



EC-ILO Action on youth employment policy – Youth Guarantee

TRAINING WORKSHOP

**MONITORING THE PERFORMANCE
OF THE YOUTH GUARANTEE IN SPAIN**

FINAL REPORT

MADRID, 13-15 DECEMBER 2016

Monitoring the performance of the Youth Guarantee in Spain

Final report

Madrid 13-15 December 2016

TABLE OF CONTENT

1. INTRODUCTION	1
2. WORKSHOP OBJECTIVES.....	2
3. PARTICIPANTS' PROFILE	3
4. METHODOLOGY	3
5. WORKSHOP STRUCTURE AND CONTENT	4
5.1. Key Features of the Spanish Youth Guarantee	4
5.2. Performance monitoring indicators	8
6. VALIDATION OF THE WORKSHOP	11
7. CONCLUSIONS AND FOLLOW UP.....	12

ANNEXES

Annex 1 - Programme of the workshop

Annex 2 – Summary list of indicators

Annex 3 – Result of the validation of the workshop

Annex 4 - List of participants and resource person

1 INTRODUCTION

The Youth Guarantee (YG) in Spain targets young people aged 15-29 who are neither in employment nor in education or training (NEETs). The strategy underpinning the implementation of the YG includes interventions to promote youth employment and self-employment, improve education and training outcomes and ease the matching of labour supply and demand.

The implementation of early intervention, activation and labour market reintegration measures is entrusted to a network of implementing partners, coordinated by the State's General Administration (i.e. the Ministry of Employment and Social Security - MoESS).

The development of a monitoring and evaluation system is a requirement for the implementation of Youth Guarantee Plans (YGP). The establishment of such a system requires that managers engaged in the implementation become conversant with the various methods and tools that can be used for measuring the performance of the measures that are part of the YGPs.

Against this backdrop, the International Labour Office is supporting the national team responsible for the Spanish YG in the development of a monitoring framework that measures the performance of youth employment measures during implementation with a view to adjusting the design and delivery of interventions and capturing information and lessons learnt for future policy design and implementation. This work is undertaken in the context of the EC-ILO Action on *enhancing capabilities of practitioners to design, implement and monitor youth employment policies*.

2 WORKSHOP OBJECTIVES

As part of the EC-ILO Action, the ILO and the Ministry of Employment and Social Security conducted a training workshop that took place in Madrid from 13 to 15 December 2016. This workshop aimed to:

- (i) familiarize participants with the key features of the indicator framework for monitoring the Youth Guarantee established at EU level;
- (ii) develop indicators to measure the performance of interventions included in the Spanish YGP;
- (iii) review the monitoring data of the YG to take corrective action; and
- (iv) share knowledge on the implementation of YG measures among Autonomous Communities (AACCs) and between them and intermediary organizations.

The workshop was structured in two main components:

- ✓ **Youth Guarantee scheme in Spain:** This component of the workshop focused on the key features of the Spanish YG, the different elements of the monitoring system and its relevance in identifying changes in labour market indicators (employment, unemployment, NEET and early school leaving rates). The training sessions focused on the categorization of the interventions into: (i) early intervention, (ii) outreach, (iii) activation, and (iii) labour market integration measures.
- ✓ **Performance monitoring:** This part of the workshop centred on the application of the monitoring framework established at the EU level and the common set of process and outcome indicators that are instrumental to measure the performance of single interventions and of the YGP as a whole. The training sessions included aspects relating to the definition of process (implementation) and outcome (results) indicators; disaggregation of information; and analysis of results to improve programme and service delivery.

The training event also offered the opportunity to discuss with the representatives of Autonomous Communities the on-going work on the collection and systematization of the lessons learnt during the implementation of the YG interventions. The representatives of the Autonomous Communities provided feedback and suggestions for the finalization of the report and committed to submit additional information and - for those who had not yet done so – submit the practices from their own Community.

3 PARTICIPANTS' PROFILE

The workshop was designed for senior staff of the organizations and entities involved in the implementation of the YGP. The profile of workshop's participants included competencies in the broad areas of the YGP and in monitoring and evaluation systems. A total of 52 participants attended the workshop (see Annex 4 for the list of participants).

The main expectations of participants about the workshop revolved around:

- i) Gaining a better understanding of the monitoring framework to be applied to YG interventions and sharing knowledge on implementation monitoring in other EU countries;
- ii) Clarifying the definition of indicators, disaggregation of information, source of data and reporting requirements;
- iii) Discussing the results achieved by the YG to date and methods to improve the effectiveness of service and programme delivery;
- iv) Unifying the criteria for the design of monitoring indicators to achieve reliable and consistent information;
- v) Sharing knowledge and experience about the YG interventions and their implementation across Autonomous Communities.

4 METHODOLOGY

The workshop used a participatory approach that allowed for the exchange of information, knowledge and experience among participants and between participants and facilitators. It was delivered through a combination of presentations, discussions and group activities with a view to creating a conducive learning environment.

5

STRUCTURE AND CONTENT

The train-the-trainers workshops focused on two main topics:

- (i) Key features of the YG scheme in Spain; and
- (ii) Development of indicators to monitor the performance of the Spanish YGP.

