

Belgian Youth Guarantee Implementation Plan (YGIP)



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OBJET : Youth Guarantee Implementation Plan – Synerjob Introduction

The Belgian contribution to the Youth Guarantee

Youth unemployment and inactivity is a major concern for Belgian authorities who welcome the European Youth Guarantee with genuine interest. From January 1st, 2014, the different regional authorities will launch the implementation of the Recommendation by introducing new measures that will ensure to every young person under 25 a good-quality offer of employment, continued education, an apprenticeship or a traineeship within four months of leaving formal education or becoming unemployed.

For many years and particularly since the beginning of the economic, social and financial crisis, Belgian authorities have engaged in structural changes to provide higher quality training and to facilitate the integration of the youth workforce into the labour market, with a dedicated focus on the less qualified population and the youth who left school without qualifications. The Regions worked notably in strengthening the relationships between education policies, training and employment. The objectives are to ensure a better matching between skills and labour market needs alongside with an early intervention giving the opportunity to young people to get in touch with the environment of enterprises (development of apprenticeship education and training, strengthening of vocational training, promotion of technical and scientific skills ...).

The federal government supports the Youth Guarantee mainly through the unemployment benefit system. The specific system for school-leavers who become job-seekers, the integration allowance, is a strong encouragement for this group to register themselves with the regional PES. The federal monitoring within this system and within the broader unemployment benefit system contributes to ensuring their active job search. Moreover, the federal measures to reduce labour costs for young workers (mainly the low skilled) encourage their hiring by employers. Additional federal measures for long-term young unemployed facilitate the work of the regional PESs for this target groups, allowing them to focus on the youth guarantee beneficiaries.

Most recently, on the basis of a Federal initiative launched in 2013 – creating 10.000 *workplace integration traineeships* for young school leavers with at most a secondary school certificate, regional authorities have adopted the required legislation for the implementation of adapted and tailored-made “Transition traineeships” schemes at regional level.

The actual regional labour market contexts, in which the Youth Guarantee is being implemented, and the identified needs within the regions are described in the following Implementation Plans. Note that, due to elections and therefore new political context in Belgium, the content of these plans may evolve to a certain extent, but not undergo significant changes.

The Synerjob coordination

Complying with the Belgian Constitution, the Belgian federal system involves three linguistic Communities (Dutch, French, and German) and three economic Regions (Brussels-Capital, Flanders and Wallonia) of Belgium. Regional and Community levels exercise their allocated competencies, namely Employment and Active Labour Market policies (at regional level) and Education policies (at Community level).

As underlined in the 2013 Belgium National Reform Programme, the cooperation between regional Public Employment and Vocational Training Services has been strengthened over time, principally through the reinforcement of interregional labour market mobility, on the basis of an interregional cooperation agreement.

Synerjob is thus born from this operational cooperation. Synerjob is the Belgian Federation of public services involved in the areas of employment and vocational training in Belgium.

The Federation was created in July 2007 as a non-profit organisation according to the Belgian Law, gathering under one banner four Public Employment Services - namely **VDAB**, the Public Employment and Vocational Training Service of Flanders; **le Forem**, the Public Employment and Vocational Training Service of Wallonia; **Actiris**, the Public Employment Service of Brussels-Capital Region and **ADG**, the Public Employment and Vocational training Service of German-speaking Community -; as well as the public Vocational Training Service of Brussels-Capital Region, **Bruxelles-Formation**.

The Federation earned its stripes through its substantial experience of close cooperation as to Employment and Training policies at Belgian level (including the issue and challenge of tackling youth inactivity and boosting youth employment in a proactive approach) and additionally at European level as Belgian Public Employment Services cooperated- within the European network of Public Employment Services and contributed to the EU2020 strategy).

This is the reason why **the Synerjob Federation** has been identified as the Belgian “**single point of contact**”¹ in charge of communicating with the European Commission on the implementation of the Youth Guarantee.

Considering the constitutional context of Belgium described above, the interdependence of employment and training systems in each region/community and the necessity of building up partnership-based approaches and ensuring cooperation and synergies with concerned institutions, actors and operators, Synerjob, as “Youth Guarantee” coordinator, was appointed to transmit the Belgian national Youth Guarantee Implementation Plan, that is thus structured according to four regional implementation plans, as no coordination structure is foreseen in the Belgian Constitution regarding employment matters and each region is in charge of the measures related to its own labour market.

¹ Council Recommendation of 22 April 2013 on establishing a Youth Guarantee (2013/C 120/01).

Dialogue with other authorities and stakeholders and partnerships approaches

As mentioned in the “PES 2020 Strategy Output paper” (PES contribution to EU 2020), a critical success factor for the EU 2020 strategy is an operating and running labour market. Public Employment Services are therefore mandated to fulfil “conducting functions”, notably by encouraging labour market actors to cooperate and innovate, to collaborate closely with public or private partners and to align labour market actors with labour market policies

In the meantime, European Public Employment Services are asked to facilitate career evolutions/conversions/change of direction and to smooth the transitions between learning and working which, in fact, they often have the opportunity to do. They initiate and encourage interaction and cooperation across different career transitions actors including social partners and stakeholders in the fields of education and vocational training.

The four Belgian Public Employment Services enjoy then a privileged position for building structural partnerships approaches with relevant authorities – notably Vocational training and Apprenticeship organisations as well as Education and Youth authorities – officiating the “conducting role” as foreseen in the framework of the implementation of the Youth Guarantee,.

The Synerjob Federation’s members are fully aware of the importance to involve and associate upstream, at regional and local levels, relevant institutions, partners and operators for supporting and participating to the delivery of the Youth guarantee.

These close regional cooperation and partnerships approaches as along with collective or multi-stakeholders initiatives, are described in the following regional Implementation Plans.

Reaching the NEETS in Belgium

The Belgian social security system induces that young school-leavers automatically register as jobseekers to the appropriate regional Public Employment Service (VDAB in Flanders, Actiris in Brussels-Capital Region, Forem in Wallonia, ADG in the German speaking Community) to be eligible (precondition) to social allowances at local level (Municipality) or to inclusion/unemployment benefits at national level. Therefore, although some young people completely escape from PES data systems and registers, the rate is relatively low in Belgium, although there are regional variations. As detailed in the following Implementation Plans, it is considered that a large number of NEETS are registered within a system or register and is therefore the focus of PES.

Regarding young people who are neither in employment nor in education or training and who would not be registered as jobseekers, regional authorities and Public Employment Services need to develop and implement adapted and tailor-made actions, in cooperation with other authorities and inclusion operators and structures. Implementing a partnership approach, this targeted population need to be identified, reached out to, and re-engaged back into education, training, apprenticeship or into work applying personalised inclusion pathways, allowing personal background and specific social and familial situation to be taken into consideration.

Common offers for the Belgian Youth Guarantee Implementation Plan (YGIP)

2. Implementing the Youth Guarantee Scheme at national level

2.1. Formulation of the national Youth Guarantee

- All actors involved in the Youth Guarantee implementation in Belgium follow a common identification process through social assistance and protection centres, public employment services, and partners. All actors have also identified the need to increase their knowledge of the targeted population and are facing the same difficulty regarding the identification of the NEETs, as far as the non-registered part of the NEETS is concerned. This should be, however, a relatively small part of all NEETS. Therefore, all actors agreed to organize a common seminar on methodologies to identify and integrate those NEETS who do not register by themselves through the common identification process.

2.2 Partnership approaches (see YG CR, rec.2-7 and SWD section 3.1) (*approx.: 500 words= 1 page*)

All actors involved in the Youth Guarantee implementation in Belgium have developed partnership approaches in order to improve the effectiveness of the proposed measures.

- We apply a multi-sector integrated approach for the public actors involved ;
- We do consultation and cooperation with non-profit youth and integration organizations ;
- We develop partnerships between private and public sector ;
- We implement interregional and international mobility.

2.3 Early intervention and activation; (see YG CR, rec. 8-10 and SWD section 3.2) *(approx.: 750 words= 1,5 pages)*

In terms of early intervention and activation, all actors involved in the Youth Guarantee implementation in Belgium have a common goal: provide upstream top quality services to support the targeted public into their transition from training to work environment.

- We provide labour market information for and in schools
- We prevent early drop outs and offer second chance education programmes
- We do Youth targeted counselling / information

2.4 Supportive measures for labour market integration (see YG CR, rec. 11-20, and SWD section 3.3) *(approx.: 2000 words=4 pages)*

As for supportive measures for labour market integration, all actors involved in the Youth Guarantee implementation in Belgium are offering a wide range of measures based on a common goal and dedicated to three shared axes:

- We increase the number of traineeships' offers
- We provide personalised guidance based on the identified individual needs
- We provide intensive training

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

All actors are dedicated to assess and continuously improve the initial proposed schemes. All actors will be monitoring the actions through the common European Social Fund indicators.

Federal contribution

To the Belgian Youth Guarantee Implementation
Plan (YGIP)

Federal contribution to the Youth Guarantee Implementation Plan

The federal government supports the Youth Guarantee mainly through the unemployment benefit system. The specific system for school-leavers that become job-seekers, the integration allowance, is a strong encouragement for this group to register with the regional PES. The federal monitoring within this system and within the broader unemployment benefit system contributes to ensuring their active job search. Moreover, the federal measures to reduce labour costs for young workers (mainly the low skilled) encourage their hiring by employers. Additional federal measures for long-term young unemployed facilitate the work of the regional PESs for this target groups, allowing them to focus on the youth guarantee beneficiaries.

2.2. Key organisations

Name	Type	Level	Role	Coordination
National Employment Office (RVA/ONEM)	Federal agency	National (federal) level	Responsible for the payment of the integration allowance to young people and for the follow-up of the search behaviour of young unemployed	NEO and the regional PES coordinate on a structural basis
FPS Employment, Labour and Social Dialogue	Federal ministry	National (federal) level	Responsible for legislation on SSC reductions, labour market entry traineeships	Coordinates with regional ministries on a regular basis and through the interministerial conference meetings

2.3. Key reforms and initiatives

Name	Objective	Target group	Scale	Organisation	Timetable	Implementation cost
Integration allowance (Inschakelingsuitkering, allocation d'intégration)	Provide an encouragement for registration at the PES and active job search	All young job-seekers	National	NEO	Reform implemented on January 1 2013	Included in the normal unemployment benefit budget
Right to social integration (recht op maatschappelijke integratie / droit à l'intégration sociale)	Provide an income and encourage job-search for young people without any income through the provision of social assistance benefits, linked to an individual	All legal residents <26 with insufficient	National	Local welfare offices (OCMW/CPAS)	On-going	Included in the normal social assistance budget

	integration agreement (including work experience, training...)	income				
Collective obligation to the employers to provide trainee/apprentice places representing 1% of the workforce	Ensure the availability of sufficient training places	All workers	National	FPS Employment	Collective obligation from January 1 2013 (no sanctions foreseen, to be reconsidered in 2015)	/

Integration allowance :

- All young school-leavers having completed sufficiently qualifying studies enter into an integration period (310 days), after which they can qualify for the allowance. Former apprentices qualify immediately.
- During the integration period, a regular monitoring interview takes place (after 6 and 10 months). Two positive evaluations are needed to qualify for the allowance.
- The allowance has a limited duration (3 years, but it can be extended) and only people younger than 30 can enter.
- The main effect of the allowance is a strong encouragement to register as job-seekers with the regional PES, which significantly broadens the reach of the PES and reduces the number of non-registered NEETs. Since the right to social integration (social assistance) in most cases comes with the same obligation to register as a job-seeker, it has the same effect.

2.4. Supportive measures

Name	Objective	Target group	Scale	Organisation	Timetable	Cost
Integration traineeships (instapstage / stage de transition)	Provide full time training places that can last from three to six months. The trainee receives a monthly fee from the employer (200 EUR) and an in-work benefit from social security of about 700 EUR	Low skilled young (<30) long-term (> 6 month) unemployment)	National	FPS Employment in cooperation with regions	January 1 2013	41,8 million € foreseen, for maximum 10.000 youngsters
Social security	Encourage hiring of young workers by	Low-skilled	National	NSSO	On-going,	Included in

contributions (SSC) reductions	reducing labour costs	young workers (different amounts related to their specific situation)		(RSZ/ONSS)	reinforced in 2013	the budget for SSC reduction in general
Follow-up of young unemployed	Reinforced monitoring of active job search : two check-up interviews in the (310 day) period before receiving the integration allowance, six-monthly interviews once receiving an allowance	Young unemployed (<26) and recipients of an integration allowance	National	NEO in cooperation with regional PESs	Latest reform entered into force on July 1 2013	Included in the budget for the follow-up of all unemployed
Right to social integration (recht op maatschappelijke integratie / droit à l'intégration sociale)	Provide an income and encourage job-search for young people without any income through the provision of social assistance benefits, linked to an individual integration agreement (including work experience, training...)	All legal residents <26 with insufficient income	National	Local welfare offices (OCMW/CPAS)	On-going	

3 Funding

/

4. Assessment

4.1. Planned assessment

Name	Expected change	Measurement	Planned evaluations
Follow-up of young unemployed	More frequent follow-up leading to faster integration in the labour market	Monitoring by NEO	Six-monthly evaluation, together with the social partners and the Regions

Flanders contribution

To the Belgian Youth Guarantee Implementation
Plan (YGIP)

Outline for the national Youth Guarantee Implementation Plans (YGIP)

The Youth Guarantee Implementation Plans are intended to set out how the Youth Guarantee will be implemented at national level, the respective roles of public authorities and other organisations, how it will be financed, the measures to be put in place, how progress will be assessed and the timetable. The Youth Guarantee Implementation Plans are intended to be guided by the Youth Guarantee building blocks¹ as identified in the Council Recommendation. The Commission's Staff Working Document (SWD)² can serve as a handbook, giving detailed and useful guidance on possible policy measures in the different sections below.

1. Context/Rationale

Nature of youth unemployment

In Flanders there were 48,172 young job-seekers at the end of February 2014, of whom 28,478 were men (59.1%) and 19,694 were women (40.9%). 23,062 of them (almost 48%) are low-skilled (no diploma or degree at all). In comparison with February 2013, you can see that the unemployment of low-skilled young job-seekers has diminished (-7.3%) in contrast to young people with a secondary school diploma (+13%) and the high-skilled (+15.4%). The low-skilled were the first to be affected by the crisis, but in the longer term there are also even fewer jobs for the higher skilled job-seekers.

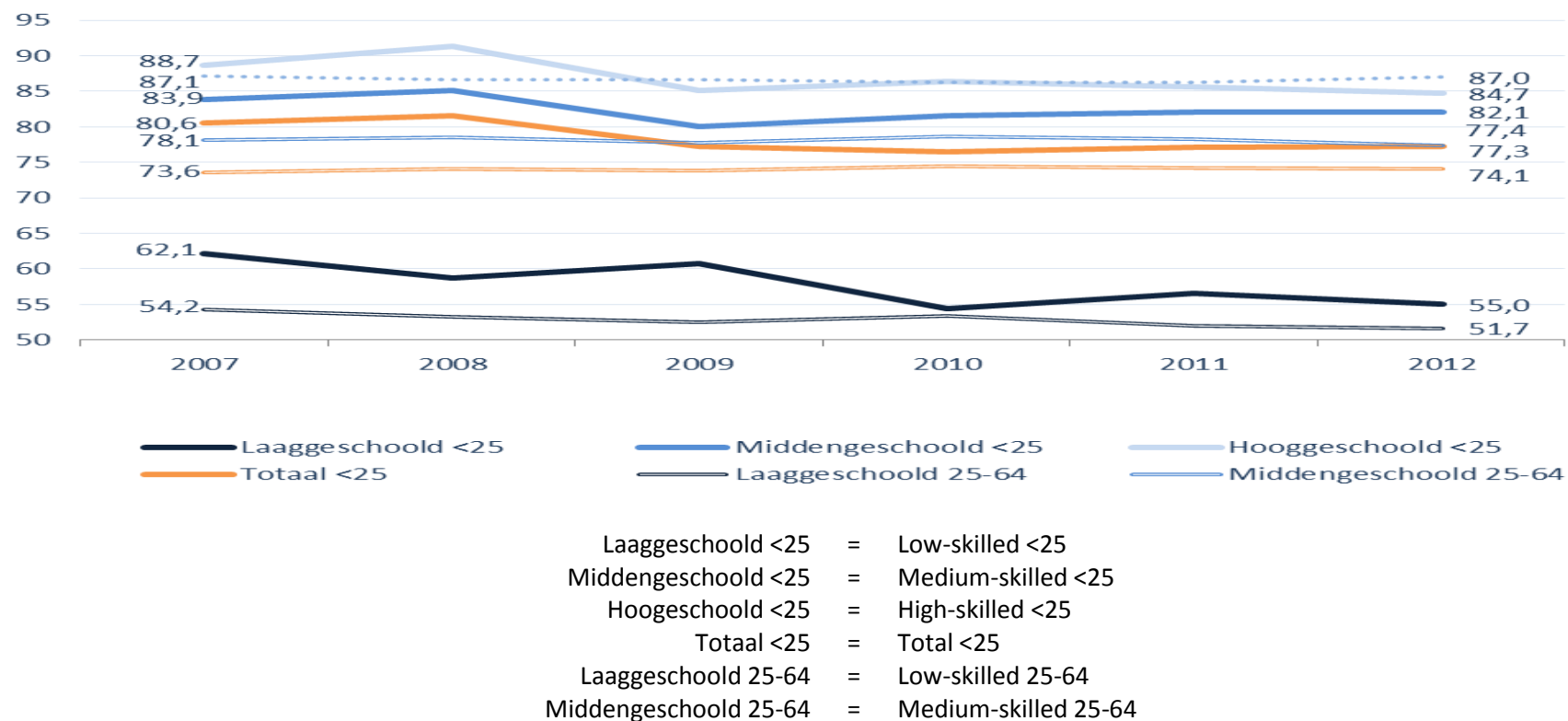
That said, low-skilled young people continue to face difficulties on the labour market. We see this when we look at the employment rates (the percentage of the population that is in paid employment, mostly a guarantee for social integration and not dependent on social welfare or benefits). The comparison of the employment rate (and the 2007-2012 evolution) by age and education level (figure) provides interesting insights. Immediately it becomes clear that there is a very low employment rate among low-skilled job-seekers. In 2012, only 55% were in paid employment. The gap with the medium-skilled and high-skilled is huge: 82.1% for the medium-skilled young people and 84.7% for the high-skilled young people. The comparison based on the employment rate is purely quantitative and says nothing about the difference in pay and working conditions for example. After an entry into the labour market which is

¹ Building up partnership-based approaches; Early intervention and activation; Supportive measures for labour market integration; Use of Union funds; Assessment and continuous improvement of schemes; Implementation of Youth Guarantee schemes.

² Commission Staff Working Document (SWD) Accompanying the Proposal for a Council Recommendation on Establishing a Youth Guarantee {COM(2012) 729 final}, available in 22 EU languages: <http://ec.europa.eu/social/main.jsp?langId=en&catId=1036&newsId=1731&furtherNews=yes>.

sometimes very difficult, more young people than average are employed in temporary jobs, the wages are much lower than average and they are more often employed below the education or qualification level they have achieved, especially at the beginning of their career.

Figure The evolution of the employment rate by age and education-level (Flemish Region; 2007-2012)

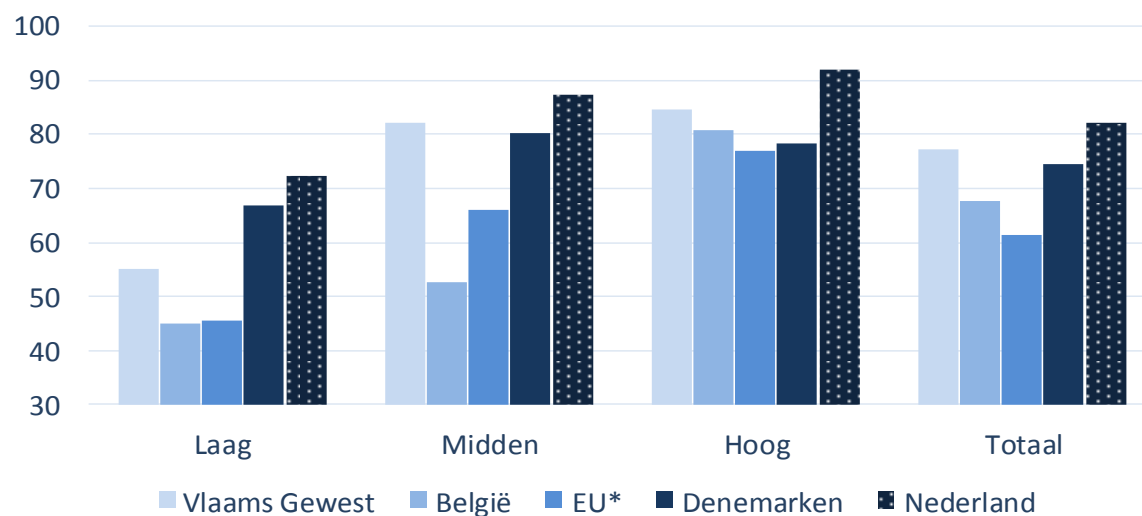


The 2007 - 2012 evolution also indicates a growing gap between the low-skilled and the higher-skilled. Since the crisis especially, the employment rate among low-skilled young people has diminished significantly (-7), while among medium-skilled young people the decrease is the smallest (-1.8).

Also, the international perspective shows once more that only the low-skilled young people are doing less well. Even though their employment rate (55%) is a little higher than the EU average (46%), it is still much lower than Denmark (67%) and the Netherlands (72%). Medium-skilled and high-skilled Flemish

young people are in a good position: slightly higher than Denmark and slightly lower than the Netherlands (where 92% of high-skilled young people are in work). In conclusion, we can say that in an international perspective, the overall employment rate among Flemish young people is actually fairly high.

Figure Employment rate of young people according to their educational level (Flemish Region, Belgium, EU, Denmark and the Netherlands; 2012)



Laag = Low
 Midden = Medium
 Hoog = High
 Totaal = Total
 Vlaams Gewest = Flemish Region
 België = Belgium
 EU = EU
 Denemarken = Denmark
 Nederland = The Netherlands

* EU percentage is underestimated because there are no 'exclusive to students' data available for member states such as Germany and the United Kingdom where young people have a high employment rate.

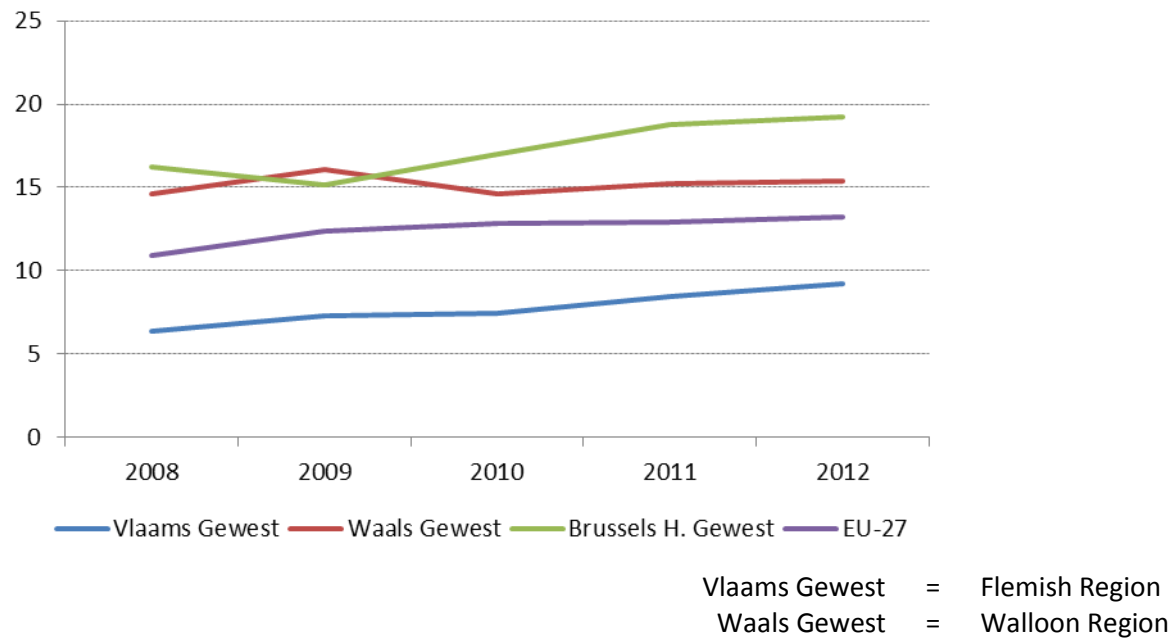
More recent data indicate declining (paid) employment in Belgium and Flanders. Because of the zero growth, the high number of restructurings and bankruptcies, with high job losses in small and medium enterprises, there is a negative 'expansion demand'. But also the 'replacement demand' is not high enough to halt youth unemployment.

