

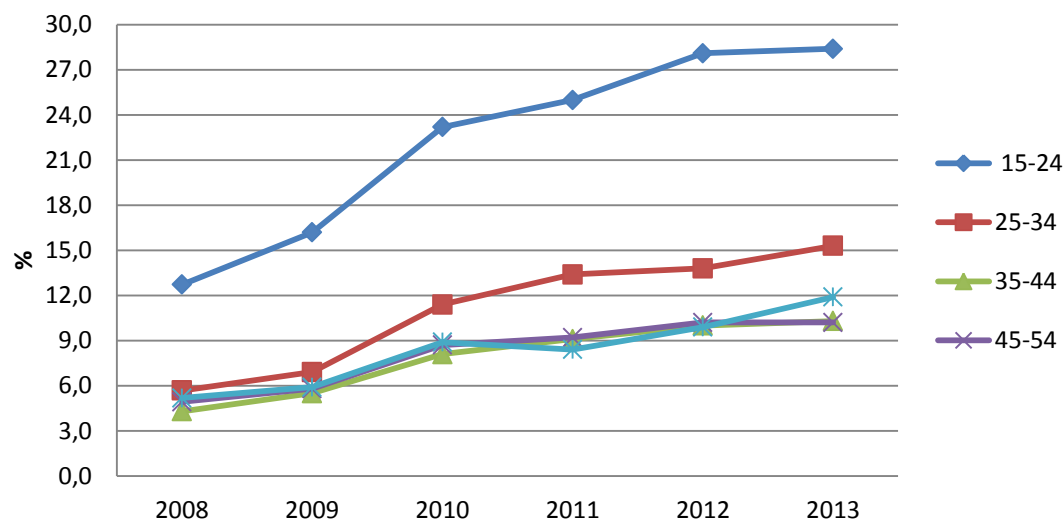
National Implementation Plan for European Youth Guarantee (NIPEYG) 2014 – 2020

(Updated in April 2014)

1. Rationale

The steady economic growth and high investment activity in a pre-crisis period have led to a significant increase in the number of employed persons in the country, and a decline in the unemployment rate to a record low level of 5.6%¹ in 2008. Despite the improvement in the key labour market indicators, during the pre-crisis period the level of unemployment rate in the age group 15-24 exceeded significantly the average value of unemployment rate for the population aged 15 and over, reaching 12.7%. Due to the economic crisis and the subsequent slow economic recovery the employment started to decline which have led to a significant increase in unemployment including among youth. The unemployment rate rose to 12.9% in 2013, and among the hardest hit by the crisis groups were those aged 25-34 and 35-44, in which the unemployment rate was 28.4% and 15.3%, respectively.

Fig.1: Unemployment rate of population aged 15 and over by age groups



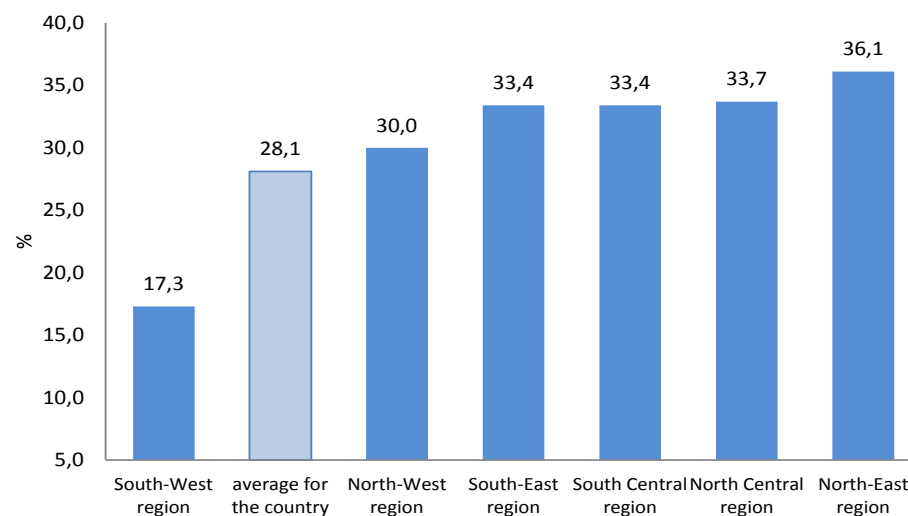
Source: Labour Force Survey, National Statistical Institute (LFS, NSI)

¹ Annual data from Labour Force Survey, conducted by National Statistical Institute

In 2013 the number of unemployed in the age group 15-24 reached 65.1 thousand and decreased by 6.6% over the previous year. Despite the improvement observed in the period under consideration the level of youth unemployment rate in Bulgaria was significantly higher compared to the reported average level for the EU-282 (28.4% against 23.3%). According to Eurostat data, the share of youth in the respective age group neither in employment nor in education and training amounted to 21.6% and remains among the highest compared to other Member States, higher by 8.1 pp than the average EU level.

Youth unemployment by planning regions³ shows that the unemployment rate in the respective age group exceeds the average unemployment rate (15+) in five of the six statistical regions. In 2012, the highest rate of youth unemployment was reported in the North-East region (36.1%) and the lowest in the South-West region (17.3%).

Fig.2: Unemployment rate of population aged 15-24 years by planning regions



Source: Eurostat

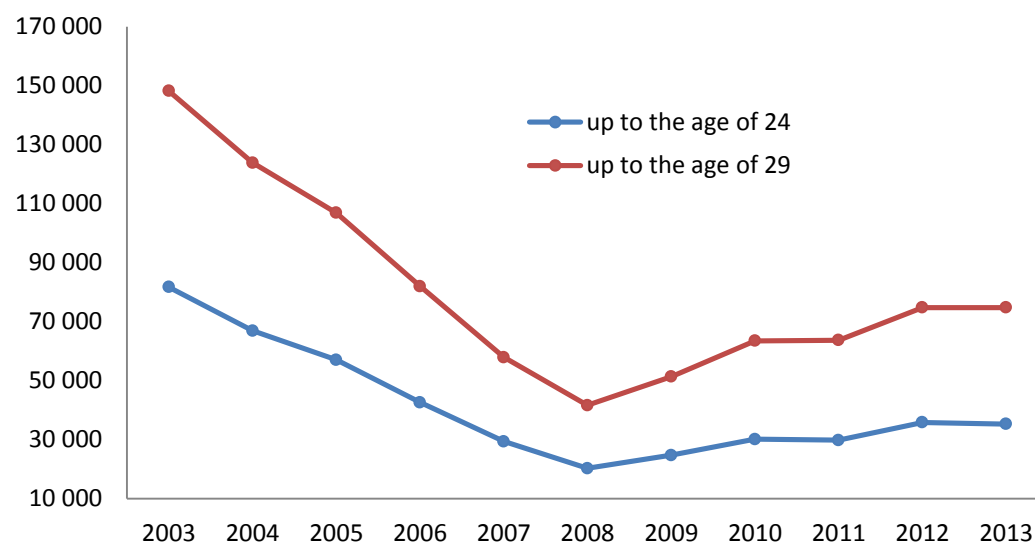
² Eurostat data

³ According to the classification of territorial units for statistical purposes NUTS-2, applied in the European Union

Young people aged 15-29 are a target group in the context of the employment promotion policy in accordance with national legislation. In 2013, the average number of persons in this group amounted to 128.9 thousand and remained unchanged from the previous year, while the unemployment rate rose by 1 pp to 21.8%.

According to the administrative statistics of the Employment Agency (EA) the number of unemployed young people registered in labour offices increased significantly from 2008 to 2012. During the analysed period unemployed aged up to 29 have increased by 76.6 percent, while those aged up to 24 (incl.), have increased by 79.5%. In 2013 the development of youth unemployment was considerably more favourable. The number of unemployed young people under 29 was 74.7 thousand, or 1.5% lower than in 2012, while the number of unemployed people aged up to 24 was 35.5 thousand and remained almost unchanged from the previous year. The relative shares of the two groups in the total number of unemployed also decreased, reaching 20.1% and 9.5%, respectively.

Fig. 4: Number of unemployed young people registered at labour offices



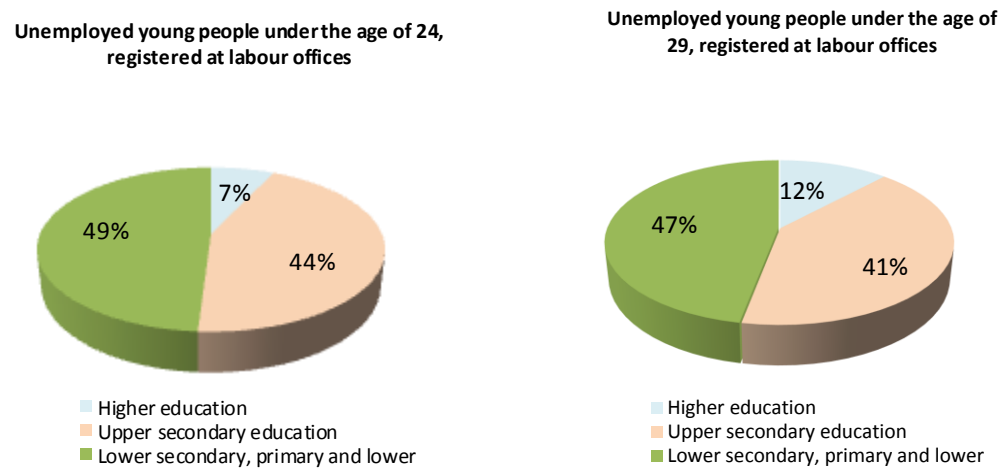
Source: EA

The average monthly number of unemployed young people registered at labour offices up to four months has decreased. In 2013 the number of unemployed persons aged up to 29 with registration to four months fell by 5.9% compared to the previous year, and in the age group up to the age of 24 a decrease of 8.9% was reported. The number of long-term unemployed young people for more than one year has slightly increased. During the analysed

period the number of long-term unemployed young people up to 29 rose by 1.9%, while the number of long-term unemployed young people up to 24 rose by 1.3%.

In the total number of the unemployed aged up to 29, the share of those registered at the labour offices up to four months was 26.5%, and the share of long-term unemployed reached 13.6%. In the age group up to 24 the considered shares were lower and amounted to 13.4% and 5.6%, respectively.