5.1. Key features of the Spanish Youth Guarantee

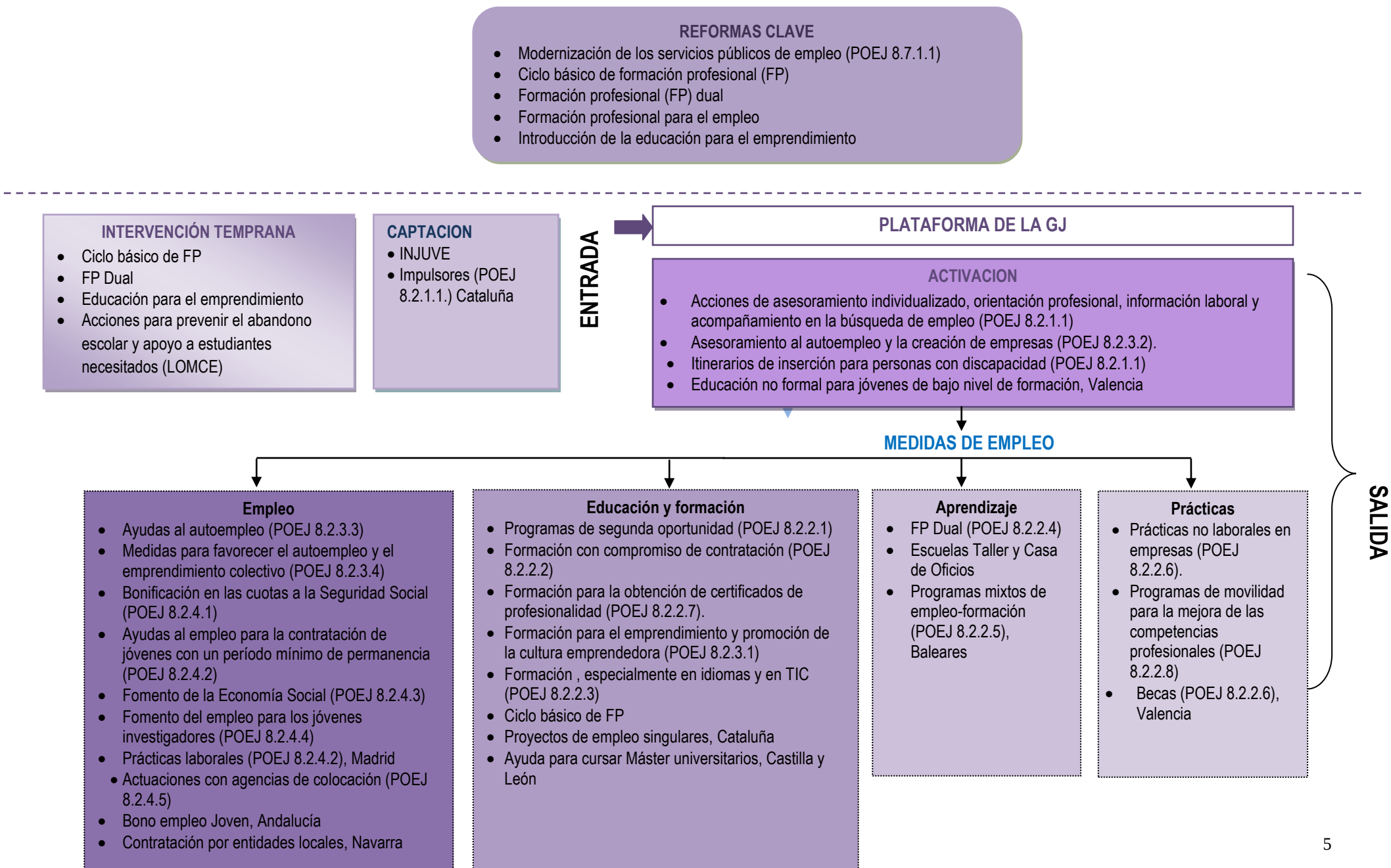
The introductory part of the workshop focused on the different policy pillars of the European Youth Guarantee (early intervention, activation and labour market integration measures); the key features of the YG in Spain; and the main characteristics that the monitoring framework needed to have to provide performance information on all the policy areas of the YG.

For the development of YG Implementation Plans, the European Commission recommended to outline for each policy pillar the longer-term reforms and the short-term interventions to be implemented to address the situation of young people neither in employment nor in education and training (NEETs).

The interaction among the various policy pillars of the Youth Guarantee was discussed in detail. These included the key reforms to be introduced or expanded to promote youth employment and improve the school-to-work transition. The second level detailed the specific interventions to be implemented to: (i) reduce early school leaving and ensure that young people gained the skills required by the labour market (early intervention), (ii) re-engage inactive and detached youth (outreach); and (iii) support youth people to return to education or enter the labour market. The third level comprised the quality offers of employment, further education, apprenticeship and traineeship to be provided to young people within four month from becoming unemployed or leaving school.

Given that the YGP in Spain followed the structure of the national *Youth Entrepreneurship and Employment Strategy*, the establishment of a monitoring framework to measure the progress in attaining the objectives of the Strategy and respond to the requirements of the EU monitoring framework required that measures be organized into the pillars of the YG (Figure 1).

Figure 1: The Spanish Youth Guarantee scheme



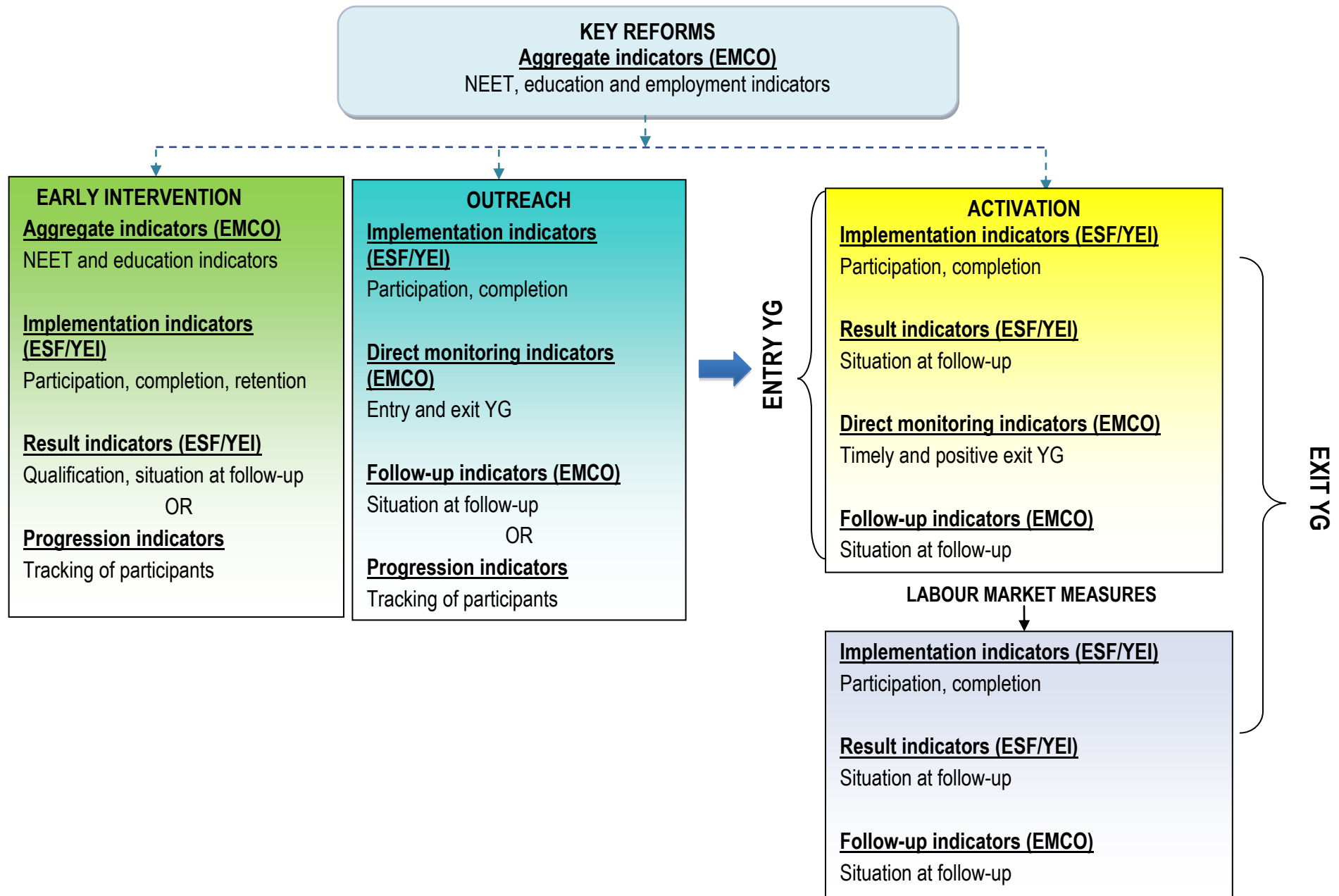
The appraisal of the overall achievements of the YG required the collection and analysis of data at each level and for each specific policy areas (Figure 2) – irrespective of the source of funding of the interventions (national, European or a combination of the two).