NEETs in Flanders

Nobody knows exactly how big the group of the NEETs (young people who are 'Not in Education, Employment, or Training') is or the extent to which they are known at the VDAB. The recent 'Early School Leaving & Youth Unemployment' publication (by M. Elchardus & S. De Groof) tells us that some young people never register at VDAB or that they withdraw from unemployment after a while. The exact percentage is not known.

So some of the NEETS are registered at VDAB, but a certain unknown percentage of them have withdrawn from the labour market. Nevertheless, there are a few indications of how big the total NEET group is. In 2012, 9.2% of 15-24 year olds were NEETs (figures from the European survey of labour). And the percentage is rising due to the crisis. Only 35.1% of them are looking for a job. 11.5% of 20-24 year olds are NEETs and 42.3% of them are looking for a job.

Figure: Evolution of NEETs (15-24 year olds) by region and EU 27



Brussels H. Gewest = Brussels-Capital Region
 EU-27 = EU-27

NEET young people belong to the vulnerable target group. This vulnerability can be the result of all sorts of issues: pregnancy and motherhood, long-term illness, invalidity, bereavement, conscious and deliberate decision to stay at home, move to another country, issues of poverty, non-show when invited by the VDAB to a meeting, etc. Their vulnerability prevents them from looking for work, resulting in them becoming even more distanced from the labour market until they disappear off the radar completely. These young people are explicitly in need of extra remedial activities before they can enter the labour market, but are inaccessible through the preventive approach of for example the youth work plan.

The preliminary trajectories for vulnerable groups have therefore been created, subsidised by the European Social Fund. Since January 2014, local partners in a number of Flemish cities have been searching for the NEET target group via a location strategy, and are drawing up an action plan to eliminate the bottlenecks to work. These preliminary trajectories are intended to result in the target group being in a stronger position to be guided towards the labour market. The involvement of a broad local network and tailor-made approaches are essential for finding the NEET young people.

Existing key institutional actors in the area of youth employment and NEETS

Key institutional actor	Roles and responsibilities	Target groups	Services and measures offered
Flemish Ministry of Work and Social Economy	Advice, evaluation, follow-up and coordination on policy regarding work and social economy in Flanders, including youth employment/unemployment	Minister, Government of Flanders, policy makers, employers, citizens	Advice, evaluation and follow-up Employment measures in social economy
Federal Public Service Employment	Advice and legal assistance on labour law and social security	Minister, Government, citizens, employers	Labour law
Public Employment Service of Flanders (VDAB)	Flemish Service for Job Mediation and Vocational Training. VDAB has, as the career director, the mission of creating for all Flemish citizens the space necessary for them to develop themselves and their careers as effectively as possible. The aim is to improve labour market functioning and prosperity for all. As a service provider, VDAB helps citizens to	Citizens: job-seekers, employees, employers	Labour market mediation, development of competencies, career services, facilitation of labour market functioning - guidance, coaching, training, vacancies counselling. VDAB wants to offer a quick but high-quality service and to approach the citizen as efficiently as possible.

	develop their career according to the market demand. VDAB has a strong cooperation with other service providers. VDAB places a special focus on disadvantaged citizens.		To realise this VDAB uses the latest computer applications (e-tools, e-counselling, automatic online matching and sending of job offers, etc.)
ESF Agency Flanders	Management Authority of the European Social Fund Flanders	Employers, non-profit organisations, policy actors	Finance of projects
Flemish Ministry of Education	Advice, evaluation and follow-up on education policy in Flanders and Brussels (in Dutch)	Minister, Government, schools, parents, children, students	Education
Local administrations, employees in the field, schools, health organisations, etc.	Local projects on NEET and youth unemployment	Citizens	Local projects
SYNTRA Vlaanderen	Provides training for entrepreneurs and apprenticeships for school-going youth (15 years and older)	School-going youth (15 years and older) Entrepreneurs	Training and apprenticeships
Flemish Ministry of Youth	Coordination of a horizontal action plan on youth (leisure, education, work, equality, etc.)	Minister, Government, citizens	Coordination
RVA/ONEM (National Employment Office)	Administration and sanctions on unemployment allowances	Job-seekers receiving unemployment allowances	Unemployment allowances
Flemish Youth Council	The Flemish Youth Council is the official advisory council for the Government of Flanders for all areas concerning children, young people and their organisations in Flanders. We ensure that the voice of children and young people reaches the policy makers and defend the interests of the youth work organisations in Flanders and Europe. The Flemish ministers have to solicit the	The youth target group is extremely diverse. The Flemish Youth Council knows as no other how to reach young people and how to have them participate in policy. We wish to hear not only the voice of young people who are searching for work, but that of everyone who is making the transition from school	Youth participation To learn as a government about the specific needs/requirements of young people

	<p>advice of the Flemish Youth Council every time they want to take a decision that will have an impact on children and young people. However, the Flemish Youth Council also issues advice on its own initiative.</p> <p>Viewpoints and recommendations are prepared in committees, working groups, and during other meetings, and are subsequently passed on to our Annual General Meeting which then gives the final result to the Government of Flanders. In this way, everyone can take the desires and needs of Flemish young people and the interests of the youth work into account. With one single specific goal: To make the policy in our own country and far beyond its borders more youth-friendly.</p>	to their first job experiences.	
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The added value of the Youth Guarantee (YG)

In 2007, VDAB implemented the Youth Employment Plan (YEP) to tailor its standard services better to the needs of young job-seekers aged 18 to 25. Its goal is to stimulate young people (18-25 years) to find a job (possibly their first) as quickly as possible and to provide them with the training and guidance they need in order to be employed in the long term. Within 6 weeks after their registration as a job-seeker, VDAB invites all low-educated and medium-educated young people to an information session and a personal conversation with one of the counsellors. All the time they are automatically matched by our Mijn Loopbaan ('My Career') system with vacancies that fit in with their preferences and skill level. If they have not found a job within 12 weeks after registration, they are invited for a screening which may lead to a 'pathway guidance' advice session. In this way, within 5 months after registration, every young person should either be at work or receiving personal counselling. Currently, we are achieving this for 93% of the registered unemployed 18-25 year olds.

Back in 2002, an ESF-funded project was started in cooperation with the University of Leuven to come up with a practical solution for the pathway guidance of unqualified school leavers. It resulted in the 'Find-Bind-Mind' methodology in 2004. We learned that in order to reach these young early school leavers (drop-outs), it is crucial to have a local presence (this goes for partners too), to have a good cooperation with schools and to find a way to connect with the interests and environment of these young unemployed. For this specific and often difficult group, a project approach combined with attitude training and job-seeking is preferred.

To provide pathway guidance to those who needed it most in 2008, we set up a tender specifically for 18-25 year olds to enlarge our capacity by an annual 4,050 career trajectories and at the same time to benefit from the partners' expertise. In this project, attitude, training and job-seeking were mandatory for all young people. Despite the economic crisis, our partners generally succeeded in this way in employing the majority of young people they were counselling. In 2012 some 60.6% of young people who received pathway guidance found a suitable job.

If our counsellors notice that a young person has a very specific and poorly-sought-after preferred job, and the counsellor concludes that the young person therefore has a very small chance of becoming employed, the counsellor will encourage the young person to broaden his or her job preferences. To support the young person in making this process, which can often be rather difficult, the counsellor will refer him or her to our orientation centres, where a series of tests and conversations will help the young person to discover what other jobs he or she might like to carry out. It is hoped that by so doing young people will avoid becoming long-term unemployed.

VDAB has decided not to create a new plan, but to optimize and strengthen the existing Youth Employment Plan so that VDAB can offer every young person (i.e. a rate of 100%) with either a job or personal counselling within 4 months after registration. VDAB will also set up projects with partner organisations to reach young people who are neither in training or being coached.

The added value of this strengthened approach is:

- better tie-in between education and the labour market (school leavers plan - cooperation between the Ministry of Work and the Ministry of Education)
- better information exchange between the many organisations/agencies/associations/services/etc. that work with young people
- projects with partner organisations in major cities to 'track down' young people who never registered as job-seekers, and lead them towards the VDAB services
- workplace learning (IBO ('Individuele beroepsopleiding' or individual vocational training), internships, apprenticeships, 'instapstages' (federal integration traineeships), etc.) becomes a standard module of the trajectory of unqualified young people - cooperation with sectors to create forms of workplace learning.
- specific tools for high-skilled job-seekers: e-counselling, website, chat, apps for searching for jobs, etc.
- further developing an acquired skill recognition program (EVC) which gives job-seekers the opportunity to prove to an employer that they are properly skilled for the job (in cooperation with several partners and the Ministry of Education). Job-seekers will attain a certificate after certain tests and vocational training.
- stakeholder management: VDAB wants to involve and to get to know the specific needs of young people so we can customize our services. VDAB wishes to work more and more in partnering with organisations that have a strong link with young people and good experience in working with them, so that the counsellors and instructors find the chance to build upon this expertise to adjust their working methods to the needs of young people. To stimulate direct participation, VDAB organises digital Youth Panels in cooperation with the Flemish Youth Council. These panels function as a barometer: what do young people find important in the world of work and what service do they want VDAB to offer them?
- greater involvement of subregional and local administrations: cooperation between VDAB, social networks, 'talentenhuisen' (talent houses), (vocational) schools and CPAs

2. Implementing the Youth Guarantee Scheme at national level

2.1 Formulation of the national Youth Guarantee

A Youth Guarantee, following the Council Recommendation of 22 April 2013, ensures that all young people up to the age of 25 receive a good quality offer of employment, continued education, an apprenticeship or a traineeship within four months of leaving formal education or becoming unemployed.

Quoting from the annual business plan of the Flemish Service for Employment and Vocational Training (VDAB)2014: “In conformity with the European Youth Guarantee Scheme, we carry out various activities so that young people can find work after a maximum of four months. We do this using a tailor-made trajectory in which maximum effort is given to increasing competence (individual vocational training, work experience projects for young people, preparatory internships, etc.) and a quicker and lasting systematic guidance. This approach allows for a more intensive and tailor-made approach to be guaranteed for the more difficult target groups. In this context, we provide a trajectory plan at the end of the sixth month of unemployment involving a commitment to an intensive competence enhancement for unqualified young people. We guarantee from 2014, specifically for all unqualified young people, that they will receive a trajectory plan no later than the end of the sixth month of unemployment with a commitment to an intensive competence enhancement (see SD4) (unless a MMPP (medical, mental, psychological or psychiatric) issue first needs to be resolved). If they satisfy the conditions for participation, they can begin a vocational training trajectory at school (OKOT) with which they can still achieve their educational qualification. If OKOT is not one of the possibilities, a bottleneck-focused vocational training or one of the types of workplace learning is set up.”

Specifically:

- The Flemish Youth Guarantee: All young job-seekers under the age of 25 years will be offered a tailored trajectory with competence enhancement actions (technical and non-technical competences (attitude, application skills, etc.) within 4 months after registration as a job-seeker. All unqualified school leavers start by the end of the sixth month after registration with a vocational training and/or work experience.³

³ Naturally, the VDAB doesn't start only after six months; it starts much sooner. Already after one month, the VDAB starts estimating the distance between the labour market and resources/counselling. It is the intention that these people are able to start a training course/internship/job (deadline!) after six months at the latest. The months preceding this can then be considered as a 'preparatory' phase: gaining insight into their competences and interests, orientation or reorientation, working on non-technical competences (attitude, interview skills, etc.).

- Those NEET young people who do not register with VDAB are 'tracked down' and motivated to be counselled by partners at municipal level. The starting point for the non-registered NEETs is the moment they leave school. Therefore essential administrative data (education, social services, municipalities, etc.) will be combined.

2.2 Partnership approaches

Name of key organisations	Type of organisation	Level of responsibility	Role in implementing the Youth Guarantee Scheme	Ensuring the success of the partnerships
Public Employment Service (VDAB)	Public Service	Regional	Is responsible for implementing the YGS in cooperation with partners. The core business is to see all the young job-seekers within 4 months after registration and to determine which trajectory is the most appropriate to refer them to a maximum long-term employment. The VDAB chooses the most appropriate method to activate the young people (vacancy counselling, guidance, mediation, training, work experience, internship, apprenticeship, etc.) The method can be offered by VDAB itself or by a partner (TIBB - trajecten met Intensieve Begeleiding en Bemiddeling: trajectories with intensive counselling and mediation)	VDAB has a separate service 'direction (regie)'. This service makes the arrangements with partners and puts them in agreements/contracts. VDAB controls and monitors the quality of the services of the partners. They receive funding for the guidance/training and an additional amount when the young person gets sustainable employment.
The Ministry of Education	Public authority	Regional	<p>To prevent early school leaving (dropping out) there is a cooperation between the Ministry of Work and the Ministry of Education:</p> <ul style="list-style-type: none"> - Better and more data exchange: municipalities have access to educational data so that they can provide a local policy to prevent and combat early school leaving, providing educational information which is important for the counselling to employment, VDAB offers information to schools about early school leavers and their chances on the labour market (schools have a better information in function of educational guidance) - Quick and 'hot' transfer from education to school and vice versa: School and CLB (pupil guidance centre) identify 'risk students'. CLB tries to re-orient the student within compulsory education. If this does not work and the student is 18 years or older, the CLB creates a hot transfer to VDAB. The VDAB motivates the school leaver to achieve a qualification with a qualifying trajectory - Projects for disabled students in which the guidance to work already starts in school (in the context of a good and quick transfer from education to the PES) - 	<p>A technical workgroup and a steering committee are responsible for the preparation, implementation and follow-up of an 'early school leaving' action plan.</p> <p>In the technical workgroup there are representatives of the Ministry of Education, the educational networks, social partners, employers' organisations, VDAB and the Ministry of Work. In the steering committee are the heads of these representatives. The Ministries of Work and Education are responsible for the monitoring of the action plan. Every year there will be an evaluation.</p>

			<p>Project 'Word Wijs' (Dutch for 'be wise') stimulates unqualified young people to go back to school or follow training to receive a qualification or diploma of secondary school</p> <ul style="list-style-type: none"> - Set-up qualifying trajectories for unqualified or insufficiently qualified young job-seekers: acquired skills recognition program (EVC), vocational training trajectories at school (OKOT, vocational training trajectories at VDAB in combination with modules in a centre for adult education that leads to a secondary school diploma - Realise more work experience initiatives: the system of learning and working and alternated learning (both kind of dual learning systems) will be strengthened with e.g. more work experience places so it will be an equal choice. For example, introduce obligatory internships in the technical and vocational secondary education, more use of labour market instruments within the school context (e.g. schools can use the infrastructure of the vocational training centres of VDAB and partners ('72-hours arrangement'), 'do-day's in vocational training centres for students from 1st and 2nd degree, learning trajectories in which education and VDAB together guide the young person towards an educational qualification, etc.) 	
Non-profit youth organisations and/or municipalities	NGO	local	Find the non-registered NEETs and guide them to work or to the VDAB counsellor.	There is a contract/agreement. The NGO/municipalities receive an amount for the guidance. The VDAB monitors and checks the NGO.
Non-profit youth organisations	NGO	local	Responsible for the implementation of the WIJ (Work Experience Programme for Young People): group sessions (orientation, competence building), intensive individual coaching, certification/qualification for the acquired skills,	There is a contract/agreement. The NGO/municipalities receive an amount for the guidance. The VDAB monitors and checks the NGO.

and/or municipalities			follow-up/counselling during the first 3 months of employment. All these activities prevent a long-term exclusion from the labour market and are intended to lead to long-term labour market integration.	
ESF + business sectors	Public authority + business sectors (= composed of unions and employers federations)	Regional	Employers within a business sector get support to train young people in the workplace. The support aims to create better organisation of the training in the workplace.	Sectoral agreements between unions and employers within one business sector.
Municipalities	Public authority	local	Setting up a local consultation platform (LOP) with VDAB, schools and other local actors who work with young people.	Roadmap, framework agreement and contract.
Flemish Youth Council	Government of Flanders advisory body	Regional	Testing of the Youth Guarantee implementation. Communicate this with young people. Pick up on the needs and requirements of young people and adapt our service provision to these.	Opt for structural cooperation with regard to youth information and youth participation in work through a cooperation agreement.

2.3 Early intervention and activation; (see YG CR, rec. 8-10 and SWD section 3.2) (*approx.: 750 words= 1.5 pages*)

Name of the reform/initiative ⁴	Key objective(s) ⁵	Target group, including number of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
1) Preliminary trajectories for vulnerable young people	<ul style="list-style-type: none"> - Reaching young people who are not registered at the Public Employment Service - offering young people guidance to a trajectory to work 	600 vulnerable young people in the large cities who are not registered with VDAB (those NEETs not registered) on an annual basis	Regional (Flanders)	ESF together with NGOs	January 2014	
2) Providing educational information which is important for the counselling to employment (my digital me, database with degrees and certificates that are awarded in Flanders (LED)).	All school leavers have a correct and up-to-date file (Mijn Loopbaan - My Career) so that the school leaver automatically receives vacancies that relate to his or her preferences and skill-level (automatic online matching system)	All school leavers	Regional	VDAB	2014	

⁴ In English and original name (in national language).

⁵ Please ensure that the objectives meet the established 'SMART' criteria, i.e. that they are Specific, Measureable, Achievable, Relevant and Timebound. Developing SMART targets will help to establish the standards by which you can measure the performance. The objectives should be linked to the 'rationale'/needs identified in section 1.

3) STEM action plan: promoting Science, Technology, Engineering and Mathematics	To introduce a total set of measures, starting from primary school to careers on the labour market through integrated action lines	- 5th year general secondary education (engineering and mathematics days) - 3rd level of primary school and 1st level of secondary school (approach of increasing young peoples' interest in technology)	Regional	Ministry of Education in co-operation with VDAB, Syntra (Flemish network that organizes vocational training for adults), employers' organisations and sectors	January 2014	
4) Active promotion of the VDAB services for young people: a free 'Start of career' lessons package downloadable from the website, VDAB counsellors who visit schools to inform students during SID (Study and Information Day) events, a specific youth website (www.vdab.be/jongeren)	All school leavers register with VDAB as soon as possible after leaving school	Final year students, all students who are considering leaving school	Regional	VDAB	On-going	Included in the planned budget YEP

5) Promoting youth participation through: separate subsite for young people (www.vdab.be/jongeren) , use of social media, organization of youth panels, a competition for IT students to develop smartphone apps that make use of our data in a way that is both appealing to young people and useful in their search for a job	Stimulate direct participation in the policy development. Young people get the chance to think and decide about their own future.	All young people	Regional	VDAB	On-going	Included in the planned budget YEP
6) action 'school's out, work's in'	40 young people by video chat and 200 in workshops	Guidance for school graduates even before the targets set in the YEP. Several half-day workshops during the summer months to teach them how to prepare for job interviews (online interview training by video chat and/or a workshop in the region)	Regional	VDAB	On-going	Included in the budget YEP
7) e-mediation and -counselling	- 200 young people a year (only the province of Flemish Brabant) - VDAB wants to see all the young	- Highly schooled young job-seekers	- Regional (province of Flemish Brabant)	VDAB	- October 2013 - evaluation in April 2014 (to see if it can be extended to the whole of Flanders)	Included in the planned budget YEP

	<p>job-seekers at an early stage. For self-reliant job-seekers VDAB uses efficient and effective tools (chat, e-mail, phone, etc.)</p> <p>- 200 part-time workers/month</p>	<p>- Young people who work part-time and also receive an integration allowance</p>	<p>- regional</p>		<p>- January 2014</p>	
8) Action plan for drop-outs	<p>Decreasing the number of young people who drop out of school (for Flanders, this specifically means cutting the number of drop-outs in half, from 8.6% (according to the EAK indicator) to 4.3% by 2020).</p>	<p>Young people attending school</p>	<p>Regional</p>	<p>The education system (educational authorities, the education coordination bodies and GO!), the interprofessional social partners, the VLOR and SERV strategic advisory councils, Syntra Flanders, VDAB and WSE.</p>	<p>On-going</p>	

2.4 Supportive measures for labour market integration

Name of the reform/initiative ⁶	Key objective(s) ⁷	Target group, including number of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
8) Individuele beroepsopleiding (IBO): individual vocational training to provide on-the-job training leading to employment. Under this scheme, the employer is obliged to hire the trainee after the completion of the training period. The general rule is an open-ended employment contract (without fixed duration). The IBO has recently been modified with the option for the employer to offer a fixed-term contract of a duration which is at least the same as the time of the training. ⁸	17,800 IBOs on annual basis	Job-seekers who need specific competences in strengthened actions	Region	VDAB	On-going	Included in the normal budget
9) WerkInleving voor Jongeren (WIJ): Work Experience Programme for Young People	- to strengthen work competencies of unqualified young people - Guidance to work	3,710 young people in the whole project period. Young people (< 25) are unqualified early school leavers.	13 cities in Flanders	Lead coordination: ESF and VDAB/Implementing partners:	February/ March 2013 until December 2015	
10) Instapstages: federal integration traineeships	Provide full time training places that can last 3 to 6 months. The trainee receives a monthly fee from the employer (€200) and an in-work benefit from social	For Flanders: young school leavers under 25 years of age with no degree of secondary education	national	Federal public service in cooperation with the regions	Started in 2013	Federal: €41.8 million for max 10,000 young people

⁶ In English and original name (in national language).

⁷ Please ensure that the objectives meet the established 'SMART' criteria. The objectives should be linked to the 'rationale'/needs identified in section 1.

⁸ For the full list and description of selected instruments, see Appendix 3.

	security (about €700) - 10,000 instapstages (national level) of which 4,450 instapstages in Flanders					
11) TIBB: trajectories with intensive counselling and mediation	2500 extra trajectories	Young job-seekers	regional	VDAB	On-going	€3,707,500
12) Developing an acquired skills recognition program (EVC) to prove to an employer that the job-seeker is properly skilled for the job. After some tests they receive an official certificate. VDAB provides free vocational training to prepare young unqualified job-seekers to get the certificate.	- 550 'proofs of experience' - VDAB wants to give legally recognized professional qualifications. But the quality framework to accredit vocational training is not yet operational.	All job-seekers	regional	VDAB in co-operation with education	2014	
13) Onderwijskwalificerende OpleidingsTrajecten (OKOT): vocational training trajectories at school	provide the graduate with a bachelor degree, acknowledged by and equal to those issued by the Ministry of Education An OKOT-VDAB degree trajectory is a programme for job-seekers who want to significantly increase their chances of getting a job by making one of the intended shortage occupations their job goal, but who do not	All job-seekers Low-skilled young people can obtain their secondary education diploma through OKOT's second-chance education	regional	VDAB in co-operation with education	On-going	

	have the required diploma and required competences. Low-skilled young people can obtain their secondary education diploma through OKOT's second-chance education					
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3. Funding the Youth Guarantee (see YG CR rec. 21-23), (approx.: 750 words= 1.5 pages)

All the reforms and initiatives are part of the YEP. For the implementation of the YEP there were already sufficient resources made available from the Government of Flanders and Europe. So for the successful implementation of the Youth Guarantee there is no need for extra funding.

In the table you can find a more detailed overview of the initiatives which are ESF funded.

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					Number of beneficiaries planned (if applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
9) WIJ	2013	2,226,000 Eur ESF	2,720,667 EUR Flemish Co-funding	European and regional funding	-	-	-	-	3,710	Max. 4,000/young person/guidance
	2014	2,226,000 Eur ESF	2,720,667 EUR Flemish Co-funding							
	2015	2,226,000 Eur ESF	2,720,667 EUR Flemish Co-funding							

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					Number of beneficiaries planned (if applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
1) Preliminary trajectories for vulnerable young people	2014	270,000.00 Eur ESF	330,000.00 EUR Flemish Cofunding	Regional	-	-	-	-	600 annual ly	
	2015	270,000.00 Eur ESF	330,000.00 EUR Flemish Cofunding							

SectorConvenanten	2013	1,125,000 Eur ESF	1,275,000 EUR Flemish Cofunding	Regional	-	-	-	-	-	
	2014	1,125,000 Eur ESF	1,275,000 EUR Flemish Cofunding							

For the entire youth employment plan, the Government of Flanders (with VDAB heading the project) is employing 308.1 full-time equivalents (FTEs), of whom:

- 86 FTEs through outsourcing (incl. work experience projects for young people, and tender-intensive counselling and mediation)
- 26.2 FTEs for extra counselling capacity
- 17.3 FTEs specifically for intensive counselling of low-skilled young people
- 8.7 FTE for job coaching
- For e-counselling and flexi-training: (test project Flemish-Brabant): 5 FTE web coaches

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

All reforms and initiatives are included in the annual business plan of VDAB. This plan will be monitored, evaluated and adjusted (qualitatively and quantitatively) quarterly by the Ministry, the board of directors of VDAB and the experts. In the plan there are 20 operational objectives (e.g. 'to guarantee a comprehensive and tailored mediation and counselling offer to all registered job-seekers under 25 years'), 16 objective indicators (e.g. the satisfaction must be 75%, 60% of the young job-seekers get a job 6 months after registration) and 17 monitoring indicators (e.g. 17,800 IBOs on an annual basis). The initiatives in the context of 'Early School Leaving' are also listed in the 'Early School Leaving Action Plan'. This plan will be monitored and adjusted by the Ministry of Education, the Ministry of Work, the technical workforce for early school leaving and the steering committee for early school leaving: every year at least 3 meetings of the technical workforce, at least one meeting of the steering committee, an annual evaluation rapport (qualitative and quantitative results), and an annual meeting between Ministries, inspectorate education and the educational counselling service.

