



# A transnational overview on NEETs issue

**Social Research deepening NEETs  
problem in Italy, Spain, Greece, Poland  
and Romania**

**Preliminary research report -IO2-**

**Project: "Enhancing Competences to Meet Young's NEETs  
Needs"**

A study by Lynx Territorio Sociale srl

[www.territoriosociale.it](http://www.territoriosociale.it)

## Summary

<b>A. INTRODUCTION</b>	<b>3</b>
<b>SECTION 1 – CONTEXTES, SOURCE ANALYSIS AND BEST PRACTICES</b>	<b>6</b>
<b>1. CONTEXT ANALYSIS</b>	<b>6</b>
1.1. Italy (edited by Lynx Territorio Sociale srl)	10
1.2. Romania (edited by ASCETIS)	14
1.3. Spain (edited by Concello de San Sadurnino)	17
1.4. Poland (edited by Caritas PL)	20
1.5. Greece (Edited by Atom Edu)	22
<b>2. TRANSNATIONAL ADDRESSES IN MATTER OF NEET CONDITION</b>	<b>25</b>
2.1. UE policy on NEET people	25
2.2. OECD approach on NEET issue	27
<b>3. IMPLEMENTATION OF YOUTH GUARANTEE PLAN IN EACH ECMYNN PARTNER COUNTRY</b>	<b>29</b>
3.1. Italy	29
3.2. Romania	31
3.3. Spain	33
3.4. Poland	35
3.5. Greece	36
<b>4. A REVIEW OF NATIONAL GOOD PRACTICES IN MATTER OF NEET CONDITION</b>	<b>38</b>
<b>5. EXPERIENCE OF PROJECTS AND SERVICES AT REGIONAL AND LOCAL LEVEL FOR NEET PEOPLE</b>	<b>44</b>
5.1. Italy	45
5.2. Greece	46
5.3. Romania	47
5.4. Poland	48
<b>SECTION2 - QUALITATIVE ANALYSIS ON NEET TARGET –</b>	<b>52</b>
<b>6. PRELIMINARY INTERVIEWS FOR NEET TARGET</b>	<b>52</b>
<b>7. SURVEY ON NEET TARGET</b>	<b>58</b>
7.1. GOALS OF THE SURVEY	58
7.2. QUESTIONNAIRE PROPAGATION STRATEGY	60
7.3. STRUCTURE OF THE WEB QUESTIONNAIRE	61
7.4. RESULTS OF THE SURVEY	62
7.4.1. Section 1 – About Me... –	63
7.4.2. Section 2 – Training experiences and skills –	68
7.4.3. Section 3 – labour Issues	69
7.4.4. Section 4 - Perspectives for the Future	72
<b>8.CONCLUSIONS AND SUGGESTIONS FOR THE NEXT PHASES OF THE PROJECT</b>	<b>75</b>

## A. Introduction

The term NEET, was used for the first time in July 1999 in a report of the Social Exclusion Unit of the UK Government and indicates, according to the Eurostat definition, "Part of Population 15-29 Years Old Which is neither in employment nor in education (scholastic , academic ..) and Training ".

The present research work use this definition as well, and for what concerns training it indicates all types of training, including informal.

Especially in the last decade, the NEET phenomenon assumed increasing proportions and for that is a very important subject of attention by the EU: the need to focus better on NEETs population is crucial to integrated guidelines for economic and employment policies proposed by the European Commission.

This study is based on this background and represents the Intellectual Output 2 of the **“Enhancing Competences to Meet Young's NEETs Needs” project**, funded by the Erasmus+ programme, with the participation of the following Partners:

- Comune di San Giovanni Teatino, Italy, municipality, lead partner
- Concello de San Sadurnino, Spain, municipality
- Ascetis, Romania, cultural association
- Caritas, Poland, association
- Atom, Greece, private training agency

### **The main scopes of research activity are:**

- ✓ Make a general overview of the Neet phenomenon in the national territories where partners come from, comparing the state of the political and legislative context of each national policy to the european one.
- ✓ Underline the implemented best practices in each of the partner countries in regard of NEET phenomenon, to make them useful to furnish a common pattern
- ✓ Represent, from the point of view of NEETs, the motivations and the practical difficulties characterizing their condition, as well as the needs related to overcoming this social

condition and also the critical issues concerning the system for accessing to the labor market.

- ✓ Starting from the qualitative study on the NEET target's results, lay the groundwork for setting up a "right approach" to the training activities addressed to "operators" target, as subjects of the next phases of the ECMYNN project

**The report is divided in two specific sections:**

1. Preliminary source analysis, to overview the NEET issues in each partner country from the point of view of policies, legislations and operating best practices at national and local level, by a quantitative data collection and the systematization of institutional sources in this area.
2. Survey report. The survey was conducted on a non-representative sample in each of the partner countries to collect and analyze qualitative data coming directly from the NEET target.

Both sections are the result of the joint work of each of the project partners who, through the commitment of social researchers, reported their output to the lead researcher, Italian company Lynx Territorio Sociale srl. It provided a systematization of data through specific ad hoc format, shared and disseminated to partners before starting the activities, and therefore to provide a general overview of NEET issues.

**First Section consists of 5 chapters**

- **Context Analysis:** In this chapter will be presented an overview both of European and partners' national contextes, underlining the employment and particularly NEET issues at national, regional and local level.
- **Transnational policy addresses regarding the NEETs' condition:** This chapter will highlight transnational policy outlooks concernig NEET, focusing on the EU and OECD policies.
- **General overview on "Youth Guarantee" plan implementation in each of the partner countries:** In this chapter will be shown the progress of each country partner in implementation of domestic "Youth Guarantee" Plan, reporting all the relevant

Commission assessment during 2015. Moreover it will be represented the labour market legislations of ECMYNN countries, with a focus on the youth issues.

- **Recognition of national best practices concernig NEET:** In this chapter will be mentioned examples of good practices in the partner countries and more, concernig NEET. A part of them was collected by the researcher from project partners.
- **Local project or services experiences for NEET target:** In this chapter will be underlined the concrete experiences of active projects or services to support NEETs in each of the local context where the partners come from. Big part of them come directly from the partners experience.

In the **Section nr. 2**, will be presented **the survey results. It will be divided in two sub-sections. Only the first one is part of this preliminary report, while the second one will be added after the survey will end, to complete the IO2 report.**

1. Presentation of preliminary research's qualitative results, made through face to face interviews with a limited number of local NEETs.
2. Presentation of survey results. Survey will be made through administration of web questionnaires to be filled from a non representative sample of NEET in each of the ECMYNN countries.

To identify fully consistent with the NEET condition dimensions of analysis to be explored through the survey, the work team coordinated by Lynx Territorio Sociale srl decided to make a first collection of informations directly from the target. To do this, each partner in its local context found a number of 10 local NEET to make interviews through face to face mode. For this purpose it was structured an interview guide with 10 dimensions of analysis that will be detailed in the specific section.

## Section 1 – Contextes, source analysis and best practices

Concerning the contextes analysis, all data and informations was been collected from each of the partners at their own national and local level. Lynx Territorio Sociale organized this work and upstream structured and shared with all partners specific research tolls for both quantitative and qualitative collection and overview of contextes, legislations, policies and good practices addressed to NEETs.

### 1. Context Analysis

Into the European society, youth people are part of the most vulnerable social group, especially in a context of economic and financial crisis which directly concerns all EU member countries. The high difficulty to find a job, convinces often young people to stop searching and to not attend training, useful to improve the skills that the Labour Market ask for. This trend is motivated by disillusion and rejection of diligence and leading roles in society, and produce the social category of “NEETa”: young people aged from 15 to 29 years old without a work and out of any kind of training course, even if informal<sup>1</sup>. European Council<sup>2</sup> underlines that NEET phenomenon can generate so negative social conditions, such as isolation, lack of autonomy, risky or violent behaviors, not stable psychological state, which can produce risks of permanent unemployment and social exclusion for all their lifes.

Moreover, phenomenon can have negative effects on Community’s economy and very high costs for the whole European system: decrease the NEET number and prevent the conditions for the phenomenon proliferation represent strong priorities for EU.

With more than 89,5 million inhabitants aged 15-29 years old, EU had got in 2014 9,7% youth unemployment rate, and a NEET esteem over 1,3 million people (Eurostat,2014). NEET status refers to 17,1% of unemployed females and 13,5% of unemployed males.

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<sup>1</sup> **Formal education** is defined as ‘...education provided in the system of schools, colleges, universities and other formal educational institutions that normally constitutes a continuous ‘ladder’ of full-time education for children and young people, generally beginning at age of five to seven and continuing until the age of 20 (upper secondary) to 25 (tertiary).

**Non-formal education** is defined as ‘any organised and sustained educational activities that do not correspond exactly to the above definition of formal education. (EUROSTAT DEFINITIONS)

<sup>2</sup> Council conclusions on enhancing the social inclusion of young people not in employment, education or training – Bruxelles NOV 2013 -

Due to the economical crisis, from 2007 to 2014 in EU28 there was a very high increase of youth unemployment (15-29 yo) rates, same as the NEETs rates (see table below). For the first time after 7 years, in the 2014 both rates were starting to decrease.

	2007	2008	2009	2010	2011	2012	2013	2014
•Unemployment Trend 15-29	5.4	5.4	7.0	7.4	7.4	8.0	8.0	7.5
•% Of NEET Trend	13.2	13.0	14.7	15.2	15.4	15.8	15.9	15.3

*Tab 1 – Unemployment and Neet % trend 2007-2014, EU28 – (Eurostat, 2014)*

For what concerns the ECMYNN countries, in the last 4 years each of them had an increase of NEET rate, higher than EU average. If on the one hand, Spain, Poland and Romania had got little changes, Italy (+4,2%) and especially Greece (+8,1%) had got a substantial increase from 2010 to 2014 with a situation wich seems to worsen over the time and to involve even larger sections of youth population (15-29 yo).

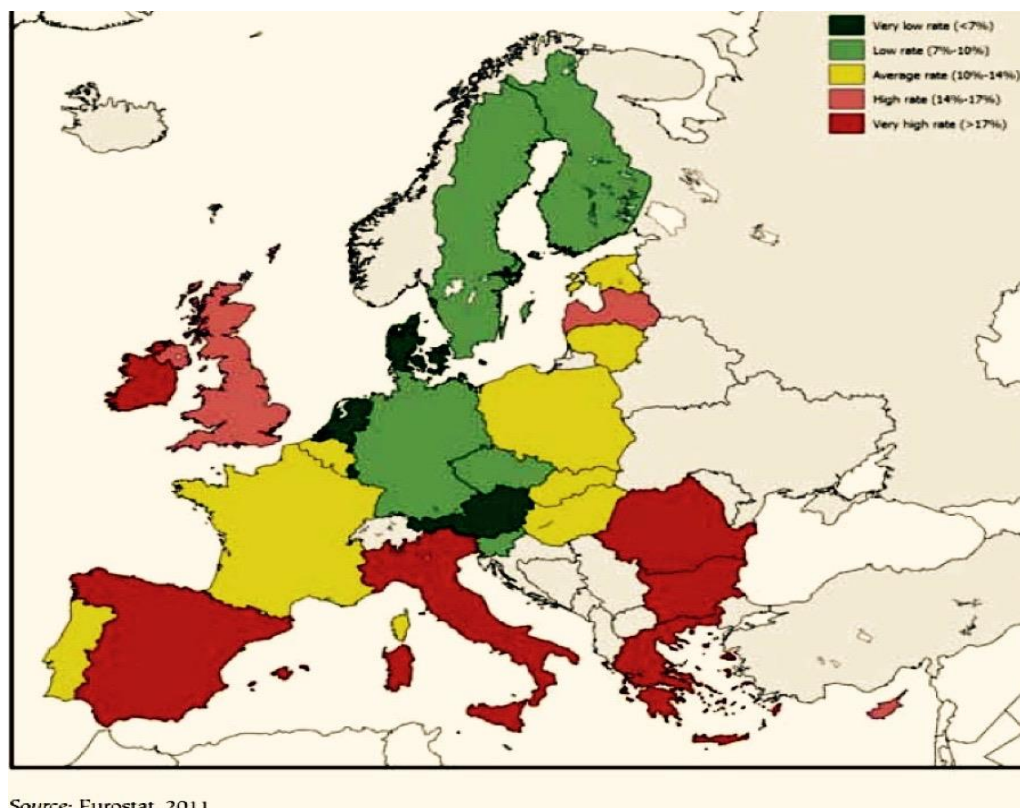
Country	NEET rate 2010	NEET rate 2014	% variation
Europe (average)	15,2%	15,3%	+0,1%
Spain	20%	20,7%	+0,7%
Poland	14,8%	15,5%	+0,7%
Romania	18,9%	19,9%	+1%
Italy	22%	26,2%	+4,2%
Greece	18,6%	26,7%	+8,1%

*Tab 2 – Neet rate comparison 2010-2014 – Partner countries – (Eurostat 2014)*

NEET phenomenon incidence rate, changes depending on the Nation to which refers, with significant differences between North European and Mediterranean geographical<sup>3</sup>. Figure below refers to the aged 15-24 y.o.

<sup>3</sup> Eurofound 2012, *NEETs-Young people not in employment, education or training: Characteristics, costs and policy responses in Europe*

Fig 1.1 NEET rate in EU among 15-24 yo



Moreover, Eurofound (cit.) underlines also significant differences between different typologies of NEETs in different national Contextes from EU, paying particular attention to indicators such as:

- **Educational qualification:** In Romania, Italy and especially Spain (+70%) the big part of NEETs aged 15-24 y.o. has got low educational qualification, whereas in Greece more than 10% has got a tertiary education degree. The NEETs incidence rate with tertiary education increases compared to the age class 25-29 y.o. In Italy the incidence rate of this class is double than EU average.
- **Unemployment Extension:** In Italy, Greece and Romania the long term unemployment involves the big part of NEETs (more than 40% of jobless), opposed to scandinavian countries, where the long term unemployment involves less than 10% of NEETs. (Eurostat, 2015)
- **Concrete work experiences:** In almost half of Member States, the big part of 15-24 y.o NEETs never had work experiences, that's particularly conspicuous in Greece, Italy and Romania, and involves more than 70% of young NEETs. In Spain, conversely, more than

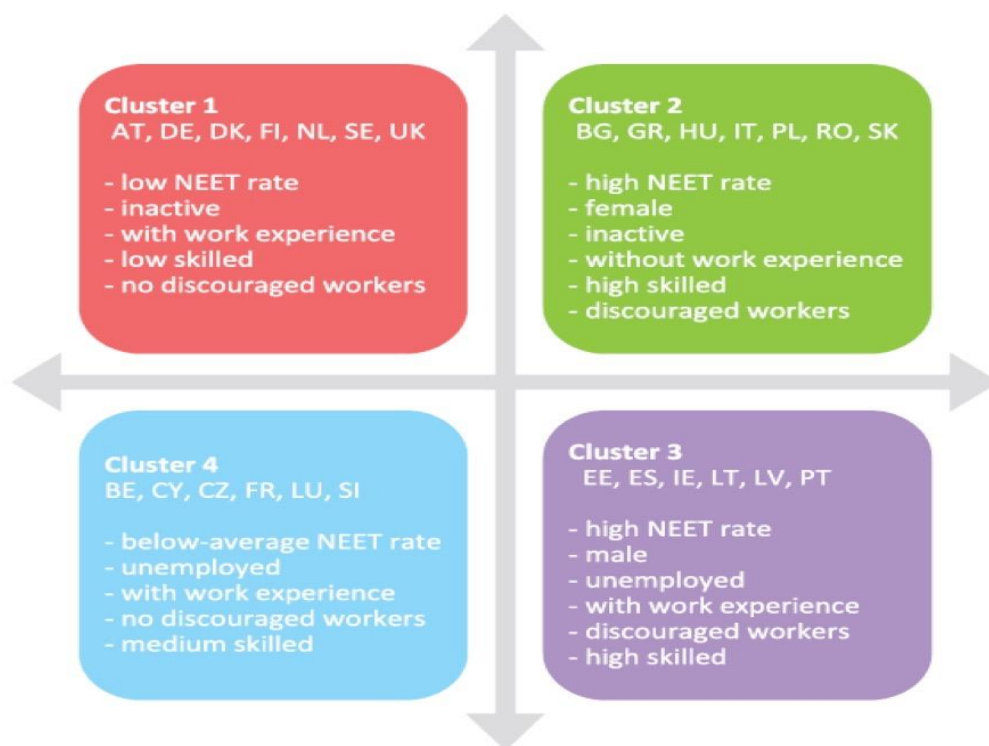
60% of NEETs had got work experiences in the past. For what concerns 25-29 y.o. group, more than 40% of NEETs never had work experiences in Italy and Greece, while in Romania this incidence rate is over 60%. (Eurostat,2015)

- **Inactivity:** The incidence rate of inactives or “Discouraged workers” involves more than 40% of Italian, Spanish and Romanian NEET aged 15-24 y.o. Inactives proportion is strictly related to NEETs incidence in the European member states and that suggests the need of policy interventions to re-activate the discouraged workers, as an important stimulus to get a decrease of NEETs incidence rates at national level. Between NEETs aged 25-29 y.o. 55% of them are inactives (EU 28 average), with higher rate (more than 65%) in Italy and Romania. (Eurostat,2015)

Countries with higher incidence rate of 15-24 y.o. NEETs, has got the higher rates between 25-29 y.o. NEETs. In countries such as Greece, Italy and Spain, in average one young on four aged between 25-29 y.o. has got the NEET status, with the higher incidence of females than males.

Considering the differences between European members in regard of NEET phenomenon, Eurofound makes a differentiation by groups of Countries where it is possible to register similitudes about this social issue. Especially Eurofound merged the Countries in 4 main clusters, within which the differences between the various contexts are less marked than those detectable between each of the individual groupings. Except than Spain which joins cluster n.3, the ECMYNN Countries are located into the cluster n.2 (see figure below).

Fig 1.2 – Characteristics of NEET cluster in EU (Eurofound,2012)



### 1.1. Italy (edited by Lynx Territorio Sociale srl)

Italian economical crisis determined in the last years a vaste increase of youth unemployment rate. Ideed, this rate was 14,5% of 15-29 y.o. population in 2007 and 31,6% in 2014 (ISTA,2015), so the rate is more than doubled in the last 7 years, and much higher than EU28 average for 2014 (17,7% - Eurostat,2015 -). At the same time Eurostat calculate that from 2007 to 2014 the NEETs incidence rate for 15-29 y.o. passed from 18,8% to 26,2%, above the EU28 average (15,3% -Eurostat,2015-) ben al di sopra della media europea del 15,3%, with an higher incidence of females (27,7%), even if females has got higher rates of secondary (72,7% vs 71,3%) and terziary education qualifications. (Eurostat, 2014).

According to the Eurostat latest “potential labor force survey”<sup>4</sup> Italy appears to be the country in which, in addition to the 3.1 million unemployed there are 3.3 million people who do not seek employment while saying he was willing to work. “Disouraged workers” incidence rate is almost 13% of the whole italian work force in the second quarter of 2015;

<sup>4</sup> “Underemployment and potential additional labour force”, Eurostat 2015

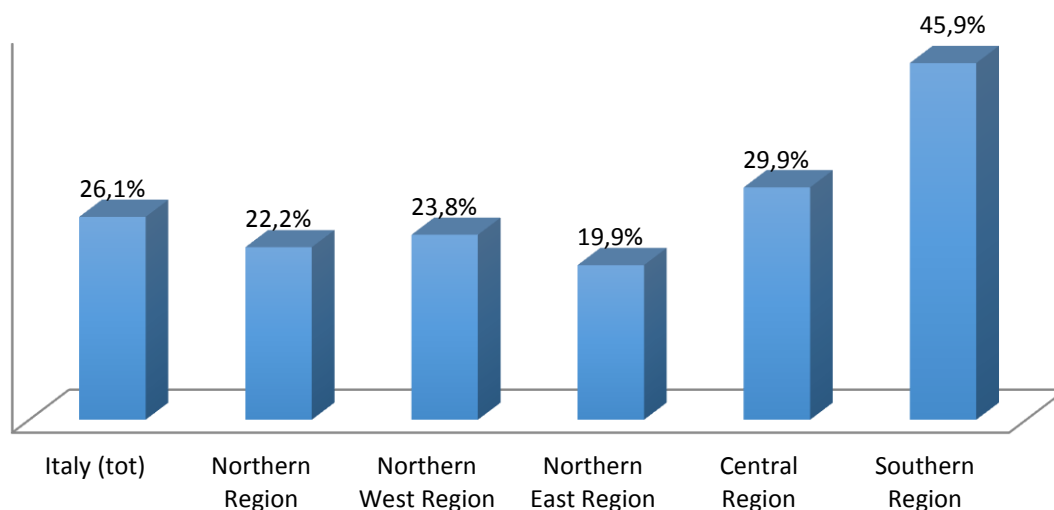
this data is almost four times higher than EU28 average (3,7%) and the highest between 28 Members. Croatia, the second Country in this bad ranking, has got 8,1% (-4,9%).