The EU framework for monitoring national Youth Guarantee schemes comprises three sets of indicators, namely those: (i) set by the Employment Committee (EMCO) Indicators Group, (ii) established by the European Social Fund (ESF) for the programming period 2014-2020, and (iii) included in the Youth Employment Initiative (YEI). While the ESF and YEI indicators cover direct interventions supported by EC funds, the EMCO indicators focus on the inflows and outflows of young people in the YG system – irrespective of the source of financing – and on the (indirect) effects of the YG implementation on the educational attainment and labour market situation of young people.

The methodology developed by the Employment Committee (EMCO) to monitor the implementation and results of the YG (*Indicator Framework for Monitoring the Youth Guarantee*) established indicators at three levels:

- ✓ *Aggregate indicators*, collected annually through household-based surveys, included the NEET rate (primary indicator) and a number of education (early school leaving rate, proportion of youth with at least upper secondary education, proportion of individual 30-34 with tertiary education) and labour market indicators (youth employment-to-population ratio, youth unemployment rate, youth-to-adult unemployment ratio). These indicators served to measure the progress made in the key reforms introduced by the YG scheme, but also all policies that were implemented for the promotion of youth employment.
- ✓ *Direct monitoring indicators* focused on the delivery of the YG and measured the proportion of young people who were in the preparatory phase beyond the four-month target, the positive and timely exit from the preparatory phase and the coverage of the YG. This category of indicators is instrumental to understand both progression of implementation and coverage.
- ✓ *Follow-up monitoring indicators* focused on the status of young people after exiting the YG preparatory phase (at 6, 12 and 18 months), disaggregated by type of destination (employment, education/training, apprenticeship and traineeship). These indicators were suitable to measure the results of the labour market integration measures.

Figure 2: Youth Guarantee policy pillars and indicator framework



The main difficulty related to the disaggregation of data by individual characteristics (more extensive for the ESF/YEI funded interventions), the collection of information on service and programme delivery, and the timeframe for the collection of follow up information (after the end of the programme for ESF/YEI-funded measures and at 6, 12 and 18 months after exiting the YG preparatory phase for the EMCO framework). This required the availability of a unique data management system to store and process longitudinal information.

5.2. Performance monitoring indicators of the Spanish YG scheme

The core part of the workshop revolved around the system of indicators established at EU level to monitor YG interventions and its adaptation to the measures set forth in the Spanish implementation plan. The training was delivered through interactive presentations, followed by group-based activities geared to discuss the objectives of the diverse measures offered within the Spanish YG and refine monitoring indicators. The summary list of indicators developed during the workshop is appended as Annex 2.

The training sessions were introduced by a review of the key definitions of the *Indicator Framework for Monitoring the Youth Guarantee* developed by the EMCO Indicator Group (i.e. entry; exit; quality offer of employment, further education, apprenticeship and traineeship; services provided during the YG preparatory phase; positive and negative destinations), and the interaction of inflow/outflow indicators with those established to monitor interventions funded by the ESF/YEI. Since the Spanish data collection exercise for monitoring YG schemes in 2014 – similarly to other Member States – had difficulties to fully comply with the definitions established by the EMCO Indicator Group, the training sessions focused on the direct monitoring and follow up indicators to be applied to monitor activation services and labour market integration measures.

During the workshop, it was clarified that activation strategies were to be considered as part of the preparatory phase (i.e. the period between registration and offer take-up). In this respect, job search assistance, individual action planning, job search monitoring and sanctioning were not to be considered as “valid offers”.

The success of activation measures could be measured by a combination of implementation indicators (participation to a specific activation services) and the inflow and outflow indicators established by EMCO (especially timely exit from the YG preparatory phase and situation at follow up). If activation strategies were working as expected, this would have resulted in the increase of the share of young people exiting the YG, higher youth employment and lower NEET rates. Time was devoted by the workshop to discuss the different disaggregation requirements of the *Indicator Framework from Monitoring the Youth Guarantee* and of the EFS/YEI (individual characteristics and timeframe for the collection of follow-up data).

The indicators for monitoring the performance of labour market integration measures of the Spanish YG were developed during two training sessions. In the first session participants worked together to: (i) classify the programmes that are common across Autonomous Communities into the four destinations of the EMCO monitoring framework (i.e. employment and self-employment; further education and training; apprenticeship and traineeship); (ii) refine the specific objectives of each measure; and (iii) select the most suitable implementation and follow up performance indicators.

