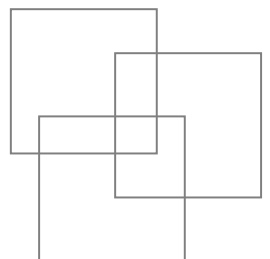


# INDICATOR FRAMEWORK FOR MONITORING THE YOUTH GUARANTEE





# **INDICATOR FRAMEWORK FOR MONITORING THE YOUTH GUARANTEE**



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## **APPENDIXES**

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# --- PREFACE

LEVEL



# PREFACE

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The aim of this guide is to offer easy-to-use tools to practitioners with the view to monitoring the performance of the measures included in the implementation plans of the national Youth Guarantee schemes.

The guide reviews the concepts and provides practical examples for the application of three sets of indicators that relate to the national implementation plans of the Youth Guarantee. These indicators include those agreed upon by the members of the Employment Committee (EMCO) Indicators Group, those established by the European Social Fund (ESF) for the programming period 2014-2020, and those set under the Youth Employment Initiative (YEI).

The content of the guide, including the practical examples of application of EMCO indicators, was tested during national policy dialogue and capacity-building workshops that took place in Latvia, Portugal, and Spain between September 2015 and December 2016. Gratitude is expressed to the members of the national YG coordination teams of the three countries, the staff of the European Commission (EC), and the practitioners who participated in the workshops for their useful comments and for their support in the validation of the several drafts of the modules.

This guide is a deliverable of the joint Action of the International Labour Organization (ILO) and the EC that supports the implementation of the YG. It was developed by Ms Valli Corbanese, Senior Youth Employment Expert, and Mr Gianni Rosas, Senior Employment Specialist of the ILO. Ms Milagros Lazo Castro assisted in the design of this tool.

The development of this guide received financial support from the European Union Programme for Employment and Social Innovation (EaSI) 2014-2020.<sup>1</sup> The information contained therein does not necessarily reflect the official positions of the ILO or EC.

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<sup>1</sup> For further information please consult:  
<http://ec.europa.eu/social/easi>



# — INTRODUCTION

INTRODUCTION



# INTRODUCTION

---

The system for monitoring the interventions implemented under the Youth Guarantee (YG) plans comprises three sets of indicators, namely those set by the Employment Committee (EMCO) Indicators Group, those established by the European Social Fund (ESF) for the programming period 2014-2020, and those set under the Youth Employment Initiative (YEI).<sup>2</sup>

The ESF and YEI indicators cover direct interventions supported by EU funds and target specific individuals, while the Indicator Framework for Monitoring the Youth Guarantee focuses on the entry and exit of young people in the YG scheme – 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 at national level.

According to the Council's Recommendation on Establishing a Youth Guarantee, the target population is young people aged under 25 years who are unemployed or have left formal education (and are not in education or training).<sup>3</sup> This means that national YG schemes should cover the current stock of young people (up to 24 or 29 years of age, as decided at country level) in that situation, as well as those who will enter that status from the date of establishing the YG onwards. In other words, the primary target group is young people who are neither in employment, nor in education and training (the so-called NEETs).

The following paragraphs summarize the monitoring indicators upon which European Union (EU) countries are required to report for the implementation of the measures envisaged by the Youth Guarantee implementation plan.

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<sup>1</sup> The indicator framework for monitoring the Youth Guarantee is available from the following website <http://ec.europa.eu/social/main.jsp?catId=115>, while for ESF and YEI indicators see: European Commission: *Monitoring and evaluation of the European Cohesion Policy European Social Fund Guidance Document* (Brussels, 2015), available at: [ec.europa.eu/social/BlobServlet?docId=7884&langId=en](http://ec.europa.eu/social/BlobServlet?docId=7884&langId=en).

The EU common indicators system is outlined in EU Regulation No 1304/2013 on the European Social Fund (December 2013), and EU Regulation No 1303/2013 laying down common provisions on the European Funds (Annexes I and II).

<sup>2</sup> *Council Recommendation on establishing a Youth Guarantee*, 22 April 2013 (2013/C 120/01), available at: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2013:120:0001:0006:EN:PDF>



# INDICATOR FRAMEWORK FOR MONITORING THE YOUTH GUARANTEE



# 1. INDICATOR FRAMEWORK FOR MONITORING THE YOUTH GUARANTEE

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The EMCO Indicators Group established (in May 2015) three categories of indicators, to be collected annually to monitor the performance of the YG at national level:

1. aggregate macroeconomic indicators (Labour Force Survey (LFS) data);
2. direct monitoring indicators (entry/exit, based on administrative data);
3. follow up monitoring of individuals who took up an offer (result/outcome indicators, preferably based on administrative data).

A sub-policy area (Results and impact of the Youth Guarantee) has been created under the Joint Assessment Framework (JAF) and provides the means to compare performance across EU countries. The additional difficulty in the collection and reporting of indicators on the YG is due to the source of European funding. The ESF and the YEI, in fact, have their own set of indicators.<sup>3</sup> This note, therefore, summarizes and explains these three sets of indicators (EMCO, ESF, and YEI) and attempts to merge them in a coherent system (see table 3).

