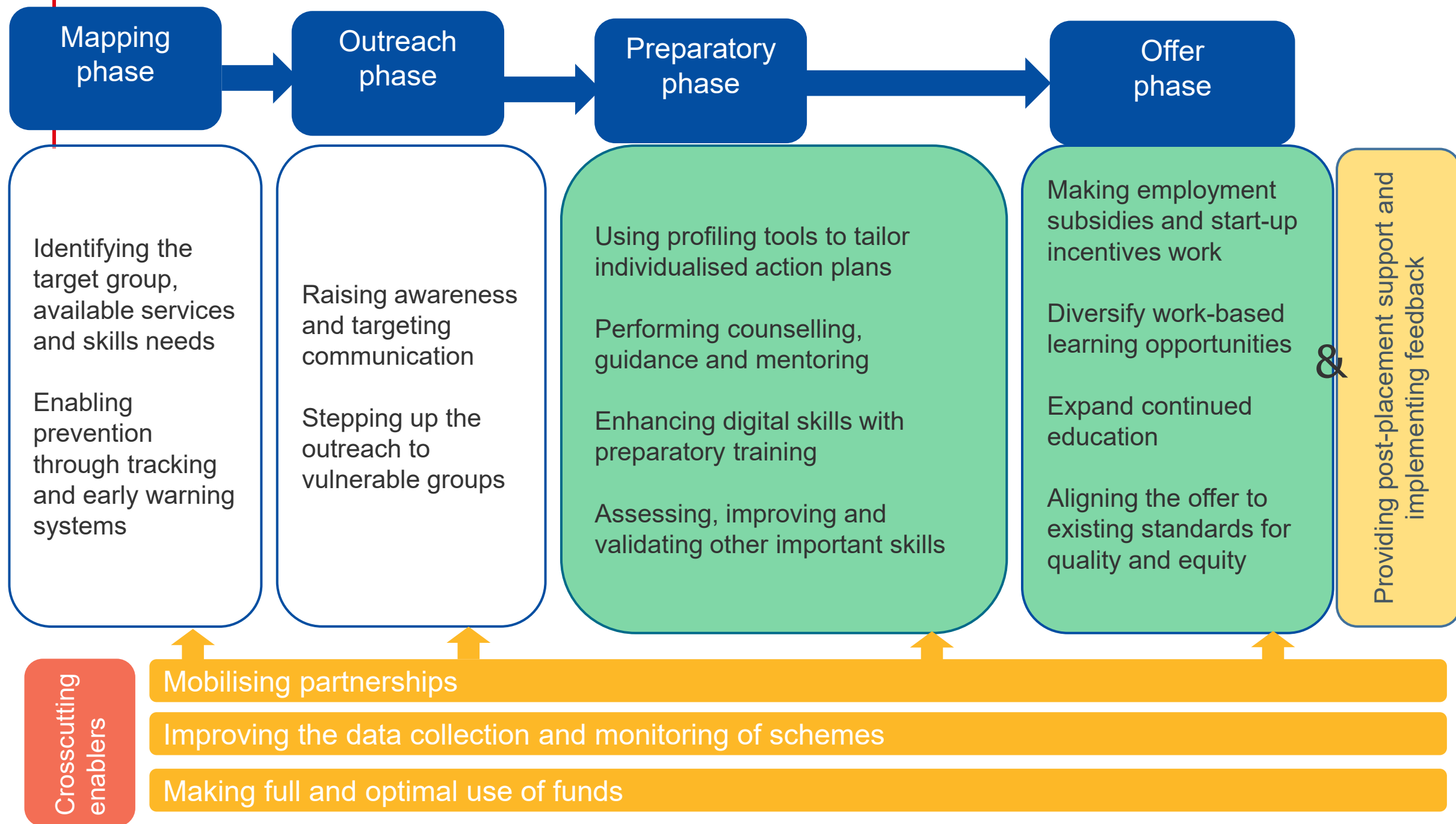


SERVICES AND MEASURES FOR NEETS

Training on Youth
Guarantee (YG)



CHALLENGES IN IMPLEMENTATION OF YG

- Registration: the share of NEETs (15-29) registered in the YG is still insufficient in many EU MS
- Mapping of vulnerable young people in rural and remote areas
- Cooperation between YG providers and education and training institutions with a view to a more effective preventive approach
- Underdevelopment of integrated services and the provision of digital skills training (in many EU MS)
- Data protection issues – can prevent public authorities from exchanging young people's personal information