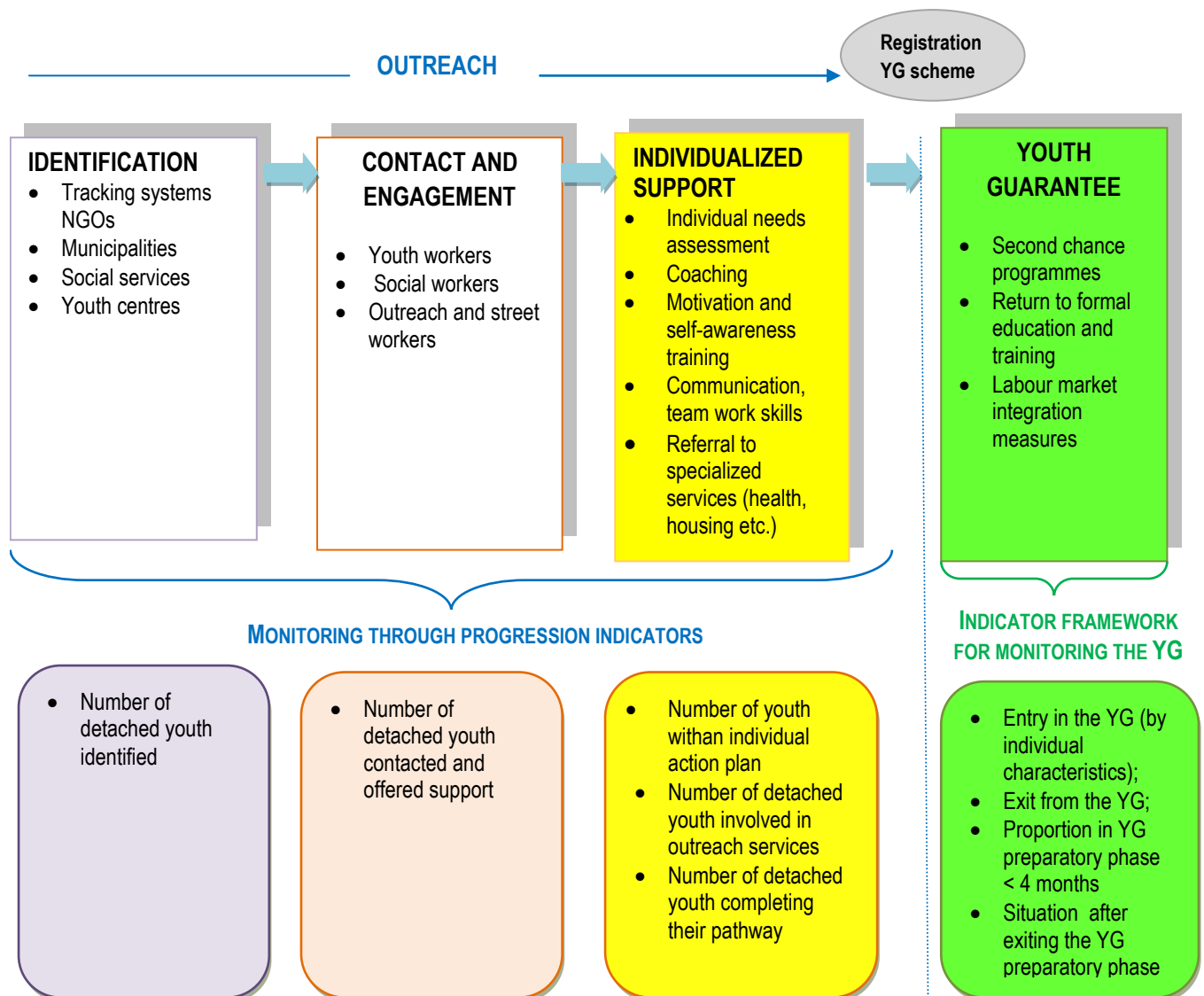
The second session was geared to discuss the specific offers provided to young NEETs by the Autonomous Communities with a view to categorize services and programmes and identify indicators to monitor implementation results. This session also served to share information on the design, targeting and implementation approaches of specific services and programmes among the representatives of Autonomous Communities.

This part of the workshop concluded with the analysis of the data of the 2015 YG monitoring exercise. While the number of young people entering in the YG in 2016 increased substantially compared to the previous year, the vast majority of young people who registered in the YG Portal (*Fichero Único*) were registered unemployed (73 per cent). Over a third of young people registered in the YG Portal were re-entrants (i.e. young people who took up an offer, but returned to unemployment or inactivity at the end of the programme). Less than one quarter of youth aged 16-24 took up an offer within the four-month timeframe. However, since the data reported only subsidized offers (and not those found by self-initiative), outflow data were likely to be underestimated. Only 22 per cent of young people who exited the YG preparatory phase were in a positive destination after six months.

The last session of the training workshop focused on outreach activities and the monitoring indicators to measure their performance. Typically, outreach activities encompassed: (i) information campaigns and awareness raising to attract young people towards available services; (ii) interventions to identify, contact and engage inactive or disengaged youth; and (iii) individualized support services delivered in proximity (e.g. in local communities, schools, malls, public events, one-stop-shops or mobile settings). Within YG schemes, one of the expected results of outreach was the registration of disengaged youth in the YG service delivery system. Outreach approaches, therefore, could have been monitored through a combination of: (i) implementation and result indicators (to measure individual performance); (ii) direct and follow-up monitoring indicators (to measure whether outreach is resulting in YG registration); and (iii) aggregate indicators (final outcomes of outreach activities).

The possibility to construct progression indicators was also mentioned. These indicators – once combined with EMCO direct and follow-up indicators – allowed tracking young people from initial contact to participation into labour market integration programmes and beyond (see Figure 3).

Figure 3: Outreach measures and monitoring indicators



As many disengaged young people needed extensive assistance before they could participate in the services and programmes available in the YG scheme, it was suggested to organize and deliver outreach activities as a pre-YG.

6

VALIDATION OF THE WORKSHOP

At the end of the workshop, the participants were asked to provide a detailed assessment of the training and organizational aspects of the workshop. This was done through a validation questionnaire that was distributed to all participants.

Most participants (88 per cent) appreciated the taking on board by facilitators of participants' feedback and the relevance of the workshop (82 per cent). The quality of facilitation was valued by 79 per cent of participants. Participants considered the categorization of YG interventions, the sharing experience on service and programme delivery, the explanation of the interaction between ESF/YEI and EMCO indicators as the most useful parts of the workshops.

Approximately 90 per cent of participants considered as most relevant the development of a monitoring and evaluation system. Annex 4 provides a detail of the results of the final validation.

7

CONCLUSIONS AND FOLLOW UP

The participants appreciated the workshop and the opportunity it gave to share knowledge about the measures being implemented within the Spanish YG. The technical areas that scored highest in participants' appreciation were those relating to the design of monitoring and evaluation systems and the development of implementation and result indicators.

The discussions held during the workshop confirmed the complexity of designing and managing a monitoring framework that involved all the partners that were active in the implementation of the YGP. The inherent complexity of monitoring early interventions, outreach, activation and labour market integration measures was linked to the application of different sets of indicators – each with its own disaggregation rules – to measure inflows and outflows, participation, as well as quantitative and qualitative labour market outcomes at programmes' end.

The monitoring system of the Spanish YG collects data on young beneficiaries and the delivery of activation services and labour market integration measures. There are a number of key reforms as well as early intervention and outreach activities that should be included in the Plan, such as the reforms contained in the organic law for the improvement of quality of education (LOMCE), the modernization of the Public Employment Service (PES), and the support provided to young people in registering in the YG Platform.

The YG Platform (*Fichero Único*) collects data on young people who register in the YG, while information on service and programme delivery is collected by the Autonomous Communities and intermediary organizations and then delivered to the YG Coordination Team for aggregation and reporting. The piloting of the IT module that gathers data on YG service and programme delivery should be accelerated to allow implementing partners to upload information and thus ease performance monitoring.

The workshop showed how a clear categorization of all interventions into the various pillars of the YG would facilitate the collection of monitoring data and the reporting of results. In addition, the expansion of the general catalogue of measures to include a description of services and programme (objectives and content) would serve the double objective to provide information to young people on the type of support available and form the backbone of the YG operational manual for implementing partners.

Performance monitoring data should be regularly analyzed to adjust the design of YG services and programmes. The 2014 monitoring data reported under the *Indicator Framework for Monitoring the Youth Guarantee* (EMCO indicators) had difficulties – like in many other Member States – to fully comply with the requirements set at EU level. There was a substantial improvement in the 2015 data collection and reporting process.