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<sup>3</sup> See: *Monitoring and evaluation of European Cohesion Policy European Social Fund*, op. cit.

## 1.1 Aggregate macroeconomic indicators

Aggregate macroeconomic indicators – computed on the figures of the EU Labour Force Survey (LFS) – describe the context of YG implementation in each country and its evolution over time. They are considered an indirect means of monitoring the effects of YG implementation and also reflect the impact of prevention measures to avoid young people falling into inactivity and unemployment.

With regard to NEETs, the EU emphasizes that at national level there are important differences between the number of young NEETs based on LFS data, the number of those who are unemployed (International Labour Organization definition), and the number of young people who register with the Public Employment Service (PES).

The stock of potential beneficiaries of a national YG scheme is calculated by adding up the number of young people aged 15-24 and 25-29 (if the national YG scheme covers also the older cohort) who are unemployed and those who are inactive (LFS data). This total is then compared to the average annual number of young people registered with the PES in the same period. Table 1 provides an example of this calculation made for Portugal in 2013. The figures circled in red show the stock of potential beneficiaries of the YG (156,342 young people under 25 years and 123,483 young people under 30). The number of young people (under 25) registered in 2013 with the Portuguese PES totalled 83,784, or 53.6 per cent of all young people (under 25) who were unemployed according to LFS data.<sup>4</sup>

<sup>4</sup> Employment and Vocational Training Institute, (IEFP), *Relatório de actividades*, (Lisbon, 2014), p.31, available at <https://www.iefp.pt/documents/10181/201605/Relatorio+de+Atividades+2013.pdf/125c240a-ca17-4059-9b4b-58944dcd59b0>

**TABLA 1: NUMBER OF YOUNG NEETs BY SEX, AGE GROUP, AND LABOUR MARKET STATUS (PORTUGAL, 2013)**

|            | 15-24   |        |        | 25-29   |        |        |
|------------|---------|--------|--------|---------|--------|--------|
|            | T       | H      | M      | T       | H      | M      |
| NEETs      | 156.342 | 80.031 | 76,311 | 123.483 | 57.350 | 66,134 |
| Unemployed | 102.981 | 54.669 | 48,312 | 87.016  | 43.821 | 43,196 |
| Inactive   | 53.361  | 25.362 | 27,999 | 36.173  | 13.235 | 22,938 |

Source: Calculation based on Eurostat: *Annual Labour Force Survey (LFS)* detailed figures, (Brussels, 2013).

The main aggregate indicator of the YG indicator framework is the NEET rate, complemented by additional indicators on the labour market situation and educational attainment of the youth population. The age range (as per the Council Recommendation) is those aged 15-24 (with the additional group aged 25-29 to be reported separately). Appendix 1 details the indicators' definition, measurement methods, source of data, and disaggregation required, while Appendix outlines the ISCED classification of educational attainment levels.

Table 2 provides the example of baseline figures for monitoring the aggregate indicators (outlined in appendix 1) in Spain (in percentages).

**TABLA 2: BASELINE OF AGGREGATE INDICATORS, SPAIN, 2013 (PERCENTAGE)**

| Indicator              |                                                                                | 15-24 |      |       | 25-29 |       |       |
|------------------------|--------------------------------------------------------------------------------|-------|------|-------|-------|-------|-------|
|                        |                                                                                | Total | Men  | Women | Total | Men   | Women |
| Main                   | NEET rate (%)                                                                  | 18,6  | 19,4 | 17,8  | 28,7  | 28,4  | 28,9  |
|                        | Unemployed (%)                                                                 | 13,3  | 14,7 | 11,8  | 22,0  | 24,0  | 20,0  |
|                        | Inactive (%)                                                                   | 5,4   | 4,8  | 6,0   | 6,7   | 4,4   | 9,0   |
| Labour market          | Youth employment ratio                                                         | 16,8  | 17,3 | 16,3  | 58,1  | 58,6  | 57,5  |
|                        | Youth unemployment ratio                                                       | 19,0  | 22,2 | 19,6  | 28,9  | 30,8  | 27,0  |
|                        | Youth unemployment rate                                                        | 55,5  | 56,2 | 54,6  | 33,3  | 34,5  | 32,0  |
|                        | Youth (aged 15-24) unemployment ratio to adult (aged 25-74) unemployment ratio |       | 1,3  |       |       |       |       |
|                        | Youth-to-adult unemployment rate ratio (aged 15-24 and 25-74)                  |       | 2,33 |       |       |       |       |
| Indicator              |                                                                                | Total |      | Men   |       | Women |       |
| Educational attainment | Youth (aged 20-24) with at least ISCED 3, %                                    | 41,9  |      | 40,6  |       | 43,2  |       |
|                        | Employment rate of recent graduates (aged 20-34), %                            | 55,9  |      | 57,8  |       | 54,1  |       |
|                        | Proportion of youth aged 20-29 with ISCED 0-2, %                               | 36,4  |      | 42,6  |       | 30,1  |       |
|                        | Proportion of youth aged 30-34 with ISCED 5-8, %                               | 42,3  |      | 37,1  |       | 47,5  |       |
|                        | Early leavers from education/training (18-24), %                               | 23,6  |      | 27,2  |       | 19,8  |       |