VARIOUS TYPES OF YOUNG NEETs

A typology for differentiated outreach and support

TRANSITIONAL

Closer to re-engagement



Temporary

Gap year, recovery or transition



Voluntary

Care, travel or personal choice



Educational

Outside education, labour-market active

LABOUR-MARKET BARRIERS

Needs targeted activation



Employment

Seeking work or informal work



Discouraged

No longer searching after repeated setbacks



Involuntary

Structural barriers outside individual control

HIGHER VULNERABILITY

Needs intensive, joined-up support



Long-term

Out of EET for six months or more



Hidden

Not visible in official systems



Disconnected

Multiple and complex barriers



Geographic

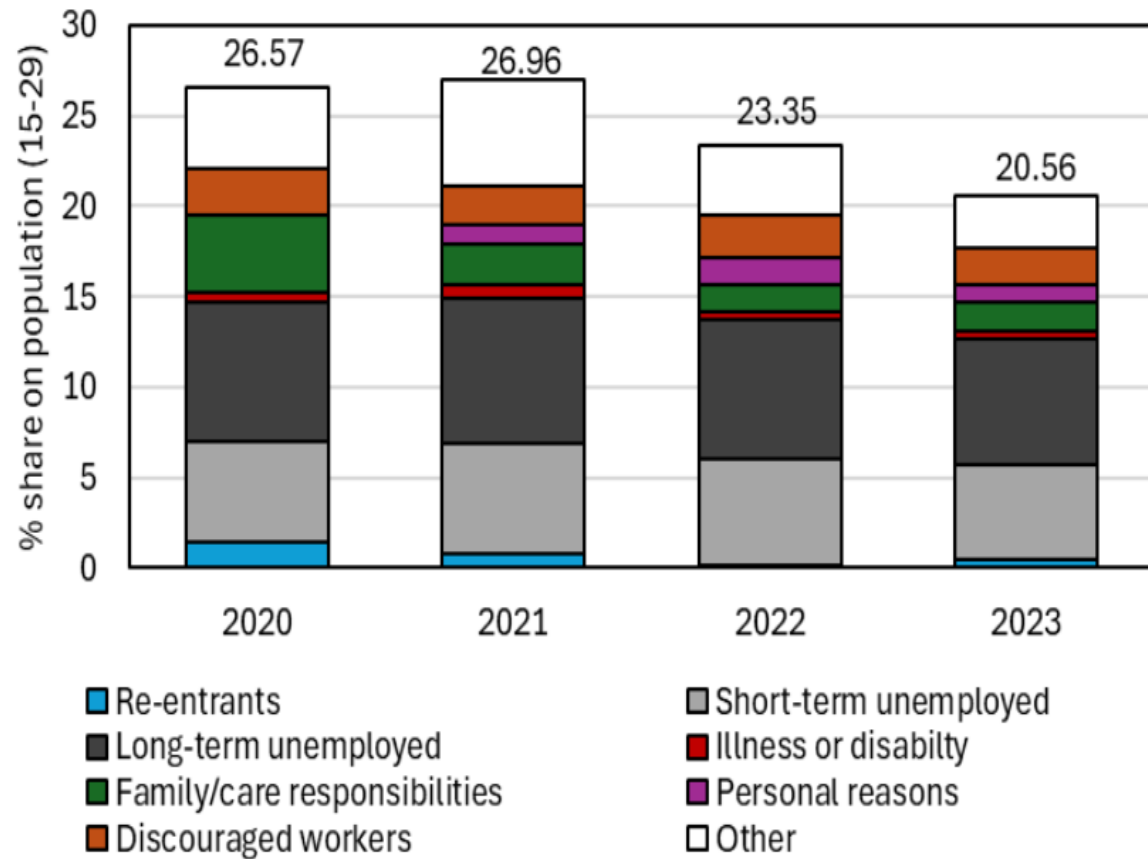
Limited access due to place

POLICY IMPLICATION

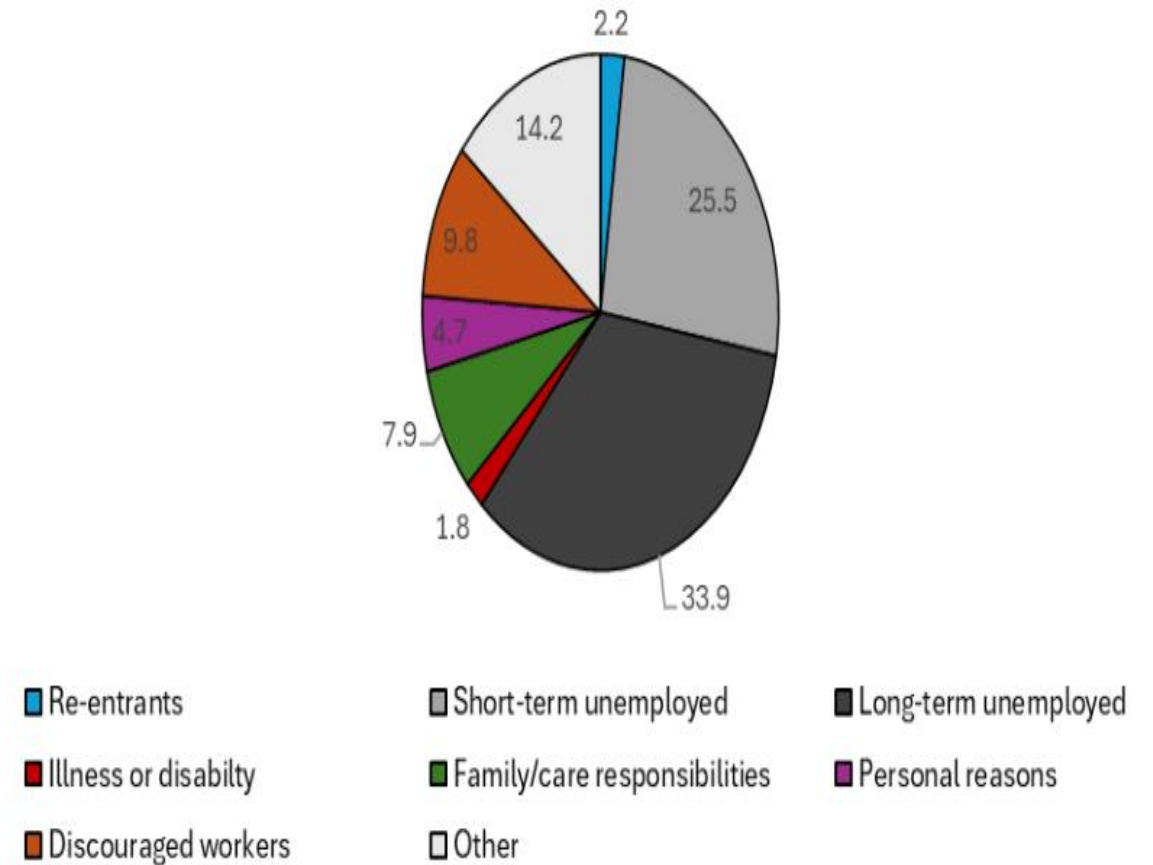
Segment first, then tailor the intensity and mix of support. One-size-fits-all approaches will miss critical differences.

NEETs IN MONTENEGRO – ETF ESTIMATIONS

Categorisation of NEET, Montenegro (% of Population, 15-29)



Structure of NEET in 2023, Montenegro (% on NEET, 15-29)



Source: Calculations based on LFS microdata from national statistical offices

School-to-work transitions / key policy implications

Career guidance and counselling

Quality education and training

Key factors influencing post-graduation transition:

- socio-demographic and economic context
- level and field of study
- family and community ties, networks

Work based learning

Labour Market Policy (services, measures, support)

LMP services:

Job mediation
Counselling, orientation

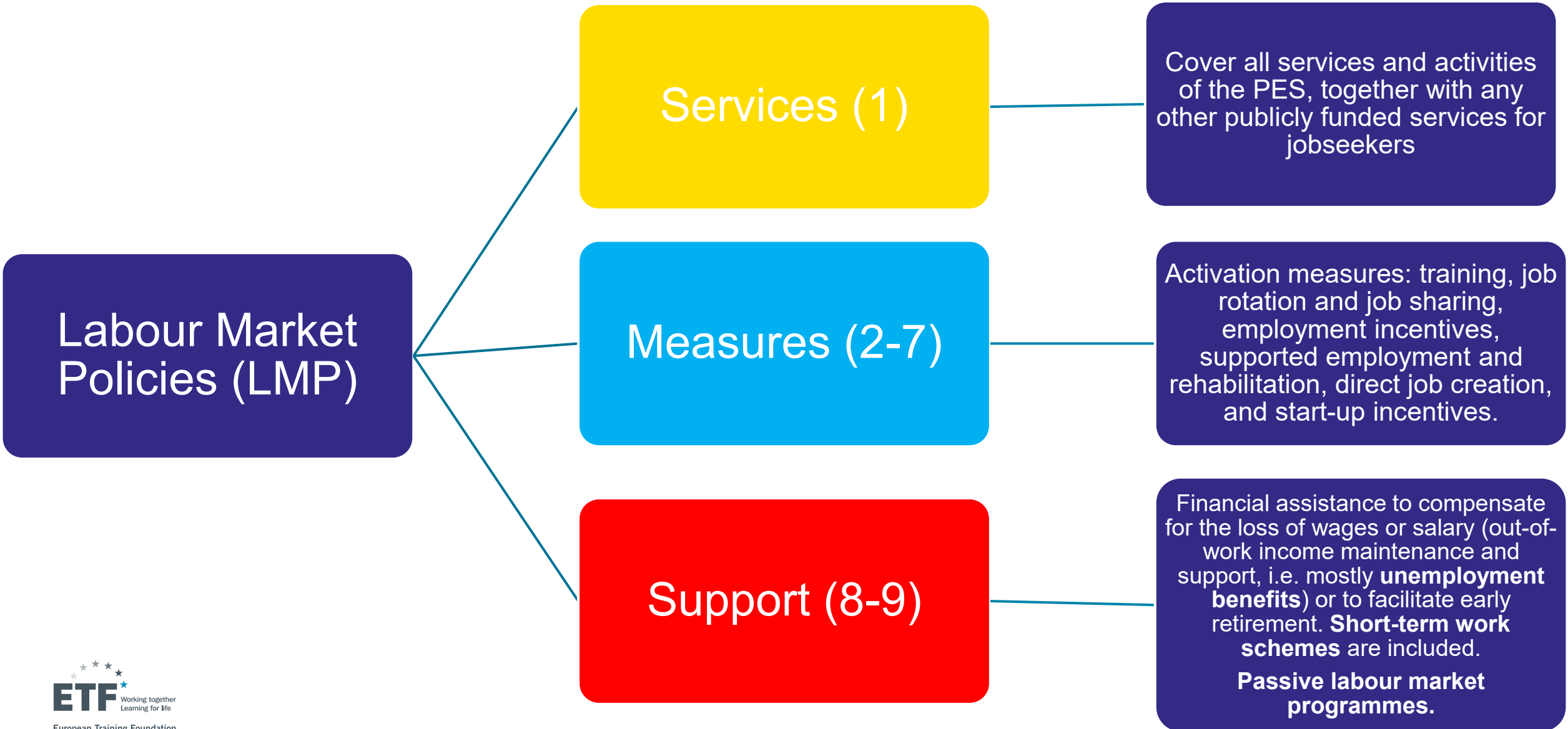
LMP measures: (re)training, incl. RPL, entrepreneurship support, job subsidy, public work programmes

