration in the database of the Public Employment Service.	National Employment Programme/ quaterly  NAE statistics  HC OP monitoring reports  HC OP evaluation reports
Providing incentives to employers to hire young people  Subvenții acordate angajatorilor pentru încadrarea tinerilor	31.200 young people aged 16-24 y.o., from which 10. 000 belonging to the next regions: Centre, South-East and South-Muntenia which will benefit of YEI funds		Number of young people employed as a result of incentivising employers   Number of employers beneficiaries of incentives for hiring young people.	National Employment Programme/ quaterly  NAE statistics  HC OP monitoring reports  HC OP evaluation reports
Providing incentives to employers to hire young people at risk of social exclusion  Acordarea de acompaniament personalizat tinerilor cu risc de marginalizare socială prin încheierea de contracte de solidaritate și oferirea de servicii specifice, inclusiv prin acordarea de subvenții	2000 young people aged 16-24 y.o.		Number of young people at risk of social exclusion employed   Number of employers beneficiaries of incentives for hiring young people.	National Employment Programme/ quaterly  NAE statistics

angajatorilor de inserție care încadrează persoane din această categorie				
Youth Guarantee pilot Scheme  Scheme pilot Garantia pentru tineri	5.052 young people aged 16-24 y.o.		<p>Number of youth who received integrated and personalized measures</p> <p>Number of young people employed as a result of integrated measures offered</p> <p>Number of young people who have concluded apprenticeship contracts</p> <p>Number of young people who developed their own business</p> <p>Number of youth guarantee centers established and operational</p> <p>Number of youth who were registered in the youth guarantee centers</p>	<p>SOPHRD monitoring reports</p> <p>SOPHRD evaluation reports</p>
Developing entrepreneurial skills among young people and facilitating their access to funding - START  Dezvoltarea abilităților antreprenoriale în rândul tinerilor și facilitarea accesului acestora la finanțare – START	300 young people (including NEETs) which sets up microenterprises with private capital		<p>Number of young entrepreneurs which set up / develop a start-up;</p> <p>Number of new jobs created.</p>	<p>at presentation of the expense account - a visit certifying the expenditure and then, annually, for 3 years, to monitor if the acquisitions were kept.</p> <p>in total- four monitoring visits per beneficiary and four monitoring reports prepared by the Territorial Office for Small and Medium Enterprises (TOSME)</p>
Stimulating the creation and development of micro enterprises by young entrepreneurs (SRL-D)  Stimularea înființării și dezvoltării microîntreprinderilor de către întreprinzătorii tineri	1.000 young people (including NEETs) individuals who are junior entrepreneurs		<p>Number of micro enterprises established and developed by young entrepreneurs;</p> <p>Number of new jobs created.</p>	<p>at presentation of the expense account - a visit certifying the expenditure and then, annually, for 3 years, to monitor if the acquisitions were kept.</p> <p>in total- four monitoring visits per beneficiary and four monitoring reports prepared by the Territorial Office for Small and Medium Enterprises (TOSME)</p>

<p>Project for mentoring young people who access the program to stimulate the creation and development of micro enterprises by young entrepreneurs (SRL-D)</p> <p>Proiectul pentru mentorarea pentru tinerii care accesează Programul pentru stimularea înființării și dezvoltării microintreprinderilor de către întreprinzătorii tineri (SRL-D)</p>	<p>100 youth beneficiaries of the program "Stimulating the creation and development of micro enterprises by young entrepreneurs"(SRL-D)</p>		<p>Number of the young entrepreneurs who were mentored</p>	<p>Two monitoring visits per beneficiary and two monitoring reports prepared by the Territorial Office for Small and Medium Enterprises (TOSME).</p>
<p>Growing – Up II Project financed by European Commission within Erasmus Programme</p> <p>Proiectul cu finantare externa (in cadrul Proiectului Erasmus) Growing – Up II finantat de Comisia Europeana, în cadrul programului Erasmus</p>	<p>15 young entrepreneurs</p>		<p>Number of the young entrepreneurs included in internships</p> <p>Number of internships provided to young entrepreneurs</p>	<p>Monitoring reports</p>

## List of acronyms

ADS	Second chance programme
BSI	Bucharest School Inspectorate
CSI	County School Inspectorates
ERDF	European Regional Development Fund
ESF	European Social Fund
EU	European Union
MARD	Ministry of Agriculture and Rural Development
ME	Ministry of Economy
MEF	Ministry for European Funds
MFA	Ministry of Foreign Affairs

MLFSPE	Ministry of Labour, Family, Social Protection and Elderly
MNE	Ministry of National Education
MPF	Ministry of Public Finance
MRDPA	Ministry of Regional Development and Public Administration
MYS	Ministry of Youth and Sport
NACPEVT	National Agency for Community Programmes in the field of Education and Vocational Training
NAE	National Agency for Employment
NEETs	Young people not in employment, nor in education or training
NCTVET	National Centre for TVET Developing
NCPSMER	National Council of Private Small and Medium Enterprises in Romania
NGO	Non-governmental organization

NIS	National Institute of Statistics
NTUB	National Trade Union Bloc
OP HC	Operational Programme Human Capital
SME	Small and Medium Enterprises
SOPHRD	Sectoral Operational Programme Human Resources Development
TOSME	Territorial Office for Small and Medium Enterprises
UIB (BAS)	Unemployment Insurance Budget
YEAR	Young Entrepreneurs Association of Romania
YEI	Youth Employment Initiative