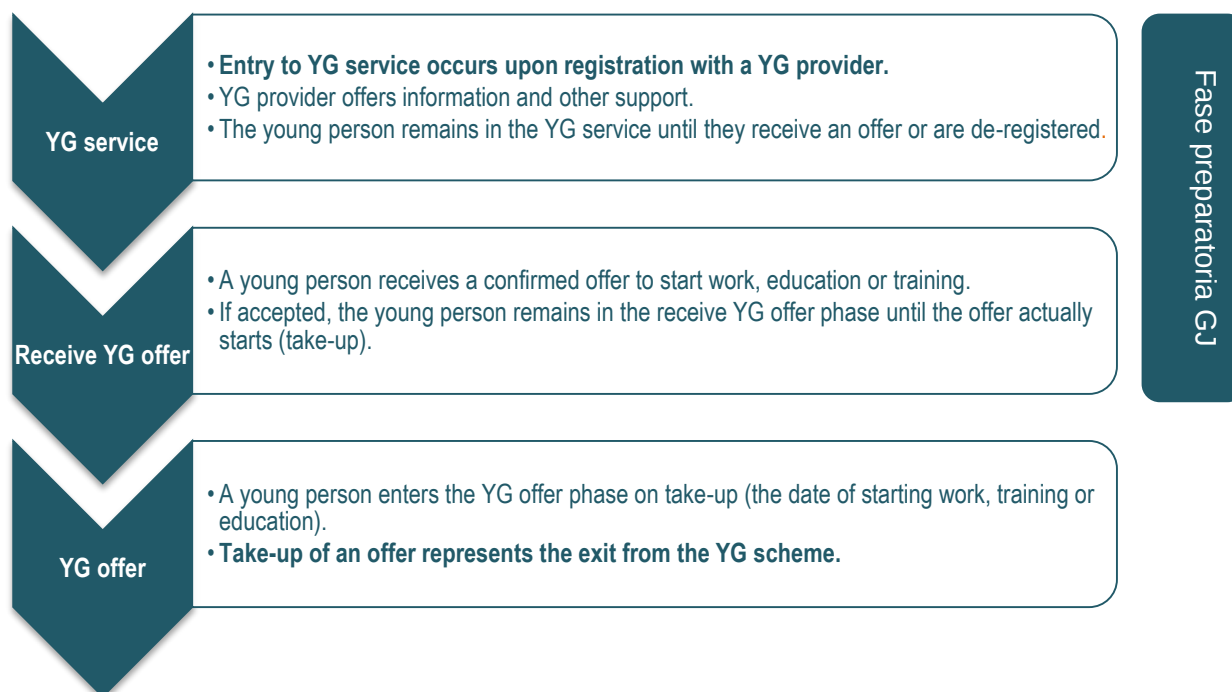
Source: EUROSTAT, Annual Labour Force Survey (LFS), 2013

## 1.2 Direct monitoring of Youth Guarantee delivery

The indicator framework for monitoring the delivery of the YG is based on the analysis of inflows and outflows of young beneficiaries. This requires clear entry and exit points into/from the YG scheme, as well as the calculation of the number of youth who take up an offer of employment, education, training, apprenticeship, or traineeship within the four-month timeframe specified by the above-mentioned Council's Recommendation on establishing a Youth Guarantee. Although this monitoring framework envisages only three implementation indicators (share of youth still in the YG preparatory phase after four months; share of youth with a positive and timely exit from the YG preparatory phase; and coverage of the YG) and two result indicators (situation of young people after exiting the YG preparatory phase and situation after exiting by type of offer), the calculation methods and level of disaggregation are rather complex.

The 2015 version of the indicator framework distinguishes three phases of support, as shown in figure 1.

**FIGURE 1: PROGRESSION THROUGH THE DIFFERENT PHASES OF YG SCHEMES**



Source: European Commission Employment Committee: *Indicator framework for monitoring the Youth Guarantee (YG) methodological manual* (Brussels, 2015), p 5

During the **YG service** phase (from the date of registration until the receipt of an offer), young beneficiaries receive information, guidance, skills assessments, individual action planning, and also training services (basic skills, core employability skills, short language courses). The **receive YG offer** phase lasts from the date when an offer is made/delivered until the date the offer actually starts (the two dates may not coincide). These two phases make up the **YG preparatory phase**, which covers the period from registration (inflow) to take-up (start) of an offer or de-registration (outflow). The **YG offer** phase lasts from the date of take-up of the offer until the date of leaving the offer (irrespective of completion or not). If the offer is subsidized by ESF/YEI funds, this last phase coincides with “participation in interventions funded by the YG (ESF/YEI)”.