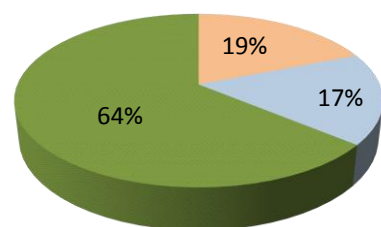
Low educational attainment and lack of qualifications are among the key factors determining the high level of youth unemployment in the country. The low level of education and the lack of skills, needed in the labour market, make young people uncompetitive, given that employers exempt mostly unskilled labour force under conditions of uncertain economic environment. In 2013 in the educational structure of unemployed up to 29 years a major share had persons with lower secondary and lower education (46.6%) and upper secondary education (41.4%) including secondary vocational (26.6%), while the share of unemployed young graduates was significantly lower (12%). Similar trends were observed in the number of unemployed persons up to 24. In 2013 in the educational structure of the unemployed up to 24 those with lower secondary and lower education comprised 48.6% of the total number of young people in this group, followed by those with upper secondary (44.4%) including secondary vocational (28.2%) and higher education (7%).



Source: EA

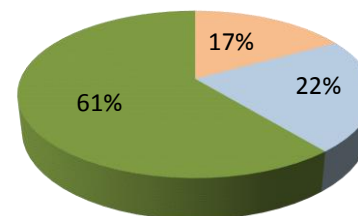
The occupational structure of unemployed youth showed a leading share of those without qualification as in 2013 the value of this indicator for the unemployed up to 29 years was 61%, and for those up to 24 reached 64%.

Unemployed young people under the age of 24, registered at the labour offices



Qualified Highly qualified Non-qualified

Unemployed young people aged up to 29, registered at the labour offices



Qualified Highly qualified Non-qualified

Source: EA

In addition to the structural factors, among the reasons for youth unemployment and inactivity are also the lack of professional and/or work experience, the lack of key skills and work habits, early school leaving as well as loss of work motivation due to the prolonged stay without work.

Observed improvement in 2013 was mainly related to the implementation of the National Initiative "Jobs for Young People in Bulgaria" 2012-2013, that includes mutually complementary measures which have engaged all stakeholders including state institutions, social partners and communities. The Initiative has launched active labour market measures for creation of qualitative jobs and sustainable employment opportunities, measures aimed at increasing employability, that take into account the future labour market developments, information and counselling services which implementation will continue in the frameworks of this plan.

2. Implementation of the scheme for Youth Guarantee at national level

2.1 National Youth Guarantee of the Republic of Bulgaria, in accordance with Recommendation of the Council of EU of 22 April 2013

The National Youth Guarantee of Bulgaria provides that any young person aged 15 to 24 years inclusive will receive a good quality⁴ of job offer, further education, traineeship or apprenticeship within 4 months after they become unemployed or leave the formal education system.

For young people registered in labour offices, a proposal will be conveyed up to the end of the 4th month of their registration.

Every unemployed young person registered in labour offices will be developed and provided with individual action plan and their profile will be determined in it. According to this profile, the young person will be proposed with a good quality job offer (subsidized or at the primary labour market) or a training (training for acquisition of vocational qualification, for acquisition of key competencies, for continuation of education). During the individual work with each young person as a tool for employability improvement and support for personal choice making, career guidance and job search training will also be provided.

The National Youth Guarantee of Bulgaria will be implemented in stages. In 2014, a priority will be the funding of training and employment of young people up to 25 years with primary or lower education (early school leavers) whose registration in labour offices is with duration of up to 4 months incl. For young people with higher and secondary education and with duration of registration in labour office of up to 4 months incl., the start of a first job (traineeship) will be funded. Vocational training will be proposed to young people with upper secondary educational degree.

Young people not in employment or education, and not registered in labour offices will be informed about the potential services that can be used after registration at the labour offices, within one month of receipt of their individual data and correspondence address with the institution or organization that will carry out their activation. This makes possible several "paths" for the activation and integration of youth on the labour market, according to their individual profile and discretion: (1) directing them to local schools and/or to REI in order to return to the education system; (2) directing them to the local Labour office for registration and use of services provided there for employment, traineeship, apprenticeships and training; (3) directing them to organized job fairs, local cooperation associations, educational fairs and other informal forms of support for job search or enrollment in training; (4) directing them to private employment agencies and temporary employment enterprises as possibilities for realization on the labour market without the mediation of public Employment Agency and the use of information technology to search for vacancies and to prepare the application documents and on-line application.

For inactive youth – not studying, not working and without registration in labour offices, activities are provided that will be implemented with partnership approach. In order to identify and establish contact with inactive young people, information from the Ministry of Education and Science will be used regarding those not registered for next educational degree or next class of secondary education and also data from the civil registration services of municipal administrations for their addresses. In 2014, labour intermediaries from the labour offices will inform each of these young people about the employment mediation services provided by the labour office and after 2014 information will be also provided by other organizations. Labor intermediaries,

⁴ In terms of the insufficient supply of vacancies, quality job offer will meet as many of the following criteria: to be consistent with the education / training of the young person, to be suitable for his/her health, to be tailored to the individual profile of the young person, to offers permanent employment, to meet the requirements for health and safety at work, to create conditions for individual development. Quality proposal for youths from 15 to 18 years of age will be associated primarily with their return to education and involvement in continuing education and training and apprenticeship. Quality training proposal will meet as many of the following criteria: to be consistent with the profile and attitudes of the young person, to respond to the labour market's demand and to be tied to a particular job place.

incl. Roma mediators, working in labor offices will focus their activities on youths from Roma minority. Collaboration with NGOs working in the field of Roma integration will be developed, which could be useful for contact and mediation with the Roma community.

The implementation of the National Youth Guarantee will be launched in 2014 with measures and programs funded by the state budget. The launch of schemes aimed at young people and funded by the ESF, incl. in accordance with the Youth Employment Initiative, is planned to start in 2014. By 2020, activities will be financed by the state budget and with EU funds in accordance with the national action plans for employment for the respective year. The implementation of NIPEYG in the South-West region is not generally funded by the Youth Employment Initiative but mainly by the state budget. It is possible 10% of the funding for the Youth Guarantee, according to the Youth Employment Initiative, to be used to fund regions at a lower level than NUTS 2 level within the ineligible South-West region.

As a result of the implementation of the National Plan for the implementation of the European Youth Guarantee 2014 – 2020, by the end of 2015 the following outcomes are expected to be achieved:

- *Reduce the level of youth unemployment (15-24) to 27.2 %.*
- *Reduce the proportion of young people aged 15-24 who are not in employment, education or training in the total number of young people in the same age range (NEET rate) to 20.5%.*
- *Increasing the share of registered unemployed youth (aged 15-24) who are involved in training or employment by the total number of registered unemployed youth to 50%.*

2.2 Partner approach⁵

For successful and effective implementation of the National Plan, the work will be done in partnership between the institutions and organizations listed in Table 2.2 in the Plan.

The National plan will be implemented by the relevant government institutions, social partners, local authorities, youth organizations. Coordination Council will coordinate and monitor the implementation of the Plan. The Council will be headed by the Minister of Labour and Social Policy who will determine its nominal composition. The composition of the council will include representatives of ministries, nationally representative organizations of workers and employees, representative organizations of employers, youth organizations and the National Association of Municipalities in Republic of Bulgaria. Within one month of the constitution of the Coordination Council, it will adopt its rules of procedure which will determine the order of the Council's work. The directors of "Regional Labour Offices" and "Labour Offices" Directorates will be responsible for the coordination of the implementation of the NIPEYG on regional and local level.

For implementation of the activities under the NIPEYG, a national framework agreement will be signed between the Ministry of Labour and Social Policy, the Ministry of Education and Science, the Ministry of Youth and Sports, the National Association of Municipalities in the Republic of Bulgaria, nationally representative organizations of employers, workers and employees and young people and other responsible organizations. The agreement will define the responsibilities and commitments of the specified organizations/institution, incl. to identify and activate young people who are not in employment or education and not registered in the labour offices, including those who have never studied. The key commitments will include:

- conduction of an information campaign to promote the purposes and the essence of the National Youth Guarantee in the context of the European Youth Guarantee; distribution of materials, brochures, information through the media, websites, social networks, etc.
- provision of information from MES to MLSP on young people who are dropouts and early school leavers;
- support from NAMRB through local authorities to identify young people who dropped out of the education system as well as those who never attended school;
- with the active participation of the Ministry of Youth and Sports, active nongovernmental organizations that implement youth activities and services in the country will be identified in order to help identifying young people who are neither in employment nor in education or training. Organizations will take action to activate them for their registration in labour offices, including through services by residence delivered by youth workers (active dialogue with each young person by providing information and individual consultation, implementation of group seminars for attitude change and social inclusion). Together with the partners, specific methodology for operation within the partnership network will be developed, to identify and activate young people taking into account the specifics of working with diverse groups of disadvantaged young people who are neither in

⁵ NIPEYG was developed by a working group, whose members included representatives from: ministries (MLSP , MES, MYS, Ministry of Economy and Energy, Ministry of Regional Development , Ministry of Agriculture and Food, Ministry of Transport and Communications), nationally representative organizations of employers and trade unions and NGOs. In connection with the Council of Ministers' approval of the NIPEYG, it was approved by the National Employment Promotion Council and the National Council for Tripartite Cooperation (tripartite consultative bodies) as well as from all ministries.

employment nor in education and not registered in the labour offices, and that complies with the European standards for youth work. Youth workers (mediators) will be trained on the basis of this methodology;

- making contact with the identified youth, provision of information on the possible services in labour offices. In 2014, the work with the identified young people will start as it would be done by the case managers in the labour offices and by labour intermediaries appointed to work with young people. With the development of the methodology for operation of the partnership network, these activities can be carried out both by YICC (administered by the “European Youth Programmes and Initiatives” National Centre within the subprogram 1 of the National Youth Programme), local organizations of nationally representative organizations of employers and workers and employees and by youth organizations. Specific aspect of this activity will be the personal contact with young people and the approach according to which representatives of the institutions/organizations go to the young person;

- the actions for activation of young people will be directed to their integration into employment, traineeship, apprenticeship or training. Labor intermediaries will provide information on mediation services in employment, organized and provided by labor offices to young people who are not in employment, education or training (according to Art. 21a of the Rules for implementation of the EPA). For young people from 15 to 17 incl., efforts will be directed, according to their individual profile, to their return to the education system, incl. literacy training.

The actions for integration in the labour market aimed at unemployed young people registered in labour offices will be carried out by the MLSP through EA. EA will collect and compile data on the work with the registered unemployed young people up to 24 incl. and up to 29 years. The data will provide information on all actions (services, programs and measures) performed by EA as well as those implemented by the social partners in the context of the annual NAPE. EA will collect and compile data on registered unemployed youths in labour offices depending on the duration of their registration, their educational and professional structure, up to 24 incl. and up to 29 years.