The legislation that introduced the Youth Guarantee in Spain was being revised to simplify the eligibility requirements for registering in the YG Portal; make the registration with the PES another entry point in the YG service delivery system; and introduce a training programme to increase the occupational qualifications of young YG beneficiaries. Two additional points were suggested by the ILO for consideration as key to improve service and programme delivery. These related to:

- The definition of what constitutes a quality offer of employment, further education, traineeship and apprenticeship through a partnership-based approach that involved employer organizations, trade unions and youth organizations. This definition was necessary to ensure quality standards in the delivery of the YG and had to be based on existing benchmarks at both EU (e.g. frameworks for quality apprenticeships and internships) and international levels (e.g. ILO's decent work indicators).
- Further strengthening of activation services for young people. The modernization of the PES to date has focused on the development of a menu of standard employment services to be provided across the country, the creation of a results-based management system, the development of performance monitoring indicators and the establishment of partnerships with private employment agencies. The development of the other key features of the modernization process, which related to the provision of specialized and individualized services to young people, would have helped increase the delivery rate of the measures of the YG Plan.

With respect to the finalization of the work on lessons learnt from the implementation of the YGP, the representatives of the AACCs were encouraged to submit the missing information within ten days from the end of the workshop. This final submission would have allowed for including the contribution of all implementing entities in the final publication.

ANNEXES

Annex 1	Programme of the workshop
Annex 2	Summary list of monitoring indicators
Annex 3	List of participants, resource person and observers
Annex 4	Result of the validation of the workshop



Annex 1: Training workshop

Performance monitoring and impact evaluation of the YG in Spain

Madrid, 13-15 December 2016



TIME	13 December	14 December	15 December
09.30-11.00	09.30-10.30 Opening Objectives of the workshop and participants' expectations	Monitoring activation strategies <i>Presentation</i> Group work: Definition of <i>activation</i> indicators Handout: Matrix EU indicators	Analysis of the YG performance <i>Presentation</i> (EMCO monitoring template 2015)
11.30-13.30	The European Youth Guarantee pillars <i>(Key reforms, early intervention, outreach, activation, measure to support labour market integration)</i> The EU framework of indicators for monitoring the YG (EMCO, ESF/YEI) <i>Presentation</i> Definitions, indicators, disaggregation Handout: EU framework of indicators	Monitoring labour market integration measures <i>Presentation</i> Group work: Measuring performance of labour market integration measures <i>Presentation of group work</i>	Monitoring outreach interventions <i>Presentation</i> Question and answers Closing remarks and way forward Validation of the workshop
Lunch break			
14.30-16h00	Complying with EU indicators' definition Categorizing YG interventions for monitoring purposes Group work: Categorization of YG interventions	Developing a coherent monitoring framework Group work: <i>Mapping of AACC measures</i>	
16h15-17h30	Categorizing YG interventions for monitoring purposes Group work presentation and discussion	Developing a coherent monitoring framework (cont.ed) <i>Presentation of group work and discussion</i>	

Annex 2: Summary list of monitoring indicators

Key reform	Indicators
Modernización de los servicios públicos de empleo (POEJ 8.7.1.1)	NEET rate (%) by labour market status
	Youth employment ratio (%)
	Youth unemployment rate (%)
Ciclo básico de formación profesional (FP)	Early school leaving rates (18-24), %
	Proportion of 20-29 with low educational attainment level (ISCED 0-2), %
	Population 20-34 years old by educational attainment
	Youth employment ratio (%)
Formación profesional para el empleo	Proportion of 20-29 with low educational attainment level (ISCED 0-2), %
	Youth employment ratio (%)
	Youth unemployment rate (%)
Introducción de la educación para el emprendimiento	Early school leaving rates (18-24), %
	Youth employment ratio (%)
	Youth unemployment rate (%)

Early intervention	Indicators
Ciclo básico de formación profesional (FP)	Number of young participants to the <i>Ciclo básico de formación profesional</i> programme
	Share of young participants who complete the programme and receive a Level 1 qualification
	Situation of participants at 6, 12 and 18 months after the end of the programme
Formación profesional (FP) dual	Number of young participants to the <i>Formación profesional (FP) dual</i>
	Share of young participants who complete the programme and receive a recognized qualification
	Situation of participants at 6, 12 and 18 months after ending the programme
Introducción a la educación para el emprendimiento	Number of young participants to the <i>Educación para el emprendimiento</i> courses
	Share of young participants who complete the course and receive a recognized qualification
	Situation of participants 6, 12 and 18 months after ending the course
Acciones para prevenir el abandono escolar y apoyo a estudiantes	Number of young participants to the support measures
	Proportion of at-risk participants who complete a recognized qualification
	Situation of participants at 6, 12 and 18 months after ending the measure

Outreach measures	Indicators
INJUVE	Number of detached youth identified and provided peer-to-peer assistance (participants)
	Number of young people who register in the YG system (inflow)
	Positive and timely exit from the YG preparatory phase
	Situation of participants at follow up (6, 12 and 18 months)
Impulsores (Cataluña)	Number of young people informed about the YG and helped in the registration process (participants)
	Number of young people who register in the YG system (Inflow)
	Positive and timely exit from the YG preparatory phase
	Situation of participants at follow up (6, 12 and 18 months)

Activation	Indicators
Acciones de asesoramiento individualizado, orientación profesional, información laboral y acompañamiento en la búsqueda de empleo (POEJ 8.2.1.1)	Number of young people registered in the YG Portal who receive activation services (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Asesoramiento al autoempleo y la creación de empresas (POEJ 8.2.3.2)	Number of young people registered in the YG Portal who receive information and counselling on self-employment and business start-up opportunities (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the information/counselling session (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Itinerarios de inserción para personas con discapacidad (POEJ 8.2.1.1)	Number of young persons with disabilities registered in the YG Portal who receive support to plan the sequence of services and programmes they need (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the information/counselling session (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Activation	Indicators
Educación no formal para jóvenes de bajo nivel de formación (Valencia)	Number of young people registered in the YG Portal who receive training in core employability skills (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase (especially for the education/training destination)
	Situation of participants within 4 weeks and at 6 months after the end of the information/counselling session (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Información laboral y acompañamiento en la búsqueda de empleo	Number of young people registered in the YG Portal who receive the service (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Programa de activación para el empleo	Number of young people registered in the YG Portal who receive the service (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Activation	Indicators
Formación para el emprendimiento y promoción de la cultura emprendedora	Number of young people registered in the YG Portal who receive training on self-employment and business start-up opportunities (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the training (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
APE (Murcia)	Number of young people registered in the YG Portal who receive the service (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Aulas de búsqueda de empleo (Cataluña)	Number of young people registered in the YG Portal who receive the service (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Equipos para la búsqueda de empleo (Valencia)	Number of young people registered in the YG Portal who receive the service (participants)
	Proportion of young people in the YG preparatory phase beyond the 4 months target
	Positive and timely exit from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Activation	Indicators
Contratación de orientadores (Valencia) *	Number of young people registered in the YG Portal who receive activation services by recruited mediators (participants)
	Proportion of young people (participants to the services provided by newly-recruited staff) in the YG preparatory phase beyond the 4 months target
	Positive and timely exit (of participants) from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Desarrollo metodológico para favorecer la vida activa (Valencia)*	Number of young people registered in the YG Portal who receive the services based on the new methodology (participants)
	Proportion of young people (participants to the services provided according to the new methodology) in the YG preparatory phase beyond the 4 months target
	Positive and timely exit (of participants) from the YG preparatory phase
	Situation of participants within 4 weeks and at 6 months after the end of the service (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

* Discussions are still ongoing about the inclusion in the YG monitoring framework of these initiatives, as they are targeting young NEETs only indirectly (i.e. they are functional to better service delivery).