Specifically, the following actions for young people will be registered and will be measured and followed up operationally 1, 4, 6 and 12 months after registration:

- The number of young people labelled for the youth work plan/youth guarantee
- The number of those with a job offer (**offer of work**):
 - of whom have an open job offer
 - of whom have a change to the vacancy (must go and apply in person)
- The number of those labelled with indicator screening = 'assessment', 'screening' (1) (**diagnosis: measuring the distance to the labour market**)
- The number of those labelled who have started a counselling or mediation process (**trajectory/training course to strengthen competences**)
- percentage who have left unemployment via action:
 - of those who started a job
 - transmission
 - cooperation rejected
 - with changed eurodat
 - not employable
- percentage conclusively reached (**reach percentage of number of young people who come under the youth guarantee**)
- not conclusive with invitation (**percentage of those young people invited to come to the VDAB, but for whom no service provision has taken place**)
- not (or not yet) processed (**number of young people who fell through the cracks**)

This report is evaluated at appropriate times and is intended to serve as a basis for improving our approach towards young people!

Wallonia contribution

To the Belgian Youth Guarantee Implementation
Plan (YGIP)



Regional Youth Guarantee Implementation Plan (YGIP) - Wallonia

1. Context/Rationale

The rate of youth unemployment in the Walloon Region of Belgium was 27.1% on average in 2012 according to Labour Force survey and 33.6% according to administrative rate. In December 2012, the rate was close to the one of 2009 when the economic and financial crisis were at the highest. Having lowered for two consecutive years, the indicator went back on the rise in 2012 and seems to follow that same trend in 2013.

Youth unemployment is particularly severe in the provinces of Hainaut and Liège. In Hainaut, the youth unemployment rate peaked at 38% in 2009 before lowering substantially to 30.8% in 2010 and 2011. Unfortunately, this trend reversed and the rate is back on the rise in 2012. It now stands at 32.0% according to Eurostat. The evolution is similar - at a lower level - in the province of Liège where the rate of youth unemployment was 29.7% in 2009 and 25.8% in 2012. These two provinces are former mining and steel basins. The 2012 cyclical contraction has accelerated the pace of bankruptcies in the industrial sector, pushing up unemployment indicators.

Unemployment rate for under 25 years of age (in %) - Labour Force survey

GEO/TIME	2007	2008	2009	2010	2011	2012
European Union (27 countries)	15,5	15,6	19,9	21,1	21,4	22,9
Belgium	18,8	18,0	21,9	22,4	18,7	19,8
Bruxelles-Capital region	34,4	33,2	31,7	39,7	35,3	36,4
Flanders	11,7	10,5	15,7	15,6	12,7	12,8
Walloon region	27,8	27,5	30,5	30,0	25,2	27,1
Province of Brabant Wallon	19,8	19,7	19,4	27,1	22,3	24,4
Province of Hainaut	34,5	32,8	38,0	35,9	30,8	32,0
Province of Liège	25,7	26,9	29,7	27,3	22,5	25,8
Province of Luxembourg (BE)	17,3	22,9	21,7	19,9	18,6	23,1
Province of Namur	25,2	23,8	22,7	28,0	22,0	21,0

Figure 1 : Source: Eurostat – LFS

The analysis of youth employment inflows and outflows shows several trends. First of all, the evolution of the different outflows on base 100 (2008 volumes are reduced to 100) seems to indicate a «communicating vessel» phenomenon between the employment outflows and the 'other' outflows. During economic slowdown (2009-2012), employment outflows seem to lower while other outflows seem to rise. This trend seems to be reversed during recovery (2010 and 2011).

Evolution of the outflows for the unemployment recipients under 25 years of age, base-100, 2008-2012

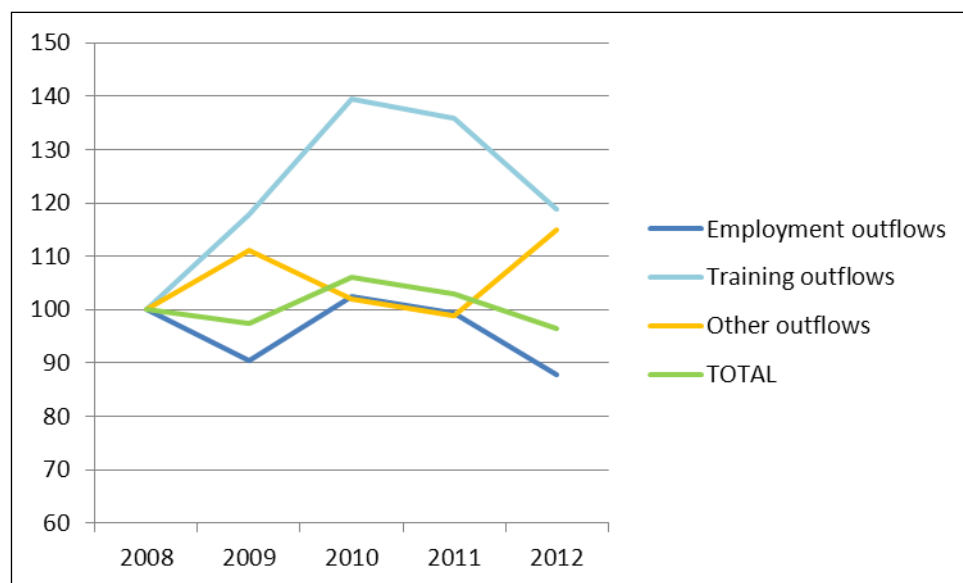


Figure 2 : Source and calculations: Le Forem

Then, while observing the level of qualifications¹ for 2012, the assumption of a connection between the level of qualification and the employment outflows seems obvious. Indeed, the rate of employment outflows varies from 43.5% for low level of qualifications to 70.7% for average level and 87.1% for high level of qualifications.

The share of employment outflows is quite stable for high and average levels. On the other hand, it fluctuates quite strongly for low level. It is 46.4% in 2009 and 43.5% in 2012. Furthermore, this rate is higher in a favourable economic climate, i.e. 53.8% in 2008, 50.5% in 2010 compared with 49.3% in 2011.

¹ For ease of reading, the educational levels were divided into 3 groups: low (primary, secondary first cycle, secondary second cycle and unspecified studies), middle (general, technical or vocational secondary third cycle and apprenticeship) and high (bachelor and master).

The other outflows show an opposite status. The major part of the other outflows applies to low level of qualifications with 40.0%. This share raised continuously since 2008 (+ 7.8 percent points).

Fig. 1b: Types of outflows for unemployment recipients under 25 years of age by level of qualification, 2012

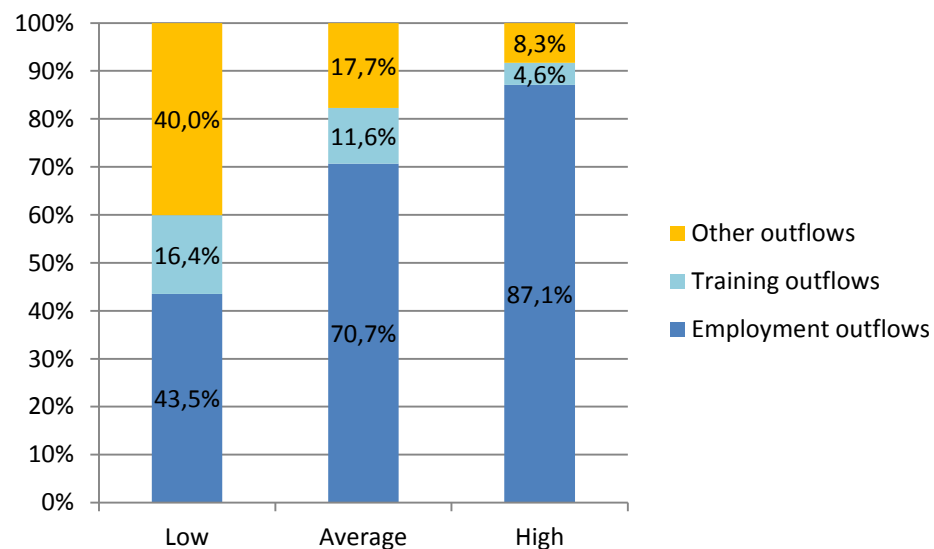


Figure 3 : Source and calculations: Le Forem

At last, each year, there is a part of youth knowing no movement out of unemployment². This rate was 17.2% in 2012, i.e. 17.2% of all young people have experienced neither employment nor training or any other outflow in 2012. It lowered by 2.5 percent points between 2009 and 2010, but is back on the rise between 2011 and 2012 (+ 2 percent points).

² The absence of movement is defined as any person who is unemployed between January 1st and December 31st and who, between these two dates, knows no employment outflow.

Absence of movements rate for the unemployment recipient of 25 years of age by level of qualifications (table), 2008-2012

Level of qualifications	2008	2009	2010	2011	2012
Low level	21,0%	20,8%	18,7%	18,4%	19,6%
Average level	16,5%	17,2%	13,8%	13,9%	16,9%
High level	3,9%	5,1%	3,6%	3,7%	5,2%
Total	17,1%	17,7%	15,2%	15,2%	17,2%

Figure 4 : Source and calculations: Le Forem

Overview of existing key institutional actors, their roles and responsibilities, target groups, services and measures offered. This section should identify and analyse key structural challenges and specific gaps.

The European Commission insists on the necessary mobilisation of numerous actors and resources to deliver successfully the Youth Guarantee. Establishing strong partnerships between public and private sectors, employers, social partners and youth representatives, strengthening the cooperation and the networking of these actors and resources are therefore key components to the implementation of the Youth guarantee, all for the benefit of the young job seekers.

It follows that the action plan developed by Le Forem is based, beyond the actions to be taken on its own management through its General Directorate of Employment and its General Directorate of Training, on cooperation with and/or on the mobilisation of third party, answering thereby to the recommendation of the European Commission.

Cooperation contracts that le Forem is led to sign with any operator involved in tailored coaching will lay the foundations of partnerships. The needs and the finest approach to respond to it will determine the framework and techniques of third-party solicitations.

To this end, potential beneficiaries for subsidies will be identified in the early stages of the project. These are public operators such as the IFAPME³, further education and guidance services⁴, the Federation of CPAS⁵ and the AWIPH⁶, but also current partners such as the Centres de compétence⁷. In this context, subsidies would be transferable.

In addition, calls for proposals or public contracts, depending on the action requirements, will be the basis of mobilization of third parties. Typically, these calls or public contracts will be relevant to answer, as an example, the objective that is to facilitate the (re) integration of the NEETs in the labour market.

³ IFAPME is the Walloon institute for dual education and training of independent professions and small and medium-sized enterprises.

⁴ CPMS are medical, psychological and social assistance centres

⁵ CPAS are Local Public Centres for Social Action.

⁶ AWIPH is the Walloon Agency for the Integration of People with Disabilities.

⁷ The 'Centres de competence' are vocational training centres.

How the Youth Guarantee will add value to current provision and specifically address the challenges and gaps identified.

As a reminder, the objective of the Youth Guarantee is to ensure that all young people under 25 receive, within four months of having left school or becoming unemployed, a good quality offer of employment, continued education, an apprenticeship or a traineeship. As such, the guarantee aims to prevent early school leaving, improve the capacity of professional integration and remove real barriers to employment.

The minimum Youth Guarantee is currently met at Le Forem. Young people registering after their studies receive, indeed, a tailored coaching within the 4th month, at the most, of their registration as a jobseeker. It is about going further. In this context, Le Forem will ensure that all young people under 25 receive a good quality offer of employment, continued education, an apprenticeship or a traineeship within four months of having left school or becoming unemployed.

The Youth Guarantee action plan will include proposals of concrete and custom solutions: job offers, job trials, work place integration traineeships, language courses, international mobility ...

The Youth Guarantee implementation will rely on strong partnerships both upstream and downstream.

2. Implementing the Youth Guarantee Scheme at national level

2.1 Formulation of the national Youth Guarantee

A Youth Guarantee, following the Council Recommendation of 22 April 2013, ensures that all young people up to the age of 25 receive a good quality offer of employment, continued education, an apprenticeship or a traineeship within four months of leaving formal education or becoming unemployed.

Define the corresponding starting point of the four months for non-registered NEETs (e.g. registration with social services)

The starting point to grant the Youth Guarantee to a young person will be his/her registration with the PES. With regard to the NEETs, the starting point will be their support by a partner organisation (CPAS, Mire, EFT/OISP, Youth assistance organisations). Here is a principle of early intervention to avoid getting bogged down in inactivity.

Member States that envisage gradual implementation (possible for Member States experiencing the most severe budgetary difficulties and higher rates of NEETs or of youth unemployment⁸) should detail if/what additional steps (not yet included in this plan) need to be taken in the future to fully implement the Youth Guarantee, as well as an indicative timeline.

The actions will be implemented from January 2014 onwards with a particular focus in 2014 and 2015.

The following actions will be implemented in 2014:

1. Be Equipped to better understand

- Conduct a study to get to know and apprehend the Youth Guarantee target population;
- Meet Youth representatives and associations in order to consider their concerns, their needs and expectations.

2. Establish partnerships with both public and private operators

⁸ In line with recommendation 27 Council Recommendation.

3. Axis 1: adapt the personalised support mechanism

1. **Measure 1: create a coaching mode suitable for this generation**

Objective: improving our impact on youth through tailored grip, mobilisation, orientation, and building relation with the world of labour

- Identify 'Youth' referent experts in each territory
- Develop a methodological framework adapted to supporting young people
- Work on ownership and training of counsellors

2. **Measure 2: collaborate and interact with young people coming out of school**

Objective: adapt our approach to youth

- Brighten up our modes of interaction (develop communication/interaction media)
- Work out to optimize the different channels of interaction

3. **Measure 3: communicate with youth**

Objective: improve plan of action visibility

- Brighten up our means of communication with youth (language, look and feel)
- Analyse the opportunity to characterize this new approach
- Communication plan incorporating concrete actions

4. **Measure 4: designate a 'Youth' referent**

Objective: embody the Youth Guarantee

- Recruit a Coordinator

5. **Measure 5: set up a system of sponsorship for young job seekers**

Objective: enable young job seekers to benefit from support and counselling of volunteering experienced workers (6 months per job seeker)

- Experiment the sponsorship system using external expertise
- Deploy the sponsorship system in the regions involved

4. Axis 2: reinforce the identification and development of skills

1. *Measure 1: identification of potential and skills development*

Objective: improve the identification and the development of skills of young people leaving school, primarily those without qualifications

- Develop an online tool to assess potentials of youth without qualifications
- Develop new training in the field of "basic" skills
- Increase the volume of training for the target population (including basic skills and job trials)
- Reinforce the attractiveness of technical jobs to target audience
- Organizing internships to discover specific trades
- Organizing internships to discover the profession of independent
- Strengthening key and professional competences as well as 'softskills'

5. Axis 3: strengthen relations with business

1. *Measure 1: deploy the transitional training course*

Objective: facilitate the transition from school to working life through work place integration traineeships

- Generate opportunities and implement internships while raising employers' awareness

2. *Measure 2: alternate training*

Objective: develop and implement an alternate training learning system for young job seekers

- Increase the volume of training for young job seekers

3. *Measure 3: international mobility*

Objective: support young people to get training and work abroad

- Finance internships abroad for youth under 30 years old

6. Axis 4: develop relations with schools

1. *Measure 1: organize information sessions for young people animated by local job centers and/or vocational training teams*

Objective: develop Le Forem's key-role of prevention by supporting the transition from education to employment upstream

- Recruit school relations officers

7. Axis 5: NEETs

1. Measure 1: partnerships with expert partners

Objective: Entrust the target audience to expert partners in a project portfolio rationale

From the early stages of the implementation, i.e. in 2014, new measures or reforms' actions will be integrated in adapted methodological tools and be supported by a specific communication plan, all of which will continue into 2015.

Concrete actions will be deployed and amplified in 2015.

All of the proposed measures will be integrated into ESF 2016 to 2020 to ensure the continuity of the program.

2.2 Partnership approaches

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

- Overview table listing the key organisations that will be involved and describe their role.
- Identify the Youth Guarantee Coordinating Organisation⁹ and describe shortly how the partnerships among the key organisations will be coordinated (e.g. Committees, IT platforms, wikis...).

As requested by the European Commission, a single point of contact has been designated. Synerjob will be the interface that ensures this mission. The effective coordination will be organized in 18 months turns by each of the regional PES. Le Forem is taking the first round and will therefore pilot the Youth Guarantee implementation kick off.

Additionally, as pointed by the European Commission, partnership approaches are key to support and deliver successful Youth Guarantee scheme. It follows that the action plan developed by Le Forem is based, beyond the actions to be taken on its own management through its General Directorate of Employment and its General Directorate of training, on cooperation with and/or on the mobilisation of third party, answering thereby to the recommendation of the European Commission.

Cooperation with third parties in the context of the Youth Guarantee may be initially incorporated, in respect of particular focus, in cooperation contracts that Le Forem is led to sign with any operator involved in tailored coaching.

As for the budget held for this initiative - 26.8 million over 2 years – the needs and best way to respond to it will determine the framework and techniques of third-party solicitations.

To this end, it is proposed that potential beneficiaries for subsidies are identified in the early stages of the project. Potential beneficiaries are public operators such as the IFAPME¹⁰, further education and guidance services¹¹, the Federation of CPAS¹² and the AWIPH¹³, but also current partners such as the Centres de compétence¹⁴. In this context, subsidies would be transferable.

⁹ As highlighted in recommendation 2 Council Recommendation: "Identify the relevant public authority in charge of establishing and managing the Youth Guarantee scheme and of coordinating partnerships across all levels and sectors. Where it is not possible, for constitutional reasons, for a Member State to identify only one public authority, the relevant public authorities shall be identified, keeping their number to a minimum and identifying a single point of contact to communicate with the Commission on the implementation of the Youth Guarantee."

¹⁰ IFAPME is the Walloon institute for dual education and training of independent professions and Small and Medium-sized Enterprises.

¹¹ CPMS are medical, psychological and social assistance centres.

¹² CPAS are Local Public Centers for Social Action.

¹³ AWIPH is the Walloon Agency for the Integration of People with Disabilities.

In addition, third parties will be mobilised through calls (calls for proposals or public contracts depending on the action requirements), including, as an example, the objective that is to facilitate the (re) integration of the NEETs in the labour market.

Name of key organisations	Type of organisation	Level of responsibility	Role in implementing the Youth Guarantee scheme	Ensuring the success of the partnerships
e.g. Youth Co-operation Association, Public Employment Service, Employers' Association x, etc.	e.g. NGO, public authority, Social Partner, etc.	Specify: National, regional, local	For example: - Conveys voice of young people, - Provides net new traineeships and apprenticeships in its member associations, - Reaches out to NEETs via its member youth associations (see section 2.3), - Hosts local "one-stop shops" for young people, - etc.	For example, how the partnerships among the key organisations will be coordinated (e.g. Committees, IT platforms, wikis...), cooperation with other services involved.
<p>Youth Council Le Conseil de la Jeunesse</p> <p>International Youth office Le Bureau international Jeunesse</p> <p>Youth community centres Les maisons de jeunes</p>	<p>Youth representatives</p> <p>Youth representatives</p>	<p>Region/Community</p> <p>Local</p>	<p>- Listen to youth</p> <p>- Bring to the foreground their needs and expectations</p> <p>- Networking</p> <p>- Interface to youth population</p>	Ongoing dialogue upstream
L'IFAPME	Training public operator	Region	- Complementary actions with PES actions - complementary actions and differentiated targets - on alternate training, training leading to a qualification, job	Joint association with the youth global offer of service; Integrated management with the YG

¹⁴ The 'Centres de competence' are vocational training centers.

			trials and reinforcement of attractiveness of technical jobs. - Develop actions to engage against training drop-outs.	coordinator.
Les Centres de compétence	Non-profit organization	Region et sectors	- Complementary training service offer in alternate training, training leading to a qualification, job trials and reinforcement of attractiveness of technical jobs. - Additionally, some complementary training offer will also be provided on basic skills and potential assessment.	Coordination is ensured by Le Forem through the network «Réseau des Centres de compétence». Sectors are represented within these structures. Quality integrated offer of training, certified and organised on leading-edge technologies within all training centres of the network.
L'EPS ¹⁵	Further Education	Community	- Complementary actions with professional insertion actions. School of the second chance as an example. - Complementary training actions on basic skills, training leading to a qualification and job trials.	Joint association with all other actors involved in the Youth Guarantee; Integrated management with the YG coordinator.
Les CPAS	Public organisation	Region /local	NEETs and school drop-outs support through calls for proposals. - Modules to engage, mobilize and connect target audience with labour market.	Calls for proposals to answer targets' needs
Les Mires ¹⁶	Non-profit organization	Region /local	NEETs and school drop-outs support through calls for proposals - Modules to engage, mobilize and connect target audience with labour market.	Calls for proposals to answer targets' needs
Les EFT/OISP ¹⁷	Non-profit organization	Region /local	NEETs and school drop-outs support through calls for proposals - Modules to engage, mobilize and connect target audience with labour market such as basic skills training.	Calls for proposals to answer targets' needs

Note that this list is non-exhaustive and will be updated with all public and private organisations which will get involved in the Youth Guarantee implementation through calls for proposals.

¹⁵ EPS is further education

¹⁶ Mires are regional missions for employment, non-profit organizations aiming at social and occupational integration.

¹⁷ EFTs are work-based training enterprises. OISPs are socio-occupational integration agencies.

2.3 Early intervention and activation;

How the national Youth Guarantee will support young vulnerable people facing multiple barriers and bring them closer to the labour market, taking into account the specific situation and needs of the different sub-groups and individuals;

- Include an overview table summarising key planned legislative and administrative reforms and initiatives (programmes, projects) needed to ensure early intervention and activation and outreach, for example: improvement of data gathering and referral systems, integrating second-chance programmes in the education system, etc.;
- List the consultation of all stakeholders, including the Social Partners and youth organisations, and their involvement in the development of reform plans and initiatives.

Young people who are neither in employment nor in education, nor in training and not registered as job seekers are not part of the target audience of the current tailored coaching and moreover, they are not known of Le Forem.

The actions to put in place are therefore different. The objectives will be to identify them, attract them, re-engage them into organized systems either back to education, training, or work.

The diversity of catching points as well as the existing expertise in Wallonia lead us to propose to reserve this public target support to our partnerships, in a projects portfolio rationale bringing together different types of operators.

Furthermore, Le Forem and its institutional partners will conduct specific actions to this target:

- Support school drop-outs public target;
- Develop training in the field of "basic" skills; strengthen key and professional competences as well as 'softskills';
- Develop information about labour market with education.

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

Name of the reform/initiative ¹⁸	Key objective(s) ¹⁹	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
Planned reforms						
<i>Example: Reform of the Youth Act</i>	<i>e.g. To lay down provisions on the disclosure of information for the purposes of youth outreach work</i>	<i>e.g. Young persons under 25 without upper secondary schooling</i>	<i>Specify: National, regional, local</i>	<i>e.g. Ministry of Youth (Lead), Ministry of Education (consultation)</i>	<i>e.g. June 2014: Legislative proposal</i>	<i>e.g. N/A</i>
Planned initiatives						
<i>e.g. Navigators for 'Young People Programme'</i>	<i>e.g. - to establish 100 'Youth Guarantee focal points' in PES, providing a one stop-shop (= 1 in each PES in the pilot regions x,y,z)</i>	<i>e.g. - NEETs aged 15-24 in region x,y,z (= 58,400 people); particular focus on migrant males</i>	<i>e.g. Regional (regions x,y,z)</i>	<i>e.g. Regional Employment Authority (Lead) Regional Education Authorities (cooperating partners)</i>	<i>e.g. December 2014: 50 navigators trained and deployed December 2015: 100 navigators trained and deployed December 2016: evaluation and possible scaling up</i>	<i>e.g. 2013-2016: EUR 5 m</i>

¹⁸ In English and original name (in national language).

¹⁹ Please ensure that the objectives meet the established 'SMART' criteria, i.e. that they are Specific, Measureable, Achievable, Relevant and Timebound. Developing SMART targets will help to establish the standards you can measure the performance by. The objectives should be linked to the 'rationale'/needs identified in section 1.