The inflow/outflow indicators of direct monitoring are described in box 1. The baseline is nil. The data source is administrative records of the YG, to be provided on an annual basis (calendar year) by the national coordinating authority.

## BOX 1: DIRECT MONITORING INDICATORS (INFLOW AND OUTFLOWS)

| Direct monitoring indicator                                                                                                                                                                                                                       | Measurement, source of data and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Proportion of young people in the YG service beyond the four-month target, percentage</b><br/>(inflow/outflow YG preparatory phase)</p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative records on inflow and outflow</p> | <p><i>Percentage of average annual stock of young people still in the YG preparatory phase after four (six, and 12) months after the date of registration</i></p> <p>The numerator of the indicator refers to the annual stock of youth who entered the YG scheme, but did not exit the preparatory phase within four months. The denominator is the annual average stock of young people in the YG preparatory phase. Average annual stock is the sum of each month stock of beneficiaries divided by 12.</p> <p><b>Disaggregation of inflows</b></p> <p><b>Individual characteristics:</b> the information to be collected on young people who are registered with a YG provider are:</p> <ul style="list-style-type: none"> <li>– <b>Sex and age group:</b> aged 15-24 (total); 15-19; 20-24; age on entry is to be used in all subsequent observations; if the national YG scheme targets also the 25-29 cohort, this has to be reported separately</li> <li>– <b>Status at entry:</b> total (aged 15-24), of whom: <ul style="list-style-type: none"> <li>▪ unemployed registered with the PES</li> </ul> <p>There is no other disaggregation requirement regarding status at entry, but since the ESF/YEI indicators require additional information, it is advisable to disaggregate status at entry as follows:</p> <ol style="list-style-type: none"> <li>a) Unemployed, of whom: <ul style="list-style-type: none"> <li>▪ unemployed registered with the PES</li> <li>▪ long-term unemployed (for youth aged under 25, long-term unemployment is defined at a six-month unemployment spell, while for those aged 25-29, long-term unemployment is at 12 months and longer)</li> </ul> </li> <li>b) inactive (not in education or training)</li> </ol> </li> <li>– <b>Previous YG experience:</b> young beneficiaries should to be classified into four categories: <ol style="list-style-type: none"> <li>1. <u>none</u> (first entry in the YG)</li> <li>2. <u>did not take up offer:</u> i.e. the individual dropped out from the YG scheme before taking up an offer (through drop out or sanctioning)</li> <li>3. <u>took up an offer:</u> young people who have already been in the YG scheme and took up an offer (re-entry)</li> <li>4. <u>unknown</u></li> </ol> </li> </ul> <p><b>Disaggregation of outflows</b></p> <p>The exit from YG occurs when a young client is de-registered from the YG because:</p> <ul style="list-style-type: none"> <li>– He or she took up an offer (either from a YG provider or through self-initiative), i.e. <b>POSITIVE DESTINATION</b>;</li> <li>– For other known reasons (voluntary de-registration, drop out, return to unemployment/inactivity), i.e. <b>NEGATIVE DESTINATION</b>;</li> <li>– Unknown (if the persons cannot be traced and it is not possible to determine what happened).</li> </ul> <p>Outflows are to be reported at four-, six-, and 12-month intervals and by type of offer.</p> |

## BOX 1: DIRECT MONITORING INDICATORS (INFLOW AND OUTFLOWS) CONT.

| Direct monitoring indicators                                                                                                                                                   | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Positive and timely exit from preparatory phase (percentage)</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative records on inflow and outflow</p> | <p><i>Percentage of young people exiting the YG preparatory phase with a positive, known outcome within four months</i></p> <p>The numerator of the indicator refers to the annual number of youth who have been de-registered from the YG scheme (see the explanation in the main text) with a positive outcome (employment, education/training, apprenticeship, traineeship) within the four-month timeframe. The denominator is the total number of young people exiting the YG preparatory phase (annual outflow, sum of positive and negative exits).</p> <p>This indicator measures the share of positive outflows, and counts all those who were de-registered (in a 12-month timeframe) because they took up an offer or were able to find one through self-initiative within four months. The disaggregation is to be done by:</p> <ol style="list-style-type: none"> <li><b>personal characteristics</b> (sex, age, labour market status, prior YG experience)</li> <li><b>type of destination:</b> i.e. employment, education and training, apprenticeship, or traineeship (total and subsidized ones).</li> </ol> |
| <p><b>Coverage of YG (percentage)</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative records on inflow and annual average of young NEETs (LFS)</p>      | <p><i>Percentage of young people in YG preparatory phase (annual stock) compared to the annual average number of youth who are NEETs</i></p> <p>The numerator of the indicator refers to the annual number of youth in the YG preparatory phase. The denominator is the annual average number of young people who are NEETs (according to the LFS).</p> <p>Although this indicator mixes two different data sources (administrative and survey-based data), it is used as a proxy of the coverage of the YG services.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