The Employment Agency is the institution that collaborates with partner organizations for the activities on activation and independently makes contact with young people about their registration in labour offices and the use of opportunities for training and work. Crucial in this process is the active work of Labor intermediaries, Roma mediators, psychologists and case managers with young people and the contact with employers for provision of jobs and the constant exchange of information between them and young people. In the implementation of measures for integration in the labour market, the Employment Agency will work purposefully for the implementation of the National Guarantee, namely – to finance with priority in 2014 the training and employment of young people up to 24 incl. with primary or lower education (early school leavers) whose registration in employment offices is up to 4 months incl. For young people with higher and secondary education and with duration of registration in labour office up to 4 months incl., the start of a first job (traineeship) will be financed. Instructions for work with young people will be contained in the methodology for the operation within the partnership network. Labour intermediaries, Roma mediators, psychologists, case managers and other employees in the labour offices who work with clients, comply their activity with the methodological guide "Provision of specialized individual counseling aimed at solving specific problems of young people up to 29 years registered in the "Labour Office" directorates” when working with youth, including youths with disabilities and youths from ethnic minorities such as Roma young people. The Executive Director of the Employment Agency will provide guidance for the implementation of the National Guarantee by the territorial divisions.

Table 2.2: Key institutions that will support and contribute to the performance of the National Plan for the implementation of the Youth Guarantee

Name of key institution /	Type	of	Level	of	Role for the implementation in the Youth Guarantee	Provision of successful partnership
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organization	institution / organization	responsibility		
Ministry of Labour and Social Policy (MLSP)	State administration	National	MLSP shall be responsible for the overall organization of the development and implementation of the NIPEYG.	<p>It will propose for discussion all initiatives financed by the state budget within the National Employment Promotion Council. It will ensure the technical servicing of the Coordination Council for the implementation and monitoring of NIPEYG. It shall coordinate the implementation of the mechanism for incorporation of the results of the forecasts for the labour demand and supply in Bulgaria in the development and implementation of the state policy. It shall annually submit the annual reports on the forecasts for the labour demand and supply in Bulgaria approved by the Minister of Labour and Social Policy to all ministries and other institutions and to the regional administrations. They shall distribute the document among their structures and shall use the results and forecasts in their activities on planning of policies and development of budget estimates.</p> <p>The Managing Authority of the Operational Programme Human Resources Development 2007 - 2013 in the MLSP will provide support for the integration of young people into the labour market and their involvement in training within the existing schemes under the OP and will prepare, manage and implement new ones under the new operational programme for the period 2014 – 2020.</p>
Employment Agency (EA) and Regional Employment Services Labour Office Directorates	Executive agency to the MLSP	National Local	<p>The EA shall be responsible for the implementation of active labour market policy from the state budget, incl. the programs and measures directed to young people.</p> <p>The EA shall also be responsible for the development and implementation of schemes for employment, training, traineeship and apprenticeship, for the promotion of territorial mobility, etc. aimed at young people in the context of the OP HRD 2007-2013 and 2014-2020.</p> <p>The EA through its territorial units will provide employment services both to registered unemployed youths and to not working and not studying youths identified by the information provided by the Ministry of Education and Science for dropouts and early school leavers, after registration in the labour offices.</p> <p>Labor intermediaries will provide information on mediation services in employment, organized and provided by labor offices to young people who are not in employment, education or training according to Art. 21a of the Rules for implementation of the EPA.</p> <p>In every labour office, a focal point will be determined – a labour intermediary who will work specifically with young</p>	<p>The Council to the Executive Director of the EA will support the implementation of NIPEYG.</p> <p>The Cooperation Councils to the “Labour office” directorates will support the implementation of NIPEYG.</p> <p>Labour offices will initiate the formation of teams at the local level between the institutions and organizations responsible for the implementation of NIPEYG.</p>

			<p>people. Directors of the labour offices shall coordinate the implementation of the NIPEYG for the municipalities they service. Directors of RES shall coordinate the implementation process for the areas they service.</p> <p>In the short term, in order to improve the coherence between labour force supply and labour market demand, annual survey among employers will be conducted by the Employment Agency in order to define employers' needs of labour force with certain characteristics. On the basis of the conducted survey, training courses for unemployed persons will be organized to acquisition of professional qualification and key competencies.</p>	
Ministry of Education and Science (MES) and	State administration	National	<p>MES shall implement NIPEYG with regard to activities in the field of education and training in kindergartens, schools and servicing units and for the levels of education; the provision of access and quality of education and training, prevention of early school leaving and return to the education system, and the implementation of national and European policies on education and training for children, students and young people.</p> <p>MES will also contribute to the implementation of NIPEYG through the work of the Human Resources Development Center – a second level spending unit to the Minister of education and Science, in the context of the Center's functions regarding the participation of Bulgaria in "Erasmus+" EU program in the area of education, training, youth and sports.</p>	<p>Implements the Strategy for prevention and reduction of dropouts and early school leavers (2013 - 2020). Specific measures and activities will be included in the Action Plan for Strategy's implementation, which is under preparation by all stakeholders.</p> <p>Implements the National Lifelong Learning Strategy (2014-2020) and the Action Plan for its implementation.</p>
Regional Inspectorates on Education (RIE) and	Territorial administration of the Minister of Education and Science	Regional	<p>Administration for management and control of the school system within the region. It shall be directly responsible for the access to school education and for the provision of conditions for successful training and education, for the scope of the students and for the reduction of the share of dropouts, as well as for the implementation of regional policies for vocational education, training in accordance with the needs of the region.</p>	<p>- RIE shall participate in the development and implementation of development strategies for the region.</p> <p>- In RIE, state admission plan (SAP) shall be developed for state and municipal schools, according to the proposal of school managements and in coordination with the regional employment structures and those of employers. SAP for state schools shall be approved by the Minister of Education and Science and for the municipal ones – by the Head of RIE. The Plan shall approve the number of students, the profiles, professions and forms of education for the next school year.</p>
Schools	A school – a legal non-profit entity	Local – school	<p>-Covering youth and keeping them in the school education shall be realized by coordination measures: for decreasing the absences; for improvement of the grades of the students at risk of dropout; for creating better social and material conditions in the school; for engaging the family and the other stakeholders in this process;</p> <p>-Profiles/vocations and forms of education in the vocational schools and high schools shall be coordinated with the labour market needs in the area and with the interests of the students.</p>	<p>- The strategy / program for the development of the school shall be updated annually in relation with the policies and measures in the municipality, region, the national policies.</p> <p>- Three times per year, the school principal provides information on the dynamics of the students to the Regional Inspectorate on Education, and they shall inform monthly the Social Assistance service for students who have more than 5 unexcused absences and have received children benefit.</p> <p>- The director of the school and the pedagogical council elaborate a draft plan for admission for the following school year,</p>

				which is coordinated in the municipality and shall be submitted to the RIE. Representatives of the school board, of the students' council and other stakeholders may participate in the discussion.
Ministry of Youth and Sports (MYS)	State administration	National	MYS shall participate in the process of development of national and operative programs and other European and international youth programs and specifically within the NIPEYG.	MYS shall have a key role in the process of implementation of the youth guarantee by developing contacts and providing cooperation both with state authorities involved in the youth policy and with non-governmental organizations the activity of which is related with the implementation of youth activities policies. MYS shall provide information to the EA for the results from the activation of young people. It shall also participate in the process of planning, implementation and accounting of policies aimed at young people, including on a district and municipal level.
National Center European Youth Programs and Initiatives (NCEYPI)	Legal entity with the Minister of Youth and Sports	National	It encourages, consults, organizes and coordinates the participation of Bulgarian youth organizations and institutions in European and international youth programs and initiatives. Implements the National Youth Program (2011 – 2015)	NCEYPI shall administer projects under national and international programs funded by the state budget, by the European Union or by other international organizations. It shall gather and provide information regarding the implementation of the projects for the youth activities it administers. NCEYPI shall consult young people and youth organizations on the procedure and manner to apply and participate in the programs and initiatives administered by the Center.
National council for cooperation of ethnic and integration issues (NCCEII)	Advisory and coordination body to the Council of Ministers	National	Assists the Council of Ministers in implementing the state policy on ethnic and integration issues. The Council assists the cooperation and coordination between state bodies, NGOs of the Bulgarian citizens from ethnic minorities and NGOs dealing with interethnic relations.	NCCEII support the implementation of the NIPEYG, according to its competences, assists contacts and ensure cooperation with NGOs working in the field of Roma integration, as well as participate in the process of implementation and monitoring of NIPEYG.
National Association of Municipalities in the Republic of Bulgaria	Legal non-profit entity – a legitimate representative of the local authority	Local	It represents the local authority in the process of identifying the young people who do not study and do not work. It participates in the process of determining the mechanism for information exchange and for establishing a contact with the identified young people.	NAMRB shall have a key role in the process of identification and contacting the young people from the group of these who do not study and do not work. As a result from the information exchange – from the MES to the MLSP regarding the young people not been enrolled in a following class and/or education degree, for contacting them by the civil registration services with municipal administrations, information shall be necessary for the labour offices which shall help the contact with the young people and invite them for registration in the labour office.
Nationally representative organizations of employers in the country	Social partners	National	Nationally recognized representative employers' organizations involved in social dialogue and protecting the interests of business in the country. They are involved as consultative and constructive bodies offering reforms, measures, solutions, tools and criteria that contribute to their realization. Projects implemented by nationally recognized representative organizations of employers will offer packages of activities targeted at young people and their activation.	They participate in the process of planning interventions aimed at young people, in the implementation of specific programs, as well as in the process of monitoring of the implementation of the national plan. They promote the National Youth Guarantee.
Nationally representative organizations of employees and workers	Social partners	National	Nongovernmental organizations representing the interests of workers and employees in the country. Participate in social dialogue at national level - consult, give suggestions and opinions, implement specific projects for training and	They participate in the process of planning interventions aimed at young people, in the implementation of specific programs, as well as in the process of monitoring of the implementation of the national plan. They promote the National Youth Guarantee.

			employment. In projects implemented by nationally representative organizations of workers and employees will be offered packages of activities targeted at young people, and to activate them.	
Centers for Vocational Training (CVT) licensed by the National Agency for Vocational Education and Training	Natural and legal persons registered under the relevant legal act	Local	CVT provide and certify vocational training of unemployed and employed over the age of 16 with acquiring a vocational qualification degree, qualification in a part of a profession, acquisition of key competences and career guidance.	CVT will actively participate in the labour market integration process of the young persons' through providing youths with vocational training, key competences acquisition and career guidance.
Young people organizations in the country	NGOs	National and local	They represent the interests of young people in Bulgaria. They participate in social, public and political processes through dialogue, cooperation with the respective stakeholders and institution making decisions in the youth policy.	Youth organizations in the country shall be attracted as a partner in the work with young people, and especially in the process of activation of young people who do not study and do no work. They promote the National Youth Guarantee. They provide information for results achieved in the work with young persons.
Representatives of the NGOs of Bulgarian citizens from ethnic minorities, presented within the National council for cooperation of ethnic and integration issues	NGOs working in the sphere of Roma integration	National and local	Support for development and personal realization of the Roma group, incl. young people, are among their activities. NGOs support the removal of economic and social barriers faced by some of the members of this ethnic group. Perform a variety of projects aimed at the professional and personal development of members of the Roma ethnic group.	Representatives of NGOs, dealing with Roma integration participate in the process for implementation and monitoring of the NIPEYG. Promote activities and initiatives under the NIPEYG, especially concerning the activation of inactive youths. Explain the opportunities that the Plan provides, including: career counseling, vocational training, traineeships and employment, and provide support and mentoring of young people, especially during the period before their registration at the labor offices. Participate in building sustainable social networks, including through participation in the initiation of labor offices for local teams that will encourage and support participation in educational activities, improve the culture of social responsibility and promote mentoring.