1.EI	Study and dialogue with youth services <i>Etudes et concertation avec les services de la jeunesse</i>	Studies – Surveys – Analysis Dialogue with youth services	Job seekers under 25 years old		Le Forem	2014	2014 : 50.340 €
2.EI	Develop relations with education <i>Développer le lien avec l'école</i>	Recruit school relations officers and organize information sessions destined to youth	Students (15 to 18 years old)		Le Forem	2014 and 2015	2014 : 395.645 € 2015 : 395.645 €
3.EI	Engage against school drop-outs <i>Lutte contre le décrochage scolaire</i>	Engage against school drop-outs managed by partners	Job seekers under 25 years old		Le Forem and its partners including the IFAPME among others	2014 and 2015	2014 : 503.360 € 2015 : 503.360 €
4.EI	Partnerships actions with NEETs' support expert partners <i>Actions de partenariats avec les partenaires ayant déployé une expertise pour la prise en charge du public des NEETS</i>	- Recruit a partnership relations officer - Develop partnerships	School drop-outs		Le Forem and its partners including CPAS, Mire, EFT-OISP among others	2014 and 2015	2014 : 3.078.555 € 2015 : 3.078.555 €

Note: EI is used for the numbering of Early Intervention measures.

2.4 Supportive measures for labour market integration

- Include an overview table summarising key planned legislative and administrative reforms and initiatives (programmes, projects) needed to implement the Youth Guarantee scheme, both in enhancing skills (rec. 11-15) and in labour market-related measures (rec. 16-20), eg. reforms of the education and training system, apprenticeship reform, capacity-building and building partnerships (public authorities, public employment services, schools, youth organisations, training institutions, private employment services, social partners and employers);
- Provide a more detailed description for each planned reform and initiative where relevant;
- List the consultation of all stakeholders, including the Social Partners and youth organisations, and their involvement in the development of reform plans and initiatives;
- Where appropriate, identify specific areas for Member State peer learning, i.e. what particular areas, interventions or good practices would you particularly like to learn more about? This information will help to frame subsequent peer learning support.

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

Name of the reform/initiative ²⁰	Key objective(s) ²¹	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
Planned reforms						
e.g. <i>Apprenticeship Act</i>	e.g. - <i>to recognise vocational training as equivalent to general education at upper secondary level</i>	e.g. <i>Students in upper secondary schooling (approx. aged 16-18)</i>	Specify: <i>National, regional, local</i>	e.g. <i>Ministry of Education (lead), Employers' and workers representatives (consultation on legislative proposal) Businesses and VET providers (implementing)</i>	e.g. <i>February 2014: Legislative proposal September 2014: implementation with start of academic year</i>	e.g. <i>Legislative proposal: N/A Implementation: Employer subsidies for vocational training placements (such initiatives should then for example be spelled out in a separate line, see d in this example)</i>

²⁰ In English and original name (in national language).

²¹ Please ensure that the objectives meet the established 'SMART' criteria. The objectives should be linked to the 'rationale'/needs identified in section 1.

1LMI	Decree on personalized support (and revision of unemployment legislation) Décret relatif à l'accompagnement individualisé (et révision de la législation chômage)	Decree defining the support of unemployed population in regards to personalized support and cooperation between integration operators. - Adapt methodology to reach public target - Identify a 'youth' referent - Ensure training of counsellors - Ensure coordination	- 20 000 youth/year (Province of Hainaut and province of Liège) aged between 18 and 25 years old	- Region (national)	- Minister of Employment and Training - Le Forem	- Implementation starting in January 2014	
2LMI	Decree and order on the work place integration traineeship Décret et arrêté relatifs au stage de transition Create new traineeships Créer de nouvelles formes de stage	- Decree implementation in order for youth to go into training - Allow a great number of youth to get into business internships or in any other form of organizations such as NGO, municipalities, local authorities, etc. - Initialise legal framework for traineeships	- 3760 youth/year aged between 18 and 25 years old	- Region, local	- Minister of Employment and Training - Le Forem - Dialogue with social partners of the Union of Cities and Municipalities of Wallonia and with youth associations (project partners)	- Roll-out starting January 2014 - Implementation of pilot phase (March 2014) - Evaluation in January 2015 - Initiative follow up and search for traineeships legal framework	
3LMI	Decree draft on alternate training Projet de décret relatif à la formation alternée	- Create a new legal framework for young job-seekers alternate training	- Job seekers aged between 18 and 25 years old (75 in 2014 and 125 in 2015)	- Region	- Minister of Employment and Training - Le Forem - IFAPME	- Roll-out starting January 2014 in parallel with the Decree draf.	
Planned initiatives							

e.g.: Wage subsidies for apprenticeships	e.g.- to increase labour market relevance of vocational training by introducing an obligatory company-based placement of min. 12 months in upper secondary vocational training	e.g. Students in upper secondary vocational education (aged 16-18): Academic year 2014/5: 30.000 (30% of VET students) Academic year 2015/6: 60.000 (60% of VET students)	Specify: National, regional, local	e.g. Ministry of Education (lead), Employers' and workers representatives (consultation on planning of programme) Businesses and VET providers (implementing)	e.g. March 2014: Publication of detailed programme Gradual rollout between 2014-2017 Full roll-out planned for 2017	e.g. EUR 3000/student/year
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4LMI	Implementation of sponsorships for young job-seekers Mettre en place un système de parrainage de jeunes demandeurs d'emploi	Implementation of sponsorships in regions involved	Job seekers under 25 years old		Partners	2014 and 2015	2014 : 70.470 € 2015 : 226.520 €
5LMI	Collaborate and interact with graduates Collaborer et interagir avec les jeunes sortant de l'école	<ul style="list-style-type: none"> - Brighten up interactions means (develop communication supports and interaction) - Work out interaction channels at best 	Job seekers under 25 years old		Le Forem	2014 and 2015	2014 : 352.360 € 2015 : 251.680 €
6LMI	Communicate with youth Communiquer avec les jeunes	<ul style="list-style-type: none"> - Make our means of communication attractive to youth - Communication plan including concrete actions for every plan of action 	Job seekers under 25 years old		Le Forem	2014 and 2015	2014 : 125.840 € 2015 : 125.840 €
7LMI	Identification of potentials and competences' development Identification des potentiels et développement des compétences	<ul style="list-style-type: none"> - Develop an online potential assessment tool for youth without qualifications - Develop new « basic skills » trainings - Increase the number of trainings for target audience - Reinforce attractiveness of technical jobs among target audience 	Job seekers under 25 years old		Le Forem and its partners Centres de compétence (non-profit organization) and IFAPME among others	2014 : 300 assessments and 160.000 hours / trainee 2014 : 3.000 assessments and 250.000 hours / trainee 2014 et 2015 : development of new 'basic skills' training modules and new actions to promote attractiveness of	2014 : 3.490.575 € 2015 : 5.226.905 €

						technical jobs	
8LMI	Support youth international mobility Soutenir la mobilité des jeunes à l'étranger	Finance traineeships abroad for youth under 30 years of age	Job seekers under 30 years old		Le Forem	2014 : 40 scholarships 2015 : 40 scholarships	2014 : 120.810 € 2015 : 120.810 €
9LMI	Develop enterprising mind and promote self-employment Développer l'esprit d'entreprendre et promouvoir l'activité indépendante	- Support creation of new professional activity - Organize internships to discover self-employment	Young job seekers		Partners	2014 : 300 youth 2015 : 300 youth	2014 : 744.975 € 2015 : 744.975 €

Note: LMI is used for the numbering of Labour Market Integration measures.

3. Funding the Youth Guarantee

- Include an overview table summarising the level and source(s) of funding of the reforms and initiatives mentioned in 2.3 and 2.4;
- Lay out the overall cost and expected benefits of implementing the Youth Guarantee scheme. For those countries opting for a gradual implementation²², please explain how the different stages will be funded and what would be the priorities for funding;
- Present, in the table or separate text, how the costs will be met by national funding, as well as through EU funds including the Youth Employment Initiative and the European Social Fund.

Table 3: Funding the Youth Guarantee

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
PLANNED REFORMS										
1LMI Decree on personalized support (and revision of unemployment legislation)	2014	564.780 €							15.000	38 €
	2015	504.380 €							20.000	25 €

²² In line with recommendation 27 Council Recommendation.

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
2LMI Decree and order on the work place integration traineeship Create new traineeships among which the work place integration traineeship	2014	407.725 €					1.880	1.880	3.760	108 €
	2015	407.725 €					1.880	1.880	3.760	108 €
3LMI Decree draft on alternate training	2014	2.164.455 €					62	16	78	27.749 €
	2015	3.120.840 €					125	31	156	20.005 €
PLANNED INITIATIVES										
<i>Example: Wage subsidies for apprenticeships</i>	2014	EUR 60 m	EUR 30 m	-	-	-	15.000	15.000	30.000	EUR 3000/student/year
	2015	EUR 120.000 m	EUR 60 m	-	-	-	30.000	30.000	60.000	EUR 3000/student/year

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
1.EI Study and dialogue with youth services	2014	50.340 €								
2.EI Develop relations with education	2014	395.645 €							15.000	26 €
	2015	395.645 €							20.000	20 €
3.EI Engage against school drop-outs	2014	503.360 €								
	2015	503.360 €								
4.EI Partnerships actions with NEETs' support expert partners	2014	3.078.555 €								
	2015	3.078.555 €								
4LMI Implementation of sponsorships for young job-seekers	2014	70.470 €							100	705 €
	2015	226.520 €							500	453 €
5LMI Collaborate and interact with graduates	2014	352.360 €							15.000	23 €
	2015	251.680 €							20.000	13 €
6LMI Communicate with										

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
youth	2014	125.840 €							15.000	8 €
	2015	125.840 €							20.000	6 €
7LMI Identification of potentials and competences' development	2014	3.490.575 €					480	320	800	4.363 €
	2015	5.226.905 €					2.430	1.620	4.050	1.291 €
8LMI Support youth international mobility	2014	120.810 €					24	16	40	3.020 €
	2015	120.810 €					24	16	40	3.020 €
9LMI Develop enterprising mind and promote self-employment	2014	744.975 €					120	180	300	2.483 €
	2015	744.975 €					120	180	300	2.483 €

4. Assessment and continuous improvement of schemes

- Do the measures reach their goals? Or should they be amended in order to achieve better outcomes?

Recognising that reforms and funded initiatives will require different types of evaluations, two tables are set out in this section.

- Member States may also wish to integrate the indicators to be used in the context of the European Social Fund and the Youth Employment Initiative to ensure consistency of assessment and evaluation.

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Table 4.1: Planned assessments for the (non-financial aspects of) structural reforms²³

Name of the reform ²⁴	Expected change	Means through which change will be measured	Source of information / planned evaluations
<i>e.g. Apprenticeship Act</i>	<i>e.g. to recognise vocational training as equivalent to general education at upper secondary level</i>	<i>e.g. legislation on access to tertiary education, survey of employers</i>	<i>Explain how the reform will be assessed</i>

²³ Please include all reforms listed in the tables above.

²⁴ In English and original name (in national language).

1LMI	Decree on personalized support (and revision of unemployment legislation) Décret relatif à l'accompagnement individualisé (et révision de la législation chômage)	Decree defining the support of job-seekers within the personalized coaching along with the cooperation with insertion operators. Individualized support of the target audience, definition of an action plan within a portfolio rationale.	Job-seekers are systematically supported between the 1st and the 4th month of their registration. Number of supported job-seekers according to target audience.	Dashboards and databases will be used for predictions and follow up.
2LMI	Decree and order on the work place integration traineeship Décret et arrêté relatifs au stage de transition Create new traineeships Créer de nouvelles formes de stage	Allow trainees to gain necessary professional competences to enter labour market through a combined traineeship and learning program. Develop alternative internships in NGO, municipalities, and local authorities.	Achievement of objectives regarding work place integration traineeships. Volume increase of behavioural and technical traineeships.	Dashboards and databases will be used for predictions and follow up.
3LMI	Decree draft on alternate training Projet de décret relatif à la formation alternée	Allow learners to gain job competences mainly through professional internships support (tutoring) where formal education environment has proved to be unsuccessful. Note: Implementation and therefore results achievements depend on Decree implementation and business response to the proposed measure.	The Decree foresee the creation of a technical Committee whose mission is to provide an annual qualitative and quantitative evaluation report measuring among other things the job-seekers insertion rate in the year following the alternate training course. Also foreseen are satisfaction surveys among participating beneficiaries and businesses. At last, the number of jobs competence certification will also be used as an evaluation tool for measuring the success of the reform.	Dashboards and databases will be used for predictions and follow up.

Table 4.2: Planned assessments of the initiatives and of the financial aspects of reforms ²⁵

Name of the initiative / reform ²⁶	Target population (or equivalent)	Population (or equivalent) actually reached	Outcome for population	Sources of information
<i>e.g. Reduced social security contributions for employers taking on a young worker</i>	<i>Number of young people eligible to be covered (e.g. either total NEET population, or limited by budget for initiative)</i>	<i>Number of young people actually employed under this scheme</i>	<i>Longer-term outcome for young person (stayed in job, became unemployed, etc.)</i>	<i>Specify how the data will be collected (e.g. tax data on number of reduced social security contributions claimed, or randomised control groups for the longer-term outcomes)</i>

²⁵ Please include all initiatives listed in the tables above.

²⁶ In English and original name (in national language).

e.g. Careers advice in schools	Number of young people in school to receive careers advice	Number of young people who received careers advice	Number of young people in a job or continued education after having received careers advice at school	Data source for schools Data source for LM/education outcome
1.EI Study and dialogue with youth services Etudes et concertation avec les services de la jeunesse	N/A	N/A	N/A	N/A
2.EI Develop relations with education Développer le lien avec l'école	2014 : 15.000 2015 : 20.000	Difficult to measure	Difficult to measure	Number of youth reached by the initiative
3.EI Engage against school drop-outs Lutte contre le décrochage scolaire	Difficult to measure	Difficult to measure		
4.EI Partnerships actions with NEETs' support expert partners Actions de partenariats avec les partenaires ayant déployé une expertise pour la prise en charge du public des NEETS	Difficult to measure	Difficult to measure		
4LMI Implementation of sponsorships for young job-seekers Mettre en place un système de parrainage de jeunes demandeurs d'emploi	2014 : 100 2015 : 500			
5LMI Collaborate and interact with graduates Collaborer et interagir avec les jeunes sortant de l'école	2014 : 15.000 2015 : 20.000	Difficult to measure	Higher participation rate to proposed actions.	Monitoring of activities.
6LMI Communicate with youth	2014 : 15.000	Difficult to measure	Higher participation rate to proposed	Monitoring of activities.

	Communiquer avec les jeunes	2015 : 20.000		actions.	
7LMI	Identification of potentials and competences' development Identification des potentiels et développement des compétences	2014 : 300 youth for assessments and 500 youth for training 2015: 2014 : 3.000 youth for assessments and 1.050 youth for training	2014 : 270 youth for assessments and 400 youth for training 2015 : 2.700 youth for assessments and 840 youth for training	<ul style="list-style-type: none"> - Assessments: Allow a target audience without specific training (and therefore without specific professional expectations) to obtain a diagnosis of potential professional development. - 'Basic skills' trainings: allow the target audience to access training leading to a qualification. - Job trials: orientation tool allowing the target audience to practice a limited number of jobs for a limited time of duration enabling the participant to acknowledge his/her abilities and wishes to continue or not to a training leading to qualification. 	<p>The assessment tool will allow identifying the beneficiaries' interests in a certain job or sector.</p> <p>Follow up of trainings and job trials will be done through databases.</p>
8LMI	Support youth international mobility Soutenir la mobilité des jeunes à l'étranger	Widely inform on mobility Propose scholarships for traineeship	40 scholarships	Discover job opportunities abroad	<p>Monitoring of activities.</p> <p>Number of scholarships granted.</p> <p>Number of youth informed on mobility.</p>
9LMI	Develop enterprising mind and promote self-employment Développer l'esprit d'entreprendre et promouvoir l'activité indépendante	2014 : 300 2015 : 300	Difficult to measure	<p>Promote forms of employment other than employees work.</p> <p>Create new jobs.</p> <p>Create a self-employment job.</p>	<p>Number of youth met.</p> <p>Number of actions carried out.</p>

Bruxelles-Capital contribution

To the Belgian Youth Guarantee Implementation
Plan (YGIP)

Outline for the national Youth Guarantee Implementation Plans (YGIP) [2014-05-21 version]

1. CONTEXT/RATIONALE

a. Overview of the nature of youth employment and NEETs, giving specific evidence where possible

Against a background of Brussels with its high level of unemployment, young people in particular are faced with the phenomenon of economic and social exclusion. In fact, the rate of unemployment (BIT) among young people in Brussels in 2012 was 36.4%, which is a much higher level than the average for the European Union (20.9%) as well as for Belgium as a whole (19.8%). By alternating short periods of work and periods of unemployment, they are also exposed to the risk of poverty and a lack of job security. Indeed, situations of unemployment often reveal disadvantaged and vulnerable living conditions, as well as a lack of employment, which in many cases goes hand in hand with insufficient earnings, making it difficult for young people to house themselves properly or take care of themselves. In December 2012, 30.9% of recipients of social integration allowances in the Brussels Region were under the age of 25.

1. Structure of activity for young Brussels people

According to the Workforce Survey (EFT), in 2012 there were some 137,500 young people in Brussels aged between 15 and 24, i.e. 12.0% of the total population in Brussels. Almost three-quarters of them (72.4%, or approximately 99,000 young people) were not working. While most of these young people from Brussels are still in education (some 86,400 students), we can see that a little over 26,000 of them, 19.2%, can be considered as NEET (not in employment, education or training). As a result, the Brussels Region has a higher NEET percentage than in either Flanders (9.2%) or Wallonia (15.4%).

The employment rate for young people in the Brussels Region is 47.2% (excluding students). This is lower in comparison with the whole of the working-age population (54.0% among the 15-64 age bracket). The employment rate for young people (excluding students) is also lower than that in the two other Regions (77.7% for Flanders and 59.7% in Wallonia). When they are in work, young people tend to have a casual job more than the working population as a whole (29.0% compared with 11.9%). In the same way, part-time work is more widespread among young people (30.0% compared with 21.5%).

2. Unemployment among young people in Brussels

On average in 2012 in the Brussels Capital Region, there were 14,761 young jobseekers without work (51.9% men and 48.1% women). No fewer than 9,208 of these young people were poorly qualified (62.4%) and 5,663 had been out of work for over a year (38.4%). In 2012, the rate of administrative unemployment among young people was 30.9% in the Brussels Region, compared with 20.1% for the whole of the population of working age.

It should be stressed that while the Brussels Region had an annual average of 14,761 unemployed jobseekers (UJ) aged under 25 in 2012, Actiris recorded a much higher number of young people in terms of flow over the year. In fact, 33,411 youngsters were registered as unemployed jobseekers in 2012, i.e. at least in one of the 12 months of the year. These are therefore statistics in terms of flow over the year (and not stats for average stock). Putting this figure into perspective with the number of UJ on an annual average gives us an idea of the dynamics and movements experienced by young jobseekers in Brussels. While young people are genuinely affected by unemployment, they are also experiencing a high level of change in their status between unemployment, employment and not working.

Also, in 2012, a little over 11,000 young people came to register with Actiris who were involved in work experience placements after completing their studies. Approximately 80% were under 25 when they came to register for the first time after their studies (20% were aged between 25 and 29). Of these 11,000, 45.8% did not have higher secondary education qualifications (slightly more than 5,000), 30.4% has a higher secondary education diploma and 23.8% had a higher education qualification.

It can also be seen that poorly qualified jobseekers of foreign nationality (from outside the EU) and/or who have been out of work for over a year, more usually live in the inner boroughs of Brussels, which are the less wealthy areas.

3. Main factors for unemployment among young people in Brussels

We know that the level of education conditions the ability of young people to find work on the jobs market – and in particular how long it takes them to find employment. This is all the more true in Brussels, where there are very high requirements in terms of qualifications. Indeed, more than half of the jobs in Brussels are occupied by highly qualified workers, whereas in Flanders and Wallonia, it is only one-third. The structure of qualifications for young unemployed jobseekers (UJ) shows us that 62.4% of young people under the age of 25 are poorly qualified. This very high proportion may be explained in terms of the way the time they are in education is stretched out.

The table below shows that the level of unemployment among poorly qualified young people is of great concern, because it is almost 50%.

Table 1: Unemployment rate (BIT) based on age and level of education in the Brussels Region - 2012

2012	< 25	< 30	Total
Poor	49.1	40.3	29.3
Average	32.3	29.6	21.1
High	16.0	10.2	9.0
Total	36.4	25.2	17.5

Sources: FPS Economy (EFT), Calculations by the Brussels Employment Observatory

There are many factors that explain the unemployment of young people in the Brussels Region and they are not just limited to problems of qualification. Some factors are more specific to young people, such as failing at school, the dual nature of education, the lack of work experience and their greater susceptibility to variations in the fortunes of the economic situation. To illustrate the problem of dropping out of school, we can see that a large number of youngsters give up on education without obtaining a diploma, which propels them at an early age on to the employment market. In Brussels, the rate of dropping out of school is the highest in the country (18.9% compared with 14.7% in Wallonia and 9.6% in Flanders). We can also see that the huge increase in numbers and relegation to socially less well-considered courses particularly affects some students in Brussels who often find themselves doing subjects they have not chosen. This is all the more so the case in educational establishments that have a high proportion of immigrant youngsters.

In addition to this, other more general factors also apply to young people, such as a lack of language ability, social and spatial segregation, ethnic discrimination in employment, the high competitive pressure on the Brussels jobs market, the reconstitution of employment in Brussels and other individual factors that complicate the process of looking for a job. For example, we can point out that only 9% of young unemployed people in Brussels have a good knowledge of the other national language (28% have at least an average knowledge of the other language) while language requirements are much higher in Brussels than in the other two Regions. These requirements are to be found in numerous positions and sectors, including some jobs where qualification requirements are not high (e.g. hospitality industry, retail, etc.).

4. **Demographic outlook**

Finally, while the marked demographic growth in Brussels is placing considerable demand on housing, educational resources (crèches, schools, etc.) and infrastructure (especially transport, etc.), it is also having a very significant effect on the employment market. Indeed, the number of people in work in Brussels rises considerably each year, which further increases the pressure of competition within the jobs market. Young people, who by definition make their entry on to the employment market when they complete their studies, are exposed to a more complex process of finding work.

While the rejuvenation of the population represents a certain benefit for Brussels, it also amplifies the challenges – closely linked to the issue of young people – that are training and education, the fight against unemployment and providing access to “proper” jobs, i.e. quality employment.

b. Brief overview of existing key institutional actors in the area of youth employment and NEETs, their roles and responsibilities, target groups, services and measures offered. On the basis of this overview, this section should identify and analyse key structural challenges and specific gaps

From an institutional point of view, Brussels is complex and public action in the areas of transition from education, training and employment is situated on multiple levels:

- on a political level, with the Regional Government, the Boards of the Community Commissions in Brussels, as well as the authorities of the French and Flemish Communities responsible for education and aid to young people;
- in terms of social consultation, mainly with the Brussels Committee for Economic and Social Consultation ;
- on an operating level, with the public services for employment and vocational training (Actiris, Bruxelles Formation, VDAB-RDB), including ongoing training for employees and with the parties involved in education and social action (ranging from general information to specific aid) aimed at young people. It should also be remembered that the social security system is federal, as is part of the policy on social action.

As mentioned in the Government Accord for the Region 2009-2014, in the Declarations of the Boards of the Community Commissions, as well as in the latest contributions from Brussels to the National Reform Programme 2011-2013, the fight against youth unemployment and the effort to improve young people's skills is at the heart of the priorities of the Public Authorities in Brussels, in line with all Belgian authorities.

Hence, in terms of its own tasks, the Brussels Capital Region has taken measures in relation to dropping out from education that are not aimed at strengthening the existing procedures, but at implementing tasks that are currently not being carried out, or little so. These regional procedures are based on prevention and remediation. Support for greater efficiency in the delivery of information aimed at young people is now making it possible to increase the number of media used for disseminating information through various interactive tools. Other actions, just as essential and coming under a similar "multi-level" logic of partnership-based, are encouraged between the various parties involved in order to develop or strengthen offerings aimed at promoting the involvement of young people (registered or unregistered jobseekers) or implementing structural collaborations between programmes to encourage youngsters to stay at school, the PMS centres in Brussels, information services and youth aid, as well as the public services for employment and training.

The services provided by Actiris to jobseekers are structured as part of an individualised and personalised process in which the Construction of Professional Project (CPP) programme is the central part. This process is mandatory for all jobseekers aged under 50 who register with Actiris and is more intensive for young people in general, especially those with poor qualifications.

The Wallonia Brussels Federation considers the guidance of young people as too fragmented over structures and institutions. The principle of YEI jobs consists therefore in better coordination of interventions and focusing – for instance - on specific areas with strong concentrations of young school absenteeism and of field workers. . After segmentation of this space, the method below could be used to reduce side-effects of fragmented and potentially diverging actions.

1. Identify the specifics of this territory. Input information (link the information of different sources) and display it to operational partners : (schools, PMS centres, FWB school mediators, absenteeism services, open centers, youth workers, associations,...).
2. Promote a joint diagnosis and stronger coherence between interventions.
3. Create links between these partners and motivate, support and encourage them for the concerted organisation of best practices .
4. Encourage and follow up on cooperation protocols between these partners.
5. Promote joint development of projects that correspond with everyone's individual mission.
6. Contribute to better synergy between partners.
7. Implement a joint monitoring of the actions and contribute to the quality of the actions.