A young individual is considered as having entered in the YG scheme if she or he has registered with an YG provider. This means that the young person:

### 1.2.1. Entry in the Youth Guarantee

1. has contacted a YG provider (also through a web platform)
2. has been assessed as eligible for support
3. has his/her personal details recorded in some form of register/database of YG clients

This definition has a number of implications for implementing partners of the YG scheme. First, contacting a provider, signing up on a web platform, or registering with the PES does not constitute entry in the YG scheme. Only once the individual has been screened according to the eligibility criteria set by the YG and his/her personal data have been recorded in the YG register/database does she or he become a “client” (and she or he

is recorded as inflow). Second, young individuals who are registered (i.e. they have contacted a provider, they are eligible, and have recorded their personal details in the YG register/database) need to be followed in the four-month window to verify that they are still in the preparatory phase (i.e. they did not find anything on their own, or decided that the YG does not interest them, or they were sanctioned for failure to comply with obligations). The personal data of all individuals in the YG scheme need to be maintained to measure outcomes (situation of young clients after exiting the YG preparatory phase at six, 12, and 18 months) irrespective of whether they took up an offer or not.

Third, the existence of a unique database of YG clients would ease reporting, but since this is not possible when there are multiple entry points in the YG scheme, all implementing partners (that are also entry points) need to collect and maintain information with the same method -- and with the same disaggregation and measurement rules -- so that information can be pooled on a monthly basis (to report on the four-month timeframe for receiving an offer).

Finally, those implementing partners that are also entry points into the YG scheme -- but who manage participants' intake through calls for applications or provide YG offers that apply additional eligibility criteria -- need to apply a double screening process. The first screening relates to the eligibility criteria set for entry into the YG scheme (i.e. youth aged between 15 and 24 years, unemployed or inactive, and not in education or training), while the second screening is for the additional criteria set by the specific offer (for example minimum level of educational attainment or belonging to a group at risk of social exclusion).

### **1.2.2 Disaggregation of inflow data**

The direct monitoring framework does not explicitly require the disaggregation of individual data by labour market status (unemployed, long-term unemployed, and inactive), or by educational attainment, household characteristics, foreign or migrant background. Since, however, there is a general presumption that most of the outflows from the YG preparatory phase will be the result of the take-up of a subsidized offer (i.e. the enrolment into one of the measures listed in the YG implementation plan co-funded by the ESF or YEI), it may be worthwhile to disaggregate the data of individual clients -- also by the criteria applied by the ESF/YEI framework, namely:

- **Unemployed:** young individuals (aged 15-24 or 15-29) who, at the time of contacting a YG provider: (i) are without work (i.e. did not perform any work for wage or profit or family gain for even one hour in the last week), (ii) are currently available for work (i.e. they are immediately available to start a job) and (iii) have actively sought work in the past four weeks (this includes registration with a public or private employment agency; direct application to employers; placing or answering newspaper advertisements; seeking assistance of friends or relatives; looking for land, building, machinery or equipment to establish their own enterprise, etc.). Young people who are unemployed according to the above-mentioned definition also need to be categorized according to whether they are registered with the PES or not, and by length of unemployment spell (for youth under 25, long-term unemployment refers to periods of unemployment six months and longer);
- **Inactive:** young people who are not: (i) employed (performed work, even for just one hour, for pay, profit, or family gain during the reference week), (ii) unemployed (without work, available for work and actively seeking work), and (iii) in education and training;
- **Educational attainment:** ISCED levels 0-2, 3-4 and 5-8;
- **Youth from rural areas:** young people residing in thinly populated areas, as per DEGURBA classification;<sup>5</sup>
- **Migrants, people with a foreign background, minorities:** see box 2;<sup>6</sup>
- **Persons with disabilities:** registered as disabled according to national definition;
- **Persons Living in a jobless household:** households (family group under one roof) where no member is employed (i.e. all are unemployed or inactive);
- **Persons living in a single adult household with dependent children:** an adult is a person above 18 years old and dependent children are individuals aged 0-17 and those aged 18-24 if inactive and living with one parent;
- **Other disadvantages:** other factors affecting labour market outcomes, not mentioned above (e.g. being homeless or with substance addiction problems).

<sup>5</sup> Eurostat: *Degree of urbanisation (DEGURBA)*, Rural areas classified as Code 3. This classification is available from [http://ec.europa.eu/eurostat/ramon/miscellaneous/index.cfm?TargetUrl=DSP\\_DEGURBA](http://ec.europa.eu/eurostat/ramon/miscellaneous/index.cfm?TargetUrl=DSP_DEGURBA)

<sup>6</sup> Minority, ethnic belonging and disability are personal data considered “sensitive” according to article 8 of Directive 95/46/EC of the European Parliament and of the Council on the protection of individuals with regard to the processing of personal data (dated 24 October 1995). In line with articles 6 and 7 of this Directive, the ESF regulation provides Member States with the legal basis to justify the collection and processing of personal data for the purposes of monitoring, reporting on ESF-funded actions and evaluation. This means that an effort should be made to collect all personal data (see also paragraph 2.2 of this chapter). See: *European Commission: Monitoring and evaluation of European Cohesion Policy European Social Fund Guidance Document*, (Brussels, 2015), op.cit.