This phenomenon refers also to the Italian youth people: 10,7% of people aged 15-24 y.o. stopped looking for a job even if they say to be available to work; again this is the highest rate in EU28.

The Italian lack of confidence climate in the national labor market, also has an impact on the incidence of young people with a tertiary education qualification. Only 17,1% of 20-24 y.o. population (ISTAT, 2014) and 23,9% of 25-34 y.o. (Eurostat, 2014) has got a degree, and this is the worst performance in EU28. Only a bit lower than EU28 average (82,2%) is data concerning upper secondary qualification (79,9% - 83,2% females; 76,6% males)

For what concerns the second quarter 2015 employment rate of young people aged 15-29 y.o. (27,9% - ISTAT, 2015), they are in line with registrations of last 2 years, but recovering when compared on the last 10 years' performances (40,3% in 2005). A soft increase is registered about 15-29 y.o. poverty and social marginalization risk (34,4%; -1,6% than 2014 - ISTAT, 2015-). However there are large discrepancies between different geographical areas of Peninsula. And so, in the Southern Regions there are employment rates very lower than in the others, especially for the youngest. The graphics below represent the Italian territorial divide, where South has got an unemployment rate doubled than Northern East Regions, which have performance very similar to EU28 average. More, 11,8% of youth Italian unemployed from Southern Regions has got a degree or post degree qualification, while the national average of youth unemployed with a degree is 6,9%.

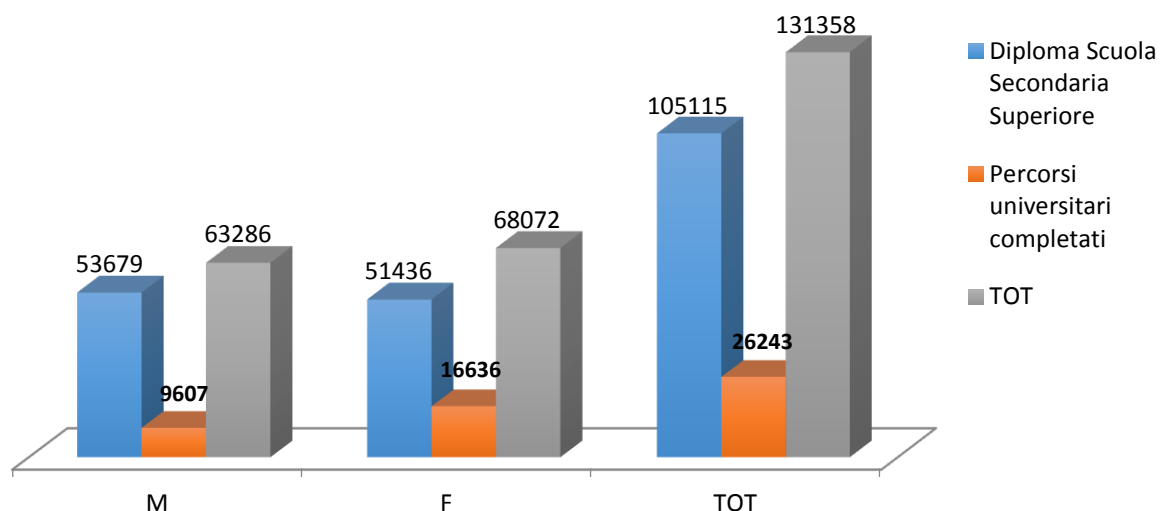
FIG.1.3 Italian Unemployment Rate - Geographical Area -



The specific context of **Regione Abruzzo** makes registering an unemployment rate of 31,6% (Istat,2014) for people aged 15-29 y.o., 5.5 points over the national average and less than 2 point over the Italian Central Regions, but with a much better performance than Southern Regions average. In absolute terms, in 2014, about 65000 young people aged 15-29 y.o. from Abruzzo are classified as unemployed on a population of 203.600 young residents of the same age class. In 2007, the unemployment rate for people aged 15-29 y.o. was 15,3%: in the last 7 years, the growth was steady until became more than double in the last Istat official detection.

131.388 young people living in Abruzzo and aged 15-29 y.o. has got an upper secondary school qualification or a degree, with a prevalence of female gender, especially for what concerns the terziary education. (Istat, Censimento 2011).

FIG.1.4 -15-29 yo for qualification - Abruzzo Region-

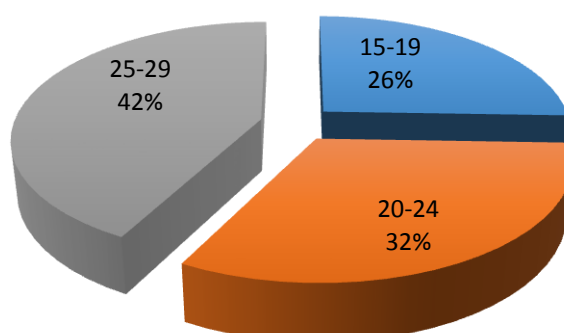


People aged 15-29 y-o- involved in training courses out of the school or university system are 3,3% of the whole class aged: in absolute terms, about 7.000 people involved during 2011. (Censimento ISTAT, 2011).

TAB 3 – 15-29 yo involved in educational training

Age class	N
15-19	1727
20-24	2174
25-29	2864
TOT	6765
% on 15-29 Population	3,3

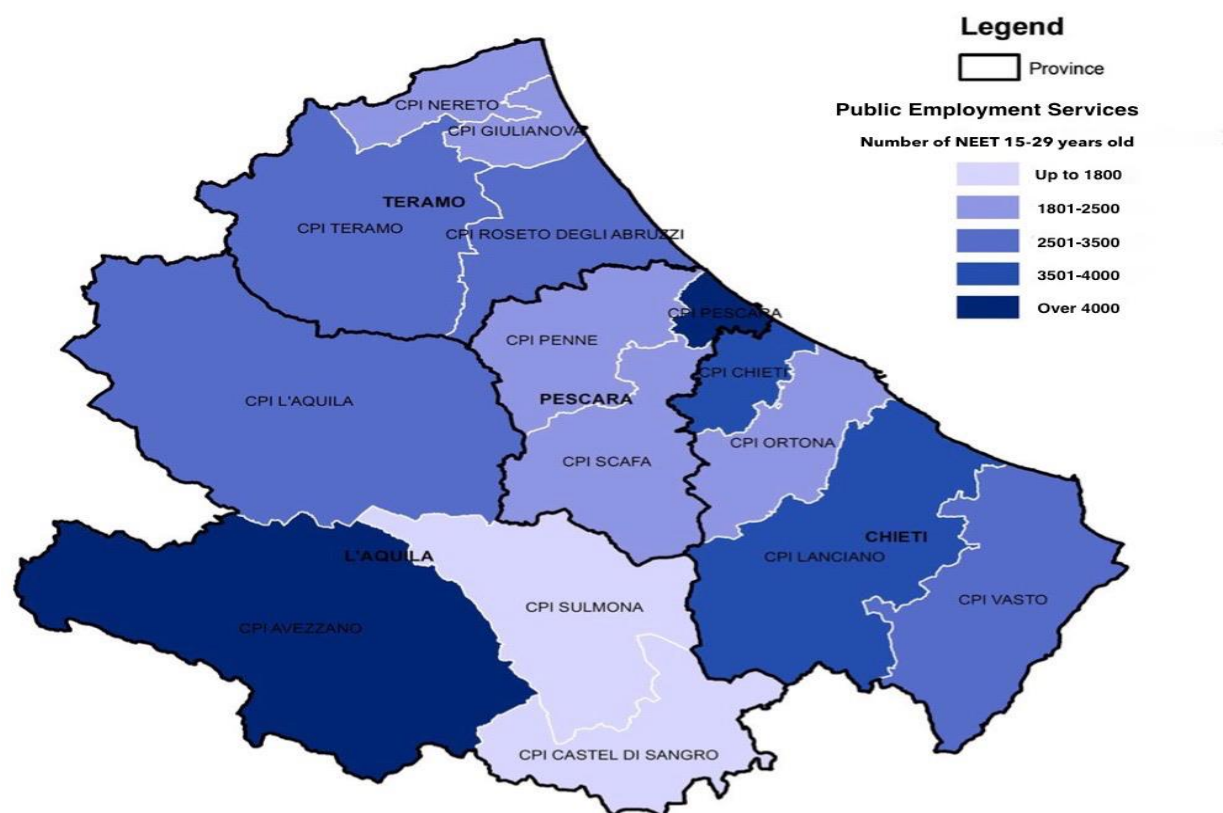
FIG.1.5- Educational training involvement in Abruzzo Region - Age classes -



In the Abruzzo Region there are 43 private employment agencies, 15 Public Employment Services and more the office for job matching (the only with regional accreditation) “Sangiò”

located in the Municipality of San Giovanni Teatino, lead partner of the ECMYNN project. In 2014, 17.480 young people aged 15-29 y.o. are members of PES (8,6% of the whole class aged population – ISFOL, 2014) . In the same year 13.288 was involved in work experience or training activities, thanks to “Youth Guarantee” Programme.

In specific regard of NEET phenomenon, from 2007 to 2014 is registered a relevant increase of the incidence rate on the whole number of 15-29 y.o. unemployed: 19,9% and 24,2% in 2014. The most recent registration is a bit lower than national average. Between the 4 provinces of Abruzzo Region, Chieti registers the highest 15-29 y.o. unemployment rate (34,8% - ISTAT 2015): 60,2% of them are considered as NEETs, with a big relevance of female gender (63,3% females; 57,3% males). The province of Teramo, registers the highest number of NEETs for each PES operator (629,5) on a regional average of 247,4 NEETs for each PES operator. The graph below shows the number of 15-29 NEETs for each geographical location of regional PES.

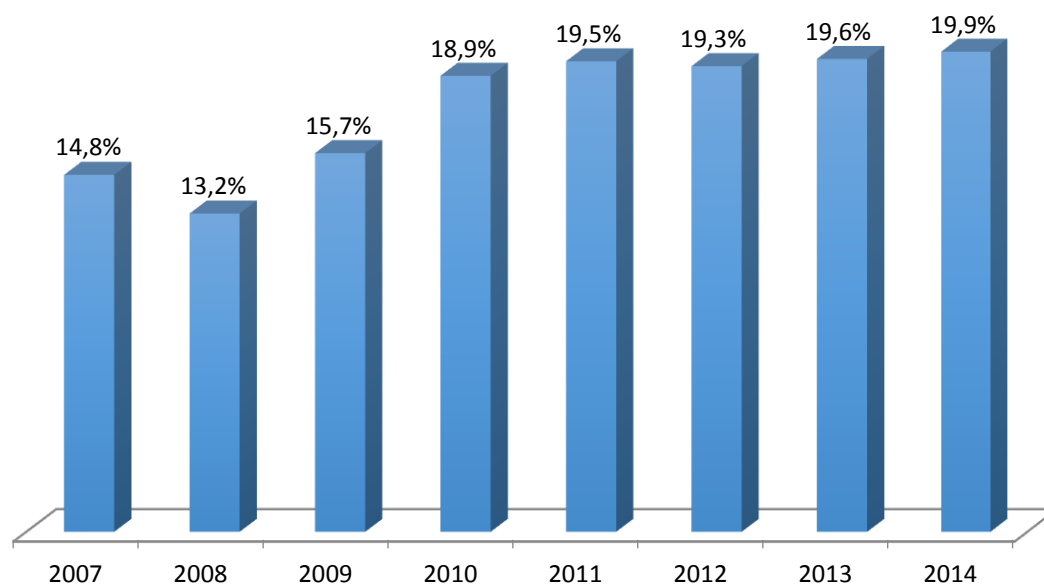


## 1.2. Romania (edited by ASCETIS)

In Romania, under the impact of the financial crisis, the rate of NEET population increased from 11.6% in 2008 to 17.4% in 2011 , 16.8% in 2012 and 19,9 % in 2014. In Romania, during 2014, 20% of people aged between 15 and 29 are categorized as NEET, while NEET rate on romanian unemployed people is almost 77%. aged 15-29 . The highest values for Romanian youth unemployment were recorded for high school and professional schools (the vocation) graduates (Eurostat,2014)

The employment rate of the population aged 15 to 64 years of age in Romania (59.3% in QIV 2013) is smaller than the European Union average (64.3% for the same year) the national target being of 70% up to the year 2020 . For the age group 30-34 y.o. in QIV 2013 is registered a level of the employment rate slightly over the European one (83.2% against 83.1%), for all other age groups (15-19, 20-24, 25-29 years of age), the youth being considerably under the EU-28 values: 7.5% the employment rate for youths between 15 and 19 years of age (against 14.9% in EU-28); 30.8% from the Romanian youths between 20-24 years of age are employed against 47.7% from the youths in the EU; 66.1% from the Romanian young individuals aged between 25-29 y.o. are employed against 70.5% of the European young individuals. At regional level important discrepancies emerge, so that the lowest rates of employment for youths aged between 15-25 years of age were recorded in 2013 in the Regions Centre (15.5%) and West (17.2%), while there are also regions with a significantly better situation, North-East (27.6%), South-Muntenia (25.9%) and South-West Oltenia (25.3%). Also, major differences are registered between men and women: The national and European statistics indicate that, in average, the NEET rate among women is higher than among men, as well as among youths with a low education level. Significant disparities can be observed also between the urban and the rural area. According to **National Institute of Statistical data**, at the end of 2013 the employment rate of young individuals (15-24 years of age) from the urban area was of 16.2%, while in the rural area was registered a significantly higher rate (29.6

FIG.1.6 - 15-29 yo NEET rate trend 2007/2014- Romania



The exclusion from labour, education or training is in Romania a bigger issue than for the average of the European Union<sup>5</sup>. The consequences on long-term of young individuals' circumstances that are neither employed, nor in any form of education or training are drastic: poverty and exclusion from social life. In other words, poverty, marginalisation and social exclusion represent the logic consequences of a possible failure of investments in the human capital and for the education aimed at the youths. The youths from Romania have access later and to a smaller extent to the labour market, and the incomes obtained are lower. Thus, Romania has the highest level of poverty of the young people between 18 and 24 years of age who work: 30.7% from them were poor in 2011 (for the whole employed population the level was of 19%) even though they had a job, while in the EU-28 the value is of 11.2%. The wage poverty of the youths acquires an even more worrying aspect if the fact is taken into account that this group is on increase: in the year 2008, at the beginning of the economic crisis, 23.1% from the employed young individuals were poor. Irrespective of the method of estimating poverty, children and youths were constantly the most exposed categories for the last decades. More than a quarter of the youths between 18 and 24 y.o. find themselves in relative poverty (28.1% in 2011), a fact which places Romania among the three countries with the most severe situation in the EU-27.

<sup>5</sup> Institute for Economic Forecasting-NIER, Romanian Academy ,Ph.D. Mariana BALAN work "Youth Labour Market Evolutions at Regional Level in Romania"

Statistics shows that 897110 persons aged 15-29 years were registered in the employment agencies in Romania at the end of 2014, this is representing 20% from the total population having this age and 86% of them had been employed thanks to the employment agencies.

In fact in Romania nobody can get a new work place without been registered to the Regional Unemployment Agency. All the available workplaces have to be reported to the Unemployment Agency by the employers if they want to hire people.

In **Neamt** county 37081 people aged between 15 and 29 years were unemployed in 2014 out of them 7515 were from Piatra Neamt city. The men/women aged 15-29 proportion and unemployment rates are following the National rates: 31,2% unemployment rate among men in Neamt county, 34,9% unemployment rate among women in Neamt county, 37,1% unemployment rate for males in Piatra Neamt city and 37,5% for females in Piatra Neamt. The females in rural areas are more often unemployed in the rural areas then in the cities.

The estimated number of NEETS in Neamt county at the end of 2014 is 23.076, representing 60% of the unemployed people, 64% for males and 57% for females which shows that unemployed females aged between 15 and 29 in Neamt County are more active than the males. They participate more often in educational programs or they are occupied in the subsistence farms in rural areas. In Piatra Neamt city 3808 youngsters aged between 15 and 29 are estimated as NEETS. They are representing 50% from the unemployed people, 48% the males and 52% the females. Their rate on 15-29 YO population is 17,8 % for the males and 20% for the females. The NEET rate on total population aged 15-29 of males in Piatra Neamt city is lower than the national rate at the end of 2014. This can be explain by the big offer of qualification courses created for Piatra Neamt citizens in 2014 by implementation of the National Sectorial Program Development of Human Resources financed by the European Social Found, most of them developed by enterprises for jobs where workforce is showing a deficit like the jobs in constructions and in metal industry.

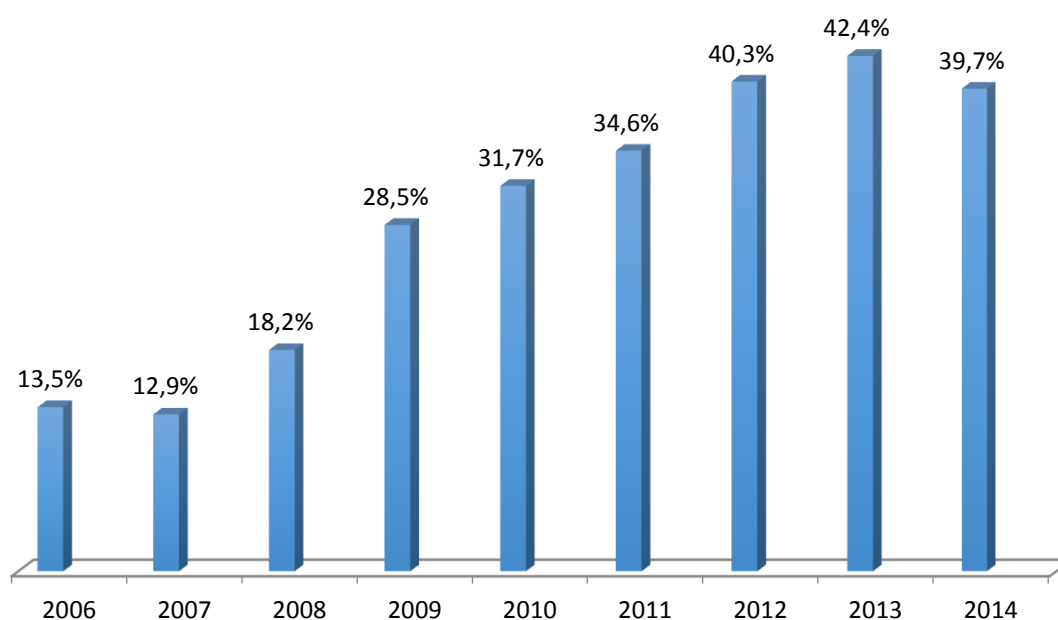
### *1.3. Spain (edited by Concello de San Sadurnino)*

The spanish context is characterized by high unemployment level, especially between youngster group, juvenile underemployment and high segmentation (permanent employees VS temporary workers). Temporal employment concern mainly young people and people

not qualified. In 2014, 16.7 million contracts were signed, of which 91.9% were temporary and of those, most was longer no more than 3 months. As for the journey, it has also increased the number of part-time contracts, accounting for 16.1% of total (EUROSTAT,2014).

In 2014 the unemployment rate has fallen for the first time since 2007, although it remains very high (the authorities explained it as a result of reforms implemented in terms of increased flexibility and wage moderation). Slight increase in activity rates in all age groups (including young people with low qualifications). Still, the rate of structural unemployment is high. The youth unemployment rate (15-29 Y.o) is the highest in Europe after Greece: 39,7% in 2014, fallen from 42,4% in 2013 (Eurostat, 2015). For the people aged 15-24 the rate is 53,2% and it is definitively the highest in all 28 European members.

Fig. 1.7 - 15-29 YO Spanish Unemployment rate trend 2006-2014 (Source: Eurostat, 2015)



The long-term unemployment (12 months or longer) rate stood at 16,7% of the young aged 15-29 Y.O (Eurostat,2015): 15,9% are female, 17,5% are males. In 2007 this percentage was only 1,5%: that could be certainly a good spanish crisis' indicator.

This situation has led to a trend of increasing percentage of the population aged 15-29 at risk of poverty or social exclusion between 2007 to 2013. In 2013, it was estimated that

about 34% of people of this age class were at risk of poverty or social exclusion.