The issue of school absenteeism and school drop-out has increased over recent years, often as a symptom of other problems in the life of Brussels' youngsters. To tackle this problem, absenteeism prevention is essential, adding support and guidance for the high-risk group, education and training recovery and alternative education path development.

From September 2014 "Time-Out Brussel" welcomes in its new building high-risk young people with school problems of the Dutch speaking secondary education network. Time-Out Brussel is a pluralist structure where education and social partners meet in a coordinated approach of school absenteeism and school motivation. The actions target the young people and their school teams and they aim at dropout prevention and return to regular school career. When young people drop out of the school system, this is usually due to wrong subject choice. VGC wishes more and larger consultation between partners so that the young people gain access to adequate information and interact with the services they are in need of to learn about all possibilities, subject choices and support.

This cooperation will lead to the creation of a "Leerwinkel Brussel" (learning shop) in 2014, a neutral, independent and pluralist counseling service that will supply information about the Dutch educational offer in the Brussels Capital Region. On the one hand, it will provide information and sources about the educational possibilities in the Dutch-speaking fundamental and secondary schools in Brussels (-18 y.). On the other hand, the service will provide information, sources and guidance about adult education (+18 j.) with a professional and qualifying focus.

Young people leaving school without qualification should be able to obtain a qualification and/or diploma afterwards. Therefore, VGC and VDAB will continue to work on the development of (new) alternative education paths and flexible paths for vulnerable groups to eliminate hindering factors on their way to the labor market. Mutual cooperation, exchange and mobility between education and training systems are particularly important in this process. From 2014, VGC, VDAB and Actiris will organise agreements for an easy and adequate transfer of pupils having left the the education system without secondary diploma.

The Flemish Parliament currently discusses the decree about work and care paths announced in the coalition agreement 2009-2014. It aims to develop a tailor-made structural offer for people who are unable to participate in the labor market for medical, mental, psychiatric or social reasons. For the Brussels Capital Region this could be organized in an cooperation agreement concerning mixed job/care policy.

Stage one of the jobseeker process is registration, which includes the immediate clarification of the individual's application and then becomes immediately usable for selecting candidates and sending out job offers. Once the registration and clarification section has been completed, the guidance given to jobseekers varies according to their needs. For young jobseekers registering after their studies and who have a maximum of a higher secondary education diploma, a Youth information session is held within 7 days of their registering, for which the diagnosis interview is scheduled for 28 days after registration and clarification. The follow-up process for this audience is obligatory and intensive throughout the first year following registration.

For young jobseekers with a Belgian diploma (or equivalent) in higher studies who register after graduating, the diagnosis interview is scheduled for 28 days after registration and clarification. The follow-up process for this audience is obligatory and intensive throughout the first year following registration. The information session can be found at the actiris.be website and when the young person registers via Mon Actiris, a link invites him or her to find out more about the session.

Since October 2013, Actiris has had a 2nd-line service called 'Youth Guarantee'. This is aimed at supporting young people aged under 30 in finding a job. This service also handles the placement of young jobseekers in Brussels on transition work experience programmes created by the federal government. In addition to coaching and selecting job offers or work experience placements for applicants, the service also handles the guidance of young people during their actual work experience in a company. From January 2014, the service will develop further to include implementation of the European 'Youth Guarantee' programme.

In addition to support measures aimed at finding jobs, other measures relate more specifically to orientation and knowledge of the world of employment ("JEEP as in Young People, School, Jobs, etc. a whole programme", in French-speaking Belgium, and "JUMP to Work" in Dutch-speaking areas, Codes of Conduct in the workplace, aimed at enabling young jobseekers to learn about how to behave in the world of work; Group for Active Young Jobseekers).

In the area of training, both Bruxelles Formation and VDAB Brussel offer targeted courses that provide educational guidance programmes.

As part of a group of multi-sectorial and multi-level policies (education, youth information, staying at school, training, jobseeking aid, etc.), the **Brussels Youth Guarantee programme** is aimed at:

- helping in the fight against unemployment and the under-employment of young people aged 15 to under 25;
- helping to improve skills (in the broad sense) of young people for the purpose of getting them (back) into the employment market.

To do this, essential reforms are planned between now and 2020 aimed at removing the obstacles in the way of young people finding work successfully, beginning with those who are exposed most to the risk of exclusion from the jobs market.

In addition to its relationship with the aims of the European Union's Strategy 2020, the Brussels Youth Guarantee programme will be part of the aims pursued by the programming tools implemented by the Region (PRDD, New Deal), as well as by the cooperative agreements reached between the Region and COCOF (French Community Commission) and Flanders on mixed employment and training policies.

Finally, young people will be consulted throughout the implementation of the programme, mainly by the youth information services (interactive platform). A steering committee, made up of all of the parties involved, will be put in place as will a technical coordination process to ensure the practical implementation of the programmes through a search for synergies and areas of consistency between the parties.

On top of the reforms we have planned between now and 2020 a series of prompt measures and early interventions will be implemented, for instance :

1. a common trunk (basic unit) leading to training in a study ;
2. the project Espace Jeunes at bf.carrefour. It aims to enhance the information and the guidance given to young people (targets 1500 young people).
At Carrefour a physical space will be created shared by training services and employment services to offer more personal advice to young people ;
3. on the job transition training : since January 2013 the Brussels Region has the advantage of 1.650 paid training positions created by the federal government. This training aims at unskilled young people younger than 30 years old that registered with Actiris after they left school. Young people who are able to justify that they have been actively looking for a job during the 6 weeks after registration with public employment services are eligible for this measure. The duration of this full-time training varies from 3 to 6 months.
4. Information in schools via Jeep and Jump. The programme exists and is operational (measure 1.2)
5. The Brulingua platform, language tests and -cheques for those registered with Actiris (measure 4.1)

c. Brief outline of how the Youth Guarantee programme will add value to current provision and specifically address the challenges and gaps identified.

In view of the specific nature of Brussels and the multitude of institutions and local operators involved, the approach adopted is multifactorial and transversal.

Multifactorial because it is based on a process with sections upstream associated with educational pathways for young people, ending up with gaining employment. This calls for partnerships to be built around the various sections of actions undertaken by the partners, each within its own area of expertise:

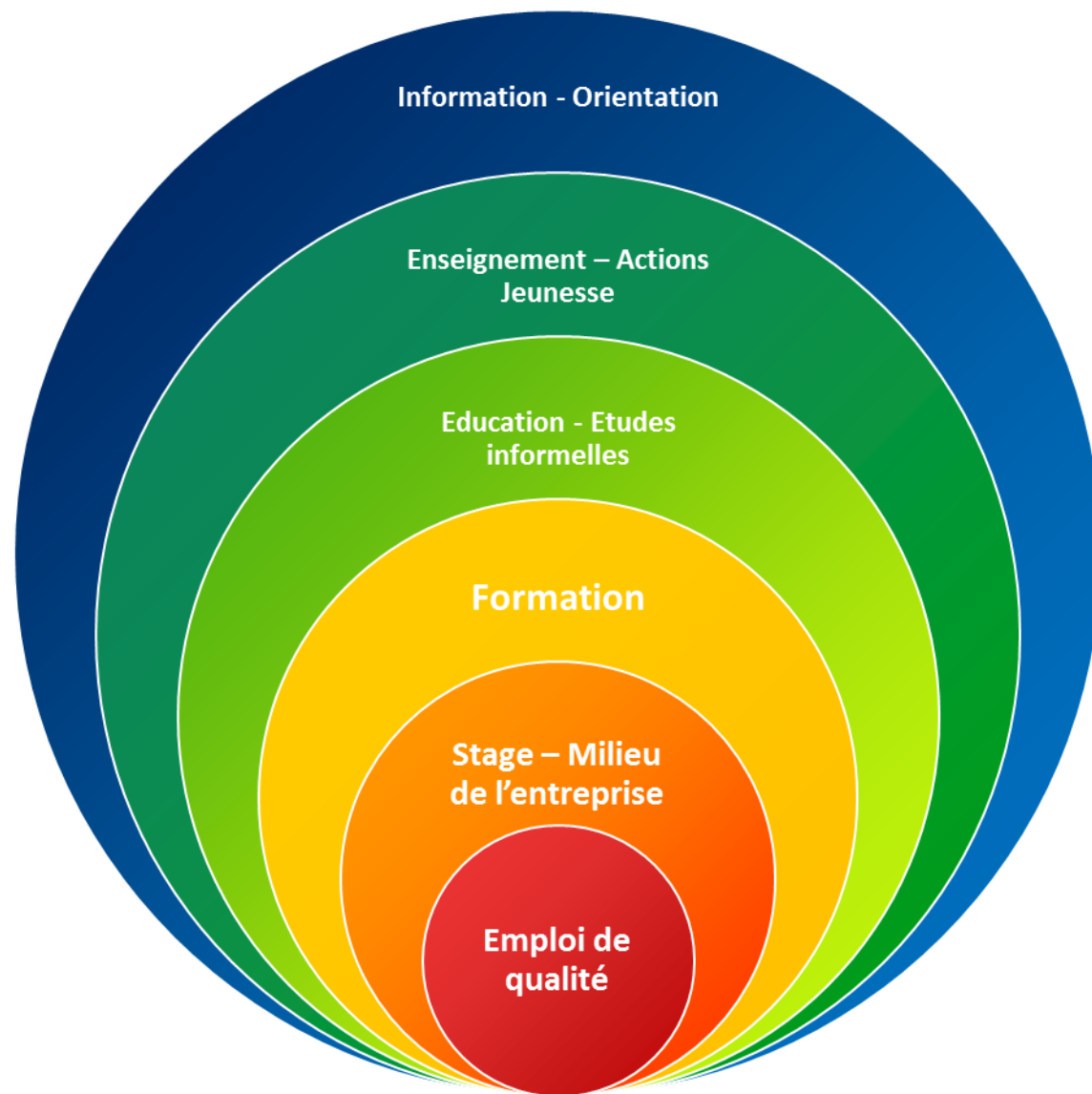
- information and orientation of young people and their parents, as well as business people,
- education and aid to young people with the French and Flemish Community Services, and the services of the Flemish Community Commission ;
- training/informal with the Community Commission Services,
- training with Brussels public operators: Bruxelles Formation, VDAB-RDB, SFPME, Syntra
- work experience, with the mandatory combined action of the social partners and Public Services of Actiris, Bruxelles Formation and VDAB. These latter organisations work with SFPME and Syntra in the area of teaching.
- employment with the Public Service for employment: Actiris.

There will be specific attention for job-seekers younger than 25 years old that participate in CPP in systematic guidance by Actiris, through the measure “Tremplin Jeunes” (implemented by Bruxelles-Formation) that creates a specific methodology for individual guidance for young people, so they find work on the jobs market.

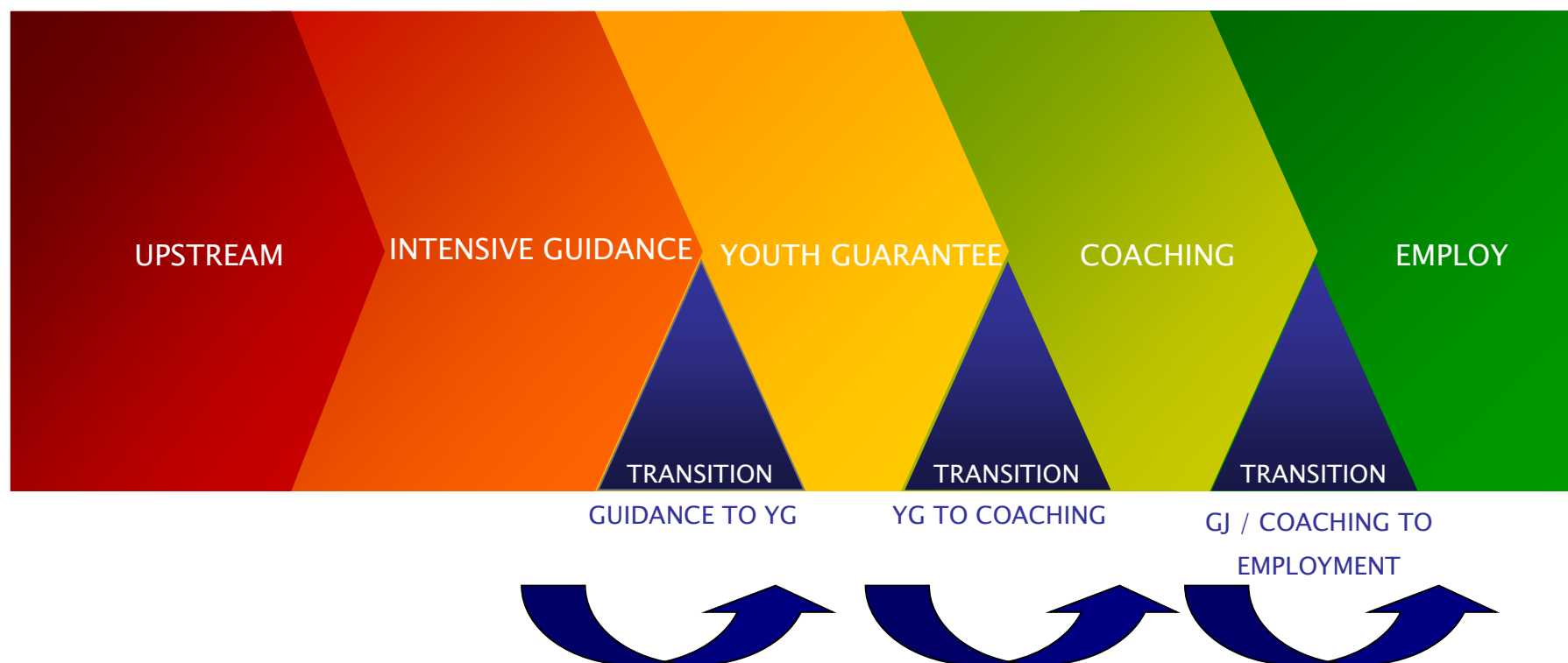
All of these public institutions work in partnership with private or public operators, accredited and/or approved to carry out part of the programme’s actions. De presented measures were developed in consultation with the non-trade sector for youth and labor market policies. Social partners have equally been consulted through the management contracts with the institutions involved and in the Brussels’ economic consultation committee extended to the Communities.

Transversal through consultation and coordination provided by the relevant operating Ministers and by the overall coordination process guided by the Minister-President for the Region.

But this partnership-based approach is neither fixed or limited. It will be required to evolve with each of the implementation stages of the Brussels Youth Guarantee programme.



Processed followed by young people registered with Actiris



2. Implementing the Youth Guarantee Scheme at a national level

2.1 Formulation of the national Youth Guarantee

From 2014 and then in stages until the objective has been brought fully into operation, any young person aged between 15 and under 25 who drops out of his or her studies without graduating, will be informed within one month of the services he or she can call on ending up, within 4 months, either having a job, doing work experience, enrolling for training, going back to studying or, if necessary, receiving support in social integration, the stage prior to obtaining work.

Any young person aged between 15 and under 25 newly registered as a jobseeker with Actiris will be given guidance aimed at offering him or her, within 4 months, either a job, work experience or training course, or going back to his or her studies, or, if necessary, receiving support in social integration, which is the stage prior to obtaining work.

2.2 Partnership approaches

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

Name of key organisations	Type of organisation	Level of responsibility	Role in implementing the Youth Guarantee scheme	Ensuring the success of the partnerships
Government of the Brussels Capital Region	Public authority	Regional	Coordination of aims and implementation of the programme	In ongoing collaboration with the Board of the French Community Commission, Board of the Flemish Community Commission Associating the operating ministers of the Government of the French Community and the Government of the Flemish Community Handles the coordination and consistency of the tools for the EU's Strategy 2020, as well as with the New Deal and its various projects.
French Community Commission	Public authority	Brussels Community	Handles management of items that can be personalised for the French-speaking people of Brussels, such as work , ongoing training for employees, social action, social cohesion, etc.	The French Community Commission is made up of a legislative body (the Assembly) and an executive body (the Board)
Flemish Community Commission	Public authority	Brussels Community	Conducts policy in the area of Education, Training and Employment aimed at training, guiding and supporting young people based on the pathway to training, education and employment.	The Flemish Community Commission is made up of a legislative body (the Assembly) and an executive body (the Board) The Minister for vocational training is responsible for the coordination of this measure.
Actiris: Brussels Regional Employment Office	Public Service for joint employment management	Regional	Overall tasks: <ul style="list-style-type: none"> - implement Brussels policy on employment - ensure the proper functioning of the employment market in the BCR. Assignments within the context of the Youth Guarantee programme: <ul style="list-style-type: none"> - organise the transition of young jobseekers to employment - offer every young jobseeker registered with Actiris the range of YG services - ensure matching between employers and young jobseekers 	Operational coordination via Strategic Development Committees (SDC) and joint management committees.

Bruxelles Formation French-language occupational training institute in Brussels	Public Service for joint training management	Brussels Community	Overall tasks: <ul style="list-style-type: none">- Manage the professional training of jobseekers, handicapped individuals and blue-collar workers- Coordinate the offering in partnership with or in a subcontractor arrangement with sector-based funds, OISPs, employee training and social promotion bodies- Organise professional training	Operational coordination via Strategic Development Committees (SDC) and joint management committees.
VDAB Brussel	PES	Regional	Flemish Employment and Vocational Training Service: <ul style="list-style-type: none">- Offers technical screening to jobseekers- Offers language and vocational training to jobseekers- Accompanies jobseekers during their apprenticeship schemes	Operational coordination via Strategic Development Committees (SDC) and joint management committees.
Service Formation pour les PME (SFPME)	Public administrative department	Brussels Community	Management service designed to guide the activity of the non-profit organisation Espace Formation PME, the training centre for self-employed workers and SMEs in the Brussels Region. The SFPME approves apprenticeship contracts and work experience agreements and ensure they run smoothly.	Close partnership with EFPME and the fabric of SMEs in Brussels.
Syntra	Training centre	Local/Regional	Syntra offers training courses to future and existing entrepreneurs and courses during study time to young people aged between 15 and 25.	
Agentschap voor Onderwijs Diensten Vlaanderen		Regional	The Flemish Agency for Education Services, abbreviated to AgODi, is responsible for conducting the education policy of primary and secondary education, centres for part-time training, part-times arts education, centres for student supervision and inspection and teaching guidance.	
Conseil économique et social de la Région de Bruxelles-Capitale (CESRBC)	Non-profit	Regional	Main socio-economic consultation body for the Region. It brings together the social partners: representative organisations for employers, employees and non-trading sector on the one hand and representative organisations for employees on the other.	Body that brings together the social partners in Brussels, responsible for issuing recommendations at the request of the Authorities or initiative on any question relative to the social and economic policies in Brussels.

Commission consultative Emploi, Formation, Enseignement (CCFEE)		Brussels Community	Consultative committee responsible for giving recommendations on initiatives or at the request of the authorities in the areas of employment, training and education	Committee that brings together the main players in Brussels on employment, training and education
Brussels Nederlandstalig Comité voor Tewerkstelling en Opleiding (BNCTO)		Brussels Community	Dutch speaking Committee for employment and training. This committee is comparable to a subregional employment committee in Flanders.	

2.3 Early intervention and activation

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

Name of the reform/initiative	Key objective(s)	Target group, including number of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
Planned reforms						
DIRECTION 2: Education / Youth Programmes						
R2.1. Decree (inter-sectorial) issued on 21st November 2013, organising joint policies on mandatory education and youth aid	<ul style="list-style-type: none"> - To prevent students from dropping out of school through strengthened cooperation between the parties involved in education and youth aid - To make young people feel more at ease both at school and out of school, to promote students remaining in education and hence encourage success for all. 	Young people aged 15 to 25 who have not achieved a secondary education certificate	Community	Ministry for Compulsory Education and Ministry for young people and youth aid	From September 2014, the process will operate in 10 education establishments selected based on the high level of student dropouts.	
R2.2. Draft amendment to the framework cooperation agreement relative to Training, alternating between the French Community, the Walloon Region and the French Community Commission.	<ul style="list-style-type: none"> - Harmonisation of the status of young people on work-linked training courses - Introduction of a preparation module before embarking on a work-linked training course, to reduce early dropouts 	Young people aged 15 to 25 who have not achieved a qualification certificate equivalent to the completion of secondary education	Community	Ministry for Education and Brussels Ministry for vocational training (French-language board)	The preliminary draft of the decree will be voted on in the 1st half of 2014.	
R2.3. Decree regarding equipment for qualifying education + cooperative	This cooperative agreement enables students in compulsory education and social promotion	Includes: young people in qualifying secondary education	Community	Ministry for Compulsory Education and	The decree and cooperative agreement passed on the 1st reading. They will apply retroactively from 1st January	

agreement between the Wallonia-Brussels Federation, the Brussels Capital Region and COCOF for school equipment and access to Professional Reference Centres and Advanced Technologies Centres	students to have access to Professional Reference Centres and Advanced Technologies Centres.	and students in social promotion education		Social Promotion	2014.	
DIRECTION 3: Education / Informal Training						
R3.1 Modification of the legislation relative to availability on the employment market	To facilitate the making available of this type of programme with jobseekers	Jobseekers aged under 25 registered with Actiris	Federal Regional	National Employment Office Actiris	The legislation relative to availability on the employment market could be modified if the assessment of the experiment to be conducted is positive.	
DIRECTION 4: Training						
R4.1 Cooperation between secondary education and Actiris/VDAB	Motivated and conclusive transfer of students who leave education without a secondary diploma, yet still wanting to organise a qualifying process, whether or not combined with work.	Unqualified school-leavers	Community	Actiris, VGC/VDAB (for Dutch-language education)		
DIRECTION 7: Transversality						
R7.1. Creation of a process to coordinate policies aimed at young people on a subregional level	Encourage projects between sectors and ensure better monitoring of individual problematic cases	12-25 years of age. 800,000 people	Community	Ministry of Youth + Interministerial conference on Youth	December 2015	
R7.2. Draft decree for the Flemish Community cooperative agreement between the Flemish	Produce structural programmes tailored for individuals who cannot participate on the employment market on account of medical, mental,	Young people <25 years of age	Regional	BHG/Actiris/VG/V GC Welzijn		

Community and Brussels Capital Region	psychological, psychiatric or social problems.					
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Planned initiatives						
DIRECTION 1: Information / Orientation						
I1.1. Brussels J Platform	<ul style="list-style-type: none"> - Improve information and online advice for young people. - Trial a shared interactive advice platform online in collaboration with the partners already in place; the aim being to offer online advice to young people looking for information 	10,000 young people	Regional	<ul style="list-style-type: none"> - Service Infor JEUNES - French-speaking and Dutch-speaking partners in Brussels 	<ul style="list-style-type: none"> - 2014: launch - 2015: consolidation - 2016: evaluation 	2014: 225,000 € 2015: 225,000 €
I1.2. JEEP ('Jeunes, Ecole, Emploi... tout un programme') and 'JUMP naar work' programmes	Make the orientation of your people easier by guiding them in constructing a project for education and work.	Programme aimed at students in secondary education, all levels and all sections combined.	Regional	<ul style="list-style-type: none"> - JEEP: Regional French-language programme organised in partnership with the 9 local Missions for employment of the BCR, the French Community and Actiris, coordinated by the local Mission in Forest - JUMP: Regional Dutch-language programme organised in partnership with local jobshops, VGC, VDAB, Actiris and the Brussels social partners, coordinated by Tracé Brussel vzw 	<ul style="list-style-type: none"> - 2014: <ul style="list-style-type: none"> <u>JEEP</u>: 90 groups per year and 1750 young people per year <u>JUMP</u>: 20 schools per year and 480 young people per year - 2015: Increase of 10% - 2016: Evaluation of the projects and increase of 10% if possible 	2014: 315,000 € 2015: 500,000 €
I1.3. Space dedicated to young people in the	Improve the information and orientation offered to young	1500 young people potentially targeted	Regional	Bruxelles Formation/ Actiris/ Efpme, Phare,	<ul style="list-style-type: none"> - 2014: launch 	2014: 102.600 €