LABOUR MARKET INTEGRATION MEASURES

Employment	Indicators
Ayudas al autoempleo (POEJ 8.2.3.3)	Number of young participants to the self-employment programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Medidas para favorecer el autoempleo y el emprendimiento colectivo (POEJ 8.2.3.4)	Number of young participants to the programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Fomento de la economía social (POEJ 8.2.4.4)	Number of young participants to the support programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Bonificación en las cuotas a la Seguridad Social (POEJ 8.2.4.1)	Number of young participants to the recruitment subsidy programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Ayudas al empleo para la contratación de jóvenes con un periodo mínimo de permanencia (POEJ 8.2.4.2)	Number of young participants to the recruitment programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Employment	Indicators
Fomento del empleo para los jóvenes investigadores (POEJ 8.2.4.4)	Number of young participants to the recruitment programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Actuaciones con agencias de colocación (POEJ 8.2.4.5)	Number of young participants to the recruitment programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Prácticas laborales (POEJ 8.2.4.4), Madrid	Number of young participants to the programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Bono empleo joven, Andalucía	Number of young participants to the recruitment programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Ayudas a Entidades Locales por contratar jóvenes para realizar obras y servicios de interés general o social, Navarra	Number of young participants to the programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Formación con compromiso de contratación	Number of young participants to the programme
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Further education and training	Indicators
Programas de segunda oportunidad (POEJ 8.2.2.1)	Number of young participants to second chance programmes
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Formación con compromiso de contratación (POEJ 8.2.2.2)	Number of young participants to the programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Formación para la obtención de certificados de profesionalidad (POEJ 8.2.2.7)	Number of young participants to the programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Formación para el emprendimiento y promoción de la cultura emprendedora (POEJ 8.2.3.1)	Number of young participants to the programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Further education and training	Indicators
Formación, idiomas y TIC(POEJ 8.2.2.3)	Number of young participants to the programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Ciclo básico de formación profesional	Number of young participants to the second chance programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Proyectos de empleo singulares, Cataluña	Number of young participants to the integrated programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Ayudas per cursar Máster universitarios, Castilla y León	Number of young participants to the scheme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)

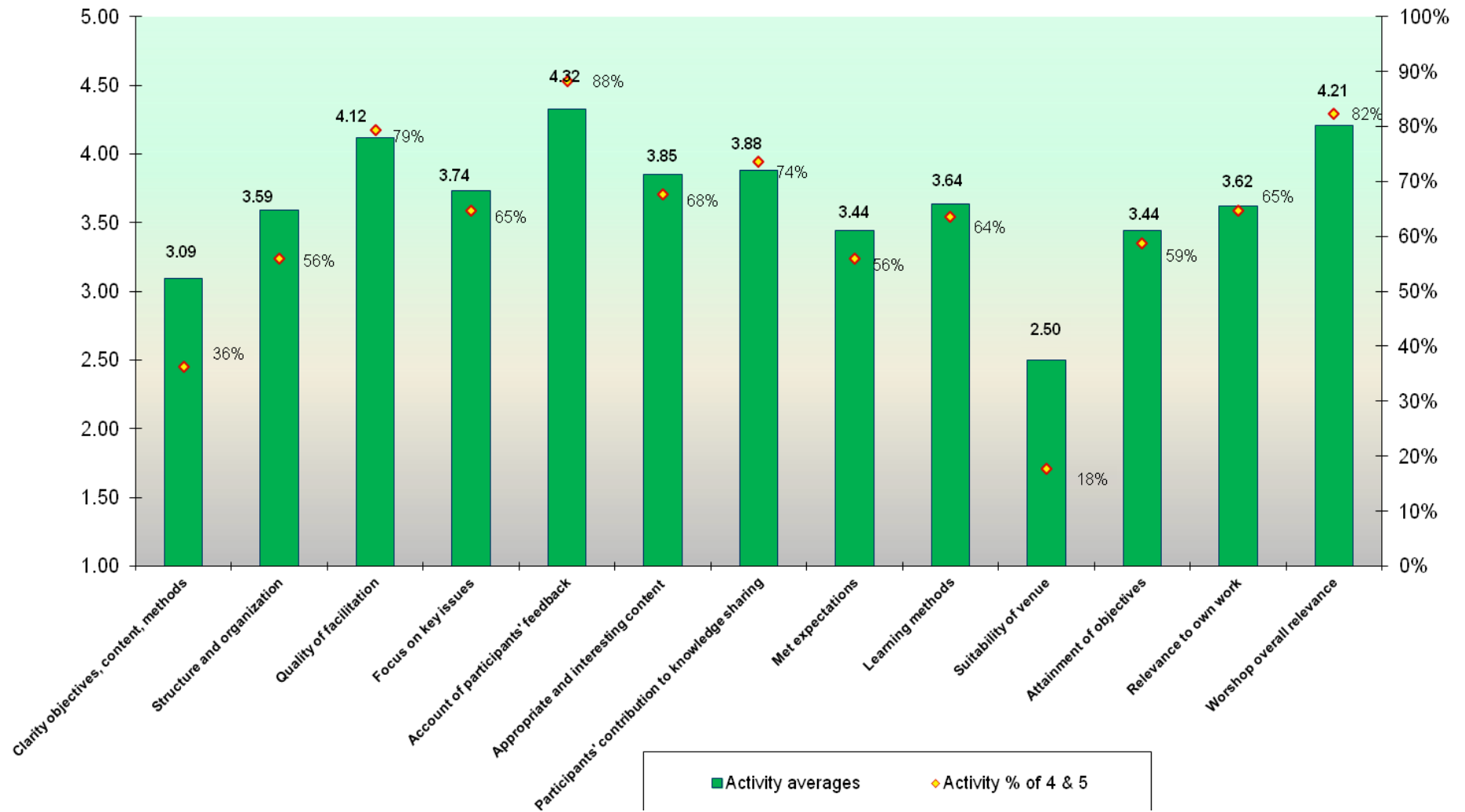
Further education and training	Indicators
Formación a medida de las empresas (Cámaras) *	Number of young participants to the scheme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Number of young participants to the scheme

* Discussions are still ongoing on the inclusion of this programme in the monitoring framework as the direct beneficiaries of the intervention are enterprises and workers.