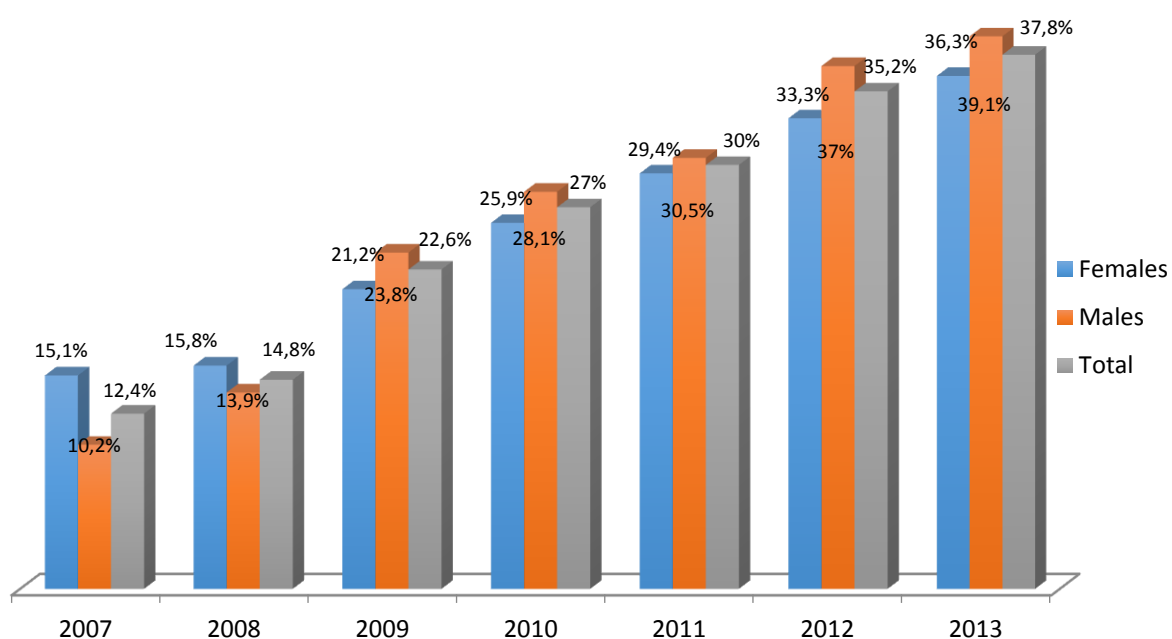
Moreover, Spain has an high rate of early school leavers. Indeed, population who have only completed secondary education and have not additional training (26,5%) is double average for the EU (13,5%).

Spanish NEETs rate is 20,7% of unemployed people in 2014 versus 12,8% recorded in 2007, with a very limited predominance of females (20,9%) on males (20,5%). A little bit more than 800.000 young people are registered in PEA during 2014, equally distributed between males and females. Although the national Youth Guarantee system was set up in July 2014, only limited numbers of the target population have registered in the system, but spanish government is efforting for a PEA system improvement, especially throught vocational and training course, despite of reduction of employment services' staff between 2011 and 2014.

**Galicia Region** has got 338.300 inhabitants aged 16-29 yo. Of them, 34,1% are working more than 60.000 (17,8%) are unemployet registered and 48,1% are inactives, 39.600 (11,7%) are Neets (Econom, 2015)

Youth unemployment rate 15-29 y.o. in 2013 was 37,8% versus 12,4% registered in 2007; during the years male component had increased exceeding the female one.

FIG.1.8 – 15-29 yo Galician unemployment rate trend for gender (Eurostat, 2014)



In Galicia works one Public Employment Agency and 22 Private Agencies for work. 16,9% of unemployed people aged 15-29 yo in Galicia are registered in Public Employment Agency.

In 2007 Galician 15-24 yo **NEET Rate** was 9,9%, it increased to 20,1% in 2013, with the male component (21,2%) higher than the female one (18,9%) (Eurostat,2014).

Between galician towns, on about 3200 people living in **San Sadurnino**, N.314 are young people aged 16-29 yo, 20 (6,5%) of them are registered in the Public Employment Agency and 105 are actually working (IGE,2014), while the number of NEETs is unknow.

From 2004 to 2014, number of people from this age class decreased steadily: in 2004 16-29 yo in San Sadurnino was 559, that represent San Sadurnino as an aging town.

#### *1.4. Poland (edited by Caritas PL)*

As of 1 January 2015 Poland has 16 provinces, 314 districts, 66 towns with county rights and 2 478 municipalities. The population of Poland at the end of 2014 is 338 484 000 of which 52% are women and 48% men. Total unemployment rate in Poland in 2014 was 9.0 %.

The total number of NEET-that is much greater than the total number of young unemployed people (approx. 7.5 million to 5.2 million people in 2011.). In Poland, the NEET rate stood at that time below average EU - amounting to 11.5 and 12.2%. Our state has feminization phenomenon. The biggest disparity to the disadvantage of women reported 2007-2008 (2.6 and 3.5 percentage points.), but since then A clear trend of decreasing difference - 0.7 percentage points. in year 2012 Searching for possible determinants of being NEET-I found that factors m.in .: risks are low level of education of young people and the poor condition health (eg. disability), living in remote areas, in neighborhoods far from the city center or in the villages, as well as raising in single-parent families, low income, low educational capital parents and their exclusion from the labor market, as well as in environments immigrants.

Although Poland has great results in combating the number of youth who leave the school and training too early . In 2014 Poland had only 5,4% of youth of age of 18 to 24 years old who were not in education or training. According to the OECD report *OECD Skills Outlook*

2015. *Youth, Skills and Employability* (issued on 27.05.2015), education attainment and cognitive skills influence the likelihood to become NEET. OECD report points out that young people with low literacy and numeracy skills are more likely to belong to NEET group but most young NEETs have relatively good cognitive skills.

According to *Eurostat* information, most of the young people who are NEETs and would like to work are found in Poland (11,5% of those who are NEETs and are seeking for job).

**The population of the Pomeranian province** is 2.302.077 (51% women, 49% men), including 461 489 Gdańsk, Gdynia and Sopot 247 820 37654.

The number of registered unemployed and unemployment rate by subregions as follows (as of end of August 2015):

	registered unemployed (in thousands)	unemployment rate
Pomeranian province	77,9	9,3
Tri-City sub-region	16,3	4,9
Gdańsk	10,2	4,8
Gdynia	5,4	5,1
Sopot	0,7	3,5

Average employment in the enterprise sector in August 2015. Reached the level of 286.7 thousand people, ie. 1.4% higher than in August 2014 (in August 2014 employment per year increased by 2.3%), and compared to July this year decreased 0.1%. In Poland, the average employment in August 2015 amounted to 5588,4 thousand people and was higher by 1.0% than in August 2014. and by 0.1% compared to July.

Compared with August 2014. Average employment increased among others in information and communication (by 4.7%), in manufacturing (by 2.9%), in activities related to arts, entertainment and recreation (by 2.6%) and in administrative and support service activities (by 2.4 %). While the decline in average employment was noted, among others, in construction (by 4.7%), in real estate activities (by 3.4%) and in the production and supply of electricity, gas, steam and air conditioning supply (by 2.1%).

Compared to the previous month increase in average employment was noted, among others, in activities related to arts, entertainment and recreation (by 0.8%), in information and communication (by 0.6%), in professional, scientific and technical (by 0.4%), and trade; repair of motor vehicles (by 0.3%), while the decline occurred among others in other service activities (by 0.9%), in accommodation and food service activities (by 0.7%), in real estate activities (by 0.7%) and in administrative and support service activities (by 0.6%). In January-August this year. Average employment in the enterprise sector stood at 286.7 thousand. people, ie. 1.5% higher than in the same period last year.

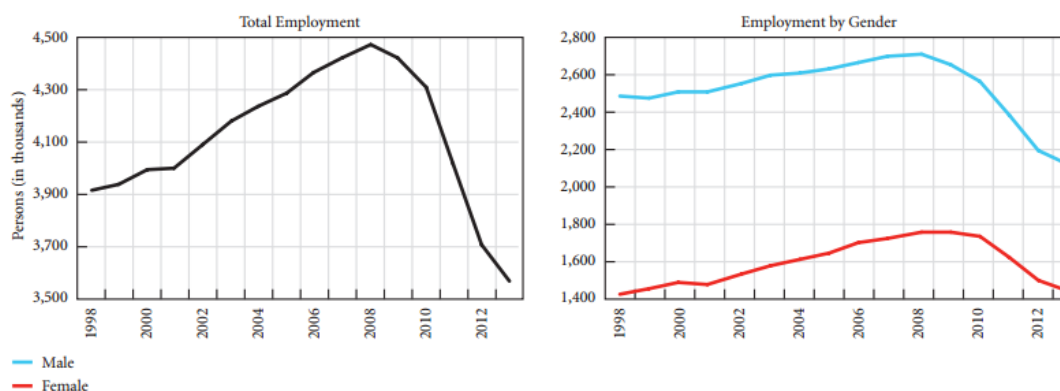
### 1.5. *Greece (Edited by Atom Edu)*

Greece joined the European Union (EU) in 1981 and adopted the euro in 2001. During the decade preceding the current crisis, Greece had experienced healthy GDP growth rates and substantial gains in employment. From the first quarter of 1998 to the fourth of 2008, cumulative net job creation amounted to 539,700 positions. Historically, Greece is unique among eurozone countries for its high agricultural sector employment—albeit with significant reductions in total employment levels over time. Another important feature of the economy is the presence of a very large number of small-size businesses. Rooted in the absence of large-scale capital formation in agriculture and limited development of large-scale industry, a strong presence of small- and medium-size enterprises (SMEs) has persisted. However, a reduction of employment in family-operated, small-scale agriculture and husbandry, together with a distributional shift of labor toward services and public sector employment, has been taking place over the last 20 years. Over the entire period of 2008 to October 2013, employment declined precipitously (as reported in Figure 5), amounting to more than 905,000 eliminated positions. The negative impact on employment of the early period of the crisis was significant, but its pace picked up after 2010. In 2010, marking the beginning of the Troika period, 116,000 jobs disappeared, but it was the following two years that delivered the full blow of the austerity measures: 2011 and 2012 resulted in job losses of 298,900 and 311,400, respectively.<sup>6</sup>

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<sup>6</sup> Source: Levy Economics Institute of Bard College, April 2014, [http://www.levyinstitute.org/pubs/rpr\\_apr\\_14.pdf](http://www.levyinstitute.org/pubs/rpr_apr_14.pdf)

Fig.1.9. Total Employment rates



Source: ELSTAT, LFS

The international crisis sparked after 2008 a long period of deep recession in Greek economy and the necessity for imposing adjustment programs. This period has already hold too much and must come to an end soon.

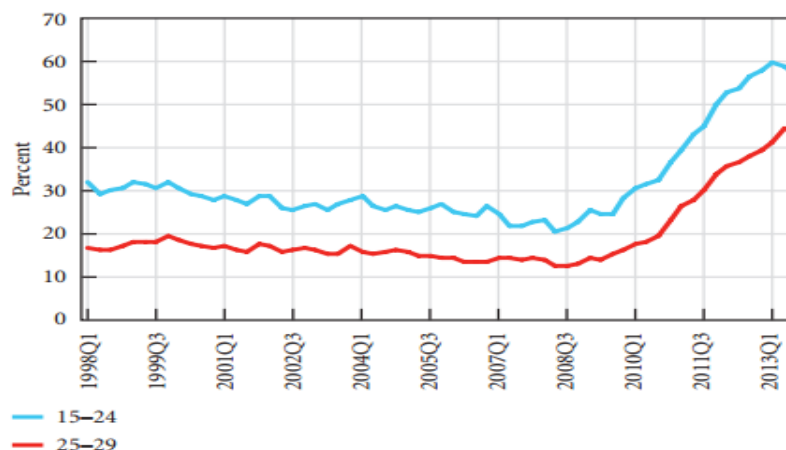
Of course, this must be done through the creation of real conditions for allowing the economy to be financed from the global markets and to move in course development and convergence with the center of Europe. The current year will be significant recession year (we are reversing the slight recovery of 2014 and quashing the planning for significant growth in 2015), while a slight decline is expected to be in total during the next year. Conditions can however be established that the reversion to positive rates become relatively earlier in the next year and the output for the markets to be possible well before the anticipated end of the upcoming program. The growth rate of the Greek economy in the first quarter of 2015 did not exceed 0.4%, compared to the GDP growth at 1.3% in the last quarter of 2014, and downturn of 0.3% in the same quarter last year<sup>7</sup>.

**At national level, the youth unemployment rate** has been universally much higher than the other age categories of unemployed workers. In 2008, youth unemployment was already high at 22.1 percent, compared to an overall unemployment rate of 7.7 percent. By the third quarter of 2013, the unemployment rate of job seekers aged 15–24 years had shot up to the unprecedented rate of 57.2 percent, while the rate for the next age cohort, 25–29 years of age, stood at 43.8 percent (Figure 6). The extraordinary increase in the youth unemployment rate from 22.1 percent to an average of 54.2 percent between 2008 and 2012, and to 58.7 percent on average for the first three quarters of 2013, has elicited alarm

<sup>7</sup> Source: [http://iobe.gr/docs/economy/ECO\\_Q2\\_15\\_REP\\_GR.pdf](http://iobe.gr/docs/economy/ECO_Q2_15_REP_GR.pdf)

and strong interest by the European political leadership for many countries, including Greece.

Fig. 1.10 Unemployment rates



Source: Eurostat, LFS, Unemployment rates by sex, age, and nationality (%)

At National level unemployment rates according to Eurostat for the December of 2014 is at 25,8%. At the same time the unemployment rates of youth (under 25 years old) for December 2014 is at the astonishing 50,6%. Concerning the rates of unemployment for young persons not in employment, education or training (NEET's) , for 2013 is at 20,4%. Greece is along with Italy and Romania the three countries with the highest percentages in this category, while the average rate for the EU 28 is 13%<sup>8</sup>.

**At local level, unemployment in Patras and Achaia** presents one of the highest rates among Greek territories as appears from a comparison of the data available to the Chamber of Achaia. These data result from the registered businesses operating in the area in conjunction with the number of employees they occupy, in relation to the "Ergani" system of the Ministry of Labour. The evidence suggests that unemployment among young people in particular touches 70% while at the same time out of the total active working population at county level, one in two is unemployed. According to the census made by the Ministry of Labour the previous two months, through the "Ergani" system, in Achaia, in private sector are employed a total of 31,157 employees in 6.654 enterprises. According to the census of

<sup>8</sup> Source: YEI Map Greece, Employment, social affairs and inclusion, EU(2014)

the Ministry of Administrative Reform the number of Civil Servants at Achaia Prefecture is 23.015. That amounts a total of 54. 172 workers (from both in public and private sector)<sup>9</sup>.

At the same time, according to the elements of the Organization for occupation of workforce (OAED) the registered unemployed people in West Greece prefecture exceed 66,000. This number brings West Greece in third place among Greek prefectures in unemployment<sup>10</sup>.

## 2. Transnational addresses in matter of NEET condition

### 2.1. UE policy on NEET people

UE Youth Strategy<sup>1</sup> states that "the social exclusion and poverty of young people and the transmission of such problems between generations should be prevented and mutual solidarity between society and young people strengthened. Equal opportunities for all should be promoted and all forms of discriminations combated."

In the flagship initiative "Youth on the Move", the Commission set out proposals to reach the EU 2020 targets in the domains of education and employment, at national and European level. Especially, Commission underline that "all Member States have to take immediate actions aimed at promoting youth employment, education and training, participation and social inclusion of young people."

As concerns education, the education and training systems should be improved at all levels, one major aim being to reduce the number of Early leavers from education and training. They face severe difficulties in finding work, are more often unemployed and more often dependent on welfare benefits.

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<sup>9</sup> Source: <http://www.patrastimes.gr/arthro.php?id=53295>

<sup>10</sup> Source: <http://www.oaed.gr/images/statistika/ekaejamhno14.pdf>

That means big costs for UE. For instance, during year 2011, they was estimated in 158 billions €<sup>11</sup>. They are deeply linked to the typical risks of NEET condition, such as isolation, lack of autonomy, involvement in deviant behaviour, and unstable mental and physical health, which expose them also to unemployment and social exclusion later in life.

The individually tailored approach Commission decided to adopt for fighting NEET phenomenon, allowed to establish “Youth Guarantee”, born on April 2013 and submitted by all 28 member States. It sets out that all young people under the age of 25 should receive a good-quality offer of employment, continued education, an apprenticeship or a traineeship within a period of four months of becoming unemployed or leaving formal education. The aim is building bridges between education and employment systems, complementing the formal education system, providing self-confidence, social capital and self-development, and increasing soft and technical skills that enhance employability.

To reach the setted out objectives, Commision proposed an action plan composed of four macro areas<sup>12</sup>:

### 1) Area of Prevention

This area **includes**: promoting accessible and high quality services; investing in youth work; fighting against early school leaving; empowering self-confidence and self-development for young people; supporting high quality guidance; strengthening the capacity of youth organisations to foster the social inclusion of young people in a NEET situation; encouraging local initiatives and social cohesion plans to develop specific actions aimed to (re)integrate them in the local communities; using the European Youth Portal as an information platform to inform young people about social inclusion related issues.

### 2) Area of education, training and non-formal learning

This area **includes**: Widening access to second-chance education and supporting the acquisition and/or development of skills and competences that meet the needs of the labour market; promoting and increasing the availability of professional counselling and

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<sup>11</sup> NEETs. Young people not in employment, education or training: Characteristics, costs and policy responses in Europe, Eurofound (2012)

<sup>12</sup> Council conclusions on enhancing the social inclusion of young people not in employment, education or training (Bruxelles, November,2013)

guidance to face NEET's needs; increasing access to and the quality of early childhood education and care; implementing the Erasmus + programme as a supportive instrument to acquire social and civic competences and skills.

### **3) Area of transition from education to employment**

This area **includes:** Developing partnerships among public and private employment services, career guidance services, other specialised youth services (NGOs, youth centres and associations) that help to smooth the transition from unemployment, inactivity, education or training into work; promoting high quality work-based learning, such as apprenticeships, internships and traineeships, as an effective measure to improve sustainable transitions from education and training to work; implementing measures to tackle youth unemployment, in particular to improve transitions, taking account of the Council Recommendation on Establishing a Youth Guarantee.

### **4) Area of employment**

This area **includes:** Enhancing full and active participation in the labour market with the help of active inclusion measures, promote creativity and innovation of young people in pursuing self-employment, support entrepreneurship and first work experience; enhancing full and active participation in the labour market with the help of active inclusion measures, promote creativity and innovation of young people in pursuing self-employment, support entrepreneurship and first work experience; enabling employment services, together with youth organisations and other partners supporting young people; involving youth policy stakeholders and young people, as well as youth and other civil society organisations, in designing and implementing appropriate policies; contributing fully to the development of EURES into a true pan-European job placement and recruitment network focused on addressing labour market needs in individual Member States; supporting reconciliation between work, private and family life in order to prevent and avoid obstacles to integration into the labour market.

## *2.2. OECD approach on NEET issue*

The document “**OECD Skills Outlook 2015: Youth, Skills and Employability**” (OECD,2015), furnish, in added with UE policy, a comprehensive strategy to foster young people’s skills and employability, underlining the basic need to adapting education systems to labour market needs, through the following interconnected challenges:

*For what concerns the **improving of young people’s skills and education***

- **Ensuring that all youth leave education with adequate skills, by:** adopting an holistic approach to skills, an high-quality pre-primary education for all, giving disengaged youth a second chance into the educational system and providing multiple pathways within that system.
- **Rendering the education system more responsive to labour market needs, by:** developing working based education path also involving employers and other stakeholder in the education system at all level; empowering vocational education and training programmes (VET); providing incentives for university to enhance their quality; improving and empowering career guidance services at all education levels.

*For what concerns the **youth integration in the labour market***

- **Smoothing the transition from school to work, by:** developing institutions and tax policies to foster employment of low skilled youth; lowering the gap in employment protection legislation between temporary and permanent contracts; encouraging internship after the end of studies; developing programmes for students at risk in the transition from education to work.
- **Helping NEETs to (re) engage with education or labour market, by:** introducing a system of mutual obligation between youth and institutions (f.e. social benefits only for people registered with the public employment services); developing an efficient job search assistance and also training, monitoring and financial incentives.