Brussels Training Hub – Destination Trades runs by Actiris (located in the centre of Brussels), Cité des Métiers Jeunes	people. Creation of a space shared between the providers of training and employment to offer more personalised advice	and professionals in various sectors		CPMS	- 2015: consolidation - 2016: evaluation	2015: 102.600 €
I1.4. Inform young people and make them aware of training and learning processes and the jobs market	Guide young people towards qualifying training and to the jobs market	Young people 15 to 25 years of age	Regional	VG/VGC VDAB, Actiris		2014: 141,000 € 2015: 141,000 €
DIRECTION 2: Education / Youth programmes						
I2.1. Prevention of school dropouts	Create: - 1 regional platform - 10 local consultation units	Place 250 young people who have dropped out into a training process or work experience placement leading to employment	Community	Ministry for Compulsory Education and Ministry for Young People and Youth Aid	- April 2014: the regional platform will be in place - September 2014: the 10 local units will have been established - June 2016: Evaluation and rollout, based on results	2014: 175.000 € 2015: 350.000 €
I2.2. Fight against early dropouts on work-linked training courses	- Put in place a design team for the preparation programme - Develop the programme in the 6 Work-Linked Course Training Centres	Have 420 young people attend the preparatory work-linked training course programme	Community	Ministry for Education and Brussels Ministry for Vocational Training (French-language board)	- April 2014: design team in place - September 2014: programme ready to be implemented - June 2016: evaluation and rollout, based on results	2014: 105.000 € 2015: 560.000 €
I2.3. Information and training on trades as part of the Advanced Technology Centres (CTA)	- Deploy the training offering in collaboration with schools as part of the CTA via trainers accredited to monitor training - Organisation of trade information or training sessions	Young people from age 15	Community	Bruxelles Formation/ CTA / Ministry for Compulsory Education and Social Promotion	- January 2014: constitution of a team - April 2014: first young people arrive - June 2016: evaluation and rollout, based on results	2014: 380,000 € 2015: 380,000 €
I2.4. Development of appropriate language courses for young people from part-time education and training	Support for students weak in languages to improve their chances of succeeding on the employment market	Young people aged 15 – 25	Regional	VGC via outsourcing		2014: 246,000 € 2015: 246,000 €

I2.5. Coaching of youngsters with learning problems from Brussels Dutch-language Education	Strengthen the supervision of students who don't like school and who threaten to drop out due to reintegration in compulsory education	Young people aged 15 – 25	Regional	VG/VGC via outsourcing		2014: 355,000 € 2015: 355,000 €
I2.6 Strengthening of School Dropout Processes (DAS) and School Encouragement Services (SAS)	Establish structural collaboration between the DAS and between DAS, SAS and other local youth action services aimed at conducting programmes coordinated at the most appropriate level.	15 to under 25	Regional	Coordination of BCR DAS, Education Services of the French Community	1st quarter 2014: finalisation of a joint action plan second half 2014: implementation 2016: adjustments after evaluation	2014: 40.000 € 2015: 90.000 €
DIRECTION 3: Education / Informal training						
I3.1. Civic Year / Civic Service	<p>Enable young people to experience:</p> <ul style="list-style-type: none"> - Civic commitment in the form of services to the community and meeting activities (voluntary activities) - A time of training and awareness (preparation for civic actions & reflection) - A period of personal maturing (determining a future project) 	16-25 years of age	Community	COCOF administration Actiris and Youth Aid Department of the French Community	<p>2014: Experiment for 50 young people in Brussels by the Civic Service (18-25 years of age)</p> <p>Integration of the existing process at the level of Youth Aid services (16 and 25 years of age)</p> <p>2015 : enlargement of the measure in case of positive evaluation;</p>	2014: 412,000 € 2015: 900.000 €
I3.2 Preliminary programmes for vulnerable groups (Find-Bind-Mind)	Location-focused programmes, in which vulnerable young people are put into a process designed to bring them to training/work	Young people <25 years of age	Regional	VDAB via outsourcing		2014: 150,000 € 2015: 150,000 €
I3.3 Development of	Structural programmes tailored	Young people <25	Regional	BHG/Actiris/VG/VGC		2014: 300,000 €

work and care programmes (W²)	for individuals who cannot participate on the employment market on account of medical, mental, psychological, psychiatric or social problems.	years of age		Welzijn		2015: 300,000 €
DIRECTION 4: Training						
<p>I4.1. Language Plan for the People of Brussels – Youth section, including:</p> <ul style="list-style-type: none"> - Language tests, Language vouchers, Brulingua Platform 	<ul style="list-style-type: none"> - Given that being able to speak both languages is one of the conditions for employment, it is essential the young jobseekers know their level of Dutch/French. If that level is not high enough, a language voucher to attend language courses is issued to them. Also, a free language self-learning platform is made available to jobseekers. It is up to the young jobseeker's counsellor to encourage the person to use this platform. 	<ul style="list-style-type: none"> - Young jobseekers registered with Actiris and whose job project requires them to learn NL/FR. 	Regional	Actiris Bruxelles Formation / VDAB	<p>Double the number of young people receiving language and ICT vouchers</p> <p>In 2012:</p> <p>11% of recipients of ICT vouchers = <25 years of age (i.e. 201)</p> <p>22% of recipients of language vouchers = <25 years of age (i.e. 1564)</p> <p>Aims of the Brulingua platform to be defined</p>	<p>Redirection of part of the Vouchers budget to the audience of young people</p>
<ul style="list-style-type: none"> - Language immersion courses 	<ul style="list-style-type: none"> - Develop immersion courses with our partner VDAB and within Bruxelles Formation for VDAB trainees 	<ul style="list-style-type: none"> - 50 young people 			<ul style="list-style-type: none"> - 2014: launch - 2016: evaluation Bruxelles Formation and its partners 	<p>2014: 50,000 €</p> <p>2015: 50,000 €</p>
<ul style="list-style-type: none"> - Dutch language coaching for young people who speak other languages (alongside other courses) 	<ul style="list-style-type: none"> - Promote multilingualism. Dutch and French (minimum bilingual) is required for many vacancies in Brussels 	<ul style="list-style-type: none"> - Young people <25 years of age in other technical vocational training courses 	Regional	- VDAB		<p>2 FTEs Dutch teachers: 2 x 80,000 € = 160,000 € per year</p> <p>2014: 160,000 €</p> <p>2015: 160,000 €</p>
<ul style="list-style-type: none"> - More Dutch language training 	<ul style="list-style-type: none"> - Promote multilingualism 	<ul style="list-style-type: none"> - Young people <25 years of 	Regional	- VDAB: via outsourcing		<p>25,000 € per group - 4 groups per year:</p>

(trade-focused)		age		- Guidance: via Actiris		2014: 100,000 € 2015: 100,000 €
- Bilingual courses (Dutch-French)	Promote multilingualism. Dutch and French (minimum bilingual) is required for many vacancies in Brussels	Young people <25 years of age	Regional	VDAB in conjunction with BruFor Actiris: Guidance		2 FTEs Dutch teachers: 2 x 80,000 € = 160,000 € per year 2014: 160,000 € 2015: 160,000 €
I4.2. CE2D top-up	Make it systematic to direct CE2D towards joint uptake between BF TREMPLEIN Jeunes and ACTIRIS to better guide, direct and map out their training/process of staying in work and top up their skills	- 1000 jobseekers in the process of orientation - 250 jobseekers top-up	Community	Bruxelles Formation and its partners	- 2014: launch - 2016: evaluation Bruxelles Formation and its partners	2014: 1.500.000 € 2015: 1.500.000 €
I4.3. Objective 3000	Increase the range of vocational training courses aimed at young people	3,000 jobseekers in vocational training	Community	Bruxelles Formation / OISP Partners	- 2014 : launch - 2016 : evaluation Bruxelles Formation and its partners	2014: 1,400,000 € 2015: 1,400,000 €
I4.4. Common syllabus leading to training courses for cutting-edge industrial trades	The aim of putting a common syllabus in place is to enable a new category of jobseekers (young) with a CTSS or CESS qualification to enrol, via a basic unit and work experience acculturation, for a qualifying training course in a manufacturing area.	420 jobseekers on a common syllabus training course	Community	Bruxelles Formation / Sector funds	- 2014: launch - 2016: evaluation Bruxelles Formation and its partners	2014: 203,400 € 2015: 203,400 €
I4.5. Support for returning to education	Increase the level of diplomas/certification of young people in partnership with social promotion education (e.g. reorientation, resuming	100	Community	Bruxelles Formation / Social Promotion / Education	- 2014: launch - 2016: evaluation Bruxelles Formation and its partners	2014: 200,000 € 2015: 200,000 €

	education, CESS, etc.)					
I4.6. OISP Partnership	Develop the range of training courses/certification of young people removed from the employment market in partnership with the OISP partners	250	Community	Bruxelles Formation / OISP	<ul style="list-style-type: none"> - 2014: launch after definition of priorities with Actiris - 2016: evaluation Bruxelles Formation and its partners 	2014: 900,000 € 2015: 900,000 € + Actiris: 2014: 1.200.000 € 2015 : 1.200.000 €
I4.7. Partnership between Sector Funds and CDR	Develop our partnerships with Sector Funds in the context of their programmes to assist young people belonging to at-risk groups.	250 jobseekers	Community	Bruxelles Formation / Sector Funds / CDR of the BCR	<ul style="list-style-type: none"> - 2014: launch - 2016: evaluation Bruxelles Formation and its partners 	2014: 500,000 € 2015: 500,000 €
I4.8. Partnership between SFPME / EFP	<ul style="list-style-type: none"> - Trade trials (retail, care to individuals, catering trades, etc.) - general remediation - participation of Cité des Métiers - Apprenticeship - supervision + orientation + monitoring of young people looking for training and during courses 	1000 jobseekers	Community	Bruxelles Formation / SFPME / EFP	<ul style="list-style-type: none"> - 2014: launch - 2016: evaluation Bruxelles Formation and its partners 	2014: 300,000 € 2015: 300,000 €
DIRECTION 6: Employment						
I6.1. Timeslots reserved for supervising and guiding young people on Actiris branches and appropriate methods of guidance geared to the profiles of young people	<ul style="list-style-type: none"> - Appropriate methods of guidance geared to the profiles of young people to prepare them proactively for the range of YG services - Make operational the LaboJeunes guide 'Guiding young people towards employment' 	All young jobseekers registering with Actiris	Regional	Actiris	<ul style="list-style-type: none"> - 2014-2015: Main target group = young jobseekers up to the age of 29 with the maximum CESS registered after studies (<u>target group enhanced by the Youth Guarantee = under 25</u>) - 2016: Expansion of the target group depending on the resources available 	Current Actiris resources redirected internally to implement the YG

16.2. CV, application letter and codes of conduct in the workplace	Ensure that every young jobseeker has a CV, and application letter and the right approach. These are essential elements for finding a job, work experience, etc.	All young jobseekers registering with Actiris	Regional	Actiris and its partners	<ul style="list-style-type: none"> - 2014-2015: Main target group = young jobseekers up to the age of 29 with the maximum CESS registered after studies (<u>target group enhanced by the Youth Guarantee = under 25</u>) - 2016: Expansion of the target group depending on the resources available 	Current Actiris resources redirected internally to implement the YG
DIRECTION 7: Transversality						
17.1. Fight against dropping out of education through Certification By Unit (CPU)	Organisation of immediate remedies and coaching of young people	Young people in tertiary education in 4 options	Community	Ministry for Compulsory Education and Social Promotion	January 2014: allocation of periods-teachers in the establishments concerned	

2.4 Supportive measures for labour market integration

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

Name of reform/initiative	the	Key objective(s)	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
Planned reforms							
DIRECTION : Information / Orientation							
R1.1 Information and advice platform		Interactive online information and advice platform on any topic of interest to young people	10,000 young people	Regional	Service Info-Jeunes in partnership with the public services for education, training and employment	<ul style="list-style-type: none"> - 2014: launch - 2016: evaluation Bruxelles Formation and its partners 	
DIRECTION 5: Work experience placements							
R5.1. Legislative framework to be determined (laws – organisation)		Define the legal framework for the creation of 300 new work experience placements	18-25 years of age (target audience enhanced by the Youth Guarantee = under 25)	Regional	Ministry for Employment		
DIRECTION 6: Employment							
R6.1. Legislative framework to be determined or modified		Define the legal framework for the creation of 100 jobs intended for a young, insecure audience		Regional	Ministry for Employment		

Planned initiatives						
DIRECTION 2: Education / Youth programmes						
I2.7. Gear part-time vocational training programmes more accurately to the needs of the employment market in Brussels	Provide appropriate programmes in conjunction with general training	Part-Time Vocational; Training (DBO)	Regional	VG/VGC in conjunction with VDAB		50,000 € per course – 2 courses per year = 2014: 100,000 € 2015: 100,000 € Consultants to support students in their search for suitable work experience placements. 2014: 230,000 € 2015: 230,000 €
I2.8. Range of second-chance education programmes and education qualifying programmes in conjunction with Dutch-Language Adult Education and Colleges	Expand the range of second-chance education and supervision of individuals on courses to keep young people on track		Regional	VG/VGC and VDAB		2014: 75,000 € 2015: 75,000 €
DIRECTION 4: Training						
I4.10. Validation of formal and informal qualifications gained	Reinforcement of the systems for validating qualifications gained from where they come in order to facilitate a return to training and/or validation of their qualification	Young people at the end of their education	Regional	Skills validation consortium	2014: Launch 2016: Evaluation	2014 : 500.000 € 2015 : 500.000 €
I4.11. Develop entrepreneurship in young people	Expansion of business courses focused on professions where there are shortages	Young people < 25 years of age	Regional	Syntra		2014: 214.500 € 2015: 214.500 €

I4.12. Business courses focused on professions where there are shortages on the Brussels employment market			Regional	VDAB and via outsourcing		Regular funding
DIRECTION 5: Work experience placements						
I5.1. Work experience placements	Offer poorly qualified young jobseekers an initial experience is a paid job in a company, non-profit organisation or in the public sector	<ul style="list-style-type: none"> - Professional transition placement (STE): 1650 places annually for young jobseekers with maximum of CESI and up to the age of 29 - Placements abroad: 50 places annually - Placements with companies: creation of 300 places annually 	<ul style="list-style-type: none"> - STE: Federal and Regional - Placements abroad: Regional (after adoption of the legislative framework) - Other placements: Regional (after adoption of the legislative framework) 	<ul style="list-style-type: none"> - Federal Ministry for Employment and Regional Ministry for Employment, Actiris, Bruxelles Formation and VDAB 	Creation of 300 additional work experience places in 2014 - 2015	<ul style="list-style-type: none"> - Placements abroad: 6,000 € per jobseeker per year - Other placements: 4,200 € per jobseeker per year 2014: 1.650.000 € 2015 : 1.690.200 €

I5.2. Training in companies	Development of offers of work experience placements and training in companies to facilitate the transition to young people to work		Regional	Bruxelles Formation		2014: 901.500€ 2015: 901.500€
I5.3. Increase the number of Individual Vocational Training (IVT) /induction courses for young people	100 additional IVT courses	Young people <25 years of age	Regional	VDAB: provider Actiris: Guidance		1 FTE IVT consultant: 65,000 € per year 2014: 65,000 € 2015: 65,000 €
DIRECTION 6: Employment						
I6.3. Reinforcement of the Service Youth Guarantee	<p>This service is responsible for:</p> <ul style="list-style-type: none"> - offering young people a job, work experience placement, training course, apprenticeship - providing a coaching function and advice for young people and employers who may need it 	6000 young jobseekers ready for a job, work experience placement, training course, apprenticeship	Regional	Actiris	Recruitment of an additional 10 FTEs in 2014-2015	2014: 510,000 € 2015: 510,000 € 2016: 520.200 €
I6.4. Employment	Implementation of a process to accommodate a vulnerable young target group			Actiris	Execution of an employment aid programme after adoption of the legislative framework	Pilot Project in 2014 – Evaluation and prospective reinforcement. 2014: 3.893.552 € 2015: 3.893.552 €

I6.5. Transition to employment	Every young person who has benefited from a subsidised job, work experience placement, training course, apprenticeship as part of the Youth Guarantee will be given guidance in the first months of their search for work in order to stabilise their employment (coaching for the first six months)	6000 who benefit from the YG	Regional	Actiris	Creation of a transversal unit	2014: 486,000 € 2015: 459.00 € 2016: 468.180 €
I6.6 Intensive guidance to employment of young people who have gone through the programmes to enhance their skills	Increase the outflow towards employment	Young people <25 years of age	Regional	VGC, VDAB		260,000 € per year 2014: 260,000 € 2015: 260,000 €
I6.7. Intensive guidance to employment of young people in education	Increase the outflow and inflow towards employment	Young people <25 years of age	Regional	Syntra, VG/VGC		2014: 150,000 € 2015: 150,000 €
I6.8. Coaching for potential young enterprising starters	Guidance of young people towards entrepreneurship	Young people <25 years of age	Regional	VG/VGC via outsourcing		2014: 50,000 € 2015: 50,000 €

3. Funding the Youth Guarantee

Table 3: Funding the Youth Guarantee

The amounts in the table underneath are not definitive and affect only planned measures (available / accessible funds). These are budget estimates to be elucidated during practical implementation. We adhered to the request to mention the years for which financing was effectively planned. These amounts were mentioned in the light of the possible activation of co-financing through the funds and YEI, that will have a leveraged impact on the presented measures. These funding sources will depend on the way the envelopes of the future structural funds will be distributed, on the future partnership agreement, on the planned operational programmes and on the objectives of the PNR 2014-2016, as well as on budgetary decisions during the next regional period of office.

Globally, the allocated or supposed budget for the implementation of the measures in the regional action plan are guaranteed as proper funding or prefinancing (pending validation of the distributive code for the Belgian OP ESF 2013/2020) by all – French- and Dutchspeaking - institutional actors

The efforts of the institutional partners guarantee the necessary funds for the implementation of the 55 measures in the Brussels' action plan are based on :

- 1) Funding of measures by the (non-increased) operational budget of the departments involved
- 2) Funding of measures by new funds in the budget provided by institutional actors
- 3) Funding of measures through institutional cofinancing + ESF funds
- 4) Funding of measures through institutional cofinancing + ESF funds + YEI

The latter funding processes however both aren't guaranteed for 100 % as the Belgian OP 2013-2020 has not been finalised yet (or at least not the distributive code). Nevertheless, the outcome of the ongoing negotiations will not radically change the global figures that the different OP will dispose of. This contains the effective impact on the measures funded by European funds.

At present, major risk weighs on the Region and the Communities because they prefinance the YEI measures (employment/apprenticeships/professional training) for 100 %.

Name of reform/initiative	Years for which fundin g is planne d	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds including co-funding	Employer Funds	Other (please specify)	Male	Fe ma le	Total	
PLANNED INITIATIVES										
DIRECTION 1: Information / Orientation										
I1.1. Bruxelles J 2014 : 225.000 € 2015 : 225.000 €	2014 2015			225.000 225.000						
I1.2. Programmes JEEP (Jeunes, Ecole, Emploi...tout un programme) and JUMP naar werk 2014 : 315.000 € 2015 : 500.000 € + leverage effect ESF	2014 2015	250.000 (ESF)		315.000 250.000					2,230 2,676	
I1.3. Space dedicated to young people in the Brussels Training Hub – Destination Trades runs by Actiris (located in the centre of Brussels), Cité	2014 2015			102.600 102.600					1,500 1,650	

des Métiers Jeunes 2014 : 102.600 € 2015 : 102.600 €										
11.4. Inform young people and make them aware of training and learning programmes and the employment market 2014 : 141.000 € 2015 : 141.000 € +leverage effects ESF/YEI	2014 2015	47.000 (ESF) + 47.000 (YEI) 47.000 (ESF) + 47.000 (YEI)		47.000 47.000						
DIRECTION 2: Education / Youth Programmes										
12.1. Prevention of dropping out of education 2014 : 175.000 € 2015 : 350.000 € + leverage effects ESF/YEI	2014 2015	58.333 (ESF) +58.333 (YEI) 116.667 (ESF) +116.667 (YEI)		58.333 116.667			70 105	30 45	100 150	1.750 2.333
12.2. Fight against early dropouts from work-linked training courses 2014 : 105.000 € 2015 : 560.000 € + leverage effects ESF/YEI	2014 2015	35.000 (ESF) +35.000 (YEI) 186.667 (ESF) + 186.667 (YEI)		35.000 186.667			90 120	90 120	180 240	

I2.3. Information and training on trades as part of the Advanced Technology Centres (CTA) 2014 : 380.000 € 2015 : 380.000 € + leverage effects ESF/YEI	2014	126.667 (ESF) +126.667 (YEI)		126.667					100 100	
	2015	126.667 (ESF) +126.667 (YEI)		126.667						
I2.4. Development of appropriate language programmes for young people in part-time education and training 2014 : 246.000 € 2015 : 246.000 € + leverage effects ESF/YEI	2014	82.000 (ESF) +82.000 (YEI)		82.000						
	2015	82.000 (ESF) +82.000 (YEI)		82.000						
I2.5. Coaching youngsters with learning problems in Brussels Dutch-language Education 2014 : 355.000 € 2015 : 355.000 € +leverage effects ESF/YEI	2014	118.333 (ESF) + 118.333 (YEI)		118.333						
	2015	118.333 (ESF) + 118.333 (YEI)		118.333						
I2.6 Strengthening of School Dropout Processes (DAS) and School Encouragement Services (SAS) 2014 : 40.000 €	2014	13.334 (ESF) + 13.334 (YEI)		13.334						

2015 : 90.000 € +leverage effects ESF/YEI	2015	30.000 (ESF) + 30.000 (YEI)		30.000						
I2.7. Part-time Gear Vocational Training programmes more to the needs of the Brussels employment market 2014 : 230.000 € 2015 : 230.000 € +leverage effects ESF/YEI	2014 2015	76.000 (ESF) + 76.000 (YEI) 76.000 (ESF) + 76.000 (YEI)		76.000 76.000						50,000 € per course – 2 courses per year = 2014: 100,000 € 2015: 100,000 € 2 FTE consultants to support students in their search for suitable work experience places: 2 x 65,000 € = 130,000 € per year 2014: 130,000 € 2015: 130,000 €
I2.8. Range of second-chance training programmes and qualifying programmes in conjunction with Dutch-Language Adult Education and Colleges 2014 : 75.000 € 2015 : 75.000 € + leverage effects ESF/YEI	2014 2015	25.000 (ESF) + 25.000 (YEI) 25.000 (ESF) +25.000 (YEI)		25.000 25.000						2014: 75,000 € 2015: 75,000 €
DIRECTION 3: Education / Informal training										

I3.1. Civic Year / Civic Service 2014 : 412.000 € 2015 : 900.000 € +leverage effects ESF/YEI	2014	-		412.000					50	8.240 €
	2015	300.000 (ESF) +300.000 (YEI)		300.000						6.700 €
I3.2 Preliminary programmes for vulnerable groups (Find-Bind-Mind) 2014: 150.000 € 2015: 150.000 € +leverage effects ESF/YEI	2014	50.000 (ESF) +50.000 (YEI)		50.000						
	2015	50.000 (ESF) +50.000 (YEI)		50.000						
I3.3 Development of work and care programmes (W²) 2014 : 300.000 € 2015 : 300.000 € +leverage effects ESF/YEI	2014	100.000 (ESF) +100.000 (YEI)		100.000						
	2015	100.000 (ESF) +100.000 (YEI)		100.000						

DIRECTION 4: Training										
I4.1. Language Plan for Brussels – Youth section: I4.a Language tests, language vouchers, Brulingua Platform 2014 : to be determined 2015 : to be determined I.4.b Language immersion courses 2014: 50.000 € 2015: 50.000 € I.4.c Taalcoaching Nederlands voor anderstalige jongeren (flankerend aan andere opleidingen) 2014: 160.000 € 2015: 160.000 €										
	2014 2015	- -								
	2014 2015	16.667 (ESF) + 16.667 (YEI) 16.667 (ESF) + 16.667 (YEI)		16.667 16.667						
	2014 2015	53.333 (ESF) +53.333 (YEI) 53.333 (ESF) + 53.333		53.333 53.333						

		(YEI)								
I.4.d Meer opleiding Nederlands (vakgericht) 2014: 100.000 € 2015: 100.000 €	2014	33.333 (ESF) +33.333 (YEI)		33.333						
	2015	33.333 (ESF) + 33.333 (YEI)		33.333						
I.4.e Tweektalige opleidingen (Nederlands-Frans) 2014: 160.000 € 2015: 160.000 €	2014	53.333 (ESF) +53.333 (YEI)		53.333						
	2015	53.333 (ESF) + 53.333 (YEI)		53.333						
I4.2. Top-up CE2D 2014 : 1.500.000 € 2015 : 1.500.000 € +leverage effects ESF/YEI	2014	500.000 (ESF) +500.000 (YEI)		500.000				250 250		
	2015	500.000 (ESF) +500.000 (YEI)		500.000						

I4.3. Objectif 3000 2014 : 1.400.000 € 2015 : 1.400.000 € +leverage effects ESF/YEI	2014	400.000 (ESF) +400.000 (YEI)		600.000					3000 3000	
	2015	400.000 (ESF) +400.000 (YEI)		600.000						
I4.4. Common syllabus leading to training courses for cutting-edge industrial trades 2014 : 203.400€ 2015 : 203.400€ +leverage effects ESF/YEI	2014	67.800 (ESF) +67.800 (YEI)		67.800					420 420	
	2015	67.800 (ESF) +67.800 (YEI)		67.800						
I4.5. Resuming training to obtain a diploma 2014 : 200.000 € 2015 : 200.000 € +leverage effects ESF/YEI	2014	66.667 (ESF) +66.667 (YEI)		66.667					100 100	
	2015	66.667 (ESF) +66.667 (YEI)		66.667						