## BOX 2: MIGRANTS, PEOPLE WITH A FOREIGN BACKGROUND AND MINORITIES

**Migrants:** non-EU born individuals from a third country, legally residing in EU countries. Migrants can be of first, second, or third generation, although many migrants of second and third generation will have acquired the nationality of the host country.

**Ethnic minority:** individuals with a different cultural tradition or background from the majority of the population. The ESF/YEI targets minorities that are likely to be discriminated against and who face multiple barriers to labour market integration. Young people and women with an ethnic minority background and the Roma are among the most disadvantaged groups in the labour market.

**"Roma":** Roma and Sinti, the Manouche, Travellers, and other groups. The term is used in a generic sense to describe a number of different ethnic minority groups collectively known as Roma.

**National minority:** individuals from relatively well-established minority groups living in particular EU countries. National minorities have been established for a number of generations in some EU countries, such as Russians and Poles in the Baltic States, and the Hungarian minority in Romania.

**Indigenous minorities:** ethnic groups that are long-standing residents of a particular EU country. They may have a migrant, indigenous, or landless nomadic background. Examples of indigenous populations in Europe include the Sami in Finland, Sweden, and Norway.

Source: European Commission: *Evaluation of ESF support for enhancing access to the labour market and the social inclusion of migrants and ethnic minorities* (Brussels, 2011)

### 1.2.3 Outflow from the Youth Guarantee

Young people in the YG preparatory phase remain in this status until:

- They take-up (start) an offer (of employment, education or training, apprenticeship, or traineeship) either delivered by a YG provider or by self-initiative; or
- They exit the YG preparatory phase for any other reason (drop-out or sanctioning or unknown reason).

The concept of offer entails that the young person is presented with a confirmed offer to: start work (employment contract) or set up a business; (re)enter education or training (invitation to enrol in an education course or training programme); start an apprenticeship (apprenticeship contract); or start a traineeship (confirmation of a traineeship place). The offer may be received from an implementing partner or through self-initiative.

Offers need to be grouped by type of destinations (employment; education and training; apprenticeship; and traineeship). Since the indicator framework is silent on the definition

of the above-mentioned destinations, the ones proposed by the ESF/YEI framework are detailed below:

1. **Employment, including self-employment:** performance of work, even for just one hour per week, for pay, profit, or family gain. Self-employment is understood as persons working in own business, farm, or professional practice. A self-employed person is considered to be working if she or he meets one of the following criteria: works for the purpose of earning profit, spends time on the operation of a business, or is in the process of setting up his or her business.
2. **Continued education (and training):** enrolment in formal education or training programmes leading to a recognized qualification (measured in terms of ISCED levels or levels of the National Qualification Framework (NQF)).
3. **Traineeships:** They refer to a limited period of work practice spent in enterprises, public bodies, or non-profit institutions, in order to gain practical work experience ahead of taking up regular employment. Four types of traineeship can be distinguished: (i) traineeships forming an optional or compulsory part of academic and/or vocational curricula (i.e. traineeships during education), (ii) traineeships that form part of mandatory professional training (e.g. law, medicine), (iii) traineeships that are part of market policies, and (iv) traineeships that have been agreed between the trainee and a host organization (business, non-profit, or government) without the involvement of a third party.
4. **Apprenticeships:** the characteristics of the apprenticeship (e.g. occupation, duration, skills to be acquired, wage, social protection entitlements) are defined in a training contract or formal agreement between the apprentice and the employer directly or via the education institution. Apprenticeships are normally part of formal education and training at upper secondary level (ISCED 3), the duration of the training is on average three years, and a successful completion leads to a nationally recognized qualification in a specific occupation.

The timeframe to measure outflow is set in three categories, i.e. “within four, six and 12 months”, counted from the date of the young person’s registration with a YG provider up to the date of exit

(date of de-registration, which is the date of taking up an offer or of de-registration for other reasons). Measurement at different time intervals is required to assess whether the capacity to provide timely offers improves over time.

The implementation indicator “Positive and timely exit from the YG” does not appear to require a distinction of “positive outcome” into outcomes resulting from an offer made by a YG implementing partner (which results in the participation of the young person in a programme listed under the Youth Guarantee implementation plan and funded by the ESF or YEI), versus outcomes resulting from self-initiative (which need to be recorded to count positive destinations).

However, this distinction becomes important to compute the result indicator “Situation of young people at six, 12, and 18 months after exiting the preparatory phase” (see section 1.3.). It is, therefore, suggested to distinguish between these two types of outflows (subsidized and unsubsidized destinations) and to record -- for those who took up an offer on their own - the type of destination (employment, education and training, traineeship and apprenticeship) through administrative data (social security and tax records, education and training registers).