LMP support: unemployment and other types of out-of-work benefits

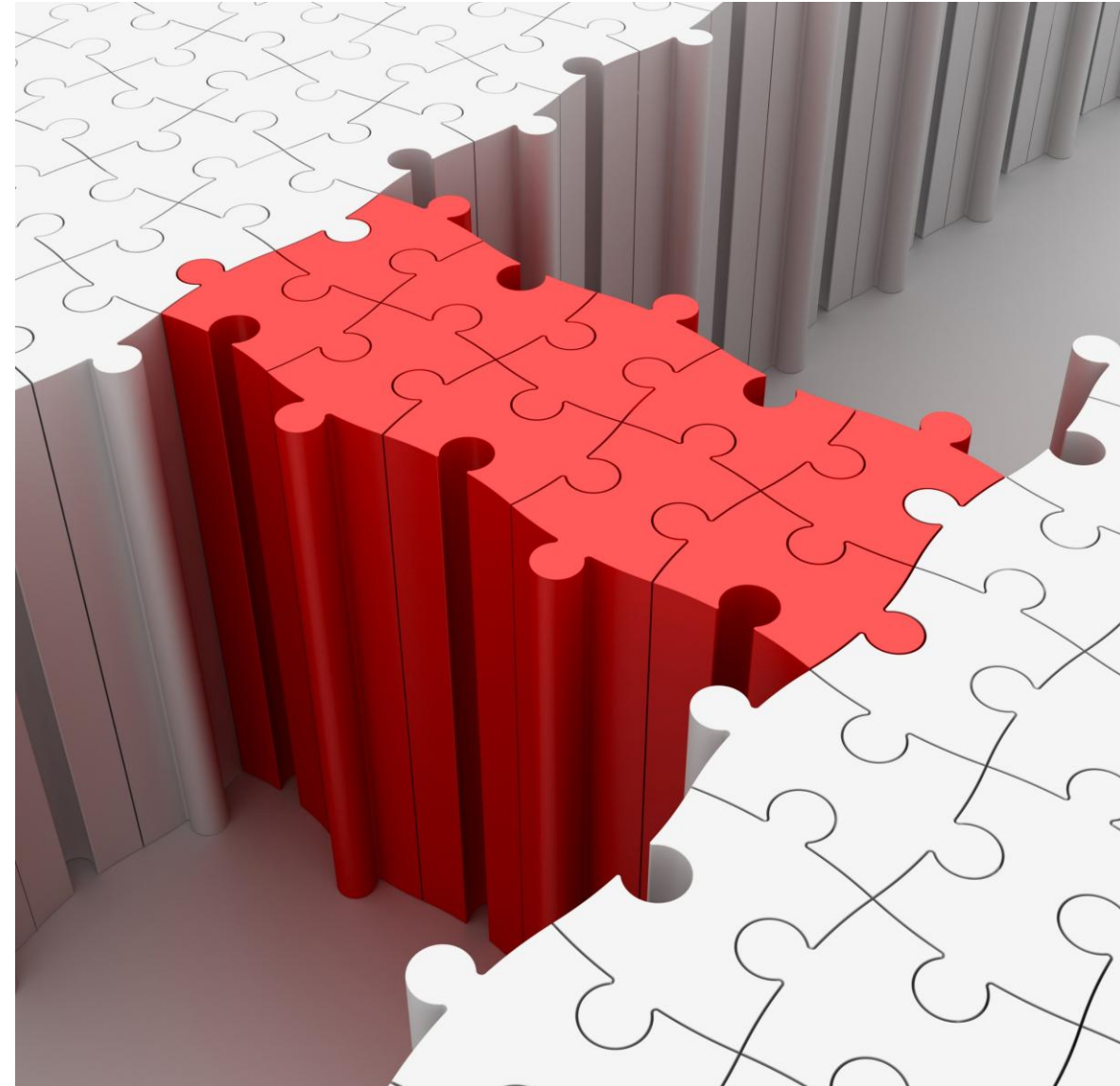
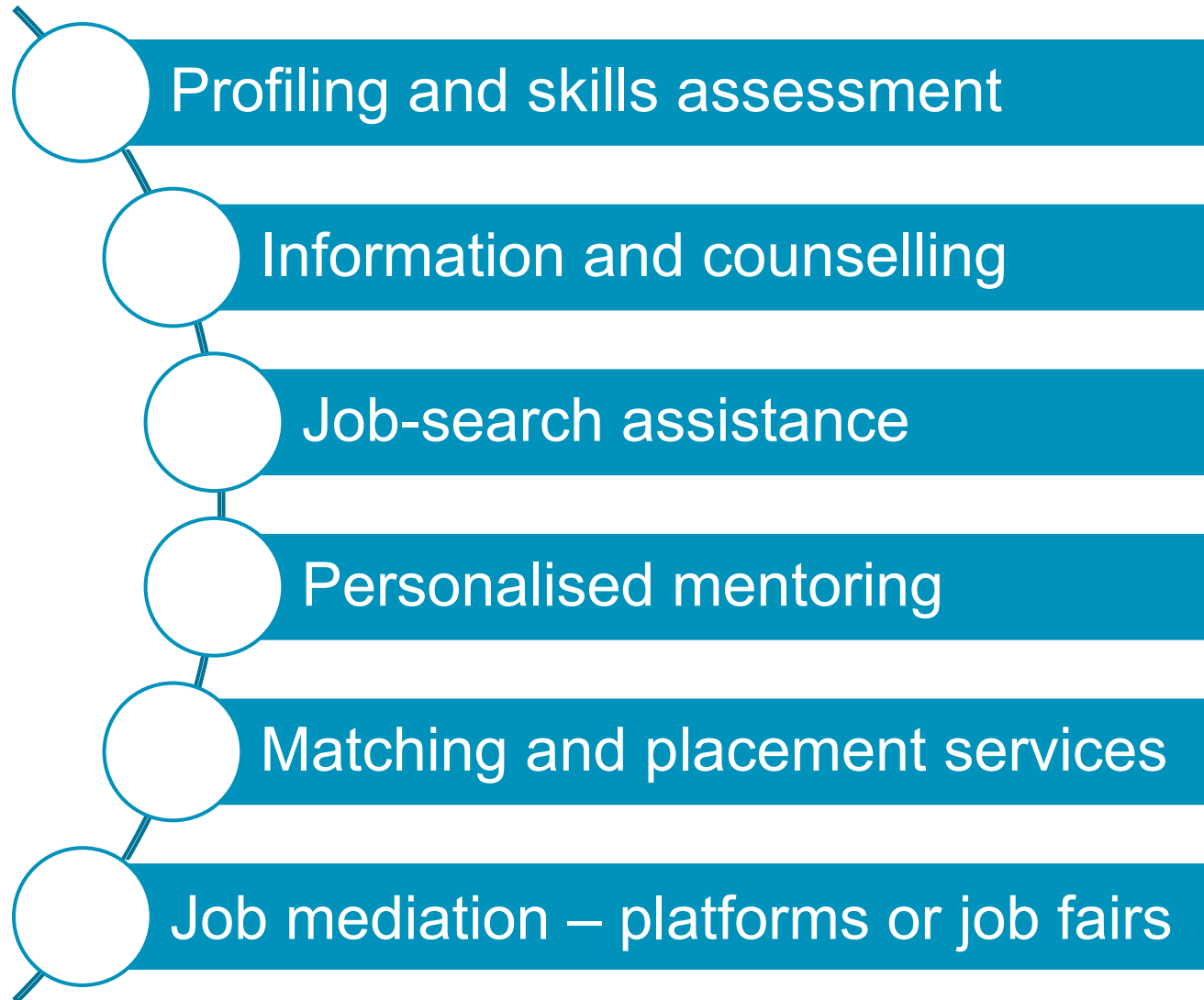
Labour legislation and taxation