2.3 Early intervention and activation

Prevention of the early leaving and dropout of young people from the education system is a main part of the early interventions. The activities shall be in the following direction: increasing the quality of the provided education and training, including through the introduction of new forms of education; provision of access to education for all; development of the coaching, provision of information, vocational guidance, provision of psychological assistance and coaching; provision of opportunities for the acquisition of a vocational qualification at an earlier stage for the persons who do not wish to continue their education and want to enter the labour market; offering and providing opportunities for the acquisition of a vocational qualification in a school environment, etc. A main objective with respect to young people under the age of 18 shall be their return to the education system for graduation a level of education or training for acquisition of a vocational qualification, thus enhancing their employability and of the chances for future employment.

The organizing and implementing a comprehensive policy on informing the young people in relation with the choice of vocation, career development, needs of the labour market, is of utmost importance and shall be carried out as early as possible, before the young people leave the educational system. All young people shall receive information, vocational guidance and consulting in the year preceding the graduation. Measures for early professional orientation and guidance of youths towards the profession of the teacher will be used, which corresponds with the National strategy for development of the pedagogical staff (2014 – 2020).

Building of an early warning system on young people with high risk of dropping out of the formal education system will provide possibilities to start individual work with them in the form of consultations, support (including psychological support), working with parents, individual guidance. Coaching will have a major role in the process – both individual and group.

New forms of education as distance and blended forms will be introduced to retain the young people in the education system. Thus the education process will become more flexible and it will provide possibilities for individual pathways for education. A new option for acquisition of vocational qualification will be introduced in the education system by introducing dual training – combining work-based vocational training in an enterprise and theoretical training in an educational institution.

Providing an opportunity for early school leavers to return to the formal system of education and training through various forms of training – distance training, evening classes, part-time training, correspondence form of training; the participation of early school leavers in literacy courses contributes for their social integration and inclusion in the labour market; promotion of learning opportunities in clubs, libraries, community centers.

Statutory forms of education different from the day training encourage young people from risk groups to complete their education. Such forms are evening classes, part-time training, individual, private and correspondence forms of training. Will also be used the opportunity provided by the changes made in the Education Act in 2013, which introduced the combined form of education for persons with special educational needs. Change contributes to continuing their education and training in the public education system.

The establishment of a national system for validation of knowledge, skills and competences acquired through informal and/or non-formal learning shall provide an opportunity and increase the motivation of young people to use a variety of options to study, maintain and improve their vocational qualification. Furthermore the validation shall provide the opportunity to young people to also return to the educational system in order to continue their

education, as well as it shall give them access to training for acquisition of a vocational qualification. The validation shall facilitate labour mobility both within the country and in the EU.

Twice a year, the MES shall provide information to MLSP for young people who have completed a certain level of education and have not been enrolled into the upper one, as well as for these who have not been enrolled into the next grade without completing the respective level of education. Using this information, part of the young people who have left the educational system early shall be identified, as well as these who have acquired an educational level but are not active at the labour market. Municipalities, labour offices, local youth organizations shall elaborate action plans for identifying these young people and informing them about the National Guarantee. Each institution or organization shall commit itself to informing a certain young people group in order to reach each and every one of them. The informed young people shall be encouraged to visit the respective labour office where the labour intermediaries shall inform them about employment services organized and provided by the labour offices. There shall be at least one labour intermediary in each labour office who shall be an expert specifically in working with young people. After registering into the labour office, the labour intermediary shall begin individual work for activating the young person. They shall assist the other labour intermediaries in their work with unemployed young people.

Action Plan for the National Strategy for Lifelong Learning 2014 - 2020 was approved by the Council of Ministers in early April 2014.

A draft Concept for the development of vocational education and training in Bulgaria is also elaborated with deadline for acceptance in August 2014, which is currently being discussed. In this regard, major priority areas are proposed aimed at reforming vocational education and linking it to the needs of the labour market: ensuring quality and efficiency; improve opportunities for access to vocational education and training; introduction of learning through work / dual training; vocational education and training in the context of lifelong learning and strengthening the participation and responsibilities of all stakeholders to provide staff with the necessary skills for the economy.

Informed young people will be encouraged to choose from the following possible "paths" of activation for further integration in the labour market:

- (1) Return to education: in the information provided according to the individual profile of the young people, early school dropouts from the formal education system will be directed to local schools and/or REI - local institutions to assist youths individually for inclusion in education system. This "path" will primarily focus on young people aged 15-18 years with primary or lower education.
- (2) Registration at Labour Office Directorate, where labour intermediaries will inform young people about employment services organized and provided by labour offices. In every Labour Office will have at least one labour intermediary specialized for working with youth. After registration at the Labour Office the labour intermediary will begin individual work for activating the young person. He will also support other labour intermediaries in their work with unemployed youth.
- (3) Direction to organized job fairs, local cooperation associations, educational fairs and other informal organizations and / or events to support job search or enrolment in training. Major role in the work on this "path" will be played by labour intermediaries, youth NGOs, non-governmental organizations working in the field of Roma integration and nationally representative organizations of employers and employees.
- (4) Direction to private employment agencies and temporary employment enterprises as possibilities for realization on the labour market without the mediation of public employment services. Young people who do not wish to register in the Labour Offices of the Employment Agency will be informed of the opportunities offered by the private employment agencies or temporary employment enterprises regarding temporary employment. Again a significant role

in guiding young people on this "path" will be played by labour intermediaries, NGOs (of youth and those working in the field of Roma integration) and nationally representative organizations of employers and employees.

Following the registration in the labour office, the first step shall be a joint preparation by the labour intermediary and the young person of an individual action plan containing a profile of the young person for revealing their skills, competences and wishes, as well as clarifying their future actions with deadlines and commitments. An important moment in the process of development of the individual plan is taking responsibility for actions on both parts – the labour intermediary and the young person. The individual profile shall be supplemented and updated, if necessary.

Next step in the process of activation of the young person shall be the provision of vocational guidance and job-search training by experts in the labour offices or in licensed centers for information and vocational guidance. Each young person of up to 25 years shall be included in vocational guidance and job-search training – individually, in groups, online, on the spot. The provided information shall be easily accessible and understandable so that it shall be of maximum benefit for the young person. The vocational guidance shall be both for the purpose of employment and for identification of training needs based on the individual profile developed for the young person, provision of opportunities, including opportunities for a “second chance” for education and guidance for inclusion in appropriate education. The inclusion in vocational guidance is important from the perspective of making an adequate choice regarding the capabilities of the young person as well as in relation with the labor market demands.

Particular emphasis in the work on the activation of young people will be put in the effort to contact and work with young people from vulnerable ethnic communities such as the Roma. Following the EU framework for national Roma strategies the National Strategy of the Republic of Bulgaria for Roma Integration (2012-2020) uses the name Roma as summary for Bulgarian citizens in vulnerable socio-economic status, who identified themselves as Roma and for citizens in a similar situation who the surrounding population defined as such, regardless of their self-determination. There is still a tendency part of the people who surrounding population named "Roma" or "Gypsy", to identify themselves as Bulgarians, Turks and Romanians.

The labour intermediaries – Roma mediators, working in labour offices, will continue to perform their specific functions in activation of inactive persons, and in their work they will be supported by psychologists and case managers. Informal contacts and discussions with young people from the Roma ethnic origin will be sought and pursued within their community without waiting young people to seek support and assistance. In an informal atmosphere and in simple language will be explained the possibilities that young people can use in order to obtain education/qualification and inclusion in employment. According to estimates of mediators, psychologists and case managers on the profile of young Roma will be offered all appropriate services and measures. In Roma communities will be worked individually with each youth, and will be organized informal group meetings, with the participation of representatives from the local teams initiated by labour offices. This process will actively involve representatives from NGOs working in the field of Roma integration. In the process of coordinating the implementation and monitoring of NIPEYG will participate representatives of such organizations and also representatives of the Secretariat of NCCER which is National contact point for the implementation of the National Strategy for Roma integration of the Republic of Bulgaria 2012-2020. They are included in the complemented composition of the Coordination Council for the implementation and monitoring of NIPEYG.

The support of NGOs working in the field of Roma integration in dealing with inactive young Roma will aim to provide information on opportunities to return to the education system, and to the continuing education. They will provide support and mentoring to the young people to achieve motivation for educational and professional development.

Data on ethnicity is collected only on the principle of voluntary self-determination and in compliance with Constitution of the Republic of Bulgaria, Personal Data Protection Act, and Protection against Discrimination Act, which are synchronized with the European legislation.