*For what concerns **using young people’s skills at work***

- **Limit skills mismatch and make better use of skills, by:** Removing barriers to geographical mobility to allow for local matching of jobs and skills; developing international qualification frameworks to facilitate recruitment processes;

developing formal recognition of skills acquired through non formal and informal learning; promoting more effective work organisation and HR management strategies; developing high quality systems and tools for assessing and anticipating skills need.

- **Remove barriers to entrepreneurship, by:** Educating youth to entrepreneurship at all education levels; designing support services for entrepreneurship, encouraging the development of public and private forms of cooperation to develop networks or shared facilities.

Challenges can be reached once Governments facilitate the empowerment of an integrated pattern by stimulating the concertation between social partners, businesses, education providers and civil society, cause, as OECD underlines, improving youth skills and employability is everyone's responsibility.

### 3. Implementation of Youth Guarantee Plan in each ECMYNN partner country

The activation of "Youth Guarantee" in each of the EU member states, represent an useful tool to achieve european policy targets (and OECD recommendations as well) as far as the European Commission has helped each EU country to develop its own national Youth Guarantee implementation Plan.

The implementation of the Youth Guarantee is already bringing results. Compared to other structural reforms in Europe, the Youth Guarantee seems one of the most rapidly implemented. Below is summarized, for each of the 5 partner countries of ECMYNN project, Commission's assessment and related recommendations with regard to the program's realisation<sup>13</sup>.

#### 3.1. Italy

Italy launched a Youth Guarantee Plan in May 2014, adopting a set of services and measures to be provided by employment services at regional level to young people applying for the program. Young italian people can apply for the scheme also outside their region of

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<sup>13</sup> European Commission –Employment, Social Affairs and Inclusion – The Youth Guarantee Country by Country (2015)

residence and that is very useful to target their specific needs. Some region introduced measures to prevent early school leaving and to facilitate re-entry in formal education for 15-18 Yo, other regions invested in vocational training courses targeting young people 19-29 yo, to enhance their employability, or issued specific regulations on apprenticeships. Italian government, otherwise, must work to ensure a comprehensive delivery of such services across the entire country, monitoring the efficient and effective implementation of the Plan at national level.

In perspective of more effective efforts to be done, especially “to tackle youth unemployment, adopt and implement the planned school reform and expand vocationally-oriented tertiary education”, in 2015 Commission sent to Italy the following recommendations:

- **"Persistently high rates of youth unemployment and of young people not in employment, education or training point again to the risk of discouragement from entering the labour market. This may have potentially severe consequences on Italy's human capital accumulation"**: Italy has got the highest rate of NEET 15-24 aged (22,2% in 2013- Eurostat 2014); 56,3% of them are economically inactive. The fall in youth activity rates has not been associated with longer time spent in education and training, as in other member states happens: there is a big gap between young graduates competencies and labour market needs, indeed only 54,6% of 15-34 aged graduated from the first and second stages of tertiary education within the previous three years were employed, against the EU average of 78.6 %.
- **"Measures taken to tackle youth unemployment have not been sufficient; supporting young people in their transition from school to work remains a major challenge"**: To improve the efficiency of support measures, services delivered to young people such as training, apprenticeships, assistance for employment search, etc. were standardised in terms of costs, modalities and duration, and an increased use was made of private placement agencies. However, and in spite of EU funds being mobilised rapidly, youth employment prospects remain a major challenge. Young People registered in Youth Guarantee are about one fifth of the total potential clients, and those with low education and further away from the education and labour systems have been less

involved so far. A concrete collaboration with stakeholders to respond to the needs of both demand and supply of labour, in line with the objective of the Youth Guarantee, is still missing and the apprenticeship contract does not yet represent a key port of entry in the labour market.

- **“School outcomes and adult skills are below the EU average and entry to the labour market is difficult for the high-skilled”:** The early school-leaving rate remains above the EU average (17 % compared to 12 % in 2013). School education in Italy produces different results in terms of basic skills attainment for the student from Centre-North Regions and southern Regions. Italy’s tertiary education attainment rate is the lowest in the EU (22.4 % in 2013 for 30-34 year-olds), remaining below its 2020 national target of 26-27 %. While the school-to-university transition rate is close to the EU average, the drop-out rate is very high (45% in 2012). Entering the labour market is also difficult for the high-skilled; for the 25-29 age group, the employment rate of tertiary graduates is 50.1 % compared to an EU average of 78.5 % in 2013. Italy has a very low share of young people in workbased learning and a very high and increasing share of young people not in education, employment or training (26 % of 15-29 year-olds in 2013)".

#### Main National Reference legislation for NEET and youth unemployment issues

Law references	Main Themes
DL 21/04/2000, n.181	Introduction of measures for work inclusion, training, professional retraining, aimed to under 25 or under 29 with higher qualification within 4 months from the beginning of unemployment status.
L 128/2013	Empowerment of guidance services into the secondary schools
L. 10/12/2014, n.183	“Job Act” - Introduction of “increasing protections” contracts for young people, new unemployment subsidies system.
L. 9/8/2013, n. 99	Introduction of “Youth Guarantee”, new apprenticeship system, introduction of self employment measures and facilitations for companies to employ 15-29 yo people.
L. 28/06/2012, n. 92	Introduction of new social safety nets system, new apprenticeship system, introduction of participation allowance (min.€300) for internships.

### 3.2. Romania

During 2013, the Romanian Government adopted through a Memorandum the 2014-2015 Youth Guarantee Implementation Plan that includes a wide range of measures supporting early intervention and activation and 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: the modification of the unemployment insurance act, the amended apprenticeship act and the novel initiative of the traineeship act. Relevant measures were also taken as the establishment of 27 pilot Youth Guarantee centres, the development of an integrated database for young NEETs, the introduction of a professional card and the establishment of a new pilot community partnership model. A number of strategic frameworks and action plans are planned for the future. Romania has implemented some steps to deliver on the Youth Guarantee and shows commitment in that respect; however, efforts can be further improved: especially, there is a need to accelerate and enhance efforts towards promoting youth employment

In perspective of more effective efforts to be done, especially to "Strengthen the provision of labour market measures, in particular for unregistered young people and the long-term unemployed", in 2015 Commission sent to Romania the following recommendations:

- **"Romania has taken steps in addressing youth unemployment, in particular under the umbrella of the Youth Guarantee, but the high number of young people who are not in education, employment or training remains a challenge"**: High youth unemployment rates, well above EU levels, as well as NEET people with more than 60% economically inactive, represent a situation particularly adverse for young Romanian people.
- **"Some steps have been taken to tackle the issue of early school leaving"**: There are significant delays in adopting the national strategy for reducing early school leaving.
- **"Measures have been implemented with the aim of reinforcing vocational education and training and apprenticeships schemes"**: The participation of upper-secondary students in vocational education and training remains above the EU average (2012: 62 % vs 50 % source: Eurostat). Commission expects the development of a set of common principles for a coherent qualifications' development, as the first challenge for initial vocational education and training. It must be increased also the number of post education apprenticeships, projects aiming to revise curricula and strengthen

partnerships with schools and social partners. Actually a new vocational education and training strategic framework seems to be under supplied compared to labour market needs.

### Main National Reference legislation for NEET and youth unemployment issues

Law references	Main Themes
L. 53/2003	The Work Code
L. 67/2006	Workers protection in case of transfer of the enterprise or of some parts of it.
O.G. nr 137/2000	Prevention and punishment of any forms of discrimination
OG 51/2007	Recognition of qualifications gathered in Romania for the persons that want to work in another European country.
L. 335/2013 – HG 473/2014	Internship and probation of higher education graduates
L.72/2007	Encouragement of students employment
L-279/2005 – H.G. 855/2013	Indenture at the work place

### 3.3. Spain

As part of its Youth Guarantee Implementation Plan, Spain has taken during 2015 a series of initiatives that aim at increasing participation in vocational education and training, with a view to preventing early school leaving and addressing the skills mismatch. Spanish authorities adopted the 2013-2016 Youth Entrepreneurship and Employment Strategy, which represents an integrated approach for both active and passive policy measures to improve the employability and entrepreneurship among young people, and to increase the labour-market relevance of vocational education and training. However, a comprehensive analysis of the labour market prospects of young people is not yet ready, even if it is currently in preparation. Moreover, further measures to reach out to the unregistered young NEETs are needed.

In perspective of more effective efforts to be done, especially to "Take steps to increase the quality and effectiveness of job search assistance and counselling, including as part of tackling youth unemployment", in 2015 Commission sent to Spain the following recommendations:

- **“Notwithstanding the incipient labour market recovery, youth and long-term unemployment remain the most urgent challenges”:** The Spanish youth unemployment

rate is the highest in EU (51,8%, Eurostat 2014), particularly for the age group 20-24 (48,9%).

- **"The benefits of the incipient employment recovery have only marginally benefited the more disadvantaged groups, such as young people and women"**: Even if unemployment rates are decreasing from 2013, it continues to affect young people with low education attainment (60.4 % in 2014, Eurostat). The NEET rate is stable during 2013 and 2014 with more than 71.2 % of them actively looking for a job, and 35.5 % declaring themselves not to be registered in the employment services.
- **"The modernisation of the public employment service is still lagging behind and risks having negative effects for the implementation of activation policies"**: Between 2011 and 2014 there was a reduction of employment services' staff. That might have a negative impact also on the implementation of the Youth Guarantee, and the newly adopted programme for activation of the long-term unemployed".
- **"The national Youth Guarantee system still needs to demonstrate its effectiveness in stimulating youth employment"**: The national Youth Guarantee system was set up in July 2014, but since then only limited numbers of the target population have registered in the system. Some action have been taken at regional level to increase the young people involvement, but delays in the implementation of these measures and lack of complementary national funding to EU social fund and Employment initiative could undermine the implementation of the Youth Guarantee in the medium and long-term.
- **"Early school-leaving and the mismatch between the education and training programmes and the labour market continue to be two of the main challenges facing education and training"**: Spain maintains one of the highest rates of early school leaving, although it has continued to decrease – with substantial regional differentiation – from 23.6% in 2013 to 22.3 % in 2014 (Source, Eurostat).

#### Main National Reference legislation for NEET and youth unemployment issues

Law references	Main Themes
<b>Law 56/2003</b>	Employment and work regulation
R.D 1796/2010	<b>Employment agencies regulation</b>
<b>Law 8/2014 October 15</b>	measures for growth, competitiveness and efficiency: Among other sections, legislates the National Youth Guarantee Plan.

### 3.4. Poland

On 27 May 2014 the amendment to the Act on employment promotion and labour market institutions was implemented and it represent substantially Youth Guarantee Plan turned into law. This aimed at: improving employment office efficiency by profiling support for the unemployed, including young people; individualization of the service provided; enabling commissioning the activation services, tightening cooperation between district employment offices and communes in regards to the mutual clients. The period of time in which public employment services are obliged to deliver good quality offer has been shortened from 6 to 4 months. Moreover, the unemployed below 30 years old are addressed through training, internship, employment and settlement vouchers; trilateral training agreements; loans for start-up business and reimbursement of social security premiums for employers who hired the unemployed under 30 years old taking up their first jobs. Despite recent efforts polish government has to ensure fully implementation of reforms and relative evaluated, by evaluation system that has been put in place.

In perspective of more effective efforts to be done, especially to "Take measures to reduce the excessive use of temporary and civil law contracts in the labour market", in 2015 Commission sent to Poland the following recommendations

- **Although employment has risen consistently since 2007, the Polish labour market suffers from several structural weaknesses:** some groups of young people suffer labour market lack of participation, labour market is segmented and limited progress was made in reducing this issue. The incidence of temporary contracts is the highest in the EU, while the transition rate from temporary to permanent employment is low (20%) Access to quality apprenticeships and work-based learning remains insufficient.
- **"Labour market participation of youth remains hindered":** Unemployment rate (27,3% to 2014, Eurostat) continues to be higher than EU average, while an NEET rate increased in 2013 to 12,2%.

**Main National Reference legislation for NEET and youth unemployment issues**

<b>OJ 2004.99.1001 (codified version)</b>	law on employment promotion and labor market institutions
<b>Dz. U. of 2004., No. 99</b>	employment promotion and labor market institutions
<b>Regulation of the Minister of Labour and Social Policy of 22 July 2011- Journal of Laws of 2011 No. 155, item. 920</b>	detailed tasks and organization of the Voluntary Labour Corps
<b>Council of Ministers of 9 November 2004- Journal of Laws of 2004 No. 262, item. 2604</b>	organization supplement the general education of youth in the Voluntary Labour Corps and the acquisition by it of professional qualifications
<b>Council of Ministers of 28 May 1996- Journal of Laws of 1996 No. 60, item. 278</b>	vocational training of young people and their remuneration
<b>Regulation of the Minister of Labour and Social Policy of 14 May 2014- Journal of Laws of 2014, pos. 632</b>	model of the application for accreditation to conduct recruitment within the EURES network
<b>Regulation of the Minister of Labour and Social Policy of 25 June 2014 - Dz. U. of 2014, pos. 865</b>	refunding the Labour Fund of remuneration paid to juvenile workers

### 3.5. Greece

Greece submitted a Youth Guarantee Implementation Plan on 31 December 2013, updated in June 2014 and foreseen to be fully implemented by 2016.

Greek government has adopted a series of reforms of vocational education and training (L. N.4186 / 17- 09-2013), aiming at improving the matching between skills supply and labour market demand. "Guarantee plan for youth" entails like strategic priorities 5 main key action:

1. **Apprenticeship:** It concerns the application of theoretical training in practice since the beneficiaries are invited to apply in their workplace what they learned in the classroom.
2. **Training – Education:** In the "Youth Guarantee" action plan are foreseen training programs in modern areas of Greek Economy as tourism, information technology, agriculture, shipping etc.
3. **"Obtaining Work Experience":** It aims to reduce transit time between education and the labor market. Within this framework it is planned a number of initiatives for the creation of new jobs for young people by wage or non-wage cost subsidy or the creation of the "Entrance Cheque " in the labor market that combines training with work experience.

4. **“Entrepreneurship”**: The National plan "Youth Guarantee" includes actions to promote young people in Entrepreneurship and self-employment. These concern for example the support of young people establishing Social Cooperative Enterprises, support of new juvenile startups, grant of social security contributions for young people up to 24 years for being self employed, in order to limit the phenomenon of undeclared work and to support youth freelancers.
5. **“Integrated Intervention”**: The activities are the choice of appropriate intervention according to the profile of each of the beneficiaries, as determined through the process of individualized approach

In addition to this, the Ministry of Labour, Social Security and Welfare issued a number of “Vouchers for access to the labour market” which target 42,000 young unemployed under the age of 29 who undergo both an initial theoretical training and on the job and can benefit from subsidies of social security contributions in case the employer wants to hire them at the end of the training phase.

As part of the YG implementation scheme, the administrative procedures of the PES are also being revamped in order to offer individual action plans tailored to the specific profile of the NEETs. However, due to the high number of NEETs registered at the PES, the access to these individualised action plans and to the support provided by the PES will be prioritised for the registered NEETs in a first phase.

Although Greek progresses there are still substantial challenges related to the labour market situation.

In September 2015, Commission’s assessment was not published yet.

#### Main National Reference legislation for NEET and youth unemployment issues

The legislative framework under which policies and measures are developed for young people, draws its sources from the Constitution. Greece, as a member state of the EU must be coordinated with the European legislation, mainly through Directives, a general framework of policies and measures for Youth, which all Member States of the EU are called to adopt and implement

<b>L. 3442/2006; 3577/2007</b>	governing the operation and activities of the local Youth councils
<b>L.3478/2009</b>	Excellence register that determines the reward excellent students
<b>Law 3986 / 1.7.2011</b>	'Fixed-term contracts of young people aged 18-25 years, for work experience
<b>Law (GG V2508 / 4-11- 2011).</b>	I.NE.DI.VI.M. (Institution for the youth and lifelong learning) aims on the implementation of Lifelong Learning; support for young people in their careers; promotion of youth innovation, student welfare.
<b>L. N.4186 / 17- 09-2013</b>	"Restructuring Secondary Education in Greece": new institutional framework which foresees the institution of Apprenticeship in the entire range of Vocational Education and Training

#### 4. A review of National Good Practices in matter of NEET condition

In EU context there is a big number of practices to face NEET's problem. England is hystotically the most active Country to face the issue, but in the last 10 years other European country are moving effectively.

The implemented projects about NEET problem refers mainly to three dimensions:

- ✓ The empowerment of Public Employment Services
- ✓ Involvement of the school system for NEET phenomenon's prevention
- ✓ Involvement of local authorities to tackle social barriers and obstacles

#### Empowerment of Public Employment Services

For European Commission PES are very crucial actors for the delivery of the Youth Guarantee recommends. In March 2015, Commission published a research work<sup>14</sup> with a wide collection of practices concerning PES outreach and activation of NEETs.

For what concern first dimension, the term 'outreach' within the PES context principally involves a) identifying and engaging unregistered customers, and b) taking out labour market integration services of their standard settings, and then tailoring and providing them

<sup>14</sup> European Commission- "PES practices for the outreach and activation of NEETs" - 2015

‘closer’ to the young people i.e., in local community, school, one-stop-shop or mobile settings.

Different approaches was taken from different countries. Between the ECMYNN project participating country:

- **Italian** PES across the Country are working together with schools and training providers. The Ministry of Labour and Social Policy and the Ministry of Education, Universities and Research work with education institutions to provide support to new NEETs. Schools identify young people who have dropped out of compulsory education. Twice a year they inform their local PES office of who has dropped out. When this data has been transferred, the responsibility for these individuals also transfers to the PES. The PES contact the individuals concerned to encourage them to register with the local PES and make them aware of the support and relevant services.

Italian PES contributed also to communication strategy which other relevant stakeholders are implementing, especially via Internet and Social media.

For what concerns the **problem of identification of young NEET**, the **project GiovaniSi from Tuscany Region**, aims to develop “Guidelines on sperimental interventions for NEETs” and especially to build up a good practices system about “interception of this kind of youth people on regional territory” throught shared strategies that PES and other relevant local actors must implement. They must be innovative and replyable and have to adopt effective and efficient intervention tools and methodologies at the highest level.

- For what concerns web communication, **Spain** is working on National Youth Guarantee Scheme Website, developed to provide a common meeting point to all engaged parties. Once young people register to the web platform, they have an access to a specific private area where it is possible to check offers of employment, participate in e-learning activities and update personal information. PES is a partner in the initiative. Young people and employers can gather information also via telephone and email.
- In **Greece**, in the past three years is organised by the Greek Manpower Employment

Organisation (OAED) an Employment Forum. The event brings NEETs and enterprises together and promotes OEAD's services, particularly emphasising on counselling services, training and employment opportunities. Activities of the Forum include discussions on career and job opportunities, panel discussions (Q&A sessions with audience); workshops; EURES information; CV writing support; and, a detailed presentation of the Youth Guarantee initiative and related activities.

The theme of **PES services for Activation of NEETs** concerns in a first stage personal advising, assessment of skills competences, employment plan, career advice and practical job search support. The next stage usually involves an offer of placement in a designated activation measure aimed to build up the vocational and employability skills especially through on the job learning (apprenticeships, traineeships, work trials, blended models). PES furnish support to young people before, during and after the placement to ensure that both parties get benefit. The placement is monitored and evaluated to ensure quality.

Between ECMYNN partner Countries we can mention:

- **Italian Experience:** The **AMVA project** was launched in 2011 by the Ministry of Labour and Social Policy to facilitate young people's transition into the labour market by promoting apprenticeships and training: PES, for their part, disseminate information and career advice to prospective beneficiaries. Identifying four disadvantage bands through variables such as age, gender, education level, region of origin, language skills and employment status one year before, PES furnish specific characteristics of the service provided.
- **Polish Experience:** **Voluntary Labour Corps** support in particular 15 – 17 year old early school leavers and to those who are aged 18 – 24 with few qualifications. The support to the 15 – 17 year olds focuses on education or encouraging them to study towards a vocational qualification and help them to acquire basic social competences. Support to those aged 18 – 24 year olds is divided into standard support and deeper/complex support. Standard support involves job placement and support in traineeships and apprenticeships; job placement and vocational information; and support and advice on how to look for a job effectively. Deeper/complex support is offered to those only in exceptionally difficult situations.

They may relate to the lack of qualifications, qualifications that do not meet labour market need or lack of professional experience. It provides those people with an opportunity to learn a profession, change professions or acquire professional experience. PES is a partner along with social institutions, NGO/youth organisations, and education/ training organisations.