Informality
Working conditions

EU FRAMEWORK OF LABOUR MARKET POLICIES



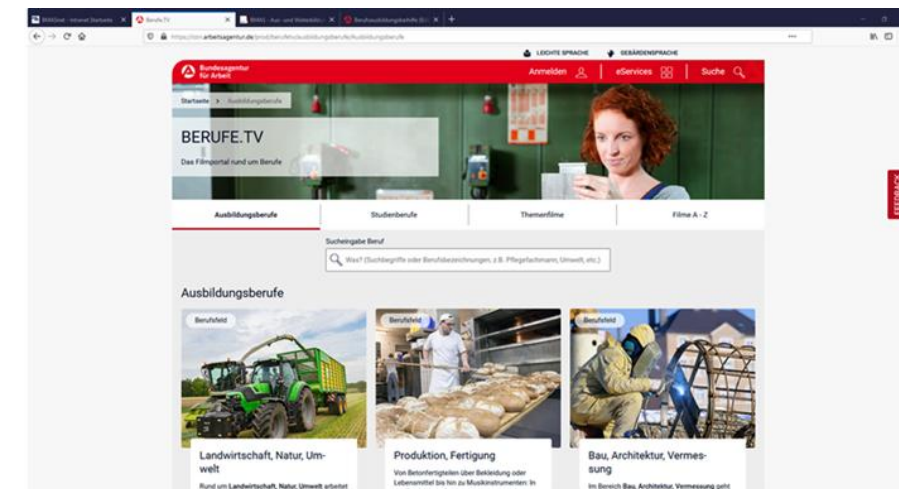
TYPICAL SERVICE PROVIDED TO NEETS



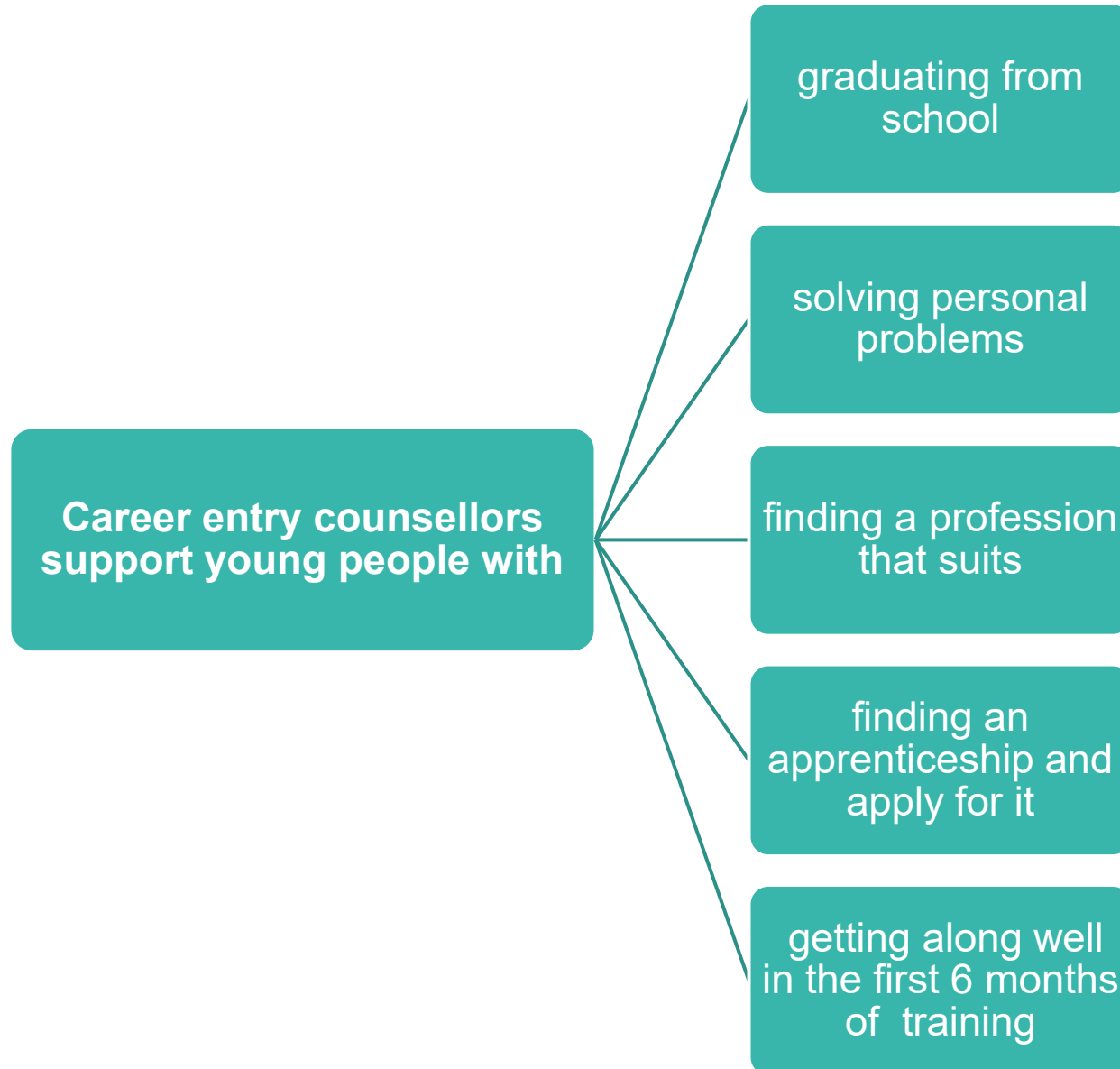
Vocational orientation and vocational guidance