Table 2.3: Key reforms and initiatives for the provision of early intervention and activation

Name of the reform / initiative	Key objective/s	Target groups other than the one described (if any)	Scale	Name and role of the leading institution / organization and partners	Time frame for implementation	Implementation costs, if applicable
Planned reforms						

2.3.1. Introduction of new forms of learning and using the statutory ones	Development and promotion of distance and blended forms of education as opportunities for a flexible approach for learning and as part of the opportunity to provide individual learning pathways	Young people who have left the education system early and/or ones who are at risk of an early dropout	National	Ministry of education and science National representative organizations of employers and of workers and employees	After the adoption of a new Education Act and of the amendments and supplements to the Vocational Education and Training Act	-under projects of the new programming period and budget funding under delegated school budgets
	With the amendment and supplement to the Public Education Act dated 27.09.2013, under Art. 31, item 8, a blended form of training has been introduced for students with special education needs (SEN). By 01.02.2014, schools must create the necessary conditions for its implementation. Students with SEN who are being trained in 2013/2014 year in a daytime or individual form can be transferred to blended form at any time of the year, after changes to the bylaws		Local	Schools	NVA	Within delegated school budgets
	With the presence of appropriate conditions for education and training in the educational institutions (vocational high schools, vocational classes) by places and with the general agreement of the municipalities and the local business, an extramural and evening form can be provided, which shall also be financed by a single standard in the delegated budgets. Such forms are entered under the profile / vocation in the State Plan for Admission for the following school year of the region and shall be coordinated and approved by the general order;		Local	Schools	NVA	Within delegated school budgets
	Training of students in an independent and individual form which do not require any presence but an individual preparation and sitting examinations in compliance with the requirements laid down in the Rules for the implementation of the Public Education Act		Local	Schools	By decision of the pedagogical council and by order of the school's principle	Within delegated school budgets
2.3.2. Validation of individual and group coaching	Development of individual and group coaching to help the young people overcome problems and difficulties on educational, social or personal level	Young people at risk of early dropout from education; parents of the young people	Local	Ministry of Education and Science Ministry of Youth	Following adoption of a Plan for implementation of the Strategy for reducing early school	--under projects of the new programming period;

				and Sports, local structures of nationally represented organizations of employers and of employees and workers, branch organizations	leavers (2013-2015).	
2.3.3. Career guidance in the schools	Building and implementation of a system for career guidance in various age categories for motivation to continue the education and promoting the benefits of the vocational qualification. The career guidance includes a complex of activities such as: consulting, informing, counseling, training in an academic subject "Career guidance".	Young people aged 15 and more years	Local	Ministry of Education and Science in collaboration with nationally represented organizations of employers and branch organizations		
2.3.4. Implementation of systems for early warning	Identification of young people at risk of early dropout and individual work with each of them for motivating them to continue their education or to acquire a vocational qualification.	Young people at risk of early dropout from education;	National and local (municipal, school level)	Ministry of Education and Science; Municipal and district administration, local authorities, NAMRB; EA	Following adoption of a Plan for implementation of the Strategy for reducing early school leavers (2013-2015). -From the second quarter of 2014 – development of a model; - from the beginning of 2015 – approbation of the system, for example in a region/s of economic development with highest percentage of people who have dropped out early from education (North-Western and/or South-Eastern) - 2016-2020 – gradual implementation in the municipalities / schools and in other regions.	-under projects during the new programming period with ESF funds;
2.3.5. Legislative regulation of the procedures for validating competences and flexible pathways for acquisition of vocational qualification	Development of a system for recognition and validation of competences acquired through informal or non-formal learning		National	Ministry of Education and Science in collaboration with nationally represented organizations of employers and		

				branch organizations		
2.3.6. Regulating and introducing the dual education	Creating opportunities for inclusion in the dual form of vocational training for the acquisition of knowledge and skills that meet the requirements of jobs and are directly related to the practice and business		National	Ministry of Education and Science	2020	under projects during the new programming period with ESF funds
2.3.7. Approval of Conception for the development of vocational education and training in Bulgaria	The draft Conception for the development of vocational education and training in Bulgaria proposes main priority areas aimed at reforming vocational education and linking it to the labour market demand: ensuring quality and efficiency; improving access opportunities for vocational education and training; introduction of learning through work / dual training; vocational education and training in the context of lifelong learning and strengthening the participation and responsibilities of all stakeholders to provide labour force with the necessary for the economy skills.		National	Ministry of Education and Science	Deadline for Conception approval: August 2014	
Planned initiatives						

2.3.8. Vocational guidance	Vocational guidance in schools and universities	Conducting vocational guidance of young people of school age as well as students	Local level	Regional Inspectorates of Education; Youth information and consultation centers; career centers at universities in collaboration with nationally represented organizations of employers and branch organizations	Performance of information campaigns for career guidance among students in their last two years of school education; Career information and guidance to students.	Within delegated school budgets
2.3.9. Specialized individual work with the registered unemployed young people	Determination of a labour intermediary in each Labour Office Directorate, specialized to work with young people (focal points)	All young people registered in the Labour Offices	Local level	Labour Office Directorates	Daily	N/A
2.3.10. Organizing and conducting youth job fairs	Organizing and conducting 63 specialized youth job fairs in 2014 and 2015	All young people from the municipality in which the job fair shall be held; local employers will open new jobs for young people; trade unions and employer organizations; NGOs, Regional Inspectorates of Education	Local level	Local Labour Office Directorate – a leading institution for organizing, promotion and conducting; Regional Inspectorates of Education, Nationally representative organizations of employers and workers and employees supporting organizations	In 2014 conducting 28 youth job fairs In 2015 and each year until 2020 conducting 35 youth job fairs	N/A
2.3.11. Exchange of information between MES and MLSP	Exchange of information between MES and MLSP under the procedure of an agreement concluded between them	Early dropouts from the formal education system	National level	MLSP and MES – leading institutions; EA – supporting institution	Annually for the period 2014 – 2020. Two reports on young people in education but who have not continued or have dropped out, and for the ones who have completed a certain educational degree but have not continued to the next one	N/A
2.3.12. Creation of career development centers.	10 established centers for career development with the Regional Labour Service directorates and with the Head Office of EA	Organizing and conducting Career Days	National and regional level	EA – leading institution, nationally represented organizations of employers and branch organizations	By the end of 2014	According to the budget of “Services for development of flexible labour market” scheme
2.3.13. Providing funds for children at risk of dropping out due to unexcused absences, for financing the purchase of textbooks,	Implementation of „At school with no absences” National programme, „No absences” measure. Through funding of the material support of students at risk of dropping out of the educational	Students	Local	Schools	Annually from 2015 to 2020	According to the budget of the program for each year since 2014 to 2020,

teaching aids, travel cards, cultural, sports and educational activities.	system, these students are supported and motivated to continue their education.					funding from the state budget
2.3.14. Creation of accessible architectural environment as well co-funding projects (together with the business) for improving the specialized equipment in vocational high schools	Implementation of National Programme for Development of Upper Secondary Educational System („Modernizing the Vocational Education System” National Programme) to improve the quality of the vocational education and provide the students with direct access to modern technologies in the vocation they are mastering	Students	Local	Schools Social partners		According to the programme's budget for each year since 2014 to 2020, state funding
2.3.15. Funding the creation of an accessible environment for students with SEN	Implementing “Creating an accessible architectural environment” National Programme aimed at improving the accessibility in public schools exclusively for students pursuing high education, with a view to supporting the process of retaining students with SEN in the educational system.	Students with special educational needs	Local	MES, MC, MAF, MYS		According to the programme's budget for each year since 2014 to 2020, state funding
2.3.16. Investments for introduction of modern technologies giving access to information and education	Implementing “Information and communication technologies at school” National programme with a view to introducing modern technologies giving access to information and education, which further motivates students to participate in the educational process	Students	Local	Schools		According to the programme's budget for each year since 2014 to 2020, state funding
2.3.17. Youth Centers of Information and Consulting (YCIC)	Implementation of subprogramme 1: Development of the network of Youth Centers of Information and Consulting (YCIC) within the National Youth Programme (2011 – 2015) It is expected that in their work, YCIC will offer a package of services aimed at young people who neither study, nor work, including identifying these young people.	Young people aged between 15 and 29	Local	NGO providing the services of a YCIC	Starting a procedure under the National Youth Programme (2011-2015) under subprogramme 1: Development of the YCIC network for the selection of service providers and starting the provision of the service - 2014.	BGN 400 per 1 activated young man, 80 young people activated annually by YCIC.
2.3.18. Involvement in literacy training	Involving illiterate young people in trainings to acquire the general educational minimum set of knowledge and skills for the level of lower secondary education under curricula approved by the Minister of education and science (on the subjects of Bulgarian language and literature, mathematics, human and society, human and nature)	Young people aged between 15 and 29	Local	MOS, schools	In 2014 – under a scheme within HRD OP 2007-2013. Since 2015 – within “Science and education for smart growth” OP (SESG OP)* *The Funding under the SESG OP is currently planned only on priority axes' level, as follows: - Priority Axis 2: Education and Lifelong Learning - € 211 million from the ESF - Priority Axis 3: Educational environment for active social inclusion - € 107 million from the ESF. Within the funding of the axes financing for	

					different schemes will be provided, incl. schemes for literacy of young people.
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2.4 Supportive measures for labour market integration

In Bulgaria there are legislative regulations and experience gained on the implementation of various measures and actions aimed at improving opportunities for employment and future labour market integration. These measures and actions will be applied better and in a wider scope in order for the Guarantee to achieve the effect wanted. For the target group of the programmes, schemes and measures applied, a reserved quota for young people up to the age of 25 years will be defined. For the implementation of the Youth Guarantee, as of the beginning of 2014 will be applied programmes and measures aimed at young people, which have proven their efficiency and which claim a strong interest on the part of employers and young people. At the same time, work will start on the development of new programmes and schemes for young people in close cooperation with social partners and all key institutions.

The measures and intervention actions will be various and defined depending on the young person's profile:

- *Literacy training. Young people having low levels of basic skills in reading, writing, mathematics, etc. (illiterate persons) due to having left the system of formal education early, will be provided with the possibility to acquire knowledge equal to the level of primary education, with a view of acquiring literacy and access to vocational education or training. These young people will be provided with the possibility of going back to and integrating in the educational system or of involving in shortened educational programmes (literacy courses). Special emphasis labour market intermediaries - Roma mediators and case managers will put on this possibility in their work with young illiterate people.*
- *Training for the acquisition of qualification and/or key competences needed on the labour market. Every young person without any qualification or with identified needs for upgrading the qualification, or for re-qualification, will be provided an opportunity to get involved in vocational training for acquisition of knowledge and skills in occupations in demand on the labour market. With a view to complementing vocational knowledge and skills, an opportunity for key competence training will be provided as well. Training vouchers will be widely used thereby young people, with the help of labour intermediaries will be able to choose among training institutions.*
- *Support for finding a job in the primary labour market. Young people will receive information and will be referred to jobs that fit their profile. Young people will be able to attend short-term trainings for getting familiar with labour and social security rights and obligations they will have upon starting a job. Support for finding a job in the primary labour market will be given to each youth registered in labour offices. Labour intermediaries will work actively with local employers to provide sustainable jobs suitable for young people.*
- *Support for the creation of jobs for the employment of unemployed young people registered at the labour offices. The support will consist in providing employers with various financial subsidies. Payments may include the salary of an employed young person; social and health insurance contributions payable at the expense of the employer, commuting costs, etc. Promoting employers to employ unemployed young people is an important instrument for providing (first) employment for young people, for gaining first professional experience, for developing work habits and discipline. Subsidized employment is an effective instrument for the provision of jobs to young people for whom it would be hard to find a work in the primary labour market due to their lack of skills, or being long-term unemployed or inactive. The subsidies will be for a certain period of time and with obligations on the part of the employer (for example an additional employment period following the subsidized one) and the young person (for example an obligation to get involved in training before starting to work) with a view to ensuring that the funds are effectively spent.*

- *Provision of traineeships at a workplace to young educated and qualified people.* Wide coverage will be ensured for traineeship programmes and measures aimed at providing traineeships to young people having finished higher education, upper secondary and/or courses for acquiring qualification. Traineeships will be offered in private business and public administration.