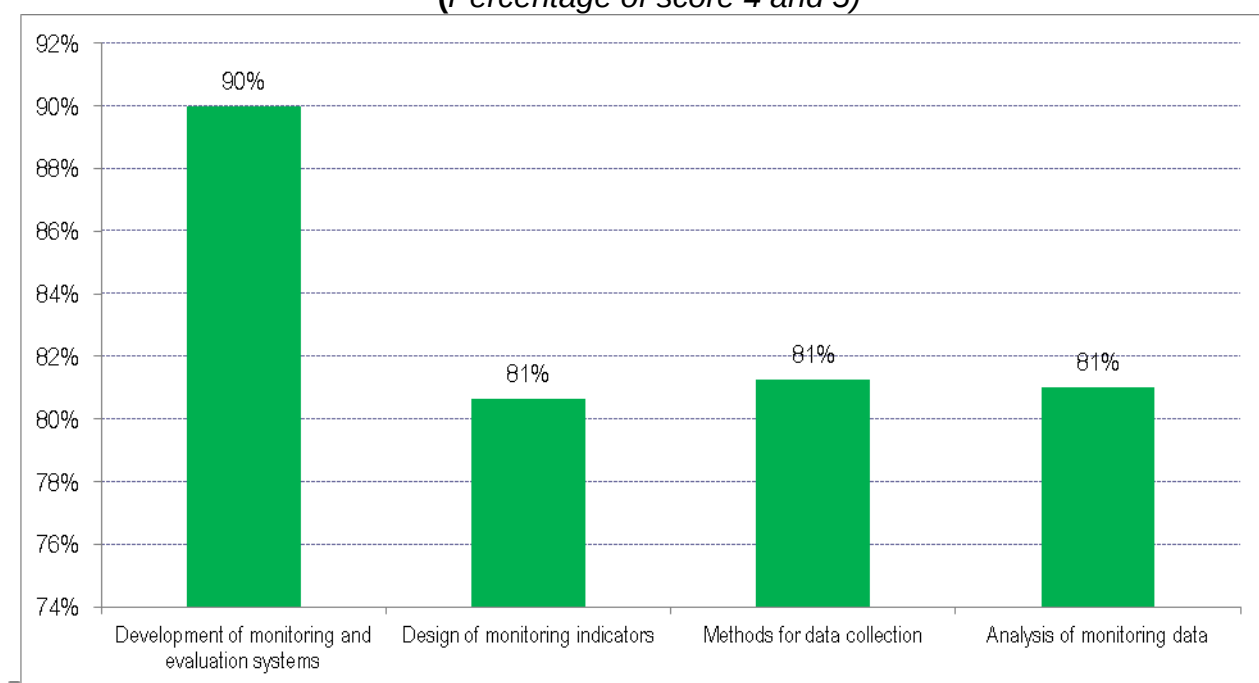
Apprenticeship	Indicators
Formación profesional dual (POEJ 8.2.2.4)	Number of young participants to the programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Programas mixtos de empleo-formación (POEJ 8.2.2.5)	Number of young participants to the programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Escuelas Taller y Casa de Oficios (POEJ 8.2.2.5)	Number of young participants to the programme
	Share of participants completing the programme and achieving a recognized qualification
	Situation of participants within 4 weeks and at 6 months after the end of the programme (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Traineeship	Indicators
Prácticas no laborales (POEJ 8.2.2.6)	Number of young participants to the traineeship
	Share of participants completing the traineeship
	Situation of participants within 4 weeks and at 6 months after the end of the traineeship (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Becas (POEJ 8.2.2.6), Valencia	Number of young participants to the traineeship
	Share of participants completing the traineeship
	Situation of participants within 4 weeks and at 6 months after the end of the traineeship (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)
Programa de movilidad para la mejora de las competencias profesionales (POEJ 8.2.2.8)	Number of young participants to the traineeship abroad
	Share of participants completing the traineeship
	Situation of participants within 4 weeks and at 6 months after the end of the traineeship (ESF/YEI)
	Situation of participants at follow up (6, 12 and 18 months) (EMCO)

Annex 3: Results of the validation of workshop



Relevance of training content (Percentage of score 4 and 5)



What sections of the training were most useful and why?

- ✓ The categorization of YG interventions across the policy pillars of the European YG for monitoring purposes;
- ✓ The interaction between the ESF/YEI indicators and those set by *the Indicator Framework for Monitoring the Youth Guarantee* (EMCO)
- ✓ The exchange of knowledge and experience on service and programme delivery across AACCs;
- ✓ Definition of indicators and sources of data.

Additional comments

- ✓ The venue was not conducive to interaction and note-taking ;
- ✓ The sharing of experiences and programme delivery methods across AACCs was very interesting.

Annex 4: List of participants, resource persons and observers

Participants

	Name	Organization and contact
1	Marta Masagué I Arbolier	Cataluña e-mail: direcciosoc@gencat.cat marta.masague@gencat.cat Tel: 935536612
2	Manuel González Boza	Extremadura (Servicio de empleo) e-mail: dq.sexpe@extremaduratrabajo.net manuel.gonzalez@gextremaduratrabajo.net Tel: 924027318
3	Antonio Nuñez Nieto	Valencia (Agència Valenciana del Turisme) e-mail: nunyez_antnie@gva.es Tel: 961209814
4	María del Carmen García Sánchez	Cruz Roja (Madrid) e-mail: magasa@cruzroja.es Tel: 913352346
5	Carles Silla Machancoses	Cruz Roja (Madrid) e-mail: carles@cruzroja.es Tel: 913354400
6	Isabel Cano	YMCA e-mail: icano@ymca.es Tel: 913192126
7	Miriam Fernández Ibañez	FSG e-mail: Miriam.fernandezibanez@gitanos.org Tel: 606614151 - 914200960
8	Arantza Fernández Espiñeira	FSG e-mail: arantza.fernandez@gitanos.org Tel: 695202548
9	Isabel Blanco	INCYDE e-mail: iblanco@incydecamaras.es Tel: 915906967
10	Ángela Ruiz	INCYDE e-mail: aruiz@incydecamaras.es Tel: 915906960
11	Vanessa Crespo	INCYDE e-mail: vcrespo@incydecamaras.es Tel: 915906967
12	Araceli Crespo Valer	Aragón (Dirección Gerencia INAEM) e-mail: acrespo@aragon.es gerencia.inaem@aragon.es Tel: 976718137