Examples of Online Services of the Federal Employment Agency in Germany

- ✓ New central online portal *meinBeruf* [mycareer]
www.meinBERUF.de
- ✓ Career orientation test *CheckU*
- ✓ BerufeTV
- ✓ Testing of AI in vocational guidance
(*BerufeBot*)



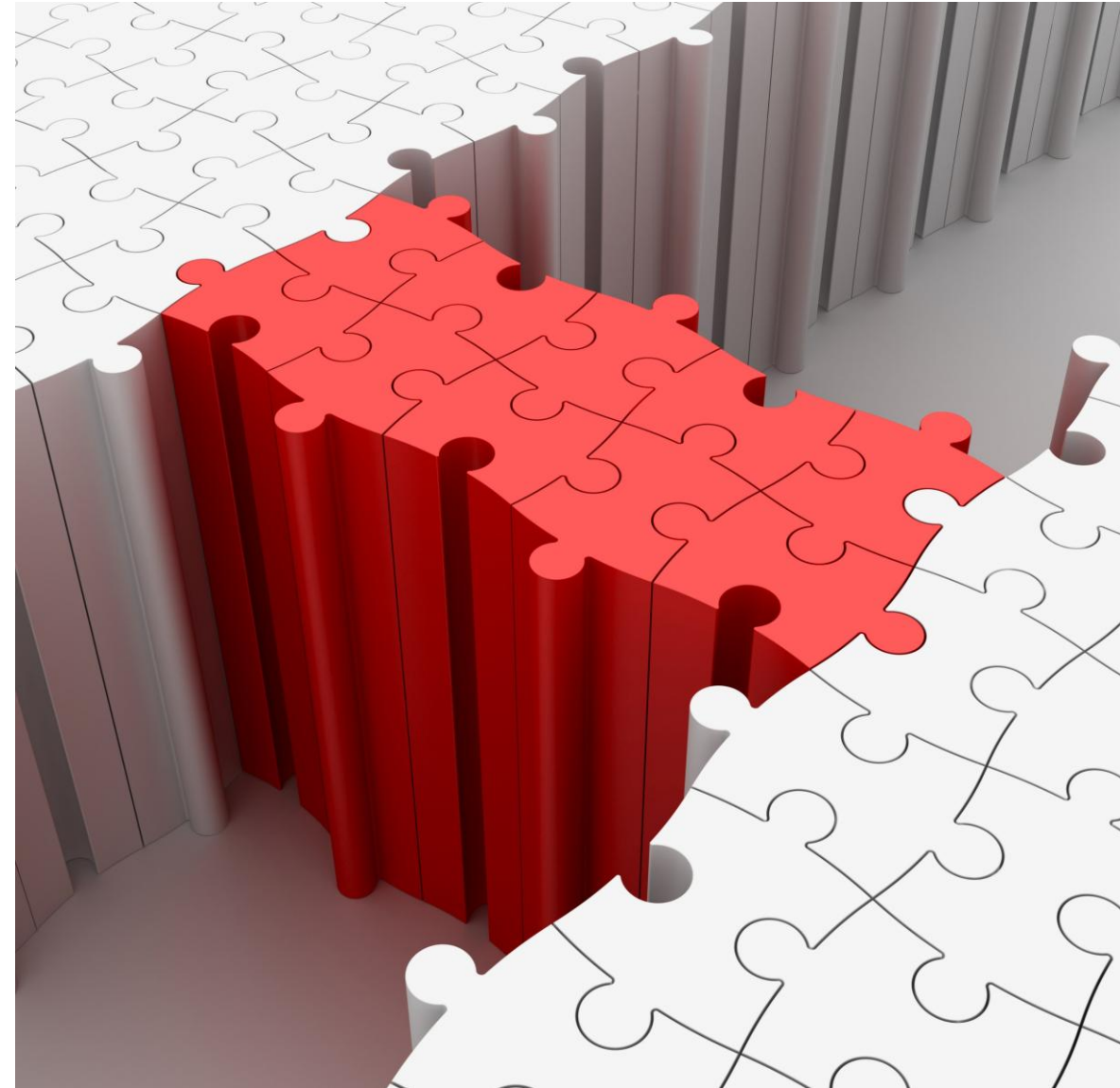
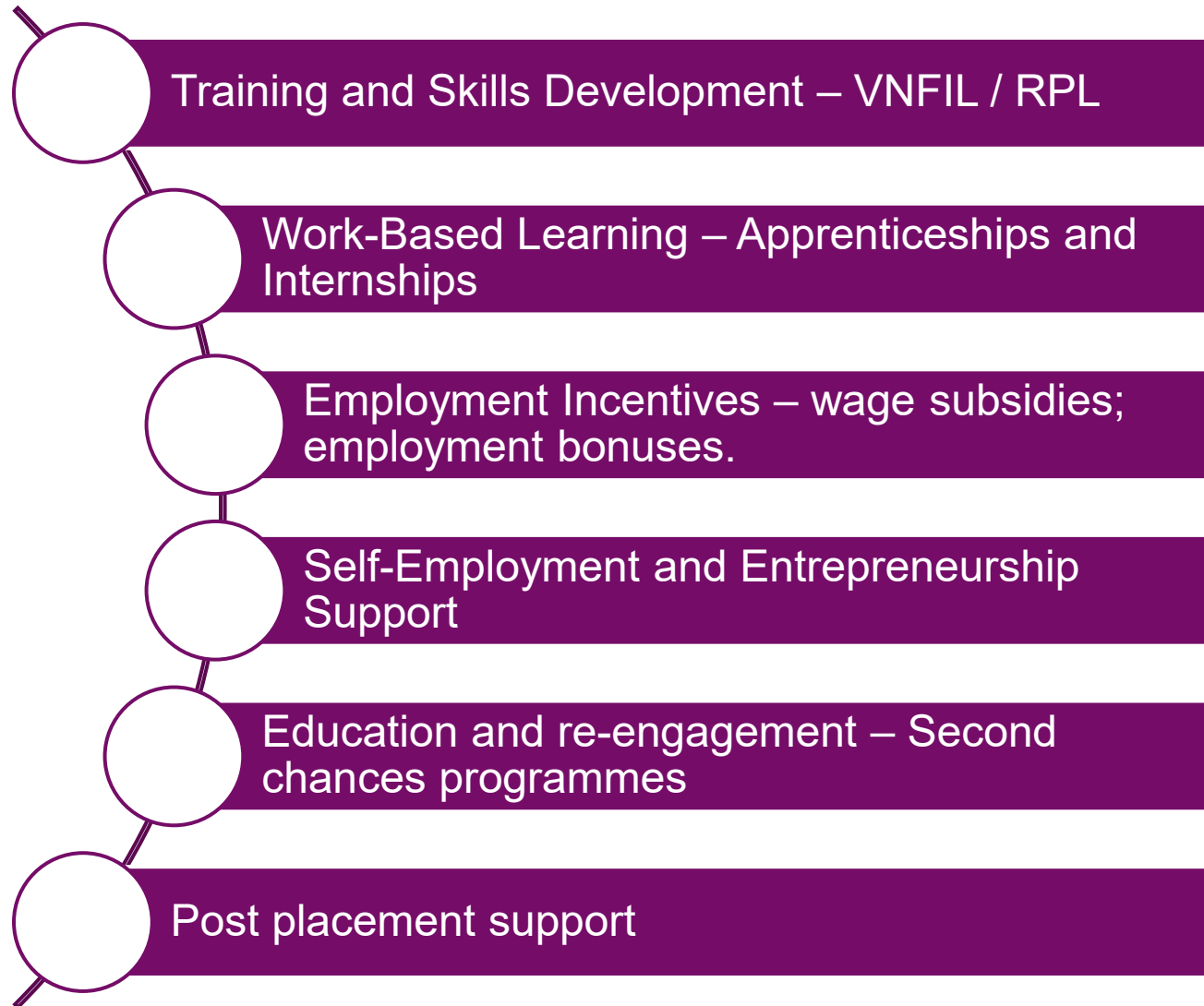
Example in Germany - Career Entry Support (BerEb)