I4.6. a OISP Partnership 2014 : 900.000€ +1.200.000 € 2015 : 900.000 € + 1.200.000 € +leverage effects ESF/YEI	2014 2015	300.000 (ESF) +300.000 (YEI) 300.000 (ESF) +300.000 (YEI)		300.000 300.000					250 250	
I4.6. b 6 th Reform ordination 2014 : 500.000 € 2014-2015 : 700.000 € (to be confirmed regarding opportunities) 2015 : 1.200.000 € Total : 2.400.000 € +leverage effects ESF/YEI	2014 2014-2015 (to be confirmed) 2015	166.667 (ESF) +166.667 (YEI) 233.333 (ESF) +233.333 (YEI) 400.000 (ESF) +400.000 (YEI)		166.667 233.333 400.000						
I4.7 Partnership between Sector Funds and CDR 2014 : 500.000 € 2015 : 500.000 € + leverage effects ESF	2014 2015	166.667 (ESF) +166.667 (YEI) 166.667 (ESF) +166.667 (YEI)	X	166.667 166.667					250 250	

I4.11. Develop entrepreneurship in young people 2014: 214.500 € 2015 : 214.500 € +leverage effects ESF/YEI	2014 2015	71.500 (ESF) +71.500 (YEI) 71.500 (ESF) +71.500 (YEI)		71.500 71.500						
I4.12. Business courses focused on professions where there are shortages on the Brussels employment market	2014 2015			x						
DIRECTION 5: Work experience placements in companies										
I5.1. Placements 2014 :1.650.000 € 2015 : 1.690.200 € +leverage effects ESF/YEI	2014 2015	550.000 (ESF) +550.000 (YEI) 563.400 (ESF) +563.400 (YEI)		550.000 563.400					2,000 2,000	
I5.2. Training companies in 2014: 901.500 €	2014	300.500 (ESF) +300.500 (YEI)		300.500						

2015 : 901.500 € + leverage effects ESF/YEI	2015	300.500 (ESF) +300.500 (YEI)		300.500						
I5.3. Increase the number of Individual Vocational Training courses/induction courses for young people 2014 : 65.000 € 2015 : 65.000 € +leverage effects FSE/YEI	2014 2015	21.666 (ESF) +21.666 (YEI) 21.666 (ESF) +21.666 (YEI)		21.666 21.666						
DIRECTION 6: Employment										
I6.1. Timeslots reserved for supervising and guiding young people on Actiris branches and appropriate methods of guidance geared to the profiles of young people	2014 2015			X					8.500 8.500	
I6.2. CV, application letter and codes of conduct in the workplace	2014 2015			X					5.000 5.000	
I6.3. Strengthening of the Service Youth Guarantee 2014 : 510.000 €	2014	225.000 (ESF) +225.000		225.000					2.000 2.500 5.000	

2015 : 510.000 € 2016 : 520.200 € +leverage effects ESF	2015 2016	(YEI) 225.000 (ESF) +225.000 (YEI) 260.100 (ESF) +260.100 (YEI)		225.000 260.100						
I6.4 Employment 2014 : 3.893.552 € 2015 : 3.893.552 € +leverage effects ESF/YEI	2014 2015	1.297.850 (ESF) +1.297.850 (YEI) 1.297.850 (ESF) +1.297.850 (YEI)		1.297.850 1.297.850						
I6.5. Transition employment 2014 : 486.000 € 2015 : 459.000 € 2016 : 468.180 € +leverage effects ESF	to 2014 2015	243.000 (ESF) +243.000 (YEI) 229.500 (ESF) +229.500 (YEI)		243.000 229.500						

	2016	234.090 (ESF) +234.090 (YEI)		234.090						
I6.6. Intensive guidance towards work for young people who have been through skills-enhancing programmes 2014 : 260.000 € 2015 : 260.000 € +leverage effects ESF/YEI	2014 2015	86.666 (ESF) +86.666 (YEI) 86.666 (ESF) +86.666 (YEI)		86.666 86.666						
I6.7. Intensive guidance towards work for young people in education 2014 : 150.000 € 2015 : 150.000 € +leverage effects ESF/YEI	2014 2015	50.000 (ESF) +50.000 (YEI) 50.000 (ESF) +50.000 (YEI)		50.000 50.000						
I6.8. Coaching for young potential business starters 2014 : 50.000 € 2015 : 50.000 €	2014	16.666 (ESF) +16.666 (YEI)		16.666						

+ leverage effects ESF/YEI	2015	16.666 (ESF) +16.666 (YEI)		16.666						
DIRECTION 7: Transversality										
I7.1. Fight against dropping out of education through Certification By Unit (CPU)										

4. Assessment and continuous improvement of schemes

Table 4.1: Planned assessments for the (non-financial aspects of) structural reforms

Name of the reform	Expected change	Means through which change will be measured	Source of information / planned evaluations
DIRECTION 2: Education / Your Programmes			
2.1 Decree of 21st November 2013 organisation of joint policies to prevent students from dropping out of education	The expected change consists of an improvement in wellbeing at school through the intervention of various parties concerned by local units and from there, achieving a reduction in the dropout rate in initial training courses.	The methods of evaluation exist already today through the SCOS (inspection service for compulsory schooling), which measures the level of absenteeism each year.	The reforms will be evaluated through methods provided for in the decree: the steering committee and education consultation committee – your aid. As part of the Youth Guarantee, these bodies will be requested to check the relevance of the resources released in relation to the overall aims in order to be able to determine the priority actions to be deployed beyond 2015
2.2. Draft amendment to the framework cooperation agreement relative to Work-Linked Training, between the French Community, the Walloon Region and the French Community Commission.	The draft needs to end up with an enhancement of work-linked training across the whole of French-speaking Belgium, resulting in an increase in certifications at the end of the process and an increase in the number of jobs offered by employers.	The coordination and management for the European programmes (CCG) of the French Community measures the annual employment rate of students and the level of certification at the end of courses.	A body will be established to monitor the reforms: the French-Language Office of Work-Linked Training. Its aim will be to explain to the governments involved about the way the system is evolving and suggest gradual methods of improvement.
2.3. Decree regarding the equipment of qualifying education + the cooperation agreement between the FWB, the Brussels Capital Region and COCOF for the equipment of schools and access to Professional Reference Centres and Advanced Technology Centres	The expected change consists of greater access to cutting-edge infrastructures for the training of students and jobseekers and, from there, improved certification and employability levels of young people returning to education.	The cooperation agreement is guided by a monitoring committee that each year audits the volumes in the various centres (CTA and CDC) and checks that each category of beneficiary is able to access the equipment required.	The reforms will be evaluated based on the overall targets set in the cooperation agreement, which aims to increase the number of training hours provided in the centres for uncertified groups and/or groups converting to programmes leading to trades where there are shortages.

2.4. Decree covering various measures on matters of social promotion education, defining its steering bodies and incorporating e-learning into its education offering.	The expected change aims to achieve greater success in groups returning to training in the context of education for adults. The role of training counsellors will be particularly important for monitoring the more vulnerable groups publics requiring close attention.	The coordination and management for the European programmes (CCG) of the French Community measures the annual employment rate of students and the level of certification at the end of courses.	The decree sets a framework for new steering bodies.
2.5. Decree organising certification by units of learning acquired (CPU) in qualifying secondary education and modifying various provisions relative to secondary education.	The expected change consists of an increase in the number of students receiving diplomas and a fall in dropout rates: repeating a year is replaced by continuous school support and ongoing remediation.	A range of indicators is put in place by collaboration between the various administrative bodies (success rate, dropout rate, certification rate, etc.). Each establishment is given a specific dashboard.	The decree provides for an evaluation by the Steering Committee, which bases itself in particular on indicators and quality reports from the Inspectorate.
DIRECTION 7: Transversality			
7.1. Common counting tool for training and employment	<ul style="list-style-type: none"> - Individual monitoring of YG beneficiaries - Monitoring of programme measures (training, work experience placements, jobs) 		
7.2. Coordination programme between sectors	Better coordination between policies within the same territory	Number of inter-sectorial projects emerging from consultation	Youth Service (French Community)
7.3. Overall monitoring programme for the Brussels plan	The overall monitoring programme will be coordinated with monitoring tools implemented as part of the New Deal aimed at providing regular monitoring and guiding the implementation of the Youth Guarantee	The indicators and monitoring / evaluation methods will be developed in line with the objectives of the strategy 2020 of FSE operating programmes in particular.	The overall monitoring programme will be put in place at the level of the Minister-President of the Brussels Capital Region. It will be fed by all of the Youth Guarantee programme operators.
7.4 Introduction of « youth tests » preceding employment and training measures.	Previous assessment of the impacts of these new measures on the implementation of the YG.		

Table 4.2: Planned assessments of the initiatives and of the financial aspects of reforms

Name of the initiative / reform	Target population (or equivalent)	(or)	Population (or equivalent) actually reached	Outcome for population	Sources of information
<ul style="list-style-type: none"> - Each operator will be asked to put a regular theme-based evaluation system in place for its reforms and initiatives, based on objectives defined in advance. - In addition, an overall monitoring programme for the Brussels “Youth Guarantee” plan is in place and guided by the Minister-President of the BCR. This programme will establish the necessary coherence with the theme-based evaluation systems of the operators who will feed it with their data and analyses. The monitoring tools developed in particular as part of the New Deal will be used for this purpose. - The financial aspects of the reforms will be reported by the different institutions based on the available indicators and operational objectives.. - 					

German-speaking Community contribution

To the Belgian Youth Guarantee Implementation
Plan (YGIP)

Youth Guarantee Implementation Plan of the German speaking Community

1. Context/Rationale

In the German-speaking Community the unemployment rate of young people aged 15 to 24 was 13.6 % in 2012. Fortunately it has only slightly increased since the economic crises (rate in 2007: 13 %). 20% of the unemployed overall are young people, i.e. about 530 persons (2012 average). Young men and women are more or less equally concerned. The unemployment rate of young people in the German speaking Community is however lower than the rate in the other regions of Belgium. Yet, compared to the general unemployment rate of 8.1 % (2012) youth unemployment is still significantly high. (Note: these are the administrative data as reliable LFS data are not available for the GSC). The number of young jobseekers varies significantly depending on the season: it considerably increases in July and August due to the registration of many school leavers and should normally decrease rather quickly again as of September.

In Belgium education is compulsory until the age of 18. Hence the employment rate of people younger than 25 is relatively low compared to other European countries. The employment rate among young people in the GSC was 34.1 % in 2011 whilst the average rate in Belgium was 28.3% (administrative data). This situation can be explained by two particularities of the German speaking Community: First of all, the rate of young people in the dual vocational training system is comparatively higher in the German-speaking Community (these people are indeed statistically considered as employed). Second, the labour market situation in the German-speaking Community is in general quite favourable (which is partly due to its geographic situation as a border region). However, the share of employed young people decreases every year given that/due to the fact that more and more young people stay longer in the formal education system.

The dual vocational education and training system for apprentices (organised by the IAWM and ZAWMs) plays an important role in the successful transition from school to work. Every year, approximately 300 young people sign up for an apprenticeship contract ("*Lehrvertrag*") with a company and the IAWM. These contracts offer them high chances of successful integration into the labour market. More than 90 % of the young people who finish their apprenticeship successfully find a job almost immediately after graduation. Yet, problems also exist within the dual vocational training system: more and more young people lack basic skills when starting their apprenticeship, many of them quit their apprenticeship, many apprentice positions remain vacant, the proportion of young women in this training system is rather low (20%).

The main concerns in the full time compulsory educational system are the difficult transition from school to employment and early school leaving. In 2011 a framework plan regarding occupational orientation was adopted by the Parliament of the German-speaking Community as a cross-sectional subject in all courses and at all stages in the educational system. Schools are responsible for the implementation of this framework plan. The location of three education and training institutions (ADG, technical school, ZAWM) on one single campus in the city of Eupen offers best preconditions to further strengthen

cooperation and synergies between these institutions. The educational system is also seeking to prevent early school leaving especially in technical and professional education. The part time compulsory schooling offers young people aged 15 or more the opportunity to stay in the education system and achieve a qualification which increases their chances of a successful integration into the labour market thanks to tailor made approaches combining theoretical classes in school with practical experience throughout their traineeship in a company. Other initiatives such as the “Time-out” project (ZFP) should allow for young people who are at risk of dropping out of the school system to find social stability in order to avoid their early school leaving. Yet, challenges remain with regards to the integration of young people with a migration background, the still existing cascades in many school careers and more generally the lack of permeability between educational systems, the high number of pupils who lag behind and insufficient support and guidance for pupils in their career orientation. Essential reforms are being prepared in that sense, such as a reform of the psycho-medico-social centres (PMS-centres), elaboration of new perspectives for the development of secondary school system, a concept for the integration of pupils with migration background and the assignment of teachers in special needs education in general schools supporting pupils with special educational needs.

Data collection on school dropouts is at the moment still problematical as young people can enter the educational system of another community or even abroad at any time. A cooperation agreement between the German-speaking Community and the IWEPS regarding data collection of school leavers should help to correct that situation.

The youth unemployment rate in the German-speaking Community is, as already mentioned, relatively low compared to the other regions of the country. Young job seekers in the German-speaking Community are much less often long-term unemployed (61% are less than 6 months unemployed) than other groups of job seekers (32%). Only approximately 16% of the young jobseekers have been registered as unemployed for over 1 year (more or less 90 people in average per year).

The rate of unqualified young people (maximum lower secondary school) is 42% and as high as the rate of unqualified among the older jobseekers. This may seem surprising in the light of a higher participation in education among the younger generation. 21% of young people registered as unemployed in 2012 did not successfully finish any secondary education (school or vocational training). 1 out of 5 newly registered unemployed was thus an early school leaver. This tendency is increasing: in 2000 this rate was scarcely 10%. On the other hand growing numbers of young jobseekers finish upper secondary school education (35%) compared with the other groups of jobseekers (20%) and less people finished a dual vocational apprenticeship or any “other” qualification (acquired mostly abroad). This might be due to the fact that young people who complete their apprenticeship successfully find a job quite quickly and that the number of “foreigners” within the group of young jobseekers is lower compared with the other groups of registered jobseekers.

The most problematic group among young jobseekers is thus especially the group of unqualified people. Moreover, these young people often face various difficulties simultaneously impeding on their labour market insertion. They are more frequently long term unemployed, they more often tend to no knowing either German or French, they often have a migration background and usually do not possess a driving licence. Young men are overrepresented in this low

qualification level (63%) whereas they are underrepresented among the qualified young people (42%). Also, these young people often face social problems or difficulties in their families; they are often insecure about their professional future, or they have a substance abuse problem or other difficulties.

The Jobseekers counselling activities of the ADG are in line with the cooperation agreement concluded between the federal state and the regional authorities. But in addition the ADG supports young people proactively. The existing counselling concept is currently being reviewed so as to better match the advice and guidance with the individual needs of jobseekers. From January 2014 on a new integration concept will therefore be put into place: each jobseeker will be attributed one personal “integration counsellor” and integration services will differ according to the identified needs of the jobseekers and based on their distance from the labour market. Young jobseekers will thus be oriented towards employment and job search or towards other initiatives (such as job application assistance, training schemes or integration measures...). These measures are carried out either by ADG itself or by any other external partner organisation. Moreover, young jobseekers can take part in individual job-trainings such as the various existing training schemes (e.g. individual job-training in an enterprise – “IBU”, APE, the transition traineeship-“EPU”). Young job seekers with a disability can also participate in special measures via the DPB. However, there is still a lack of initiatives for those jobseekers, and especially young job seekers, facing psychological, medical or social problems.

Another contact point for young people facing labour market integration difficulties are the ÖSHZ (social welfare offices at municipal level). In 2012 around 200 persons aged between 18 and 24 received social allowances from a ÖSHZ in the German-speaking Community. These young people are being supported and guided by the DSBE. One important aspect in the provided assistance concerns the reintegration into the labour market. If the young jobseeker has all capacities to take on work in the first labour market he will also have to register with the ADG but – following the cooperation agreement between ADG and the ÖSHZ - he continues to be advised by the DSBE.

The number of NEETs (people not in employment, education or training), which are not registered with the ADG, nor the DPB nor a ÖSHZ should be rather low even if precise numbers are not available. Since young school leavers may be eligible to unemployment benefits after a period of one year they have a strong incentive to register with the PES. So called “streetworkers” in the North Kanton of the German-speaking community as well as a project in the municipality of Kelmis provide a contact point for young people who are not registered.

The demographic evolution will play an important role in the future: Whilst the number of active young people still slightly increased in the last ten years, the German-speaking Community will soon be facing a gradual decline of its active population, including within the group aged 15 to 24. The „replacement rate“ (the ratio of people aged 15-24 to 55-64 year olds) will drop clearly under 100% meaning there will be fewer (young) people entering the labour market than (older) leaving it. This also means that even more has to be done in order for as many young people as possible to acquire the qualifications and skills that are necessary to integrate the labour market. Otherwise, the problem of labour force shortage will become even more important.

- The challenge for the German-speaking Community will be to make sure that as many young people as possible achieve a qualification and the skills that are necessary on the labour market, including social skills. In order for this goal to be achieved, all institutions concerned with implementing the youth guarantee scheme have to contribute and put their efforts together.

2. Implementing the Youth Guarantee Scheme in the German-speaking Community

2.1 Formulation of the Youth Guarantee

Starting point of the youth guarantee in the German-speaking community is the registration of the young jobseeker with the ADG. From January 2014 on, the PES commits itself to invite every young jobseeker for a personal counselling interview within the first four months of his registration (or within the first two months for those jobseekers that haven been identified as “customers needing counselling”) and to conclude an individual and tailor-made integration contract defining measures and tasks that have to be carried out within a defined time period. As from their registration those young people are at the disposal for job vacancies and can take part in supporting measures such as job application assistance or further training schemes for example. However, supporting measures of the Federal state such as the “workplace integration traineeships” or measures to reduce labour costs for young workers are subject to other conditions regarding the unemployment period (they have to be registered unemployed for minimum 6 months). Likewise, entry into the secondary educational system is not possible throughout the whole year and dual vocational apprenticeship contracts can in principle only be signed in the period from 1st July till 1st October (and in exceptional situations until the end of December).

Moreover, the ADG commits itself to using its established partnership network in order to offer young jobseekers an appropriate alternative to work as quickly as possible. The ADG will try to detect possible gaps and fill them through accessing these partnerships. These partnerships should also be further extended in the future especially by involving the youth sector and the social sector if necessary. Concrete actions are listed under the points 2.3. and 2.4.

The ÖSHZs in the German-speaking Community also conclude “integration contracts” with all young people aged under 25 eligible to social allowances (within three months of registration) and request those who are not in education or training to register with the ADG.

2.2 Partnership approaches

The ADG has been assigned with coordinating the youth guarantee scheme in the German-speaking Community. The ADG is the first point of contact for all young people leaving school and being without work. The ADG has been able to build a broad cooperation network within the last few years allowing for young people to have access to a wide range of offers on counselling, training and employment measures.

In the employment field there is a close collaboration between the three institutions having been lawfully attributed the responsibility of jobseekers counselling (their customers are thus partly overlapping). Cooperation agreements have been concluded between the ADG and ÖSHZs (1st February 2012), between the ADG and the DPB (new agreement on 27th November 2013) and between ADG, DPB and ÖSHZ. Through the latter, a platform for “social and professional integration in the German speaking Community” was established at the end of 2010 aiming at a best possible coordination between the institutions when it comes to jobseekers assistance, by appointing one main contact person (“Hauptansprechpartner”) for the jobseeker. Close collaborations also exist with other employment services in Belgium and in neighbouring countries (especially with the PES of the Walloon Region – Le Forem-, with private employment agencies, as well as the PES of Germany (Bundesagentur für Arbeit)). Thanks to these collaborations jobseekers can have easier access to neighbouring training schemes and labour markets. Existing obstacles are easier to overcome. The new Erasmus+ program could also offer new opportunities in that sense in the near future.

In the field of vocational training the ADG collaborates with a broad network of training providers both within the German-speaking Community (organizations for adult education, educational system, IAWM/ZAWMs) and in neighbouring regions or countries (Le Forem, training providers in Germany...). This enables them to offer a best suitable training offer to jobseekers. In July 2013 an agreement on a case-related cooperation was signed between the ADG and the IAWM as well as the ZAWMs. One of the main aims of that agreement is to foster the transition from unemployment into the dual vocational training system. Cooperation agreements were also signed with various industries and their training centers (construction industry, cleaning industry, metal working industry, private placement agencies, CEFORA to name but a few) in order to help support training offers in the German speaking Community as regards content but also financing. The IAWM closely cooperates with institutions in Belgium (Syntra, IFAPME) and in neighbouring countries (Chambers of crafts and trade in Germany e.g.) hence promoting mobility within the dual vocation training system. The DPB and IAWM have also concluded an agreement on case-related cooperation in order to better assist young apprentices with a disability or learning difficulties. The implementation of the Youth guarantee scheme could lead to further cooperation possibilities that will be analyzed in 2014 (e.g. training of young jobseekers within the part time educational system ADG-TZU, or a closer collaboration between ÖSHZs and IAWM).

The ADG also takes on a coordination role in the field of vocational guidance and job information within the German-speaking Community and has been working together with PSM-centres, schools, maintaining bodies of schools, the IAWM and the ministry of Education of the German-speaking community for many years. Many activities were already organized and new initiatives are being launched in that field and in close cooperation between the various partners (informative meetings in schools, job information cells – so called BIZ (*Berufsinformationszellen*), meeting days and awareness raising activities together with industries, the so called “Schnupperwochen”, a common “apprenticeship dating day” and so on). The “Studienkreis Schule & Wirtschaft” (study group for education & economy) is also playing an active role in that field.

Regarding the business creation and promotion of entrepreneurship the WFG (Business development agency for eastern Belgium) is a key point of contact. This institution also addresses young people, gives courses about business creation integrated in the dual apprenticeship program (*Meisterkurs*) and organises activities to promote self-employment and business creation in schools or for youth organisations.

Design and monitoring of the YGIP: The social partners, representatives of the municipalities and representatives of the education system (including schools, vocational training centres and other partners providing training measures) form the administrative board of the ADG. Therefore, they have been involved in the design of the YGIP from the beginning. In addition, a call has been launched for all institutions and organisations concerned (including the ministries, youth organisations, welfare offices, social partner organisations, ...) to participate in a “kick-off-meeting” held in November 2013. The general outline of the YGIP for the GSC and the contribution of each partner were discussed on that occasion. Concerning the monitoring of the YGIP, a steering committee including the main partners will monitor the implementation and the results on a half-yearly base.