The amendments to the Labour Code in March 2014 regulates employment contract with a condition of traineeship. This contract may be concluded with youth under 29 who have completed secondary or higher education, but not having professional and work experience in the same profession or specialty. Regulation of the contract with a condition of traineeship expands the opportunities for employers to hire young people and helps ensure quality traineeships and protection of labour rights of trainees. The contract shall determine the manner and form by which to acquire practical skills in the process of work performance, the duration (between 6 and 12 months) and others. After termination of the contract with a condition for probation young person shall receive a recommendation stating the learning outcomes. Introduced changes meet the basic requirements of the Quality Framework for Traineeships as: reasonable duration, recognition of service, adequate social protection and payment.

- *Provision of apprenticeship to young low educated and non-qualified people* who do not wish to be involved in education or training courses. Employers, who hire young people as apprentices under the guidance of a coach, will obtain subsidies for the salary and the mandatory social contributions for the apprentice and for the additional salary for the coach. The duration of subsidized apprenticeship can last up to 12 months, and during this period the cost of labour of the employed apprentice and the mentor's fee are covered. In case the employer sustains the employment of the youth after the subsidized period, the mentor's fee is subsidized for a supplementary period but not more than 24 months. Thus the apprenticeships could have longer duration. Apprenticeship is an appropriate form of supported employment from which young people with low educational level and without qualification can benefit, and they will be expressly informed by labour intermediaries, incl. Roma mediators and case managers.
- *Incentives for temporary employment of young people from regions with both high unemployment rates and poorly developed economic (public and private) infrastructure.* Employers who hire young people temporarily for public work activities or in the private sector will use subsidies for their salaries and social security contributions, this being valid for a certain group of young people (having primary or lower educational level, without qualification), that have no other chance to be involved in employment. Combining temporary employment with the provision of incentives and training opportunities will be an instrument of sustainable integration of young people into the labour market.
- *Support for the geographical mobility within the country when searching for and starting a job.* Financial incentives will be provided, to encourage and support young people's geographical mobility aimed at working, that will cover the expenses for daily commuting to the workplace (when it is different from the place of residence), or for moving and settling in a new location due to starting a job.
- *Provision of services from the European Employment Services network (EURES).* Within the network will be provided information, consultations and appointment of young people who wish to start a job in another EU country, but also of employers wishing to recruit staff across borders. The exchange of applicants for jobs / traineeships and job offers will be organized via the EURES portal. It is planned to start using the EURES portal, as of 2014, also as a platform for actual appointment in EU, as well as for training and traineeship places. Young people will be also informed about the EC' initiative "Your first EURES job" and its web-site <http://ec.europa.eu/social/main.jsp?catId=993&langId=bg> in order to be informed and to seek job opportunities on it. The new opportunities of the "online" based European Skills/Competences and Occupations (ESCO) classification will be

used as well. The Employment Agency will use ESCO for matching CVs of job seekers and vacancies all over Europe. The database of skills/competences of ESCO will allow matching the labour supply and demand on the basis of comparing the range of skills of young people and skills sought by employers.

Along with the providing of the information concerning the EURES' services and opportunities, youths will also be informed about other (web-based) resources as the European Youth Portal (<http://europa.eu/youth/en>), National Centre "European Youth Programmes and Initiatives" (<http://www.youthbg.info/>), Eurodesk (<http://www.eurodesk.bg/>) and others, including the special section on the Youth Guarantee, separated within the EA website. Information about web-based resources will be provided to the persons and will be shared between organizations / institutions involved in the implementation of NIPEYG for distribution to NGOs working with youths.

- *Support for starting own business by young highly educated and qualified people who are motivated and have business ideas.* With a view to opening their own business, young people will be supported by the provision of grant schemes, loans, and investment funds. Besides funding young people will be able to use a range of services that support the starting up of a business: provision of accessible and comprehensive information on certain schemes that will be applied to encourage entrepreneurship among young people; guidance and advice to clarify the business idea; applying simplified approaches and support to the drawing-up of a business plan and applying for funding; quick approval of the plan and supporting monitoring of its implementation; getting involved in training for the acquisition of knowledge and skills for management of SMEs; providing advice at the initial stage of the operation of a newly-established enterprise.
- Supporting measures for the inclusion of young graduates as teachers in secondary schools, including Roma.
- Development of adaptation programmes for teachers aged 35 years, according to the needs of different regions and municipalities.
- Development of a mechanism for engaging institutions, businesses and NGOs to provide additional funding and resourcing of measures to attract and retain young teaching staff in the education system.
- Special measures are provided to members of the Roma community (including the North-West region of the country). Will be provided more places for Roma teachers in secondary schools and places for Roma students from across the country, who will be given the opportunity to become secondary school teachers.
- Set in NIPEYG supporting measures will be implemented to the fullest extent if the introduced in Parliament Bills on amending the Law on Vocational Education and Training are accepted. Bills are discussed in an inter-institutional working group chaired by the Deputy Minister of Education and Science and a Report has been produced within the inter-institutional working group in relation to the forthcoming second reading.
- Currently a draft of new School Education Act is being developed, which will provide guarantees and legal mechanisms to increase the education degree as a key factor in reducing youth unemployment as well as number of dropouts and early school leavers. After the enactment of the new law, the accompanying regulations will be updated.

The measures and intervention actions specified will be implemented through the coordinated actions of the institutions and organizations responsible, some of them being labour offices, schools, vocational training centers, employer organizations, trade unions, youth organizations, NGO, local economic

development organizations, information and career guidance centers, institutions involved in developing and implementing youth policy, local authorities, etc.

Every registered unemployed youth will be provided with information on available training measures, traineeships, apprenticeships and jobs suitable for him according to the individual profile. An important step - stage of the work with each youth up to 25 years towards provision of employment and/or training, will be the inclusion in job-search training. It focuses on the acquisition of knowledge and skills by young people in order to adapt to the working environment. It contributes to the development of communication skills, teamwork, self-organizing the working process, etc. Inclusion in groups for job-search training also develops skills for self-assessment of capabilities, for search and use of information as a resource and social skills for adaptive behaviour.

The phased implementation of the Youth Guarantee in 2014 implies an emphasis regarding funding from the state budget on the making of a quality job offer, and directing to appropriate training for young people with primary or lower education, whose share in the total number of registered unemployed youth is the most significant. At the same time, labour intermediaries as well as psychologists and case managers in labour offices will work actively with each young person regardless of their education/qualification by providing a full range of services according to their individual profile. Practically in 2014 phased implementation of the Youth Guarantee will be applied only in respect of priority spending from the state budget for active labour market policy.

Table 2.4: Key reforms and initiatives for integration on the labour market

Name of the reform/initiative	Key goal/s	Target groups apart from the specified one (if any)	Scale	Name and role of the leading institution/ organization and partners	Implementation timeframe	Implementation expenses, if applicable
Planned initiatives						

2.4.1. Elaboration of an individual action plan for each young person	The elaboration of individual action plan will be initiated in the day of the registration, and it shall be complemented upon each visit of the young person at the labour office. The profiling system will be used for completing. In the action plan obligations shall be undertaken both by the labour agent, and by the young person.	For each young person registered at the Labour Office	Local	Labour Office Directorates	Daily	Within the funds for the Employment Agency's subsistence defined in the state budget for the respective year.
2.4.2. Career guidance	Providing career guidance to unemployed young people at the Labour Office Directorates or at licensed institutions pursuant to the Act on the Vocational Education and Training.	Referring to information and career guidance centers to or provision of career guidance to any registered unemployed young person up to the age of 25 at the Labour Office Directorates	Local level	Labour Office Directorates	By the end of 2014, career guidance will be provided to each newly-registered young person up to the age of 24	For 2014, within the funds for the current subsistence of the Employment Agency set in the public budget for the period between 2015 and 2020 – National Employment Action plan for the respective year – state budget
2.4.3. Job-search training	Involving in job-search training in groups	For every young person registered at the Labour office.	Local level	Labour Office Directorates	For 2014, within the funds for the current subsistence of the Employment Agency set in the state budget for the period between 2015 and 2020 – National Employment Action plan for the respective year – state budget	
2.4.4. Referring to jobs in the primary labour market	Selecting young people according to the vacancies announced in the primary labour market and referring them to these jobs.	For every young person registered at the Labour office.	Local level	Labour Office Directorates	Daily	Within the funds for the current subsistence of the Employment Agency set in the state budget.
2.4.5. Subsidizing salaries for first job	Providing opportunities, for acquiring work experience, to unemployed young graduates with a view to facilitating the transition from education to labour market	Young people up to 29 years of age having no work experience, with higher education (graduates) and registered at the Labour Office Directorates	Local level	Labour Office Directorates	Career Programme Start Component 1	NAEP for the respective year – state budget
2.4.6. Subsidies for employers to hire unemployed young people registered at the labour offices (Art.36, para.1 and Art.36, para.2 of the Employment Promotion Act (EPA))	Promotion of employers to open jobs for hiring young people	Unemployed young people up to the age of 29 years, incl. those with permanent disabilities, war invalids, young people from social institutions having completed their education; priority involvement of young people up to the age of 24 years, incl.	Local level	Labour Office Directorates	NAEP (National action plan on employment)for the respective year – state budget	
2.4.7. Incentives for employers to hire unemployed young people registered at the labour offices (Art.36a of EPA)	Promotion of employers to open part-time jobs for which to hire long-term unemployed young people	Unemployed young people up to the age of 29 years who have been registered at labour offices for at least 12 months	Local level	Labour Office Directorates	NAEP for the respective year – state budget	