Accompaniment begins in the school year before the graduating class. It supports youth seeking an apprenticeship and starting training. It ends no later than 6 months after starting an apprenticeship. Or, if the youth has not found an apprenticeship after school, it ends no later than 24 months after finishing school.

[Career Entry Support \(BerEb\) | Federal Employment Agency](#)

TYPICAL ACTIVE LABOUR MARKET MEASURES



Use of validation of non-formal and informal learning (VNFIL) as an alternative route to qualification

2012 Council Recommendation on validation of non-formal and informal learning

[EUR-Lex - 32012H1222\(01\) - EN - EUR-Lex \(europa.eu\)](#)

Validation systems in place - challenges in:

- attracting candidates - outreach
- scaling up the service

For whom:

- Persons with skills (work experience, unpaid work in family business, volunteering, hobby)

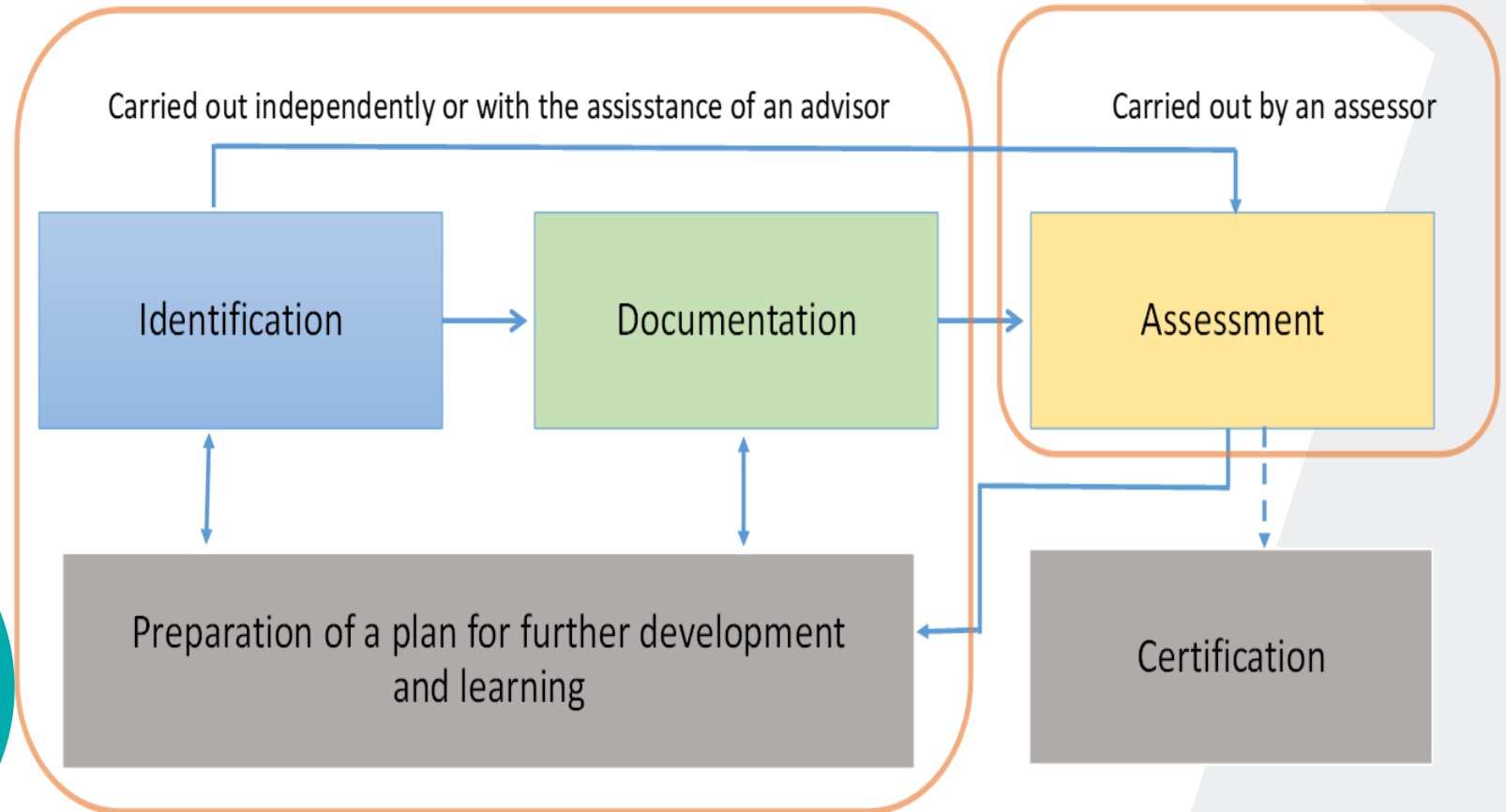
BUT

- VNFIL can be combined with training and work-based learning offers

Validation process - synergies

Potential benefits

1. Shorter training time
2. Reduced training costs
3. Motivation boost



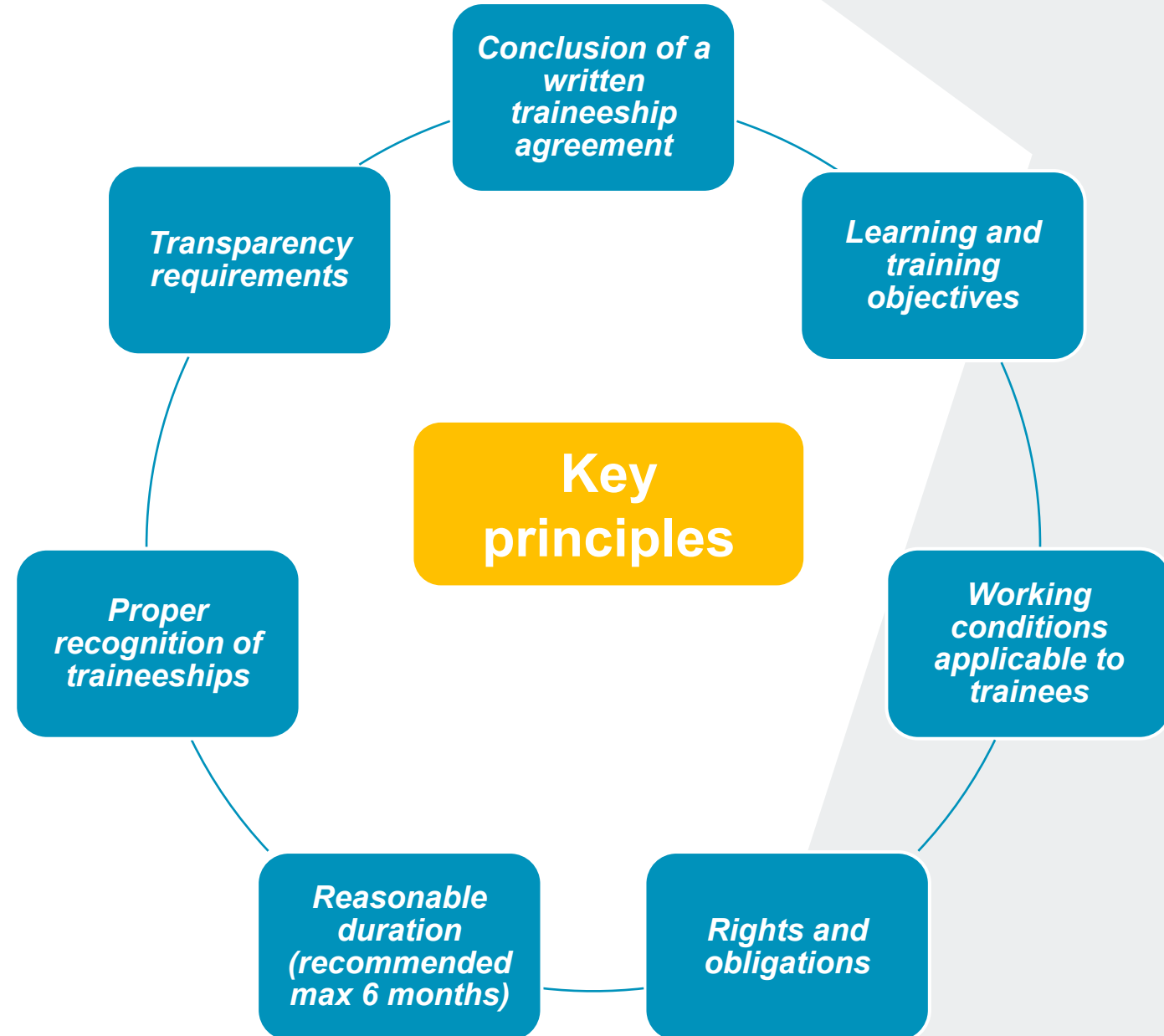
Source: Instytut Badan Edukacyjnych (IBE)

European quality framework for traineeships

Council Recommendation of 10 March 2014 on a Quality Framework for Traineeships

[EUR-Lex - 32014H0327\(01\) - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/lexuris/ui/entry.do?entryId=32014H0327(01)-EN)

Traineeships are understood as a limited period of work practice, whether paid or not, which includes a learning and training component, undertaken in order to gain practical and professional experience with a view to improving employability and facilitating transition to regular employment.



European quality framework for apprenticeships

Council Recommendation of 15 March 2018 on a European Framework for Quality and Effective Apprenticeships [EUR-Lex - 32018H0502\(01\) - EN - EUR-Lex \(europa.eu\)](#)

Apprenticeships are understood as formal vocational education and training schemes that

Combine learning in education or training institutions with substantial work-based learning in companies and other workplaces,

Lead to nationally recognised qualifications,

Are based on an agreement defining the rights and obligations of the apprentice, the employer and, where appropriate, the vocational education and training institution, and

Ensures the apprentice is being paid or otherwise compensated for the work-based component.

Criteria for learning and working conditions

Written agreement

Learning outcomes

Pedagogical support

Workplace component

Pay and/or compensation

Social protection

Work, health and safety conditions

Criteria for framework conditions

Regulatory framework

Involvement of social partners

Support for companies

Flexible pathways and mobility (VNFIL, NQF, upward mobility)

Career guidance and awareness raising

Transparency

Quality assurance and tracking of apprentices

WAGE SUBSIDIES AND EMPLOYMENT BONUSES

Example from Slovakia

Practice for Employment programme

- **Employer incentive:** 95% of the young person's labour costs reimbursed for **nine months**
- **Supported placement:** Part-time employment combined with **mentored induction and workplace practice**
- **Mentor support:** Contribution towards the mentor's salary and mentoring-related costs

Target groups

- Young people **up to 25**, registered unemployed for at least **3 months**, and NETTs
- Young people **up to 29**, registered unemployed for at least **6 months**

Examples from Romania

Subsidy for hiring young NEETs

- **Purpose:** Reduce recruitment costs and facilitate labour market integration of vulnerable young people
- **Subsidy:** provided to employers for 12 months; the value is approximately €450
- **Condition:** Permanent contract with employment maintained for at least 18 months.