	Name	Organization and contact
13	María Cabo Marín	Cantabria (Servicio Cántabro de Empleo) e-mail: cabo_m@cantabria.es Tel: 644288380
14	Elena González Maestro	Cantabria (Servicio Cántabro de Empleo) e-mail: gonzalez_el@cantabria.es Tel: 942205064
15	María Leticia Cristóbal Marín	La Rioja (Dirección General de Empleo) e-mail: mlcristobal@larioja.org Tel: 646723930
16	María José Mora Díez	La Rioja (Servicio de la red de empleo) e-mail: mjmorad@larioja.org Tel: 941291905
17	Josep Márquez Moreno	Cataluña (Generalitat Cataluña) (Análisis, planificación y evaluación SOC) e-mail: direcciosoc@gencat.cat Tel: 935536370
18	Alicia Esparcía Alcázar	Valencia (Generalitat Valenciana) e-mail: esparcia_ali@gva.es
19	Inmaculada Santos de Gómez	SEPE e-mail: inmaculada.desantos@sepe.es Tel: 915852923
20	María Eugenia Blanco Aguado	SEPE e-mail: maria-eugenia.blanco@sepe.es Tel: 910506740
21	Encarna Abenojar Rodríguez	Comunidad de Madrid (Servicio Público de Empleo) e-mail: encarna.abenojar@madrid.org dg.sepecm@madrid.org Tel: 914206870
22	Eladio Encinar Hidalgo	Comunidad de Madrid (Consejería de Educación, Juventud y Deporte. Dirección General de educación infantil, primaria y secundaria) e-mail: eladio.encinar@madrid.org Tel: 917201437
23	Blanca Casado Delgado	Comunidad de Madrid (Consejería de Educación, juventud, deporte. Dirección General de educación infantil, primaria y secundaria) e-mail: blanca.casado.delgado@madrid.org Tel: 917201424
24	Raquel Velasco	Cámaras de Comercio de España e-mail: Raquel.velasco@camara.es Tel: 915906900

	Name	Organization and contact
25	Rosa Juliá	Cámaras de Comercio de España e-mail: rosa.julia@camara.es Tel: 915906900
26	Eva Martín	ONCE e-mail: emartin.inserta@fundaciononce.es Tel: 914688530
27	Gloria Sánchez	ONCE e-mail: gloria.sanchez.fsc@fundaciononce.es Tel: 914688514
28	Fernando Siu	ONCE e-mail: fsiu.fsc@fundaciononce.es Tel: 914688500
29	Cayetana Díaz de los Santos	Andalucía e-mail: cayetana.diaz@juntadeandalucia.es
30	Anna París Ferrando	Andalucía e-mail: anna.paris@juntadeandalucia.es
31	Miguel A. Murado Martínez	Canarias (Servicio Canario de Empleo) e-mail: mmarmurt@gobiernodecanarias.org Tel: 618797245
32	María Amor García Sánchez	Murcia e-mail: mariaa.garcia14@carm.es Tel: 968375905
33	José Alberto Crespo	INJUVE e-mail: crespoja@injuve.es
34	Juan Juliá Puig	Valencia (Generalitat Valenciana. DGFYFE) e-mail: julia_juapui@gva.es
35	Sergio Blanes Macho	RED.ES e-mail: sergio.blanes@externos.red.gob.es
36	María Teresa Pérez Muñoz	Ciudad Autónoma de Ceuta (Consejería de Economía) e-mail: mtperez@procesa.es Tel: 956528370 - 628493959
37	Irene Muñoz Vicente	Castilla y León (ECYL) e-mail: munvicir@jcyl.es Tel: 626592145
38	Laura Bujanda Bustillo	RED.ES e-mail: laura.bujanda@red.es Tel: 647491878

	Name	Organization and contact
39	Paula Porres García	Navarra (Servicio Navarro de Empleo) e-mail: pporresg@navarra.es Tel: 667298614
40	Juan Luis Romero de la Cruz	Castilla La Mancha (Servicio Intermediación JCCM – Economía y Empleo) e-mail: jromerocruz@jccm.es
41	María del Carmen Almendro García	Castilla La Mancha (JCCM. Servicio FSE) e-mail: mcalmendro@jccm.es Tel: 925336712
42	Marién Galiot Ojeda	Islas Baleares (Dirección General Fondos Europeos) e-mail: mgaliot@dgfons.caib.es Tel: 699864544
43	Rosa Delgado Sáinz	MINHAP (Dirección General Coordinación competencias AATT (Hª y FP) e-mail: mrosa.delgado@seap.minhap.es gestion.poej@seap.minhap.es Tel: 649754155 - 912735732
44	Marta Sánchez-Sierra de los Santos	MINHAP (Dirección General Coordinación competencias con las CCAA y EELL) e-mail: martam.sanchezsierra@externos.seap.minhap.es gestion.poej@seap.minhap.es Tel: 646808672 - 912731168
45	Carmen Hila Vargas	Islas Baleares (SOIB. Server Ocupació Illes Balears) e-mail: mchila@soib.caib.es Tel: 646203747
46	Luis Caballero García	INJUVE e-mail: caballerojl@injuve.es
47	Vera Villarroya Roy	YMCA e-mail: vvillarroya@ymca.es Tel: 913192126
48	Ana Mazo Martínez	MEYSS (Subdirección General de Análisis del Mercado de Trabajo) e-mail: anamaria.mazo@meyss.es
49	Ana Carreras Barrueco	Islas Baleares (Dirección General Fondos Europeos CAIB) e-mail: acarreras@dgfons.caib.es
50	Carmen Ramírez González	RED.ES e-mail: carmen.ramirez@red.es Tel: 912127620

	Name	Organization and contact
51	Ana Pilar Cruz	ONCE e-mail: apcruz.inserta@fundaciononce.es Tel: 914688500
52	Ángel Sánchez Martínez	RED.ES e-mail: angel.sanchez@red.es

Observers

	Name	Organization and contact
1	Gabriel Pérez Sánchez	Youth Guarantee Support Team
2	María García Castro	Youth Guarantee Support Team
3	Baldomero Alcázar del Valle	Youth Guarantee Support Team
4	Esther Guimerá Valladares	Youth Guarantee Support Team
5	Guillermo González-Burdiel	Youth Guarantee Support Team
6	Eva Alcón Pérez	Youth Guarantee Support Team
7	María Jesús Rivera	Youth Guarantee Support Team
8	Pedro M. Albertos	Youth Guarantee Support Team
9	Rosa María Blanco del Campo	Youth Guarantee Support Team
10	Sergio Lucía Núñez	Youth Guarantee Support Team
11	Enrique Sánchez Ocaña	Youth Guarantee Support Team

Resource persons

	Name	Organization
1	Gianni Rosas	Senior Youth Employment Specialist for Europe International Labour Office
2	Daniel Jesús Solana Gázquez	Coordinator, Spanish Youth Guarantee, MEYSS
3	María Isabel Segura Calvo	SDG Trabajo Autónomo, MEYSS
4	Sergio Andrés Iriarte Quezada	Youth Employment Technical Officer International Labour Office
5	Valli Corbanese	Youth employment Expert, International Labour Office
6	Paz Arancibia	Youth employment Expert International Labour Office