2.4.8. Incentives for employers to hire unemployed young people registered at the labour offices (Art.36b of EPA)	Promotion of employers to open jobs for which to hire unemployed young people up to the age of 29 years having graduated from high school or university and without work experience	Unemployed young people up to the age of 29 years having secondary or higher education; priority involvement of young people up to the age of 24 years, incl.	Local level	Labour Office Directorates	NAEP for the respective year – state budget
2.4.9. Incentives for employers to hire unemployed young people registered at the labour offices for traineeship (Art.41 of EPA)	Promotion of employers to open jobs for traineeship and to hire long-term unemployed young people registered at the labour offices	Unemployed young people up to the age of 29 years who during the recent 24 months have acquired qualification in a profession or in a part of profession required for the position occupied; priority involvement of young people up to the age of 24 years, incl.	Local level	Labour Office Directorates	NAEP for the respective year – state budget
2.4.10. Incentives for employers to hire unemployed young people registered at the labour offices for apprenticeship (Art.41a of EPA)f	Encouraging employers to hire unemployed young people registered at the labour offices for apprenticeship under the guidance of a coach	Unemployed young people up to the age of 29 years having a lower secondary or lower education and without qualification; priority involvement of young people up to the age of 24 years, incl.	Local level	Labour Office Directorates	NAEP for the respective year – state budget
2.4.11. Providing financing for vocational and key competences trainings	Increasing the employability of young people by involving them in courses for the acquisition of qualification and/or key competences	Young people up to the age of 29 years; priority involvement of young people up to the age of 24 years, incl	Local level	Labour Office Directorates	NAEP for the respective year – state budget
2.4.12. Providing grants for starting-up own business; providing means for education, as well as advisory serviced (Art.49 of EPA)	Promoting unemployed people to start their own business by establishing micro-enterprises	Unemployed people, incl. young people having an approved business project; priority involvement of young people up to the age of 24 years, incl.	Local level	Labour Office Directorates	NAEP for the respective year – state budget
2.4.13. Supporting labour mobility by using information from databases published in the EURES portal (European job mobility portal), as well as information and advice provided by the EURES advisors	Using the EURES network's possibilities both for information regarding vacancies and application documents, and for the possibilities for education and vocational training in EU	Unemployed people, incl. young people	National, regional and local level	Central Administration of the Employment Agency – 3 EURES advisors; Regional Labor Offices Directorates – 5 EURES advisors; Labour Office Directorates – 11 EURES advisors	Within the funds for the current subsistence of the Employment Agency set in the state budget.

2.4.14. Development of schemes for the implementation of Youth Guarantee under OP Human Resources Development 2014-2020	Providing career guidance; involvement in trainings – job-search training; for the acquisition of qualification and/or key competences; Making a good quality job offer in the primary labour market – for apprenticeship or traineeship; Promoting geographical mobility when searching for a job, as well as when starting a job at a location different from the residential one. Providing trainings for the acquisition of entrepreneurial, managerial and business skills; providing financial support for starting up one's own business; providing specialized advisory services to self-employed people on issues related to business development Reconciliation of family and professional life, including through integrated services.	Registered at the labour offices unemployed young people up to the age of 29 years incl.; unemployed young people up to the age of 29 years incl., who are neither in employment, nor in education and training	National	Employment Agency (EA)	By the end of 2014 a scheme will be launched	2014 – 2020: 231 276 000 BGN; 2014 – 23 412 345 BGN
2.4.15. Encouraging employers to hire unemployed people up to the age of 29 years by supporting them through provision of investment expenses related to the creation of new jobs for the target group and the labour costs.	New Job Scheme under OP HRD 2007-2013: improving the employability of young people from the target group by including them in vocational or key competences training, and in subsequent employment with employers who have obtained resources for opening new jobs.	Unemployed young people up to the age of 29 years registered at Labour Office Directorates		EA	2014	9 000 000 BGN
2.4.16. Providing financial incentives for hiring unemployed young people up to the age of 29 years, for a period of up to twelve months, but not less than 6 months, to employers who hire persons successfully completed the training	First Job Scheme under OP HRD 2007-2013: Providing employment to young unemployed people up to the age of 29 years through the provision of incentives to employers to hire them. For a large part of the target group this would be their first job, therefore within this operation the persons shall be involved in the appropriate vocational or key competences training	Unemployed young people up to the age of 29 years registered at Labour Office Directorates		EA	2014	11 000 000 BGN

	depending on the employer's needs. The wide scope of eligible trainings allows for the inclusion of large number of unemployed young people regardless of their education and qualifications, and allows for their appropriate training to the needs of the business for the particular position.					
2.4.17. Providing traineeship to young people in compliance with their acquired qualification with an employer who has selected coaches for them	Scheme "Creating employment for young people by creating opportunities for traineeships": Increasing young people's competitiveness through traineeships in their qualification, which facilitates their transition from education to employment and allows for the obtaining of first work experience necessary for them to take the available vacancies	Unemployed young people up to the age of 29 years registered at the Labour Office Directorates, having secondary or higher education (graduates), and without work experience in their acquired qualification.		EA	2014	5 000 000 BGN

3. Funding

The implementation of this plan shall be funded with resources from the state budget (within the resources for the sustenance of the EA and pursuant to NAEP for the respective year), from the European Social Fund, including through the Youth Employment Initiative, within the implementation of OP HRD, as well as with resources from employers.

- *Funding from the public budget within the resources for the sustenance of the EA:* the drawing-up of individual action plans for each newly-registered young person up to the age of 24 shall be done by labour intermediaries at the labour offices. In the budget for the sustenance of EA in 2014, resources amounting to BGN 1 125 000 BGN have been allocated to the drawing-up of an individual action plan for 75 000 newly-registered young people up to the age of 24, inclusive. With resources amounting to BGN 250 000 BGN from AE's sustenance in 2014, job-search training of 14 00 young people will also be funded.

The total amount of the resources from the state budget to be provided within the resources for the sustenance of EA between 2014 and 2020 for the drawing-up of individual action plans for each newly-registered young person and for job-search training will amount to BGN 10.9 mln.

- *Funding from the state budget under NAEP:* within the period of the implementation of the NIPEYG – 2014-2020, resources will be provided in the amount of BGN 388 972 695 within the budget for the implementation of active labour market policy (pursuant to NAEP for the respective year). The resources from the state budget will fund the employment, traineeship, apprenticeship and training of unemployed young people registered at labour offices, as well as the programmes and measures that are not especially aimed at young people, where they will be a priority target group for involvement. Up to 30 % of those involved in employment and education programmes and measures, will be young people up to the age of 29. The

funding planned within NAEP in 2014 amounts to BGN 21 900 000 that will ensure the employment of 7 thousand young people up to the age of 29 and about 4 thousand young people will be involved in training.

In total, between 2014 and 2020, pursuant to the accounts made in the Updated Employment Strategy of the Republic of Bulgaria (2013-2020) concerning funding the active labour market policy, due to the amounts allocated amounting to BGN 388 972 695, it is expected that more than 150 thousand young people will be involved in employment and training.

- *Funding from the ESF*: the implementation of the present plan will be supported financially with resources from ESF – within the context of OP HRD and pursuant to the Youth Employment Initiative. The total amount of the resources for the period between 2014 and 2020 is about BGN 324 176 000 that will fund also schemes under the Youth Guarantee. The implementation of the first scheme for the implementation of the Youth Guarantee will start in 2014 and will include modules for activating inactive people (including those from the group of NEETs), provision of training and subsidizing employment, apprenticeship and traineeship. The resources allocated to the implementation of the scheme in 2014 amount to BGN 23 412 345, and more than 7 000 young people up to the age of 29 will be involved in employment and/or training. Moreover, in 2014 the implementation of three schemes under OP HRD 2007-2013 will continue, whereby the newly-involved young people will be 1 270 (under New Workplace Scheme), and the allocated amounts will amount to BGN 25 000 000.

For the period 2014 - 2020, the funds under the Youth Employment Initiative for Bulgaria amount to € 55 188 745 (BGN 106 261 946). ESF will provide € 63 467 057 (BGN 122 201 239), including national co-financing amounting to € 8 278 312 (BGN 15 939 292).

- As a result of the work of labour intermediaries with registered young people, about 10 % (nearly 7.5 thousand in 2014) of them will start working on the primary labour market. The resources from the employers that will fund this employment are the business' contribution to the implementation of the present plan. The planned national funding is from the budget for the sustenance of the EA and in 2014 it will amount to BGN 1 000 000. In total, the amount for the period between 2014 and 2020 is BGN 9 100 000

Table 3: Funding

Name of the initiative	Period of the allocated funding	Resources & levels of funding*					Number of planned beneficiaries (if applicable)			Price for the beneficiary (if applicable)
		EU/ESF/YEI	National funds, including co-funding	Regional/ Local Funds	Employer's fund	Other (please specify)	Men	Women	Total	
Planned initiatives										
2014										
2.4.1. Drawing-up individual action plans	2014		1 125 000				36 750	38 250	75 000	

2.4.3. Job-search training	2014		250 000				6 000	8 000	14 000	
2.4.4. Placing young people on the primary labour market	2014		1 000 000				3 800	3 700	7 500	
2.4.5.-2.4.12. Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2014		21 900 000				5 200	5 800	11 000	
2.4.15.-2.4.17.Schemes under OP HRD 2007-2013: New Workplace, First Job, Creating employment for young people by providing traineeship possibilities	2014	25 000 000					622	648	1 270	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2014	23 412 345					3 824	3 980	7 804	
Total		48 412 345	24 275 000	0	0	0				
2015										
2.4.1. Drawing-up individual action plans	2015		1 150 000				34 300	35 700	70 000	
2.4.3. Job-search/ Training	2015		300 000				6 370	6 630	13 000	
2.4.4. Placing young people on the primary labour market	2015		1 100 000				3 920	4 080	8 000	
2.4.5.-2.4.12 Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2015		34 650 000				8 143	9 182	17 325	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2015	207 863 655					29 957	31 180	61 136	
Training and Employment Schemes (OP HRD 2014-2020)	2015	4 900 000					1 000	1 041	2 042	
Total		212 763 655	37 200 000	0	0	0				
2016										
2.4.1. Drawing-up individual action plans	2016		1 175 000				32 500	32 500	65 000	
2.4.3. Job-search Training	2016		350 000				5 880	6 120	12 000	
2.4.4. Placing young people on the primary labour market	2016		1 200 000				4 018	4 182	8 200	