Target group:

- NEETs aged 16-29 registered with PES

Employment Bonus and Stability Bonus

- **Employment bonus** - payment of €300 for unemployed graduates entering work: 50% at the start date and 50% after 12 months of employment.
- **Stability bonus** – for young NEETs €200 for the first 12 months from the start of employment and €250 for the next 12 months.

SELF-EMPLOYMENT AND ENTREPRENEURSHIP

Example in Croatia - Grants for self-employment

Source: <https://mjere.hzz.hr/mjere/potpore-za-samozaposljavanje-2026/>



OBJECTIVE

Support unemployed people who decide to launch their own business.



DURATION

24 months



SUBSIDY CEILINGS

Group 1 Up to €15,000 for
Manufacturing and
Construction

Group 2 Up to €10,000 for
Manufacturing and ICT
information service activities

Group 3 Up to €7,000 for
Utilities & environment •
Publishing & media •
Professional services • Admin
support • Education • Health &
social care • Arts & recreation •
Other services

Fixed amount: €5,000



CRITERIA & USER OBLIGATIONS

ENTRY

Viable business plan • Aid paid to the business account • Previous public-charge liabilities settled

24 MONTHS

Maintain the business and employment in the supported entity.

12 MONTHS

Use the variable grant only for approved costs; submit evidence within 30 days after the first contract year.

TARGET

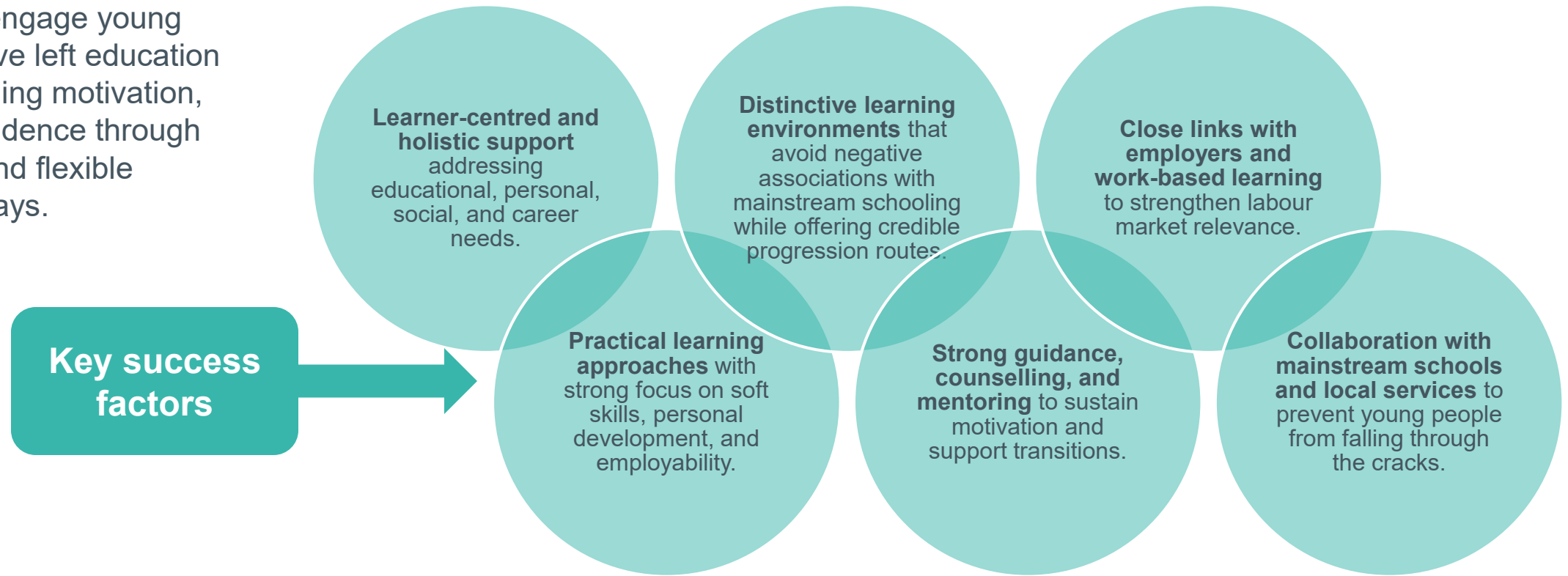
Generate turnover/income equal to at least 50% of the grant within 24 months.

ALSO REQUIRED

No undeclared work. Label co-financed equipment worth €1,500+ within 30 days and keep the label through the support period.

Second-Chance Education for Early School Leavers (ESL)

Purpose: Re-engage young people who have left education early by rebuilding motivation, skills, and confidence through personalised and flexible learning pathways.



Evidence of Impact

- **Latvia (IVEP):** Vocational programmes for NEETs aged 17-29 combining training, guidance, financial support, and work-based learning. **Over 50% employed within six months** of completion.
- **Ireland (Youthreach):** Learner-centred second-chance education with intensive individual support and wellbeing services, particularly effective in improving soft skills and confidence.
- **Luxembourg (E2C):** Personalised pedagogy, small-scale learning, and strong student support achieved **81% immediate positive transitions** to education or employment and **70% positive outcomes after two years**.

Key Message: Successful second-chance programmes combine **personalised support, practical learning, guidance, and strong labour market connections** to help young people return to education, training, or employment.

EXAMPLE - YOUTHREACH programme in IRELAND

Community Training Centre

The Youthreach programme provides two years of integrated education, training, and work experience for unemployed early school leavers aged 15 to 20 with no qualifications or vocational training. Young people under the age of 25 who are disadvantaged and unemployed may attend the programme.

The programme is generally full-time, but also part-time courses are available. The main focus is to provide opportunities to improve literacy, numeracy, and soft skills through Youthreach centres.

Completion of courses leads to certification of skills acquired that support further progression into education programmes or employment.

Courses are free. Trainees aged 16 or over receive a **weekly allowance**. Are eligible for a **travel allowance** if they need to travel 5 km or more to the centre. You may also qualify for **free childcare** and a **meal allowance**. The weekly allowances are as follows:

Trainee(s)	maximum payment per week
16 - 17 years	€45
18 years and over	€254 (with some exceptions)

Young people can take up part-time work while on Youthreach without this affecting their training allowance.

POST-PLACEMENT SUPPORT

NEETs overcoming particularly vulnerable situations need support to continue once they have accepted a job offer or enrolled in further education or training. This support could be offered not only to the young person but also to the employer.

The post-placement assistance involves