### Involvement of the school system for NEET phenomenon's prevention

The best approach to reducing the proportion of young people NEET is to prevent them from becoming NEET in the first place. In order to achieve this, local authorities' work with schools to identify and support children at risk of becoming NEET is important. Schools can be supported and encouraged by public health teams and other local authority staff to take effective action. This includes: recognising achievements in general skills and those that increase employability, managing transitions and supporting children and young people between educational stages, minimising or preventing permanent exclusions, and protecting and enhancing children and young people's mental wellbeing. These actions involve working with families and communities, rather than just with children and should be available for all children (universal), but targeted proportionately more towards those in greater need of support.

**ThinkForward** is an english programme created in 2010 by Impetus-The Private Equity Foundation (Impetus-PEF) and delivered by Tomorrow's People, a national employment charity. The programme aims to act early to ensure young people make a successful move from education into employment. The programme places coaches in schools, where they work with those who are most at risk from the age of 14, providing one-to-one coaching. Support is provided long-term for up to five years, and includes linking young people to existing services in the community and facilitating contact with local employers.

The programme is based on a pilot delivered in Tower Hamlets, East London, which placed coaches in five schools for two years, helping 320 young people and achieving an 88% reduction in those NEET at age 18.

Currently, ThinkForward operates in 14 schools in East London, working with 1,100 young people. 88% of these young people have improved their behaviour or attendance at school. 95% of participants continue into further education, employment or training at age 16 (31).

The intervention is funded in part by a three-year Social Impact Bond, which is commissioned by the Department for Work and Pensions' Innovation Fund and backed by the Private Equity Foundation and Big Social Capital.

**In Italy there was the experience of Cesie, with the project named “Lion: Learning, Living, Working with Neet Group”, from 2012 to 2014.** This project aimed to create a connection between learning and work, especially through Training sessions for teachers, trainers and educators on how to operate within the “triangle” learning-live-work. The main goal is to raise the skills of teachers to make them able to generate positive environments with youth.

Thanks to the project **"Establishing a partnership to set-up a Youth Guarantee scheme in the Lazio Region" (Italy)**, almost three hundred young people attending the last two years of high school in the Region, have received orientation, job counseling and assessment of their skills, as well as a series of visits to local companies. The project also provided for the strengthening of the networking capabilities of key players in the local labor market, by promoting cooperation between the two main subjects of alternation between school and work: Schools and Companies. The partnership has developed a pilot scheme, tested and transferable to other contexts.

### **Involvement of local authorities to tackle social barriers and obstacles**

To re-engage NEETs, barriers and obstacles such as housing problems, debt, physical and mental health issues, and relationship concerns should be addressed. For example, for those young people who are living in inadequate housing, homeless, or living in severe deprivation or poverty, it is often much harder to find the physical, economic and personal resources required to access the labour market or re-engage with education. Local authorities have opportunities to help reduce some of these barriers and providers of education and training for NEETs can work with other agencies to provide help and access to specialist services. Local authorities also have a role as employers and commissioners to tackle youth unemployment.

**Surrey County Council** (England) has put in place the “**Surrey 14-19 plan**” to create opportunities for all young people. This aims to widen participation, improve achievement and ensure that all young people have equal opportunities to progress to learning or employment regardless of ability, socio-economic background, ethnicity, gender, disability or learning difficulty.

Surrey is taking a life-course approach, and working simultaneously on health and wellbeing of young people as well as attainment and participation. The council’s employability plan also states its intention to use commissioning opportunities to reduce NEET levels, and ensure that as a purchaser and employer, the council increases apprenticeship opportunities. The council is ensuring that all contracts for the provision of services are let with a condition that the contractor employs an agreed number of apprentices aged 16 to 24 years.

The plan also includes a set of actions to overcome barriers to participation, including the council’s plan to work closely with young people, increase financial assistance, working preventatively to reduce the likelihood of people becoming NEET, and developing effective tracking of participation.

Action takes place across a county-wide partnership between schools, colleges, employers, learning providers, the voluntary sector and higher education.

Achievements include:

- 59% reduction in young people who are NEET from 2009 to 2014. Surrey now has the joint-lowest number in England, whereas in 2013 they were joint twenty-fifth (out of 152 local authorities)
- 90% reduction in the number of first-time entrants of young people to the criminal justice system from 2009 to 2013, resulting in Surrey having the lowest rate in England
- saving £7m from the reduction in the number of young people NEET from 2011-12 to 2012-13 alone

- 90% figure of successful progression to education, training or employment among those who were at risk of being NEET and who received support from the Year 11/12 Transition Commission

**In Italy, Regione Puglia is developing the “Bollenti Spiriti” programme**, that concerns activities such as urban laboratories for work and legality, ever with the bottom up approach. Especially programme aims to extent the opportunities for young people with a low cultural economical and relational capital to participate in social life; promote contributions of young people to Common Good through experimentation, non-formal learning and the discovery of hidden talents; promote the interconnection of the institutional, economic and social actors with the young people from Puglia.

**In Poland Białostocka Fundacja Kształcenia Kadr** implemented an innovative project to test new instruments of early social intervention and of social exclusion prevention for youth older than 15 years of age who were in educational care facilities, foster families and families suffering from addictions and violence. The aim of the project was to adapt, test and disseminate nine models of counseling solutions and solutions for local cooperation in scope of early social intervention and prevention of social exclusion for the youth above 15 years old. The main Activities of the project are: Adaptation of three models on early social intervention and prevention of social exclusion: *Work as Family*, *Life is Business* and *E-Horizons*, consultations and individual coaching, competence measurement, psychological counselling and control of debts, guidance for mapping the young people and coaching on creating a 'road map' for youth, study visits, trainings for psychologists, counsellors and community workers.

## 5. Experience of projects and services at regional and local level for NEET people

At regional and local level, between the involved countries of ECMYNN Projects, several projects to face the NEET issue were designed and implemented, while others are under construction.

Following, some projects where the partner countries direct participate will be briefly mentioned, especially from regional and local contextes of Italy, Greece, Romania and Poland. Many of them concerns projects directly implemented from the ECMYNN partners.

### 5.1. Italy

**Regione Abruzzo “youth guarantee” plan** is divided into 9 measures and is realized through collaboration between public and private work services system, training and education system, local authorities, social parts and business system.

9 measures are:

1. Reception, taking charge and orientation
2. Training
3. Accompaniment to work
4. Apprenticeship for the qualification and the professional degree
5. Apprenticeship for higher education and research
6. Civil Service
7. Help for self-employment and entrepreneurship
8. Transnational and territorial job mobility
9. Bonus for employment

Also, Regione Abruzzo from several years is investing on microcredit through "Microcredit fund FSE-PO FSE Abruzzo2007-2013 goal: "Regional competitiveness and employment". Especially, public notice/call for microcredit provision aimed to facilitate access to credit by: a) micro-enterprises as sole proprietorship, companies, cooperatives; b) self-employed workers or freelancers. The Notice seeks the provision of microcredit worth between 5,000 and 25,000 Euros and has the primary objective to support local micro-entrepreneurship and self-employment by funding the start-up of new businesses or the implementation of new investments and / or the consolidation of investments in the context of existing initiatives.

In the context of San Giovanni Teatino, “Sportello Sangiò” works from 2012 aiming to inform and support young people to find a job. The main themes of Sangiò are: work, professional training, study advisory, socio-cultural activities, free time.

Sangiò work to mediate between labour supply and demand, and concerns also the job placement of persons with disabilities. Main Sangiò’s activities are:

- Collection of potential young workers’ Curriculum Vitae
- Pre-selection and constitution of a relevant database

- Promotion of matching between labour supply and demand.
- Professional advisory
- Projecting and supplying training for job placement. (including the apprenticeship's promotion)

More over, Sangiò in the last years activated agreements with Authorities, Universities, Schools and private companies to foster the job placement of young generations. By the way, since 2013 Sangiò subscribed an agreement with Adecco Srl to organize together events and share services to facilitate the work matching, other local companies are its partner for professional training activities or entrepreneurship training for Sangiò young members. All data collected by Sangiò are automatically sent to Ministerial "Clic Lavoro" platform.

Actually the service is managed by experts, such as occupational psychologist and IT skilled. All services are provided without any charge for the customers.

From the last monitoring of activities, in 2013, Sangiò has made:

- 71 visits in local companies with informative advisory.
- 57 matching activities; 40 of them ended with a signing contract;
- 280 curricula sent and as many matching between demand and supply of work
- 1810 analysis and and c.v. drafting

In 2015 October, the total number of members amounts to 1541 as follows::

- 785 females
- 756 males
- 192 aged 15-24 y.o.
- 205 aged 25- 29 y.o.

## *5.2.Greece*

**ATOM EDU**, as ECMYNN partner, can directly witnesses own experiences, considering that is recently participating in two projects developed in Patras area, granted by Erasmus+ programme. They cover subjects compatible with youth unemployment and NEET at all.

- **CISSE (Creativity and Innovation Support for Social Entrepreneurs)** – Erasmus plus project, 2015-2017, with the participation of ATOM. Cisse Project aims to develop basic and transversal skills such as entrepreneurship, digital skills and language and communication competences in the field of social enterprises. The project aims to give support especially to SMEs and individuals, who do not have funds for business counseling, in this sector by giving support tools to raise creativity and innovation, which are necessary to tackle with crisis and change management.
- **Project "Social enterprises calling young people for solving the problems of communities"** Erasmus plus project, 2015-2017, with the participation of ATOM. It aims at developing fundamental knowledge and skills of youth in social entrepreneurship, and at the same time to promote the social economy among local community members. Social entrepreneurship will be promoted by a group of trainers and youth workers involved in the project who will attend a training course organized by the Dutch partner and also in local trainings on social entrepreneurship and in transnational mobilities to exchange best practices in this area. ATOM is participating in the project.

### 5.3. Romania

In the last five years ASCETIS, in the local context of Piatra Neamț, developed three Projects that had as target youth, and people at risk of social marginalization including with a special emphasis on the reinsertion of NEET youngsters in education or work:

- **Center for education , training and multimedia communication**

By this project developed in partnership with Association “Workshops Without Borders” from Bucharest Romania and with Technical College” Gheorghe Cartianu” from Piatra Neamț –Romania we organized a training for 10 young persons unemployed in the job of WEB Designer. The participants to our training had no economical possibilities and they paid no tax for the training . They learned during 60 hours of theoretical preparation and 120 hours of practice on computers how to create web pages and they acquired also basic skills for work in this domain or in any other . The competences developed to our NEET learners during this training are :1 .Professional development 2.Interactive communication at the work-place 3. Working in a team 4. Application of quality proceeds 5.Application of rules for work health and security 6. Analyse of the webpage scope 7.The use of peripheral

specific equipment 8. Creation of prototypes 9. Image processing , creation of animation and flashes 10.Data validation 11. Ensuring data security . After graduation of the training we guided the participants and we offered them counseling in order to help them to create the professional development plans and to find desired schools or work places.

- **Professional training of adults – a new step in education:** This project was also developed in partnership with Association “Workshops Without Borders” from Bucharest Romania and with Technical College” Gheorghe Cartianu” from Piatra Neamt. The project was addressed to the following categories of persons : 1.People that never used computers , 2. Inactive with very low income, at risk of social marginalization 3. Youngsters coming from disorganized families, youngsters looking for an workplace 4. Disabled persons, 5. Students in risk of early school living.

During this project we organized a training for initiation in computer use with the duration of 60 hours. At this training participated 10 NEET young persons. We also organized a training program with duration of 180 hours for the job of WEB Design. At this training among the participants were 7 NEET youngsters .

- **Hobby As an Integrating factor in European Society:** The project was a Grundtvig partnership for learning financed by European Commission . A big part of the results can be seen here <http://haifes.blogspot.ro/> .

During this project coordinated at European level by ASCETIS association was created a network of organizations that can provide possibility of practicing hobbies for inactive or stressed persons , students and NEET youngsters in order to help them to socialize , to develop their skills , to increase their self respect and self confidence so they will be able to be reintegrated in society and in the work market after practicing a hobby with success.

#### 5.4. Poland

Gdansk, is going to implement activities that foremost welcome the young people at the one-stop guidance centre where they can receive the information and guidance in one institution and therefore faster the process of the empowerment and the integration into the labour market. The centres are less formal and therefore more welcoming than the ones

usually offered by the public employment services. After being acquainted with the work of the one-stop guidance centre, the NEETs participate in various courses that provide with the general education and VET, social skills and employment skills and equally important – the mentoring and guidance is a lasting activity for the ones enrolled in the programme. The one-stop guidance centres also offer employment placements. The potential success of the holistic activities lies in the coordinated cooperation among various stakeholders from social, health and education institutions.

### **A Bridge to the Future, The MOST Program**

The Youth Sociotherapy Center in Ustka implemented this innovative project, using different therapeutic techniques. Combined, these techniques provided a new method of treatment for troubled adolescents. The 'MOST Programme' consisted of two modules which complemented each other. Firstly, The Life Alternatives Training aimed to drive students' attention at continuing education or taking up work after leaving The Sociotherapy Center. Secondly, The Vocational Training Programme aimed to prepare students both in theory and practice for work. The programme was based on a dual system of vocational training. The project equipped the participants with social competences and many of them managed to establish successful and creative relationships with employers and colleagues.

The project was implemented in partnership with the Chamber of Craft and Entrepreneurship Central Pomerania in Slupsk.

Activities: Implementation of "The MOST Program" two modules: *The Life Alternatives Training* and *The Vocational Training Programme with The Training for Work: "The Assistant of....."*. The module *The Life Alternatives Training* aimed at students' performance in the future, after leaving the institution, not here-and-now attitude. Its main aim was to drive Centre's students' attention on continuing education or taking up work after leaving *The Sociotherapy Center*. The training was an essential part of preventing from demoralization, apathy, unemployment and exclusion or drop-out.

*The Vocational Training Programme* aimed to prepare students both in theory and practice for work. The training was based on convertible system of vocational training. The main idea of this programme is a parallel two-way system of education in a vocational school, where students study theory, and then train at a workplace, where the trainees get an

apprenticeship training. One of the vital advantages of this solution was definitely the adaptation of the curriculum to the real needs of the employers, which wouldn't be possible without effective information exchange between the schools and the employers.

## Second Chance School

The leader of the project is a private organization *CARITAS Archdiocese Gdańsk* with partners the *Municipality of Sopot* and *Copenhagen Youth School*. The youth who are involved in the *Second Chance School* very often have a challenging background: addictions, conflict with the law, single motherhood, interrupted education, etc.

Activities: A seven month course with psychological training, personal coaching, life-skills training, individual support (psychological and medical assistance, personal assistance), group support, activity club, computer training, professional portfolio development. The course is individually tailored for one's needs and abilities.

The model in Gdansk is focused on developing unemployed youth's employability. The traditional model of the *Second Chance School* has a strong focus on early school leaving preventative measures and also re-integration in the education system after one has left it. Generally, the *Second Chance School* project was designed and proposed by the European Commission already in 1995. Officially opened at the end of 1997, Marseille's Second Chance School (E2C) was the first school of this type to be set up in Europe. The objective of the Marseille Second Chance School is to ensure professional and social integration, through education and training, for young adults aged 18 to 25 years, who have been out of the school system for at least a year, and who do not have a diploma or qualification<sup>15</sup>. A report *Preventing Early School Leaving in Europe – Lessons Learned from Second Chance Education* conducted for the European Commission in 2013 stressed the importance of the collaboration among countries to implement the model of the *Second Chance Schools* and it came up with a following recommendation: “For the European Commission to provide a platform for transnational dialogue and exchange on the theme of “learning from second chance education to prevent Early School Leaving”.

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<sup>15</sup> Office of Economic Cooperation for Mediterranean and Middle East. *Second Chance School*. Source: [www.ocemo.org/](http://www.ocemo.org/) About us/ Our Members



**ECM YNN  
ERASMUS+  
STRATEGIC  
PARTNERSHIP**

## Section2 - Qualitative analysis on NEET target –

In this section are presented the results of qualitative on field analysis, aimed ti deepening the NEET phenomenon directly from the point of view of young people 15-29 y.o with this status. Before starting the survey in each of the 5 ECMYNN Countries through the web questionnaire tool, it was been deepened the NEETs condition by face to face interviews cycle addressed to a maximum of 10 targeted youngs. Starting from shared dimensions of analysis considered as relevant to well represent the NEET status, the interviews helped to get a structuration of the survey, consistent with the results of this preliminary qualitative analysis. This one' aim was just scoured and therefore without any statistical relevance.

### 6. Preliminary Interviews for NEET Target

Particularly, interviews were driven by each of the partners in their own local context on a maximum of n.10 NEETs, using the **snowball sampling technique**. Starting from the assumption of difficulty to identify and reach NEET people, confirmed in each context, this technique facilitated the identification process, through asking to the reached NEET to indicate other young people in the same condition between their familiar, friends, acquaintances.

Before starting the interviews cycle, all partners with coordination of Lynx Territorio Sociale were called to identify the main dimensions rated as relevant and representative of the NEET status. This identification was reached by adopting the **Open Space Technology approach**: especially the partners met in a single operative Web conference, moderated by a social researcher from Lynx. All they were stimulated to identify the main dimensions of the NEET phenomenon, and to discuss freely about their own preferences. Immediately after this session each of the partners sent to moderator, by email, an istant report as a description of their point of view and preferences on dimensions to be adopted and items to be deepened to carry out the face to face interviews cycle. The Lynx's researcher integrated all the contributions into a single document, shared with the partners, concerning the draft version of interview guide. After all partners sent changes or integration and once they agreed on a common set up, Lynx prepared the definitive version of the interview guide and shared it between all partners to be used during the interviews.

The output of this participating approach is shown in the table below: interview guide contains 10 dimensions and, for each of them, some examples of question to be asked to NEETs to facilitate the interviewer's work.

Dimensions	Examples of questions to ask
Neet current condition	<ul style="list-style-type: none"> <li>-What's your age/ Gender?</li> <li>-What do you do actually?</li> <li>-How you can define yourself? (unemployed, unoccupied, looking for a job..)</li> </ul>
Daily Life	<ul style="list-style-type: none"> <li>-Where do you stay usually/ Where do you sleep overnight?</li> <li>-How do you spend your time usually?</li> <li>-How do you move on your territory?</li> <li>-How do you get money?</li> <li>-How do you feel (happy, unhappy, worried...)?</li> </ul>
Family	<ul style="list-style-type: none"> <li>-Where do your family lives? What is your father and mother job?</li> <li>-I-f you have brothers or sisters, do they work?</li> <li>-Do you have occupations within your family (take care of someone, clean, cook, ecc.)?</li> </ul>
Familiar and personal network	<ul style="list-style-type: none"> <li>-Do you/your family have some external contacts with others?</li> <li>-In case of need, who do your family turns?</li> <li>-Do you have better contact with people in real life or through social media?</li> <li>-Are you engaged in some voluntary work?</li> <li>-Do you belong to some community about specific themes, even if virtual?</li> </ul>
Scholastic career	<ul style="list-style-type: none"> <li>-What is your qualification?</li> <li>-When did your completed the last round of studies?</li> <li>-What did you did after finishing schools?</li> <li>-Did school taught you how to find a job?</li> <li>-Are there some of your old classmates in the same your situation? Do you meet anyone of them?</li> <li>-Do you think more education and training could help you find a job?</li> <li>-On your opinion training or educational courses could be useful to fix your situation?</li> </ul>
Attitudes and opinions about work and training	<ul style="list-style-type: none"> <li>-What do the work means for you?</li> <li>-What evokes to you the word "work"? What the word "education"?</li> <li>-What are your main needs actually?</li> <li>-Have you got some passions?</li> <li>-On your opinion, what to do to enhance possibilities to find work?</li> <li>-Do you think to have talents? Do you recognize them?</li> <li>-Have you rejected a job in the past and for what reason?</li> <li>-What would you expect from the government and society as actions to help you?</li> </ul>
Access to training	<ul style="list-style-type: none"> <li>-Have you ever thought to attend some training course? If yes, which kind?</li> <li>-Do you know people of your same age who attend courses? What do you think about them?</li> <li>-Did you attended some educational or training activity in the past? If yes, what did you?</li> <li>-If you attended courses, do you think they was useful to you?</li> </ul>
Access to labour market	<ul style="list-style-type: none"> <li>-Have you ever thought to find a job in the past? Who have you thought to contact?</li> <li>-Have you ever had contact with organizations, associations or institutions concerned with employment? Do you recommend? Do you think they're useful?</li> <li>-What strategies did you implemented in your job search? How many times, how long? Did you used internet? Informal channels? Formal channels?</li> <li>-Have you ever thought to become an entrepreneur? If yes, in what field ?</li> </ul>
NEET Status	<ul style="list-style-type: none"> <li>-For what reasons you are not currently occupied or not in training?</li> <li>-Do your current situation causes any kind of problems or discomforts?</li> <li>-Did you worked in the past? What did you did? What kind of contract?</li> <li>-Do you know and meet other persons in your same situation, without a job?</li> <li>-How long you have been in this condition? It was stopped sometime?</li> </ul>

Future perspectives	-Imagine to refer to an organization dedicated to finding work? how would you like? what it could do for you? -How do you see yourself in the near future? And in 10, 20 or 30 years? -How will you make a living in the near future? -Have you ever thought to old age? How do you think you deal with it? -Do you believe that sooner or later you will seek a job or you will start a training course?
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The partners<sup>16</sup> made the interviews to the NEETs, for a total of n.36 collected feedbacks.