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

Name of key organisations	Type of organisation	Level of responsibility	Role in implementing the Youth Guarantee scheme	Ensuring the success of the partnerships
ADG	PES	Regional	Coordination / organisation <ul style="list-style-type: none"> - Registration of jobseekers, profiling and grading of unemployed, counselling of young jobseekers in order to support their labour market integration - Work placement and traineeship placement (AEP, IBU, EPU) - Vocational training - Online platform for job vacancies and in the near future also for apprenticeship and traineeship vacancies - Vocational guidance and career advice - EURES-counselling 	
ÖSHZ	Public Authority (Welfare)	Regional	<ul style="list-style-type: none"> - Support of young unemployed eligible to social allowances, coordination of their career path and labour market integration efforts - Work placement (Art. 60 § 7) 	<ul style="list-style-type: none"> - Platform between the ADG, DPB and ÖSHZs (Coordination on conceptual considerations) - Monthly Data exchange between ADG and ÖSHZ, in order to assure that jobseekers registered with the ÖSHZ can benefit from measures of the ADG and avoid duplication of work; realization of common case related discussions
DPB	Public Authority (Disabled Persons)	Regional	Training Work placement and traineeship placement Assistance on the work place ...	<ul style="list-style-type: none"> - Platform between the ADG, DPB and ÖSHZs (Coordination on conceptual considerations) - Case-related Information exchange between ADG and DPB for customers of both institutions (unemployed) to benefit from existing measures of each institution

Ministry of the German-speaking Community (education, training and employment including social economy; ESF agency, youth, social)	Public Authority	Regional	Advice and legal assistance on labour law and social security; advice, evaluation and follow-up on education policy in the German-speaking Community; Management authority of the European Social Fund German-speaking Community, Coordination of youth policy	
IAWM/ZAWM	Vocational Training Organisation of Apprenticeships	Regional	Conclusion of apprenticeship contracts (Lehrverträge), guidance of companies and apprentices, control and admission of companies that train apprentices Vocational training and further education	Publication of apprenticeship vacancies on the job website of the ADG (new from 2014 on), organisation of "apprenticeship dating day" (<i>Lehrstellenbörse live</i>) Case-related arrangements in order for young jobseekers to get into the dual vocational training Information exchange between IAWM and DPB regarding case-related cooperation and preparation/design of an individual training program for young people with a disability or with strong learning difficulties in order to facilitate their professional integration
Schools / PMS- Centres /IAWM	Public Authority	regional	Education and training Traineeship placement Activities related to vocational guidance of young people	Joint planning and implementation of activities in the fields of occupational orientation (on a yearly base) Linking-up information offers
Providers of integration and training measures	NGO	Regional	Training Traineeship placement	Joint monitoring committees for each integration measure and training measure
Public and Private employers			Supply of traineeships	Publication of job vacancies and traineeship or apprenticeship vacancies via the online platform for vacancies and via the placement service of the ADG
Trade unions			Providing information for school leavers and young unemployed people	
Studienkreis Schule & Wirtschaft (Study group Education & Economy)	VoG	regional	Association of committed representatives from the education and training institutions, companies, public and private institutions and organisations, associations and individuals whose prior aim it is to promote voluntary cooperation between schools and economy. Aims: promoting mutual understanding between schools and companies; enabling ongoing exchange of information; strengthen the cooperation between schools and companies through practical activities Organisation of „action days“ in various industries (e.g. Metal, Media, Chemical industry) focussing on MINT-professions	Plenary meeting (Members are among other: ADG, WFG, ZAWM, IAWM, schools, companies, ...) Working groups on several projects Dialogue between schools, training centres, ADG and companies

			Organisation of projects such as Dream Day, mini-entreprenses and Technikids or job application and interview simulations	
Jugendbüro der DG (Youth Office of the German-speaking Community)	NGO	Regional	Preventive, Support and further development of youth work National Agency Erasmus +	
Jugendrat der DG (Council of the German-speaking youth)	NGO	Regional	Preventive, structured dialogue	
Youth information centres (Jugendinformationszentrum (JIZ) in St. Vith and Infotreff in Eupen)	NGO	Regional	Preventive, provide information particularly related to youth Point of contact for young people Organisation of workshops in schools (about Future and Life planning, applications and CV-writing, work and social security) Activity "Dream Day" (aim is to discover professions during one day) Information & counselling/advice of young people on the topic of mobility (say abroad, ..) Placement of student jobs	Network with schools, PMS-Centers, ADG, Studienkreis Schule & Wirtschaft Network Euro-Desk
Streetwork/ Youth counselling	NGO	Regional	Preventive, reaching out to the youth	
Open youth work organisations	NGO	Regional	Preventive, non-formal training, reaching out to the youth	

2.3 Early intervention and activation

As from January 2014 on, the new integration concept of the ADG will be implemented: Each job seeker will have a personal integration counsellor. In an initial profiling stage jobseekers will be sorted into “customer groups” (*Kundengruppen*) based on their distance from the labour market (A-customer groups, meaning customers with good employment prospects and B-customer groups meaning customers that need counselling and/or training). The latter will have a first counselling within two months after their registration as unemployed and a personal action plan will be elaborated. For the former this interview takes place within four months after their registration. The frequency of client contact varies and depends on the jobseekers’ needs but it has to be in line with the federal job search requirements. Each counselling will analyse whether defined goals have been reached and whether the underlying problematic patterns have changed. New goals will be defined and the strategy revised if necessary. According to the jobseeker’s needs, workshops and specific information meetings can also be organized.

Within the educational system activities on data collection of early school leavers as well as structural reforms in order to avoid early school dropout will be planned.

The IAWM is also planning a more systematic data collection on apprentices dropping out. Initiatives to support apprentices with learning difficulties will be continued. Particular attention will also be paid to efforts to attract more young women into the dual vocational training system and technical professions.

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

Name of the reform/initiative	Key objective(s)	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
Planned initiatives						
1) New integration concept for the counselling and support of jobseekers and unemployed	Young jobseekers who will have more difficulties to find a job receive a personal counselling interview and tailor-made integration contract no later than two months of registration; Jobseekers with good employment prospects receive a standardized contract and a personal counselling within four months after their registration Each jobseeker will be assigned one counsellor Information brochure for school leavers („School's out“)	All registered jobseekers and unemployed aged under 25	Regional	ADG (coordination and Counselling) Partners: providers of training programs and integration measures, ÖSHZ, DPB, ...	January 2014: Start of the new Integration concept	

2) Improvement of the transition from general education to vocational training and creation of a tailor-made offer for disadvantaged young people	Elaboration of a tailor to suit the needs offer and optimization of existing offers allowing a better transition from school to vocational training of younger people in order to improve their employability and hence their chances of a sustainable integration into the labour market.	Young people of compulsory school age who do not have the necessary basic skills to succeed in the vocational full-time educational system and who cannot directly enter the dual vocational training system.	regional	Ministry of Education IAWM technical and vocational schools TZU	2009-2014: Analysis of the current transition from general school to vocational training Research and exchange on best practice projects relating to prequalification and vocational training preparation Analysis and evaluation of existing offers and resources in the German-speaking Community as from 2014-15: Elaboration of a concept providing for a better school to vocational training transition Subsequently creation of the program and implementation	
3) Support of apprentices with learning difficulties – “Starterkit”	<p>Aim: help apprentices with lacking basic knowledge and skills who are yet good practitioners to get their final certificate and be able to integrate the labour market by offering them specific support (individual socio-pedagogic support, advice for companies and apprentices and differentiated course forms (<i>Modulunterricht</i>))</p> <p>These differentiated classes (<i>Modulunterricht</i>) offer the opportunity to teach general courses in small groups of four to eight people and hence adapt the teaching rhythm according to the needs of the apprentices.</p> <p>Apprentices who could not acquire the general knowledge and do not pass general courses but still succeed in practical exams can receive a so called „<i>Praktikerzertifikat</i>“ (certificate stating their practical skills).</p>	<p>Young people in the dual vocational training system who experience learning difficulties within the general class environment</p> <p>Currently 6 classes with approximately 30 apprentices</p>	regional	IAWM (approval of courses) ZAWMs (implementation)	<p>up to 2009: Pilot project</p> <p>Since 2009: further development and optimization of the offer</p> <p>2013: Institutionalisation / integration within the legal framework</p>	<p>Up to 2009, this project was co-financed via the ESF (total cost around 180.000€)</p> <p>In order to guarantee continuity of support for those young people on a structural base the budget of the IAWM was increased by 60.000 € in 2012</p>
4) Improvement of the occupational orientation	Punctual action days with the support of industries and in order to present the industry and promote	Young people, especially pupils in primary and secondary school	Regional	Studienkreis Schule & Wirtschaft, PMS-Centers, ADG IAWM/ZAWM	In 2011: adoption of the framework plan on occupational orientation (Rahmenplan Schulische Berufswahlvorbereitung und	

	work and training opportunities Activities to foster the interest of young women in apprenticeship occupations Implementation of the framework plan on occupational orientation in all schools of the German-speaking Community			Schools Ministry of the German speaking Community Industries	Berufsorientierung) implementation ongoing ongoing	–
5) Promotion of the attractiveness of dual vocational training	Aim: make dual vocational education even more attractive, e.g. by means of improving the permeability between education systems and avoiding that the dual vocational training system is a blind alley/impasse for young people. Means: ensure that changing tracks is possible through the recognition of learning achievements, the delivery of a certificate of the 6 th year of vocational secondary education (<i>Studienzeugnis des 6. Jahres des berufsbildenden Sekundarunterrichts</i>) if fulfilling the conditions and the possibility to follow a voluntary 7th year in a dual form to prepare for the central examination in order to attend university if successful; the introduction of dual vocational trainings leading to a bachelor's degree in certain professions	All young people who may enter the dual vocational training	Regional	IAWM/ZAWM AHS Potential partners external	2009: possibility to deliver a certificate of the 6th year of vocational secondary education is provided for by law 2011: organization of dual vocational trainings in financial services professions leading to a bachelor is provided for by law (cooperation between AHS and IAWM/ZAWMs) 2011: Start of a "dual bachelor's degree" in accounting September 2013: Start of a pilot project „dual Master's degree in Mechanical Engineering" in collaboration with external partners 2014: Preparation and launch of a new dual bachelor's degree in insurance and bank profession	annual costs for the dual bachelor in accounting are around 25.000 € Annual costs for the dual bachelor in insurance and bank are estimated at around 20.000 €
6) Platform for apprenticeship vacancies and organisation of „apprenticeship dating day"	Filling of apprenticeship vacancies by young job seekers	All young people Young jobseekers	regional	IAWM, ADG	Publication of apprenticeship vacancies on the online platform for job vacancies as from February 2014 2013 organisation of a „apprenticeship dating day" for the first time; second edition being planned for 2014	

7) Time-out Project	<p>Aim: avoid suspension from school and the dropping out of pupils and support the educational reintegration through a comprehensive package of socio-pedagogical measures during a limited period of time</p> <p>This project is a full-time school offer allowing for an optimum socio-pedagogical support of pupils with the aim to fully reintegrate them into their original school. The exclusion from class is limited in time and has to be considered as a bridging structure allowing for young participants to find new social stability and avoid their dropping out.</p>	<p>Pupils from any school in the German-speaking Community</p> <p>Current capacity: 8-10 pupils</p>	regional	ZFP Ministry of Education	Start: April 2011	
8) Pilotproject Qualiflex	<p>This project aims at enabling young people with various problems (learning difficulties and social disadvantages) at school and who are at risk of dropping out the education system to make the transition into further training or work through a tailor-made approach in a specific field by combining theory and practice through traineeships. Pupils receive an individual training plan.</p>	<p>Pupil aged between 15 and 25, who do not take part in the full-time education system and who do not meet the conditions to enter the dual vocational training system or who dropped out of that system (approximately 70 young people per academic year)</p>	regional	Part-time compulsory schools in Eupen and St. Vith	<p>September 2011: Beginning of the project</p> <p>2014: Evaluation</p>	
9) Support of pupils with migration background	<p>Aim: allow children and pupils with migration background to acquire the language skills (German or French) enabling them to fully participate in regular teaching classes and integrate the community</p>	<p>Pupils with lacking German or French language skills</p>	Regional	<p>Ministry of Education</p> <p>ZFP (conceptual framework)</p> <p>Schools</p>	<p>2013: Elaboration and presentation of a concept for the integration of pupils with migration background</p> <p>2014: further analyses regarding the implementation of the concept and the recommended actions and progressive implementation</p>	
10) "Fit for life" project	<p>Skilled personnel from the youth and social work field as well as teachers can learn about methodologies applied to support young people in the development of their emotional and cognitive</p>	<p>Skilled personnel from the youth and social work field as well as teachers</p>	regional	Youth office of the German-speaking Community	<p>Further education</p> <p>March and October 2011 / Ongoing application through youth work</p>	5.436,- €

	competencies and social skills. The program includes courses on motivation, health, security, conflict management, communication and self-assertiveness, free time, among others and sets out methodologies to improve key professional skills.					
11)"Stark genug" Project „Strong enough“	Young adults from the municipality of Kelmis were trained in order to better grasp the requirements of the labour market and of life in general. Experiential education excursion as well as weekly workshops were organized for participating young adults. During these workshops they could speak about their experience and difficulties, analyse their behaviour and elaborate alternative settings through role-playing.	Young adults		Streetwork/Youth counselling, ÖSHZ Kelmis, Open Youth work Kelmis	September 2011 – March 2012 Evaluation carried out by the Youth Office of the German-speaking Community Another similar project is currently being elaborated and aims at preparing young adults to live in a flat on their own.	
12) Register of school leavers	In close cooperation with the <i>Région wallonne</i> and the <i>Fédération-Wallonie-Bruxelles</i> the IWEPS and the German-speaking Community are currently working on the creation of a register of school leavers that will be linked to the <i>Banque Carrefour de la Sécurité sociale</i> . This register should allow for an analysis of the transition from secondary school to university education as well the transition from education to work and vocational training.	Statistical data collection of all school leavers	Regional	IWEPS (Wallonie) Ministry of the German-speaking Community ADG IAWM	Signing of a cooperation agreement on 27th June.2013	
13) Building an integrated service for the well-being and the healthy development of children and young people in the German-speaking Community	The new service will foster the healthy development of children and young people on a physical, mental and social level, promote their individual skills and the inclusion in general education or vocational training.	Children and young people aged -9 to 20+x	Regional	Ministry of Education (lead of the project) Cooperating partners: PMS-Centres Health care centres (<i>Gesundheitszentren</i>) service for child and family (<i>Dienst für Kind und Familie der DG</i>)	Current and future steps: elaboration of a basic concept by the steering committee, composed of the various partner institutions and the ministry of education and supported by external experts, discussions with various actors involved (operators, parliament, trade unions, municipal	additional costs for personnel and relating to implementation of the new service are estimated around 300000 €

				Dental care service for schools (<i>Schulzahnpflege</i>)	representatives ...). 1 st semester 2014: planned adoption of legal texts (decrees) 1st September 2014: establishment and working start of the newly created service	
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2.4 Supportive measures for labour market integration

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

N.B. Second-chance education programmes already exist for many years in the GSC and about 20-30 unemployed persons a year, mostly young people, get an upper secondary degree through this system. By the means of the new cooperation agreement between ADG, the IAWM and the two ZAWMs (dating from 2013), more young unemployed will be guided to the apprenticeship system as well, to get this qualification (because the apprenticeship certificate is now equivalent to the certificate of the 6th year of vocational secondary education). However, the counselling towards these second-chance qualifications must be based on an assessment of the individual interests, needs and ambitions. A certain share of young unqualified people indeed refuses to go back to any form of school because of earlier negative experiences. For these youngsters, other ways of labour market integration should be found, e.g. through traineeships, validation of competences, integration projects by ADG-partner organisations etc. All of these, as well as a more fundamental reform of the secondary school system, are foreseen or at least planned in the near future, as will be shown hereafter.

Name of the reform/initiative	Key objective(s)	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
Planned reforms						
1) Adoption of a qualification framework for the German-speaking Community and creation of a legal basis for the validation for non-formal and informal learning in the German-speaking Community	Fostering output oriented teaching and learning Enhancing permeability between educational systems and avoiding impasses in the educational and training path Promotion of Life Long Learning for all Fostering of mobility of employees and young people through better comparison of qualifications Establishment of a legal basis for the validation of non-formal and informal learning	Students at all levels and in all systems Employees Job seekers	Regional	Ministry of education and further education IAWM Industries and social partners (consultation)	November 2013: adoption of a decree on the qualification framework for the German-speaking Community September 2014: Setting up of a technical committee in charge of the classification of qualifications September 2018: Establishment of a validation centre (<i>zentrale Validierungsstelle</i>) in charge of the validation of non-formal and informal learning	

2) Perspectives for the further development of secondary schools	<p>Aim: offer all pupils an education taking into account their skills and matching their needs.</p> <p>Key aspects include 1) broad school offer in the first stage of education including more technical and manual classes; 2) early and efficient support of all secondary school pupils; 3) specific support measures for pupils with special needs in order to reduce the number of pupils lagging behind; 4) improved occupational orientation offer for pupils in schools</p>	All pupils aged 12 and older both in the general secondary education system as well as in the technical and vocational training system	Regional	Ministry of Education (Lead) Schools	<p>Currently: Consultation with all secondary schools of the German-speaking Community and with other actors and institutions concerned about the strengths and weaknesses of the existing organisational structures of the secondary educational level</p> <p>2nd half of 2014 onwards: Elaboration of a concept and subsequently preparation of legislative texts and progressive implementation</p>	
3) Fostering synergies and harmonization of vocational training at schools and in the dual system	<p>Aim: joint use of Infrastructure, teaching material, teachers and companies know-how</p> <p>Teaching on the same campus or using the same workshops and infrastructure should benefit the collaboration between vocational training systems (full-time school and dual) , both from a teaching point of view as well as regarding content.</p> <p>Resources can be used more efficiently by all partners and new synergies can be developed. It fosters the exchange and collaboration between teachers in both educational systems.</p>	Pupils in the vocational secondary school and apprentices in the dual vocational training system	regional	Ministry of education Technical and vocational training schools (RSI, TI) IAWM ZAWMs	<p>Since 2011: Joint use of Workshops and teaching material of TI (<i>Technisches Institut</i>) and ZAWM in Sankt Vith</p> <p>Since 1st Semester 2013: realization of the new campus where RSI and ZAWM Eupen are joined and implementation of the cooperative use of workshops and teaching material</p> <p>A common campus for the TI and ZAWM in St. Vith (southern Kanton of the German-speaking Community) is currently being planned (possible implementation in 2016-2017)</p>	
Organisation and evaluation of non-formal training and further education (e.g. traineeship supervisors, voluntary youth leaders, basic training and further education	Aim: convey to young people interpersonal and team management skills, technical expertise or skills relating to sociopolitical engagement	Young people aged 15 to 30		<p>Youth committee of the German-speaking Community (composed of representatives of the government, the ministry as well as funded youth work institutions)</p> <p>Ministry of the German-speaking Community (Secretariat of the Youth Committee)</p>	<p>December 2011: adoption a new Decree on funding for youth work</p> <p>Once a year the government of the German-speaking Community calls for submission of applications for funding and approval of further trainings for young people</p>	

Planned initiatives						
1) Supporte d employment for young jobseekers with disability (JuGA-UB)	Aim: support the work or traineeship placement of young jobseekers with disability by offering them specialised occupational orientation services, job coaching on the work place and a closer cooperation and assistance for companies.	Young jobseekers (aged 18 to 25) with disability (approximately 60 persons)	regional	DPB (lead and implementing body)	Project duration: 1.1.2014 till 31.12.2014	In total: 340.000 Euro, 50% are cofinanced via the ESF
2) VIP- Project	Long term traineeship placement for pupils with special needs (Anpassungsklassen)	5 young people per year	regional	DPB (lead and implementing body)		Supported by CAP 48
3) Promotion of traineeship programs, job and traineeship acquisition, implementation of pilot projects (e.g. in the field of kindergarden caring assistance) and analysis of possible extension of projects to other fields	Offer young jobseekers the opportunity to discover jobs and acquire hands-on professional experience through traineeship programs and hence increasing their chances of labour market integration Pilot project „Kindergartenassisten/in“: young jobseekers can acquire first professional experience in social and pedagogical field, preparing themselves for further studies in that field or another related field	Young jobseekers eligible for existing traineeship programs	regional	Ministry of the German- speaking Community ADG Public and Private Employers industries Pilot project „Kindergartenassisten/in“: ADG RSI Ministry of education Schools (provider of traineeship possibilities)	Since 2012: regular training offer for placement counsellors of various institutions in the field of job and traineeship acquisition Pilot project „Kindergartenassisten/in“: October 2013: awareness raising and information session for young jobseekers, job interviews and selection of candidates, beginning of the theoretical courses and first practical experience (AEP). Beginning 2014: four to six month „transition traineeship“	Pilot project „Kindergartenassisten/in“: ADG budget: 11.000 € Ministry of education: 8.500€
4) Cooperati on ADG-TZU	Create a cooperation structure to enable young jobseekers to get practical experience via TZU facilitating their transition to further training and/or labour market integration		regional	ADG Part time compulsory vocational training schools	As from 2014: Analysis of cooperation possibilities	
5) Promotion of young peoples' mobility through Erasmus +	Aims at fostering the mobility of pupils, apprentices and students as well as at initiating cross-border partnership projects.	Pupils, Apprentices, students, measures in the fields of youth in action and sports	regional	Ministry of the German- speaking Community – „National authority“ Youth Office of the German- speaking Community – „National agency“	January 2014: Start of the new ERASMUS+ program	

6) Fostering of entrepreneurial spirit among young people	<ul style="list-style-type: none"> - Classes on entrepreneurship and awareness raising activities in schools, youth organizations, training centers - "Xistence"-Initiative: information and individual counselling for people intending to get self-employed or starting up a business 	<ul style="list-style-type: none"> - apprentices Pupils - employed or unemployed persons 	regional	<p>WFG (lead) ZAWM, school</p> <p>WFG</p>	ongoing	
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3. Funding the Youth Guarantee

Most reforms and initiatives are financed via the budget of the institutions. Some projects such as the JuGa-UB project are financed through the European social fund or special complementary financing. The new ESF-program from 2015 onwards will also allow to finance new initiatives.

4. Assessment and continuous improvement of schemes

Table 4.1: Planned assessments for the (non-financial aspects of) structural reforms

The GSC has developed and implemented a regional development concept “Living East Belgium 2025” (Regionales Entwicklungskonzept), which is followed up by the means of a comprehensive indicator set. Most reforms mentioned hereafter are part of this long-term scheme and are monitored on a regular basis within this framework. The ministry of the GSC is responsible for this monitoring and evaluation.

Name of the reform	Expected change	Means through which change will be measured	Source of information / planned evaluations
reforms under 2.4			
1) Adoption of a qualification framework for the German-speaking Community and creation of a legal basis for the validation for non-formal and informal learning in the German-speaking Community	Medium term: Setting up of a technical committee in charge of the classification of qualifications Long term: Establishment of center for the validation of non-formal and informal learning		
2) Perspectives for the further development of secondary schools	Reducing the number of young people lagging behind Valorisation of vocational education	Measurement of education backwardness Ratio of pupil at risk	Number of people lagging behind: data of schools PISA-Results
3) Fostering synergies and harmonization of vocational education in secondary schools and in the dual system	Joint use of infrastructure and teaching material Exchange and even closer collaboration between teachers from different systems; coordinated education and training offers	Creation of one single campus housing school and training center Inventory of education and training offers	Data collection through schools and training centers

Table 4.2: Planned assessments of the initiatives and of the financial aspects of reforms

An YGIP-steering committee, chaired by ADG and the Employment-Minister, and including the main partners of the YGIP will be formed to monitor and evaluate the implementation and the results on a half-year base. Furthermore, ADG and the Employment Minister meet on a regular basis (monthly) to discuss implementation issues and possible difficulties. The data collection will also be organized at this level.

Name of the initiative / reform	Target population (or equivalent)	Population (or equivalent) actually reached	Outcome for population	Sources of information
Initiatives under 2.3				
1 New integration concept for the counselling and support of jobseekers and unemployed			First counselling interview and personalised integration contract (<i>Eingliederungsvereinbarung</i>) within two months after registration for young job seekers who need special counselling Work or traineeship placement	Compass data system of ADG: Evaluation of counselling service interviews Evaluation of data
2 Improvement of the transition from general education to vocational training and creation of a tailor-made offer for disadvantaged young people			Decrease of the number of young people leaving education without qualification	Long term: Data evaluation from the register of school leavers Medium term: concept elaboration
3 Support of apprentices with learning difficulties – “Starterkit”			Specific support for apprentices with learning difficulties enabling them to get a certificate (certificate of apprenticeship or <i>Praktikerzertifikat</i>)	Number of apprentices in differentiated courses (<i>Modulunterricht</i>) enrolled and number of apprentices successfully finishing their apprenticeship or getting a <i>Praktikerzertifikat</i>
4 Improvement of the occupational orientation			Awareness raising activities for professions of the future Increase of number of young women in dual vocational education	Number of participants in organised activities (young people and companies) Gender percentage among apprentices (IAWM)
5 Promotion of the attractiveness of dual vocational training			Increase of the number of young people in dual vocational training	
6 Platform for apprenticeship vacancies and „apprenticeship dating day”			Decrease of the number of apprenticeship vacancies	Number of participants in “apprenticeship dating day” Number of new apprenticeship contracts (ADG, IAWM)
7 Time-out Project			Reintegration of pupils into general teaching; decrease of school suspension	Number of participants in the project & their education path afterwards (ZFP)
8 Pilot project Qualiflex			Support young people with learning difficulties or social disadvantages through individual training plans and help them make the transition to training or work	Education/career path of young people in that education system (TZU)

9 Support pupils with migration background			Convey necessary language skills in order to enable pupils to follow regular teaching classes	Schools: data collection
10 "Fit for life"			Convey methodological skills	
11 "Stark genug" – Project „Strong enough“				
12 Register of school leavers			Data collection of school leavers providing analysis of transitions from education to work	register (IWEPS, BCSS and partner institutions)
13 Building an integrated service for the well-being and the healthy development of children and young people in the German-speaking Community			Short term: Gründung der neuen Einrichtung und Aufbau der Strukturen	
Initiatives under 2.4				
1 Supported employment for young jobseekers with disability (JuGA-UB)	40 to 60 persons	...	Labour market integration	DPB: Data collection
2 VIP-Project	Pupils with special needs	five young people per year	Long term traineeship placement	DPB: Data collection
3 Promotion of traineeship programs, job and traineeship acquisition, implementation of pilot projects (e.g. in the field of kindergarden caring assistance) and analysis of possible extension of such projects to other fields. Pilot project: "Kindergartenassistent/in"	Young jobseekers who meet the requirements for the various traineeship programs	Current pilot project: 20 participants	Work placement or traineeship placement	ADG: Data collection
4 Cooperation between ADG-TZU	Low qualified jobseekers aged under 25		Partial qualifications achievement and labour market integration	
5 Promotion of mobility of	Young people in school or training		Training and traineeships abroad	

young people within Erasmus +				
6 Fostering of entrepreneurial spirit among young people	Young people at school or in training		Fostering of self-employment	Data of INASTI