2.4.5.-2.4.12. Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2016		54 450 000				11 176	12 603	23 779	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2016									
Training and Employment Schemes (OP HRD 2014-2020)	2016	5 600 000					1 055	1 098	2 154	
Total		5 600 000	57 175 000	0	0	0				
2017										
2.4.1. Drawing-up individual action plans	2017		1 200 000				29 400	30 600	60 000	
2.4.3. Job-search Training	2017		400 000				6 125	6 375	12 500	
2.4.5. Placing young people on the primary labour market	2017		1 300 000				4 165	4 335	8 500	
2.4.5.-2.4.12. Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2017		59 895 000				11 490	12 956	24 446	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2017									
Training and Employment Schemes (OP HRD 2014-2020)	2017	8 400 000					1 470	1 530	3 000	
Total		8 400 000	62 795 000	0	0	0				
2018										
2.4.1. Drawing-up individual action plans	2018		1 225 000				26 950	28 050	55 000	
2.4.3. Job-search Training	2018		450 000				5 390	5 610	11 000	
2.4.4. Placing young people on the primary labour market	2018		1 400 000				4 263	4 437	8 700	
2.4.5.-2.4.12 Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2018		65 884 500				11 812	13 320	25 131	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2018									
Training and Employment Schemes (OP HRD 2014-2020)	2018	12 600 000					2 058	2 142	4 200	

Total		12 600 000	68 959 500	0	0	0				
2019										
2.4.1. Drawing-up individual action plans	2019		1 300 000				24 500	25 500	50 000	
2.4.3. Job-search Training	2019		300 000				4 900	5 100	10 000	
2.4.4. Placing young people on the primary labour market	2019		1 500 000				4 361	4 539	8 900	
2.4.5.-2.4.12. Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2019		72 472 950				12 143	13 693	25 836	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2019									
Training and Employment Schemes (OP HRD 2014-2020)	2019	15 400 000					2 358	2 454	4 813	
Total		15 400 000	75 572 950	0	0	0				
2020										
2.4.1. Drawing-up individual action plans	2020		1 325 000				22 050	22 950	45 000	
2.4.3. Job-search Training	2020		350 000				4 900	5 100	10 000	
2.4.4. Placing young people on the primary labour market	2020		1 600 000				4 459	4 641	9 100	
2.4.5.-2.4.12. Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2020		79 720 245				12 483	14 077	26 560	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2020									
Training and Employment Schemes (OP HRD 2014-2020)	2020	21 000 000					3 026	3 150	6 176	
Total		21 000 000	82 995 245	0	0	0				
2014 - 2020										
2.4.1. Drawing-up individual action plans	2014-2020	0	8 500 000	0	0	0	206 450	213 550	420 000	
2.4.3. Job-search Training	2014-2020	0	2 400 000	0	0	0	39 565	42 935	82 500	
2.4.4. Placing young people on the primary labour market	2014-2020	0	9 100 000	0	0	0	28 986	29 914	58 900	

2.4.5.-2.4.12 Providing employment, training, traineeship and apprenticeship funded with resources from the state budget for active labour market policy	2014-2020	0	388 972 695	0	0	0	72 447	81 632	154 079	
2.4.14. Schemes for the implementation of the Youth Guarantee (OP HRD 2014-2020)	2014-2020	231 276 000	0	0	0	0	33 781	35 160	68 940	0
Training and Employment Schemes (OP HRD 2007-2013; OP HRD 2014-2020)	2014-2020	92 900 000	0	0	0	0	11 591	12 064	23 654	
Total		324 176 000	408 972 695	0	0	0				

* Funding is based on the Updated Employment Strategy of the Republic of Bulgaria 2013 - 2020 and the Draft Operational Programme Human Resources Development 2014 – 2020

4. Evaluation and continuous improvement of schemes

At EU level, the European Commission (EC) will monitor the implementation of schemes for the Youth Guarantee through multilateral surveillance of the Employment Committee (EMCO) in the framework of the European Semester. In addition, in accordance with the recommendation of the Council of the EU the network of public employment services, with support from the European Commission, will continue to monitor and report on the implementation and results of the scheme for Youth Guarantee on which public services operate. Monitoring will include three elements: 1) update of the Study on the business model of the Public Employment Services (PES) by adding sheets of States for 2014 along with a specific youth module; 2) continuing the self-evaluation of PES capacity for implementation of Youth Guarantee with a focus on the core activities of the PES; 3) qualitative evaluation and impact assessment of the measures for young people performed by PES listed in a catalog of measures to implement the Youth Guarantee, as well as other measures implemented by the PES.

To ensure efficient use of resources, Member States should guarantee the evaluation and continuous improvement of the implemented measures defined in the context of the Youth Guarantee in order to achieve the goals.

Given the importance of the active labour market policy targeting young people and to ensure effective use of funds for it, methodology for monitoring and evaluation of programs and active measures on the labour market is applied in Bulgaria. The methodology provides a general basis, a unified approach to analysis and evaluation of the active policy to ensure uniformity and reliability of management conclusions and recommendations. It defines the general framework for conducting ongoing monitoring and evaluation of the implementation of an active policy. The two most widely used techniques for the evaluation of programs and measures for employment are ongoing monitoring of key indicators and assessment of the impact of the implementation with respect to finding a job after participating in programs and measures for employment and training.

Subject to monitoring and evaluation under the methodology are programs and measures financed from the state budget with funds for active policy and included in the National Action Plan for Employment - the main instrument of employment policy, which annually determines the projects, programs and measures to be implemented, the type of stimuli and their dimensions - both for employers and for the participants in subsidized employment. The full cycle of monitoring and evaluation of the programs include:

1. Ex-ante evaluation;
2. Ongoing monitoring of the implementation of programs and measures;
3. Annual analysis and evaluation of the implementation and impact of the implementation of programs and measures.

In order to take action to improve focus and increase the effectiveness of the implementation of various initiatives in the labour market, the so-called mid-term evaluation is held periodically. The main objective of this evaluation is to provide interim, additional information on which to base decision making for change, extension or termination of the implementation of certain measures and/or programs.

Planned evaluations (concerning non-financial aspects) of structural reforms

According to the Updated Employment Strategy of the Republic of Bulgaria 2013-2020, at least once every three years, a gross evaluation of the effect of the implementation of programmes and measures for employment and training funded from the state budget, will be implemented, and a net evaluation – at least once every 5 years.

One of the main tasks of the Coordination Council for the implementation and monitoring of NIPEYG is related to the monitoring the implementation of the Plan. In this regard, there are specific tasks defined in the Rules of Procedure of the Coordination Council for the implementation and monitoring of NIPEYG to ensure regular monitoring of implementation with a view of timely undertaking actions in case of failure or retardation as well as better targeting actions and initiatives. Among the specific monitoring activities of NIPEYG are:

- Examination of quarterly progress reports on implementation of the Plan containing information on the financial resources of the individual initiatives and performance;
- Planning the carrying out current and ex-post evaluations of the Plan and its individual measures;
- Requests information from institutions and organizations in connection with the performance of its activities;
- Makes suggestions and discuss the results of the activities to strengthen the capacity of stakeholders, as well as actions for mutual learning, build partnerships, exchange of experiences and good practices between them.

Table 4: Planned evaluations of initiatives and of the reforms' financial aspects

Indicator	Target group (or equivalent)	Results for beneficiaries	Information Sources
1. Macro-level indicators			
Number of unemployed up to the age of 24 (incl.), registered at Labour Offices	-	-	Employment Agency
Number of activated persons up to the age of 24 (incl.), registered at Labour Offices	-	-	Employment Agency
Registered unemployed young people up to the age of 24 years (incl.): - having former employment - left the educational system - left the educational system and not registered as unemployed	-	-	Employment Agency
Number of unemployed up to the age of 29, registered at Labour Offices	-	-	Employment Agency
Number of unemployed 15-24	-	-	National Statistical Institute
Unemployment rate 15-24	-	-	National Statistical Institute
Unemployment rate 15-29	-	-	National Statistical Institute
Number of people who are neither in employment, nor in education and training 15-24	-	-	National Statistical Institute
Share of people who are neither in employment, nor in education and training 15-24	-	-	National Statistical Institute, Eurostat
2. Implementation indicators			
2.1. Career guidance	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people who have received career guidance Up to 29 Up to 24 (incl.)	Employment Agency
2.2. Number and types of offers made:	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people who have received an offer for training or employment Up to 29 years of age Up to 24 years of age (incl.)	Employment Agency
Training - job-search training - literacy - key competences, incl.: - acquisition of entrepreneurial skills - vocational training, incl.: - for starting their own business - attainment of vocational training in the objects of economic activity and/or its management -	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people who have received an offer for training, up to the age of 29 and up to the age of 24 (incl.): - job-search training - literacy - key competences - vocational training, incl.: - for starting their own business - attainment of vocational training in the objects of economic activity and/or its management	Employment Agency
Employment - in the primary labour market - subsidized employment, incl.: - traineeship - apprenticeship - self-employment	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people who have received an offer for employment, up to the age of 29 and up to the age of 24 (incl.): - in the primary labour market - subsidized employment, incl.: - traineeship - apprenticeship - self-employment	Employment Agency

2.3. Number of young people involved in:			
Training - job-search training -literacy -key competences, incl.: - acquisition of entrepreneurial skills - vocational training, incl.: - for starting their own business - attainment of vocational training in the objects of economic activity and/or its management	Unemployed young people up to the age of 29 years, Unemployed young people up to the age of 24 years (incl.)	Unemployed young people up to the age of 29 years and up to the age of 24 (incl.), involved in: - job-search training -literacy training -key competences training, incl.: - acquisition of entrepreneurial skills - vocational training, incl.: - for starting their own business - attainment of vocational training in the objects of economic activity and/or its management	Employment Agency
Employment -in the primary labour market -subsidized employment, incl.: -traineeship -apprenticeship -self-employment	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people up to the age of 29 years and up to the age of 24 years (incl.), involved in employment: -in the primary labour market -subsidized employment, incl.: - traineeship -apprenticeship -self-employment	Employment Agency
2.4. Geographical mobility of unemployed people	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people up to the age of 29 years, and up to the age of 24 years (incl.) who have benefited from geographical mobility	Employment Agency
2.5. Labour mobility through EURES	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people up to the age of 29 years, and up to the age of 24 years (incl.), who have benefited from EURES possibilities	Employment Agency
2.6. Youth Guarantee Scheme under OP HRD 2014-2020	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)	Unemployed young people up to the age of 29 years and up to the age of 24 years (incl.), included in the scheme	Employment Agency
3. Result indicators			
Registered again at labour offices after the expiry of the employment contract	Unemployed young people up to the age of 29 years Unemployed young people up to the age of 24 years (incl.)		Employment Agency
Employed, incl. self-employed persons (former participants) 6 months after leaving the operation/program/measure	Young people up to the age of 29 years Young people up to the age of 24 years (incl.)		National Revenue Agency
Employed, incl. self-employed persons (former participants) 12 months after leaving the operation/program/measure	Young people up to the age of 29 years Young people up to the age of 24 years (incl.)		National Revenue Agency