Before starting interviews, **interviewers asked like preliminary questions:**

- A. Did you looked for a job in the last month?
- B. Are you more than 29 yo or less than 15 yo?
- C. Are you actually involved in some training activities?

**They don't consider Neet people who answered YES to at least one of these questions.**

At the end of interviews cycle, interviewers edited a summarization of all collected feedback, aimed to obtain, for each of the ECMYNN countries an overview of the results for each of 10 deepened dimensions. The table below, for each country, reports the interviews results, with specification of number of reached NEET in every context.

	ITALY	ROMANIA	SPAIN	GREECE
Nr of interviews	10	10	6	10
Neet current condition	Age from 17 to 29.Two of them are totally inactive. Two of them are active in the search of job with plan and strategy. Others are active but without use a specific strategy and/or plan.	Interviewed were aged between 19 and 26 years, more boys than girls. They all said they are at home. They all defined themselves as unemployed.	Interviewed from 18 to 22 yo., consider themselves like job seekers, make sport or not regular work.	All NEET are in search of work. Aged from 24 to 29 yo
Daily Life	They spend time looking for a job, practicing hobbies (3). They receive money from their families (one of them also playing football, another one with occasional little jobs). Three feel discouraged, two worried, two unhappy, three happy. Most of them move with car or motorbike by their families.	Everybody stay in the parent's house. In two cases the parents work in another country so they live alone.They have income from parents,they are meeting their friends sometimes.	They all live with parents, get money from them or other relatives, move by parents' car. Someone feels sad or worried, some other feels happy.	The vast majority of NEETs in Greece live with their parents, and they have some income fromthem or from relatives. The common feeling they share for their situation is worry.
Family	Two live with family with economic problems. Two left their native family and actually live with partner who is working. One lives alone. Others live with parents who are working. Just four take care of family needs (grandparents, brothers o sisters);	40 % of the interviewed were living in rural areas, the others in town In most cases only one of the parents is working.In most cases they have brothers and sisters and only 50% of them are working. All have occupations around the house.	Not only live in an unstructured family is the reason to being a NEET. All live with parents. All helps family in the house works.	Most of them have brothers or sisters who do not work either
Familiar and personal network	Five have a limited network (just friends and relatives); five have a bigger network (beyond the family). In case of needs, all of	None of the interviewed people families is in contact with others. They all said that the family is asking	only some external contacts of the families, non collaboration with	They rely on their familiar and personal network, some of them also belong to certain communities.

<sup>16</sup> The Polish partner did not participate to the face to face interviews cycle

	<p>them receive protection for the family. Few of them are involving in voluntary activities</p> <p>Just two belong in big communities</p>	<p>them for help in case of need. They have better contacts with people through social media than through real life, with age this is more evident. They are not engaged in voluntary works. They belong only to virtual communities.</p>	<p>social institutions or like a volunteer, many are part of a group of long time friends.</p>	
Scholastic career	<p>Three have a low education level; three have a secondary level; four have a tertiary level (university degree)</p> <p>Four had further training experience (out of school pathway).</p> <p>No one have learnt at school how to find a job.</p> <p>Most of them consider very important to have training in order to find a job (anyway they think that the school system needs big change)</p>	<p>Higher education in average</p>	<p>Did vocational training or nothing. Not higher education</p> <p>They think school is not useful at all to find a job.</p>	<p>They are almost all graduates of higher education and they have friends that are unemployed too. Most of them agree that training and more education could be useful to find a job but this is not seems to be a crucial factor to achieve this.</p>
Attitudes and opinions about work and training	<p>World Work evokes: "not stay at home", "satisfaction and self-realisation", "to be independent and autonomus", "respectable life", "sad life".</p> <p>Talents they think to have are football and fitness, cook and work with children, photography, studying, dancing</p> <p>Passion they have are football, swimming, dancing, photography, mountain, nature, figure skating, car mechanic</p> <p>All of them think that government should offer more possibilities to work and a better help for youth with concrete actions.</p> <p>All of them are disappointed about the effectiveness of Youth Guarantee</p> <p>Just one of them have refused a job in the past</p> <p>They think that a specialisation or qualification can help in finding a job</p>	<p>They all searched for jobs in the past. Most of them contacted the Regional Office for Employment, because they had benefit of unemployment aid for a while. They did not implemented strategies in the job search. They only used internet. They want to be entrepreneurs in fields related with their passions.</p>	<p>They think that if the government grant companies to hire young people they situation will change</p>	<p>Work means freedom, activity for Greek NEETs. Employment on the other side means enhancement of competences. They do not recognize themselves any specific talents, and they would ask from the government for specific policies and framework to battle unemployment.</p>
Access to training	<p>Eight of them have thought to have a training course.</p> <p>Five of them had a training course in the past</p> <p>All of them are available to take part in training course in which they can acquire skills useful for the labour market</p>	<p>They want to attend trainings, anything related with their domain of qualification. Only few of them have friends that attended courses, they do not know what to think about them. They all attended educational and training activity in the past. They think the courses were useful.</p>	<p>Training is a good option however nowadays isn't useful because of in Spain there aren't opportunities</p>	<p>Many of them have already attended training courses.</p>
Access to labour market	<p>All of them was looking for a job in the past: main channels are: internet, public and private labour office (but they don't recommend them), friend and family own network. Some of them say that recommendation</p>	<p>They want an organization to guide them individually for finding work.</p>	<p>The general situation in the country is a good justification for their own situation. No self-criticism</p>	<p>All of them addressed to National employment office OAED for registering.</p>

	is the most useful way. Five of them have thought to be an entrepreneur but didn't do it.			
NEET Status	<p>All of them say they are NEET because of external reasons: there is no job, not luck, don't have recommendation. Someone says it's a just a moment of transition, some other doesn't want to move from home.</p> <p>Consequences: family annoyance, economic problems, tiredness, not possibility to have an own family plan, disappointment, uncertainty, disorientation.</p> <p>All of them have friends with the same condition</p> <p>NEET status time: from 6 months to 2 years</p>	<p>They think their NEET status is just a temporary situation caused by the lack of workplaces. They have a lot of discomfort but do not want to talk about their problems.</p> <p>Someone worked in the past in full time contracts. They know other persons in the same situation. They had been in this condition in periods varying from 4 months to 5 years</p>	<p>Their situation/NEET status is the result of the crisis. Many hope the general situation a day will change.</p>	<p>Many of them are unemployed for a couple of years and they consider this as a big problem for their everyday life and development.</p>
Future perspectives	<p>Organisation should offer concrete opportunities of vacancies, build relationships with companies, support youth and teach them how to find a job. Moreover they should have internal staff with expertise and specific qualification</p> <p>Five of them think in the next future they will work. Other five simply don't know.</p> <p>Five of them don't think about their old age.</p> <p>Five think to continue with a training course. Five think to find a job.</p>	<p>- They want to work for living and make a family.</p> <p>- They think that at old age their situation will be good.</p> <p>They all said they will look for a job or a training course in the future.</p>	<p>Positive perspectives, however not immediately, medium period</p>	<p>Find a job, make a family</p>
Dimensions to be deepened	<p>-NEET current condition</p> <p>-Familiar and personal network</p> <p>-Attitude and opinion about work and training</p> <p>-Access to labour market</p> <p>-NEET status</p> <p>Future perspective</p>	<p>-Access to labour market</p> <p>- Daily life</p> <p>-Future perspectives</p> <p>-NEET status</p> <p>-Familiar and personal network</p>	<p>1.-Neet current condition</p> <p>2.-Daily life/Neet</p> <p>3.-Scholastic career:</p> <p>4.- ttitudes...work and training</p> <p>5.- Acces to labor market:</p>	<p>- Attitudes and opinions about work and training</p> <p>- Access to training</p> <p>- Access to labour market</p> <p>- NEET Status</p> <p>- Scholastic career</p>

In each of the 4 contextes the results shown a certain **uniformity about the life conditions** of the interviewed young NEETs.

Overall, n.36 guys aged from 17 to 29 y.o. was been reached. **They consider themselves like unemployed and searching for a job**, but they do not use any clear strategy to find a job.

The big part of respondents **lives together with parents and receive from them economical support** for daily life, has got a network of friends for spending time and lives everyday with a **worried and**, in some cases, **unhappy mood**. In Romania, more than in the other countries, interviewed people use the **social networks as favourite places for their interaction and participation in community interests**.

Only very few of them, all italians, are involved in volunteering activities, while someone has brothers or sisters living their same NEET condition. Belonging to unstructured families it doesn't seems to be a facilitation to get the NEET status.

From the point of view of **educational qualification**, in all the Countries except Spain, the big part of interviewed guys has got a upper secondary qualification or a degree, mostly in Romania and Greece.

**A common opinion in all the Countries is that the school is not able to give a real support to the job search, and it is not able to transfer knowledge to be simply spent in the labour market. The big part of interviewed guys, also between the experienced ones, thinks that training courses, or post scholastic or post degree courses, would be very useful for the job search, but not a crucial factor in this sense.**

All italians respondents would be available to attend a training course right now, while spanish guys, even if recognize the usefulness of that, think that training courses would be insufficient because the national situation of total lack of work.

The term **"Work"** evokes in interviewed guys concepts as **"self realization", "independence and autonomy", "decent life", "freedom"**. In each of the ECMYNN Countries, respondents hope that national governments will face the youth unemployment problem and at the same time underlines the weakness of the policies and services to support them. A lot of guys experimented **support services** but they had got **no benefits** in their job search, but some temporary economic subsidies.

The result is a **general "sense of abandonment"** which produce a lot of difficulties to design targeted strategies for job search: almost for all these are resolved in the unpersonal context of the WEB.

In Romania and to a lesser extent Italy, a lot of interviewed NEETs would be available to startup an **entrepreneurial activity**, but only if in line with their passions. On the other hand, this seems a rough idea rather than a real opportunity to achieve. In addition to the job search "official channels", italians turned also to **acquaintances or personal networks**: they are convinced that recommendation is the only effective tool to find a job. A certain **lack of self criticism** is registered in Spain, where all the interviewed NEETs read their condition like

the result of the national economical crisis: the great part of them believe it will pass in years, but not so soon.

In every case, the **NEET condition** arouses in young respondents a general sense of **discouragement**, mainly between guys without a job for a lot of years, present in all countries and especially in Romania. The consequences to be NEET range over the **unwillingness** to go out from home, more conflicts with parents and families, **unhappiness** that can sometimes turn into real forms of **depression**. Despite everything, the guys know they are in the middle of a very widespread phenomenon, **almost everyone has in fact friends or acquaintances in the same condition**. Often they are convinced to live only a **temporary condition**, and they think in a not too distant future will be able to find jobs and also create their own family.

## 7. Survey on NEET Target

In this section will be presented the results of the Survey on NEET target, starting from its shared structuration between each of the partners and from the modalities of its dissemination all around the involved Countries.

As first step, on the basis of preliminary interviews' results the research coordinator (Lynx Territorio Sociale srl) proposed to all partners a first draft of a questionnaire model to be filled from the target, underlining the dimensions which seemed to be most relevant to represent the NEET phenomenon as they emerged during the preliminary interviews

Each partner proposed changes or integrations of the first draft of the questionnaire using the e-mailing tool, until having a definitive version to be translated into partners' domestic languages. Each "domestic language version" of the questionnaire was uploaded on the web to be disseminated, using the Google Drive platform.

### 7.1. Goals of the survey

The WEB survey on the target aimed to get a structured and meaningful representation of the rationale and the practical difficulties concerning the NEET condition, as well as the critical issues concerning the systems for facilitating access to the labor market and the needs related to the overcoming of such social status.

Compared to the work done through the preliminary interviews to a little sample of Neets, which had been useful to facilitate the setup of the survey and the related WEB questionnaire, survey is useful to gathering information with a higher degree of specification and at a much greater number of young people 15-29 yo, to ensure the research significance and a good level of statistical representation.

Even if was not possible to operate through a statistical sampling of the target, cause the nature of NEET notion and the difficulty to identify and involve young people with that status, the WEB questionnaire was structured to operate an upstream selection of those who will provide the answer on the basis of Eurostat NEET definition.

This allowed to reach a potentially large number of young people between 15 and 29 years of age who, by filling WEB questionnaire, was been self-selected based on requirements raised by that official definition.

In this sense, to get a sufficient number of responses able to ensure relevance to the research, each partner undertook to organize dissemination and targeted communication, with the support of national or local facilitator subject.

**To facilitate the collection of a representative number of answers, the NEET who filled the questionnaire not necessarily belong to the partner's geographical area, and so each partner disseminated the web questionnaire until its own national level.**

Based on the knowledge gained through the survey, the partners are gonna get the groundwork for setting up a "right approach" to the planned training activities directed to "operators" target, which concerns the next phase of the project, paying particular attention to the emotional dimension characterizing the NEETs.

At the same time, the design and subsequent testing of the innovative services must necessarily take into account what emerged from the recording of participants in the survey's needs.

It will be required to give a concrete response to these needs, designing and testing services as much as possible targeted to the NEET and for them "desirable".

## 7.2. Questionnaire Propagation Strategy

Once all the shared “domestic language questionnaires” was uploaded on the WEB Google Drive platform, Lynx Territorio Sociale as the only tool administrator, sent to each of the partners their specific web link, to be disseminated on the target for questionnaires filling. The questionnaires was spreaded on the web throught the following feasible modalities:

### **ON THE WEB:**

#### **1. Social network - Facebook / Twitter / Google+ (or others) account from:**

- Partner organizations
- Local municipalities
- Facilitating subjects on territories and at national level (i.e. public or private agencies for employment, national youth agencies or, at local level, youth Associations or club, Sports associations, meeting places for young people like pub, disco, others)

#### **2. Official ECMYNN project website**

#### **3. Official web sites or official newsletter from facilitating subjects: National or Local Public Authorities, Public or private employment agencies, Youth Associations, etc.**

#### **4. Official Partner organizations’ web sites.**

#### **5. Mailing:** when was available a NEETs database from facilitating subjects. Communication was sent by email togheter with a formal invitation, explanation of the research purpose and basical instructions to fill the questionnaire.

### **BY OTHER CHANNELS**

- ✓ Press conferences or press releases, with the specification of the “virtual places” from where take acces to questionnaire weblink (web sites, social network accounts..)
- ✓ Printing and dissemination of informations on paper support (posters, brochure, etc.) to be posted in strategic places with indication of the “virtual places” where it was possible to get the “instructions” on how to fill the questionnaire.

### 7.3. Structure of the WEB questionnaire

The web questionnaire consists of 4 main dimensions and 35 questions, included the first three preliminary questions aimed to auto-select the NEET target on the basis of the Eurostat definition, as follows:

**1. Are you currently attending training courses or some cycle school / university?**

- ☐ YES - **End of questionnaire**  
☐ NO - **Go on**

**2. How long are you unemployed?**

- ☐ Currently I have a regular job with a contract or i'm a freelance - **End of questionnaire -**  
☐ From less than 1 month - **End of questionnaire -**  
☐ From 1 to 6 Months - **Go on -**  
☐ From 6 Months to 1 year - **Go on -**  
☐ More than 1 year - **Go on -**

**3. How old are you?**

- ☐ Less than 15 yo - **End of questionnaire -**  
☐ From 15 to 24 yo - **Go on and fill the questionnaire-**  
☐ From 25 to 29 yo - **Go on and fill the questionnaire -**  
☐ 30 yo or more - **End of questionnaire -**

The table below summarizes the structure of the questionnaire, stating both the 4 main sections and related sub-dimension, depth through specific questions.

SECTIONS	SUB-DIMENSIONS
About me...	<ul style="list-style-type: none"> <li>Gender</li> <li>Educational qualification</li> <li>Self definition (unemployment / NEET's categories)</li> <li>Family (living with, children)</li> <li>Money to live (where getting them)</li> <li>Spending time usually</li> <li>Involvement in a volunteer work</li> </ul>
Training experiences and skills	<ul style="list-style-type: none"> <li>Attended training courses and related feedback</li> <li>Main skills self evaluation</li> <li>Personal Approaches to job search (statements to agree)</li> </ul>

<b>Labour Issues</b>	<ul style="list-style-type: none"> <li>• Word “Work” meaning</li> <li>• Main (personal) Obstacles to get a work</li> <li>• Looking for a job in the last 1 year</li> <li>• Used Channels to find a job in the last year</li> <li>• Critical issues of Public Employment Agencies System</li> <li>• Personal experiences with PEAs</li> <li>• Imagining a suitable service for NEET’s needs</li> </ul>
<b>Perspectives for the future</b>	<ul style="list-style-type: none"> <li>• Leaning to become an entrepreneur and related obstacles</li> <li>• Preference between working as a self employed or servant</li> <li>• Thoughts to go abroad</li> <li>• Self Vision in the next 10 years</li> </ul>

#### 7.4. Results of the Survey

The Survey’s Results will be shown as aggregate, meanwhile, only where relevant, will be underlined the specific recorded performances in the single Countries.

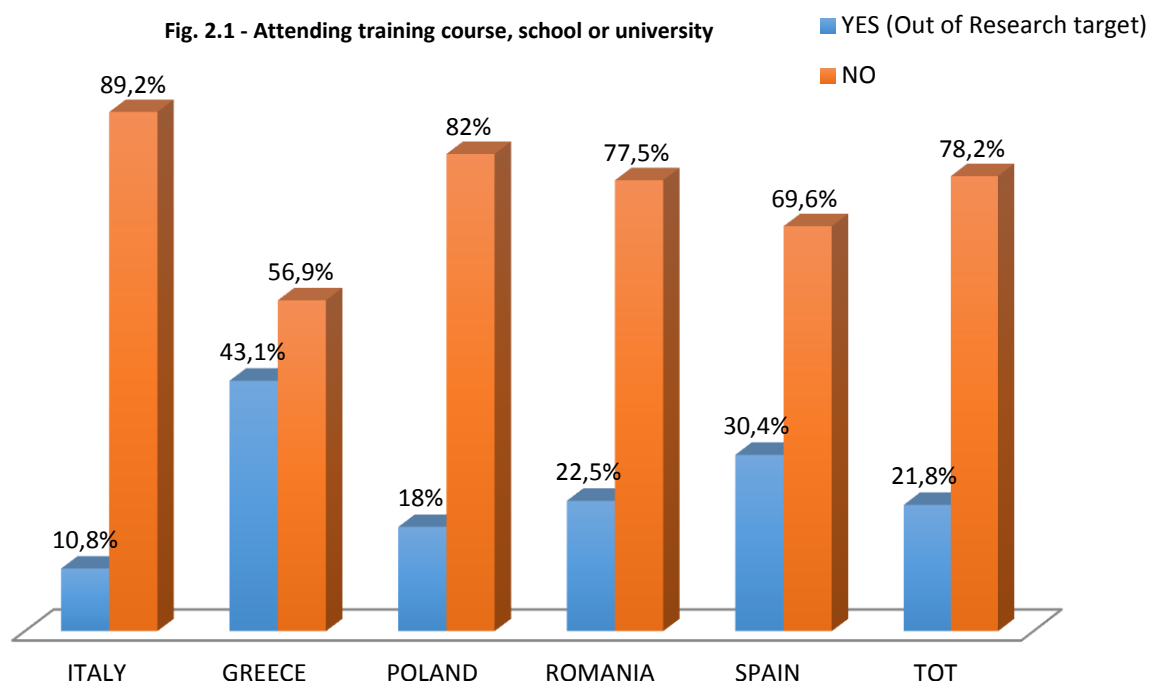
Overall, by 5 domestic questionnaires were collected 1655 answers. Due to the three preliminary questions, nr. 826 NEET people were auto-selected and filled the questionnaire.

A big number of NEETs answered from Romania and Poland, while Spain and Greece recorded less participation of youngsters.

	ITALY	GREECE	POLAND	ROMANIA	SPAIN	TOT
Number of collected answers	232	116	327	901	79	1655
Number of reached neets	108	33	131	519	35	826
% of NEETs on collected answers	<b>46,6%</b>	<b>28,4%</b>	<b>40,1%</b>	<b>57.6%</b>	<b>44,3%</b>	<b>49,9%</b>

Only the Greek rate of NEETs on total of respondents (28,4%) is close to the 2014 official data from Eurostat, that was 26,7%, while in the other cases the web dissemination of the questionnaire focused strongly on the specific target of the research. Between 1655 respondents, only 361 was attending a training course or some cycle school/ University (21,6%); in Greece this rate go up to 43,1%, absolutely the highest one between the five ECMYNN Partners, opposite to italian context, where less than 11% of respondents is in training.

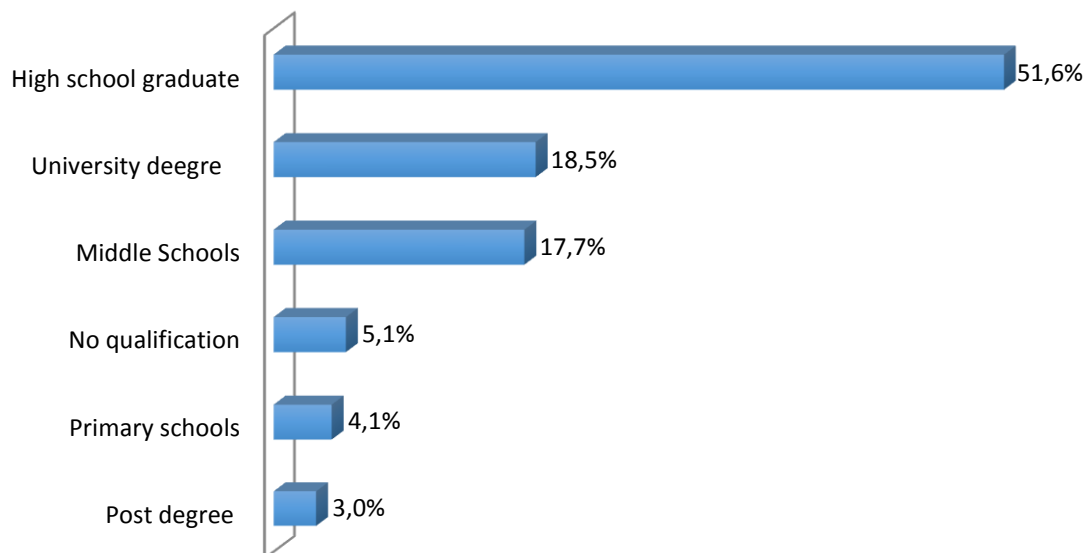
Fig. 2.1 - Attending training course, school or university



#### 7.4.1. Section 1 – About Me... –

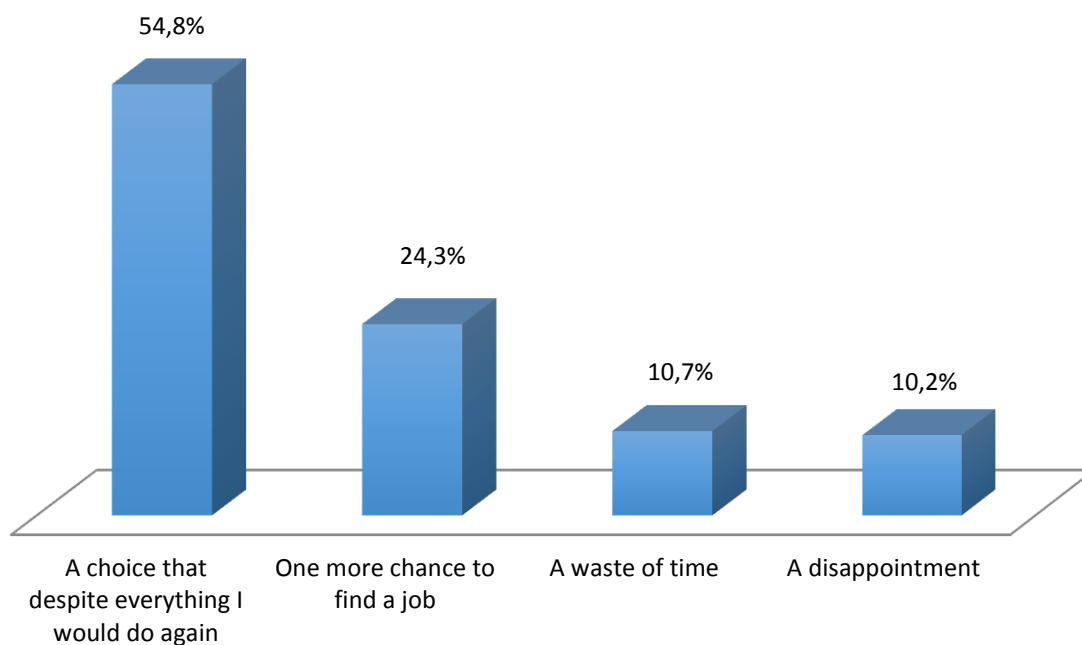
The sample of respondents is composed of 54,7% males and 45,3% females aged between 15 and 29. More than the half of them (51,6%) are high school graduated while there is a consistent number of people with an university degree (18,5%). In Greece respondents with a university degree are 69,7%, while Romanian context recorded people with a low or very low qualifications, even if the biggest part of them (55,9%) has got an high school qualification, in line with average of ECMYNN Countries.

Fig 2.2 - Qualification of respondents



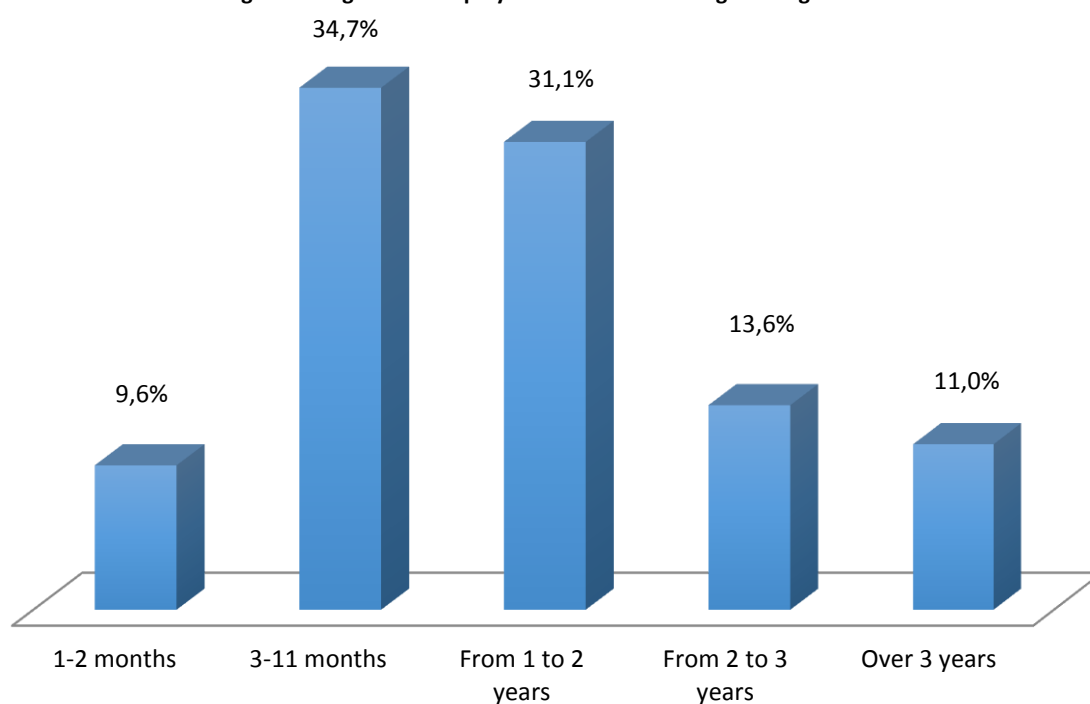
For the major part of young NEETs with a University degree or Post degree qualification, the choice to continue education after high schools is considered something to do again despite everything (54,8%), but there is a consistent number of people that is disappointed of this choice or considers it, in the aftermath, like a waste of time.

Fig. 2.3 - Choice to continue studies beyond high school



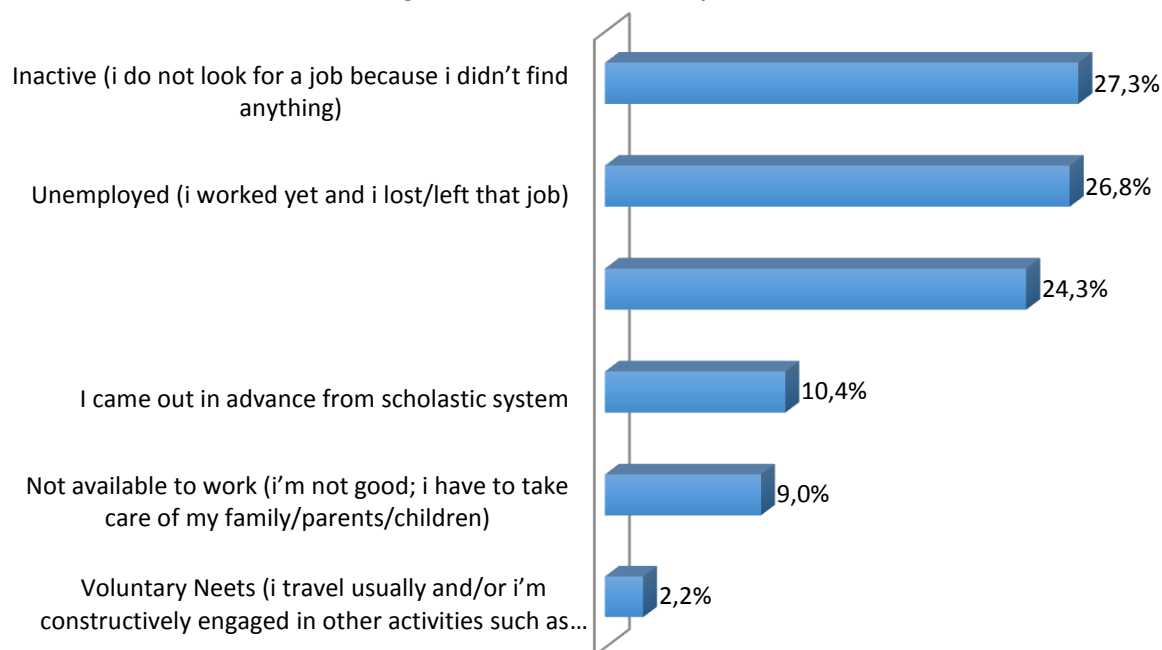
About **length of unemployment**, big part of sample is jobless from 3 and 11 months (34,7%), while 31,1% has not a job from 1 to 2 years (31,1%). The long term unemployed (over 2 years) are a relevant part as well; this is mostly a Romanian issue, cause 29,4% of NEETs are long term unemployed.

Fig 2.4 - Length of unemployment or not attending training courses

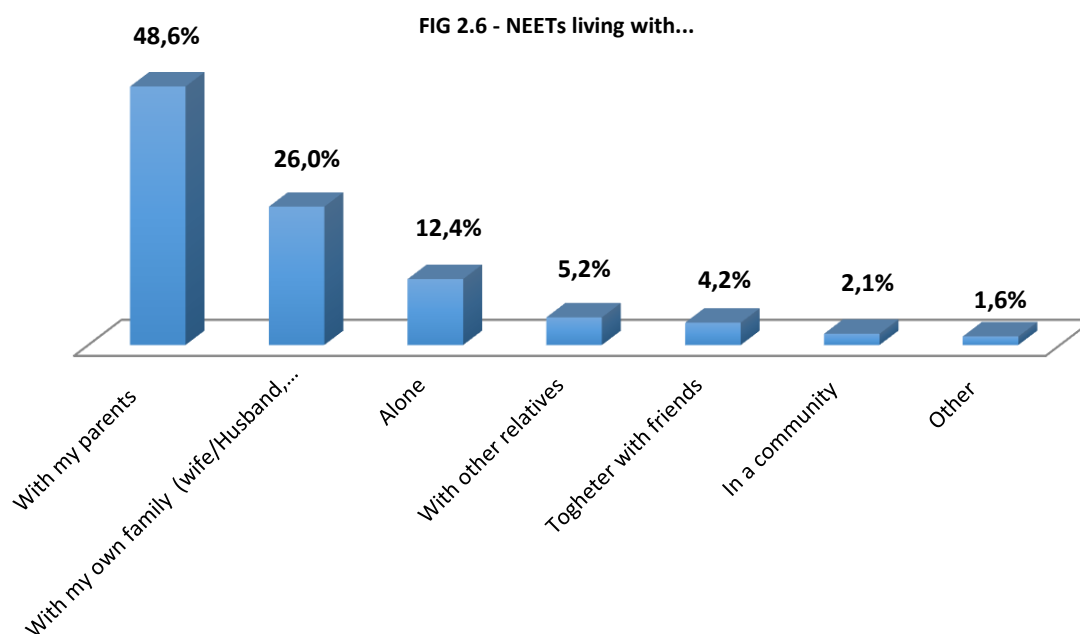


Where respondents were been invited to a **self identification**, almost 1/3 of them consider to be “inactive” or, little less, Unemployed (26,8%). 35,9% of Romanian interviewed NEETs identify themselves as inactive. Otherwise, italians (35,2%) and polish youngsters (43,8%) self-consider as “Opportunity Seekers”.

Fig 2.5 -Self identification of respondents



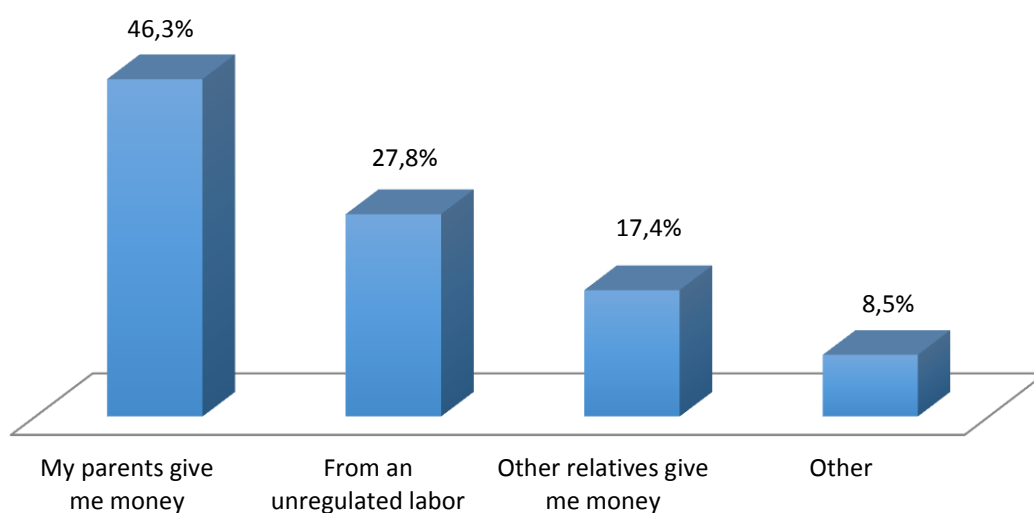
48,6% of respondents **live with** parents and this is the main trend for all the ECMYNN Countries. Especially in Romanian context, a lot of NEETs (31,6%) live with his/her own family (wife/husband and children) as well.



The great part of sample (65,5%) hasn't got children. 21,4% has got one child and 13,1% has got more than one child.

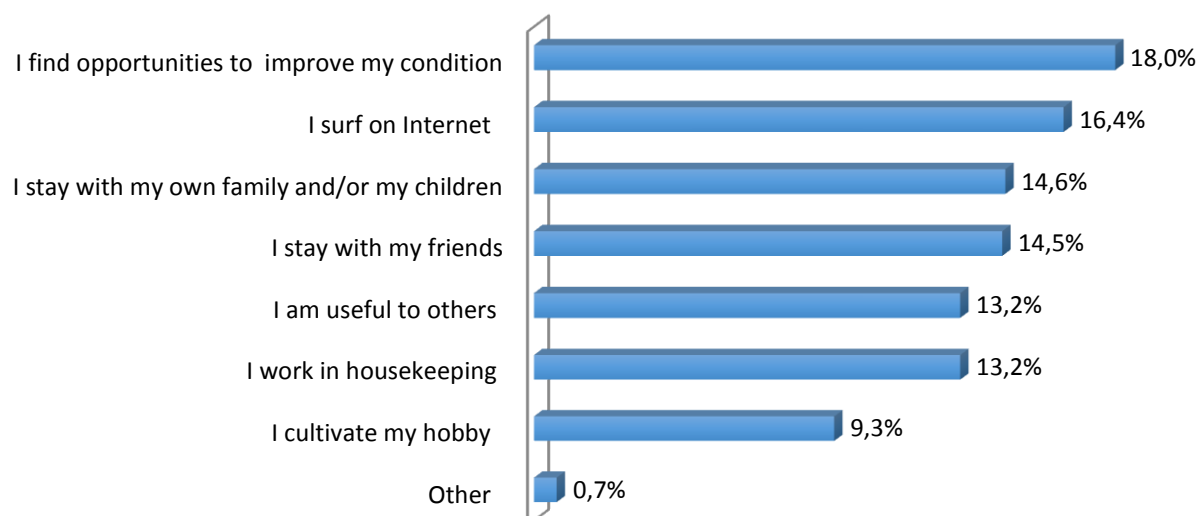
**Money to live** comes usually from parents (46,3%) but there is a relevant part of respondents earning money from an unregulated job. The answers "other" mostly refer to public economic support for unemployed.

FIG 2.7 - Getting money to live



About how NEETs are **spending time usually**, a lot of them try to find opportunities to improve their condition, while a great part use to surf on internet or stay with family or friends.

FIG 2.8 -Spending time usually

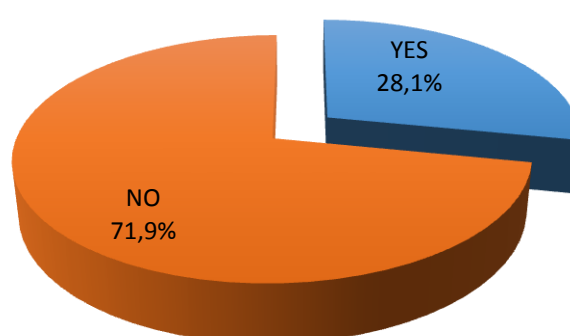


Only a little part of respondents is involved in volunteer work (11,5%), especially between Greeks (27,2%) and Italians (23,1%).

#### 7.4.2. Section 2 – Training experiences and skills –

The major part of respondents never attended a training course after finishing studies. Otherwise Greece and Spain, where respectively 78,7% and 62,9% of interviewed NEETs attended a training course after studies.

FIG 2.9 - Attended training courses after studies



In all the ECMYNN Countries, people with training experiences after studies (answers YES in the previous question), considered them positively, as a personal growth or a concrete chance to find a job. In Italy 21,3% of experienced consider training as a disappointment.

Fig 2.10 -NEETs and meaning of attended training courses



The questionnaire aimed to deepen a **self evaluation of skills and soft skills** required usually from the labour market. Over 40% of respondents declared a good or excellent knowledge of English and over 55% good or excellent digital skills. The big part of sample (85,9%) thinks to be very able to collaborate with others in daily life, 79,3% consider to have good or excellent communication skills, 76% think to have large abilities to solve problems in daily life and 85,9% are sure to be able to integrate themselves in a working context.

Therefore, only a minority part of respondents think to be not ready for work, having a low level of skills and soft skills, as they are required from the labour market dynamics.

The table below shows the main approaches to work of the sample. in all ECMYNN Countries NEETs has got some problems concerning the planning of a professional project.

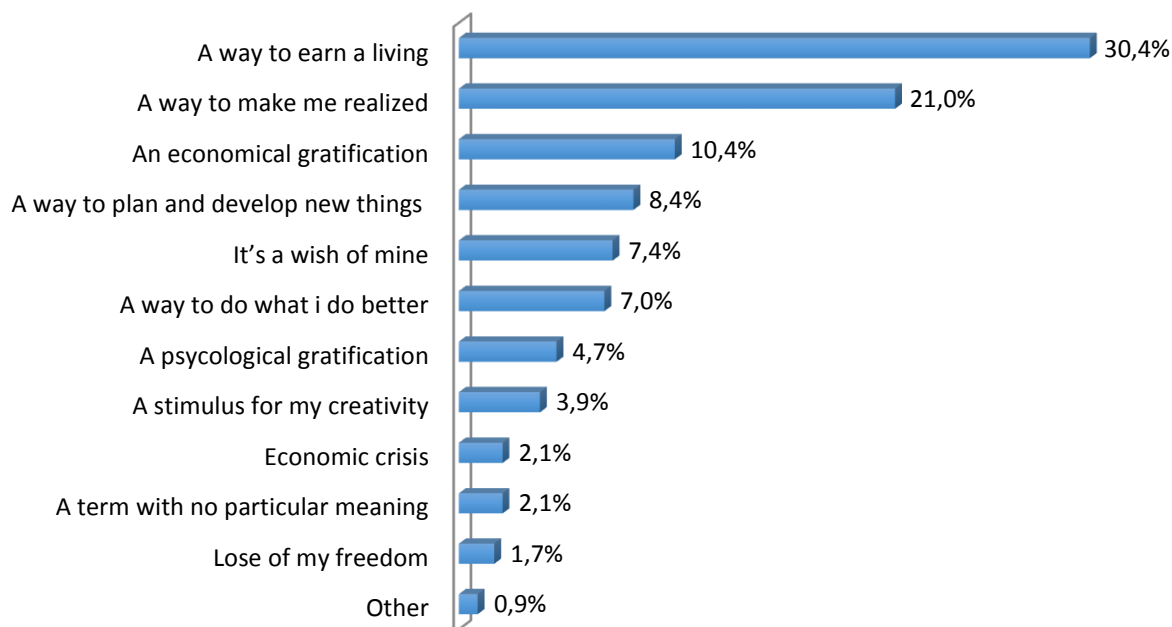
FIG 2.11 -Approaches to work



### 7.4.3. Section 3 – labour Issues

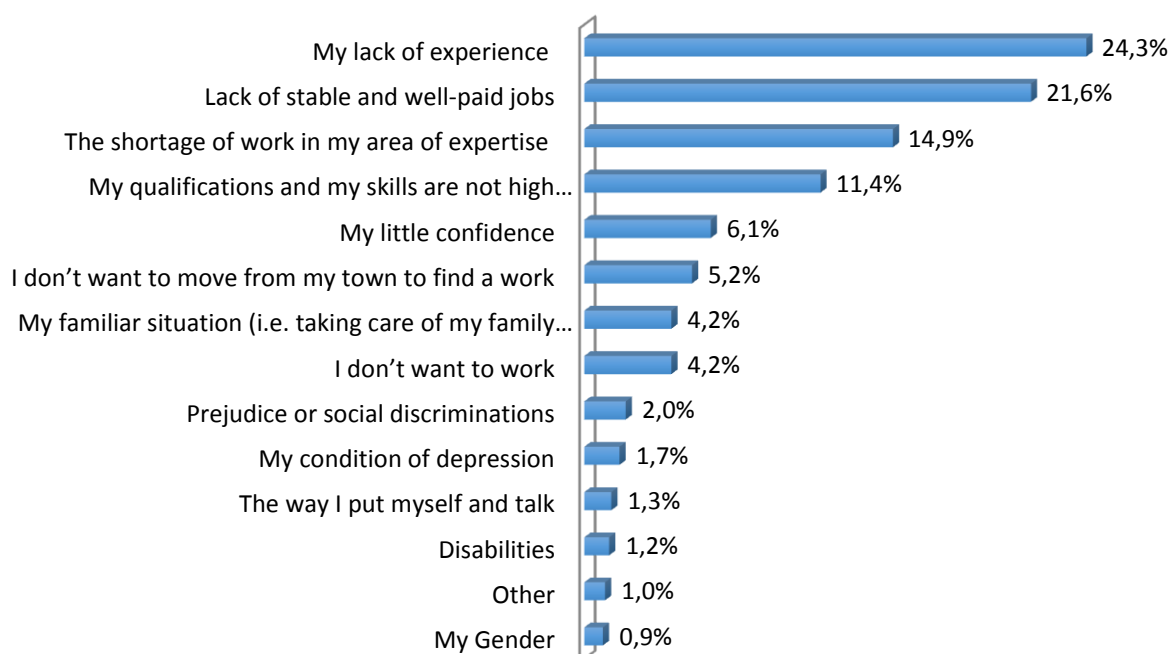
More of the half of respondents thinks the Work as a way to earning a living or a way to self- realization, underlining the needs of indipendence which at the moment are not satisfied, both economically and personally.

FIG 2.12 - Evocations of the word "Work"



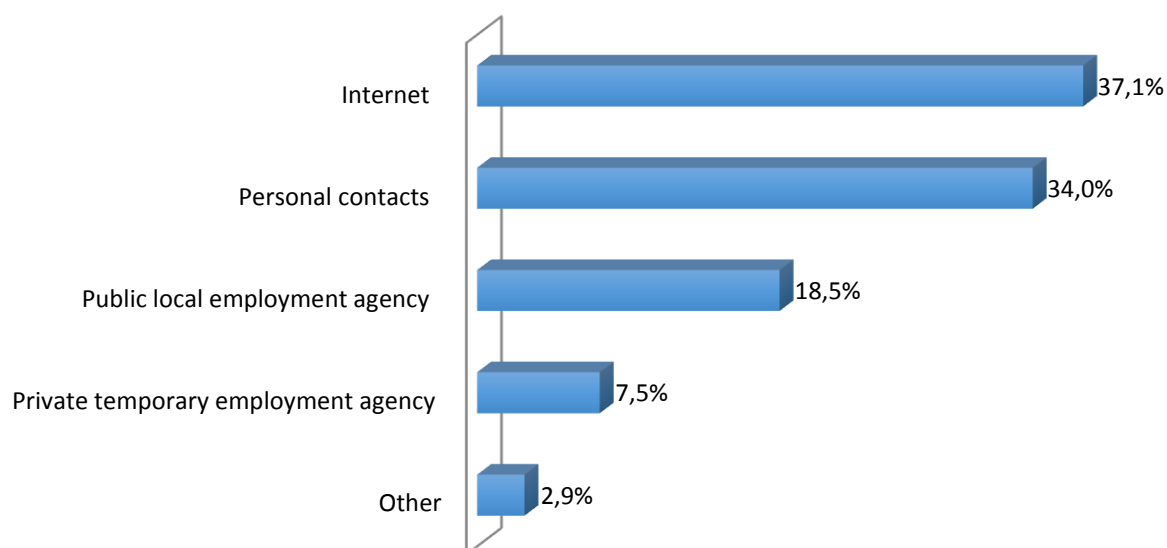
The main **obstacles met for a whole integration in the labour market** are the “lack of experience” (24,6%) and “lack of well paid jobs” (21,6%), while there is a part of interviewed NEETs that express little confidence and self esteem.

FIG 2.13 -Met Obstacles in the Labour market



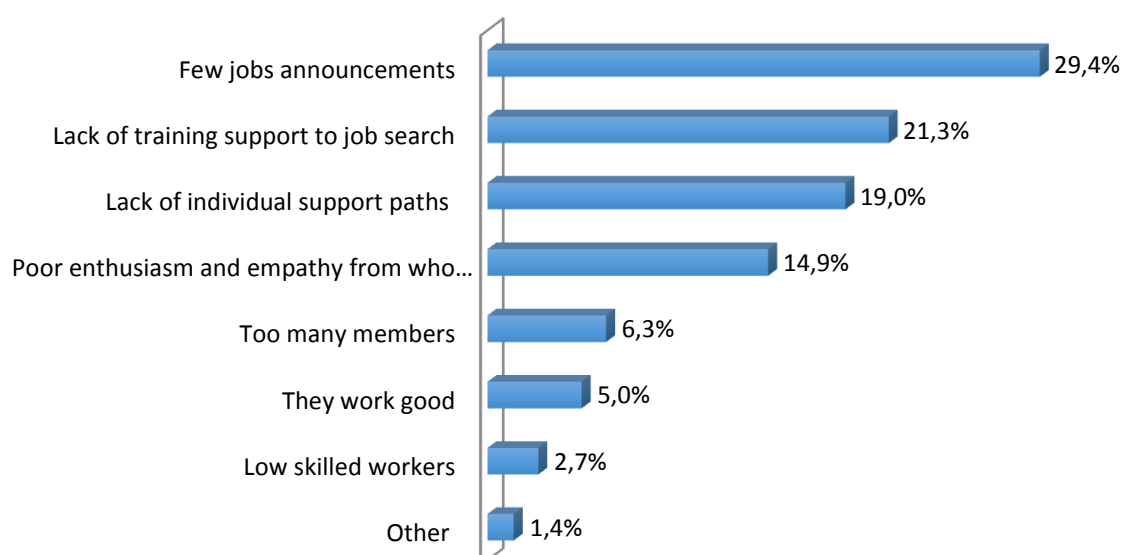
Nevertheless, respondents shown to be active in the job search: indeed 63,2% of them looked for a job in the last year, especially using the WEB as preferred channel (37,1%) or personal contacts as well. The first case is mostly evident in Italy (53,4%) while the second one is stronger in Romanian context (52%).

FIG 2.14 -Used channels for job search



Generally, there is a **lack of trust in the Public employment agencies**, especially due to few job announcements (29,4%), or lack of training support to job search (21,3%), while only a residual part of the sample think they are working good.

FIG 2.15 -Malfunctions of PEAs



In personal experiences of 72,7% of interviewed NEETs the PEAs didn't proposed them any job and that appears as the main reason to distrust.

Imagining a **suitable service for NEETs' needs provided by PEAs or other subjects**, the respondents generally agree on three main points:

1. Alert service whenever there are suitable job opportunities
2. Strengthen training services
3. Customize the job search, through more effective support to personal projects

FIG 2.16 -Desiderable PEAs service for NEETs

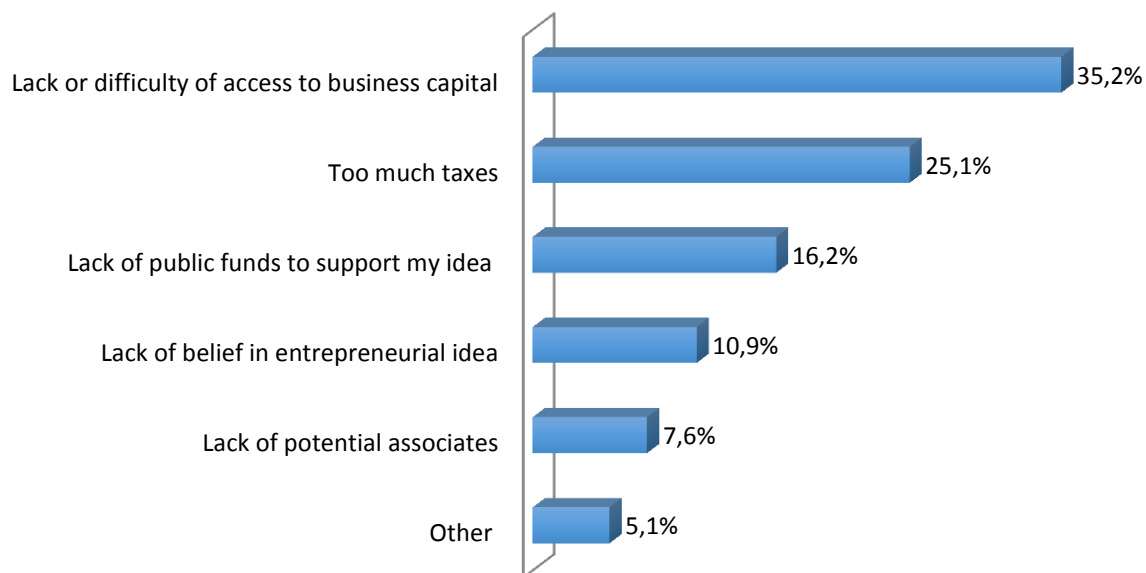


#### 7.4.4. Section 4 - Perspectives for the Future

The **minority part of sample thought to become an entrepreneur** (31,2%), even if the great part of Greeks (66,7%) and Polish (58%) NEETs has got entrepreneurial motivations.

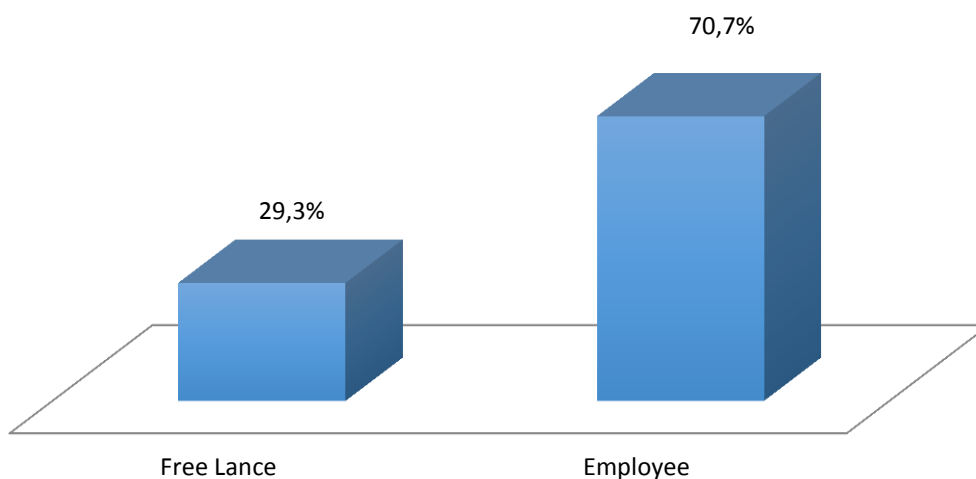
In all the ECMYNN Countries the main **obstacles to develop a business**, for the NEETs answering YES to the previous question, seems to be due to difficulty of acces to capital (35,2%) and unsustainable tax system (25,1%).

FIG 2.17 -Obstacles to entrepreneurial motivations



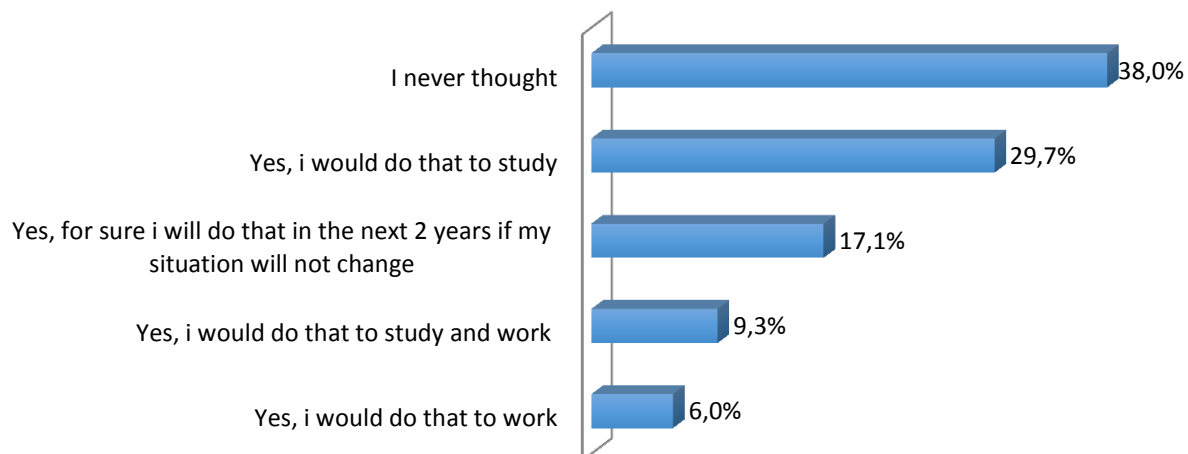
The low level of entrepreneurial motivation is confirmed, considering that the interviewed sample seems to **prefer a safe work**, like employee with a secure monthly salary, rather than an entrepreneur or a free lance.

FIG 2.18 -Type of required work



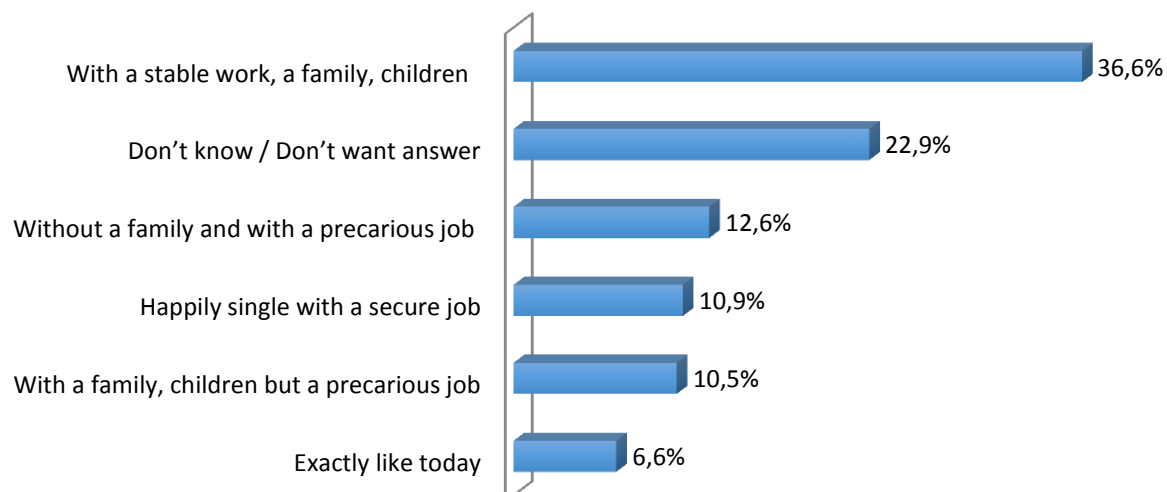
The NEETs' need of safety push them to think often **to go abroad** for finding it. Even if in absolute terms the major part of respondents never thought to leave their own Country, 62% of sample think to go abroad to study or to find a job.

FIG 2.19 - Thoughts to go abroad



At the end of the questionnaire, the respondents was asked to **imagine themselves in 10 years**. Only a little part of them (6,6%) believes that nothing will change, while the large part of sample think positively and hopes to live with a stable work, a family and children. A consistent part of the sample (22,9%) mostly Italians and Romanians, on the other hand, expresses uncertainty having some difficulty in imagining the future.

FIG 2.20 -Perspective in 10 years



## 8. Conclusions and suggestions for the next phases of the project

As in the present research has been shown, each of the 5 ECMYNN Countries is working hard to address the NEET phenomenon. This must be considered as a complex social issue which concerns both economical and psychological dimensions. Youth guarantee programme furnish an essential basis starting from which each Country must design and plan solutions that can flesh out the wealth of good practices in the EU. This study quoted some of these practices in the chapters of the Section 1, many of which directly implemented by the work of the project partners, collecting relevant quantitative data to represent the domestic policies' "state of art".

Aiming to approach to the next phases of the ECMYNN project, the collection of qualitative data as shown in the Section 2, allowed the identification of several of the main NEETs' needs, through both preliminary research carried out by face to face interviews and the WEB Survey, which completed the overview in this matter.

To design training for NEET operators and, later, innovative services for NEETs to be tested in each of the ECMYNN Countries, some evidences must be underlined:

- Lots of NEETs have got a medium or high level of education;
- The big part of them is long term unemployed, a lot are inactives, often they are discouraged and feel a general "sense of abandonment" from institutions;
- Although that, a very relevant part of NEETs would be immediately available to work;
- In all the ECMYNN Countries, there is a general confidence in the training activity even if it is not seen as crucial factor to find a job;
- The school system is considered as totally inadequate to prepare youngsters to entering in the labour market;
- The lack of economical independence and the need to ask money to the parents for living arouses lack of self-esteem, unhappiness, distrust;
- One of the NEETs' general problem is the difficulty to plan a professional project, due to a lack of orientation;
- The job search is done on internet, while the NEETs' sociability is very conveyed on social networks;

- NEETs' experience with PEAs is negative: they are not effective and do not support good the job search;
- NEETs require efficient services of alert, customized projects for integration in the labour market and strengthening of training activities;
- A lot of interviewed NEETs think to have the right skills and soft skills required from the labour market but otherwise a general lack of experience;
- NEETs imagine themselves as employees rather than freelance or entrepreneurs: they ask for safety;
- The future is positive, NEETs perceive their condition as just temporary.

In the light of what has emerged from this research work, it is possible to make some suggestions about new services to be implemented in the next phases of ECMYNN project and the "right approach" of operators compared to the NEET condition.

- The Neet condition is very emotionally connoted and the operators' approach must follow this direction;
- Training activities should be enhanced, giving more value to skills and soft skills to be concretely spent in the labour market;
- Customized professional projects support must be strengthen, to mitigate the NEETs' sense of abandonment;
- NEETs must to learn how to use correctly the WEB for the job search.