### 1.3 Follow-up indicators

The follow-up indicators focus on the status of young people after exiting the YG preparatory phase, disaggregated by type of destination (employment, education and training, apprenticeship, traineeship). These indicators (see Box 3) measure the situation of young people by type of destination at three time intervals (six, 12, and 18 months).

The baseline is nil and the source of data is administrative records (where available) or data collected through a follow-up survey on a representative sample of young clients enrolled in the YG scheme. Since there is a general assumption that most young people in the YG scheme will receive an offer to participate in an employment, education or training, apprenticeship or traineeship programme (listed under the YG implementation plan and delivered by a partner organization), the situation of these young people (at least at the six-month interval) should be reflected in the YG register/database.

### BOX 3: FOLLOW-UP INDICATORS (RESULTS/OUTCOME)

| Follow-up indicators                                                                                                                                                                                                             | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Situation of young YG clients after exiting the YG preparatory phase (at six-, 12-, and 18-month intervals), percentage</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative records</p>              | <p><i>Percentage of young people who -- at six, 12, and 18 months after exiting the YG preparatory phase -- are in a positive, negative, or unknown status</i></p> <p>The numerator of the indicator refers to the number of youth who exited the YG preparatory phase (see definition of outflows) and are in:</p> <ol style="list-style-type: none"> <li>1. a positive status (employment, education/training, apprenticeship, traineeship), of which subsidized ( by type of destination)</li> <li>2. a negative status (unemployed or inactive)</li> <li>3. an unknown status.</li> </ol> <p>The denominator is the total number of young people exiting the YG preparatory phase (annual outflow, sum of positive and negative exits). The indicator needs to be disaggregated by:</p> <ul style="list-style-type: none"> <li>– <b>personal characteristics</b> (sex, age, status at entry, prior YG experience)</li> <li>– <b>type of offer</b> (which serves for the next indicator)</li> </ul> <p>Although not required, individual characteristics could be further disaggregated by level of education, rural/urban, disability, foreign or migrant background, household situation, and other disadvantages. This would avoid the collection of additional data when young people exit the YG preparatory phase to become participants of one of the YG-funded interventions.</p> |
| <p><b>Situation of young people after exiting the YG preparatory phase (at six-, 12, and 18-month intervals), by type of offer, percentage</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative records</p> | <p><i>Percentage of young people who are in employment, education, apprenticeship, or traineeship after exiting the YG preparatory phase (six, 12, and 18 months) by type of offer received</i></p> <p>The numerator is the number of youth who exited the YG preparatory phase (see above) and are in employment, education or training, apprenticeship, traineeship at six, 12, and 18 months after exit. The denominator is the total number of young people exiting the YG preparatory phase.</p> <p>The disaggregation is done on the basis of the type of offer received (employment, education or training, apprenticeship and traineeship) and counts those who: i) are in a positive outcome (all types), ii) negative outcome (unemployed or inactive), and iii) unknown.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

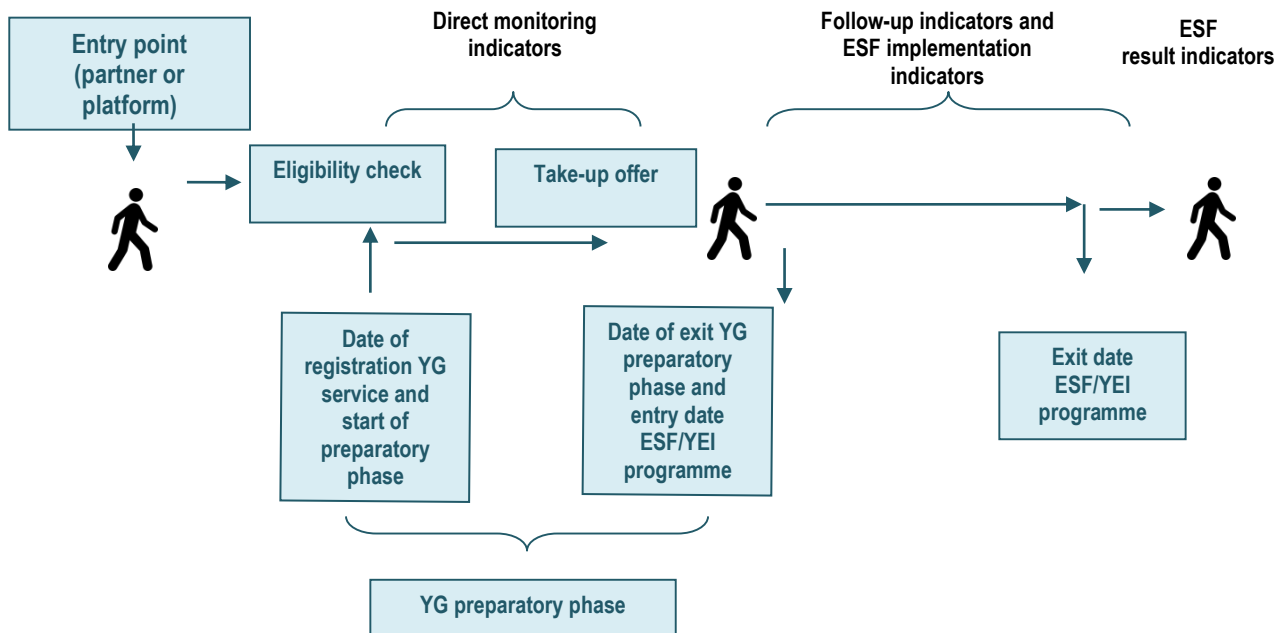
The calculation of the above-mentioned indicator requires the observation of each young person who left the YG preparatory phase after six, 12, and 18 months from the date of exit. The measurement needs to be done on the monthly outflows from the YG register and requires that young people are followed through administrative data throughout their YG pathway. This indicator measures three groups of young persons, namely:

1. **Young people who exited the YG preparatory phase to take up a subsidized offer** made by a partner provider/implementing organization and who were enrolled as participants in one of the ESF/YEI measures (“positive known outcome”). For this group, it is necessary to refer to the database of participants (not mentioned by the YG indicator framework, but very clear in the ESF and YEI frameworks). If the offer is subsidized by national funds, but not co-funded by ESF/YEI, young beneficiaries are counted as a positive known outcome and they will need to be followed up in the same way as if the action were funded by ESF/YEI funds.
2. **Young people who exited the YG preparatory phase to take up an offer found by self-initiative** (positive known outcome). For this group it is necessary to refer to national administrative registers (employment, education, apprenticeship and traineeship contracts, if available);
3. **Young people who exited the YG preparatory phase with a negative outcome** (known or unknown). This group comprises young people who returned to unemployment or inactivity. Data on these two groups may be collected through the unemployment register, social security institute, or other administrative sources.

National data protection legislation may restrict the collection of information through administrative registers by third parties. When this is the case, the collection of information on the second and third groups of young people mentioned above can be done through a short one-to-one survey with a representative sample.

The relationship between the YG indicator framework and the ESF/YEI monitoring indicators is shown in figure 2.

**FIGURE 2: MATCHING BETWEEN OUTFLOWS FROM YG SCHEME AND ENTRY INTO ESF/YEI PROGRAMMES**



# EUROPEAN SOCIAL FUND AND YOUTH EMPLOYMENT INITIATIVE INDICATORS

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## 2. EUROPEAN SOCIAL FUND AND YOUTH EMPLOYMENT INITIATIVE INDICATORS

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The monitoring and evaluation framework of the interventions funded by the ESF/YEI is established in the ESF Guidance Document: Monitoring and evaluation of European Cohesion Policy.<sup>7</sup>

The ESF/YEI monitoring framework specifies that individual data are recorded when the participants “enter” an intervention. This means that the YG partner provider/implementing organization needs to record the date when a young individual starts the programme and the date when he or she leaves the programme (irrespective of completion).

The individual information to be collected on participants – already mentioned when discussing the disaggregation of inflow and outflow indicators – relates to: sex and age-group; labour market status (unemployed and inactive); educational attainment; youth from rural areas; youth from a migrant or foreign background; youth with disability; household situation (jobless or single household with dependent children); other disadvantages (homeless, ex-offender, substance addiction, and so on).

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<sup>7</sup> European Commission: *Monitoring and evaluation of European Cohesion Policy European Social Fund Guidance Document*, (Brussels, 2015), op.cit.

<sup>8</sup> This is important to ensure the accuracy of the data on participants to ESF/YEI-funded interventions. For example a young person may be single with no children when registered in the YG scheme, but may become single with a dependent child during the 12 months that passed between registration with the YG service and an offer being made.

If the personal information of young people who are eligible under the general rules of the YG is accurately collected at registration, it is sufficient to transpose the data into the register of participants once they receive a confirmed offer by an implementing partner. For those young clients who receive an offer within six or 12 months from registration with the YG, it is better to re-check the information provided at entry to ensure that there has been no substantial change.<sup>8</sup>

If the whole range of personal information is not collected during the YG intake process, it needs to be collected when the young beneficiary is enrolled into one of the measures funded by ESF/YEI, as this monitoring framework requires complete and accurate individual information for the calculation of indicators.

Implementation (output/process) indicators focus on the individual characteristics of young participants in ESF and YEI funded measures: type of programmes and completion rates. It requires that young clients of YG services who received an offer and exited the YG service register be recorded as “participants” in the programme subject matter of the offer. From this moment onwards, the data to be collected refer only to those individuals who are registered as participants and for whom funds have been earmarked.

## 2.1 Implementation indicators

### BOX 4: IMPLEMENTATION INDICATORS ESF/YEI-FUNDED ACTIONS

| Indicator                                                                                                                                                                           | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Number of participants by individual characteristics and type of action</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative records on participants</p> | <p><i>Annual average number of young people registered in one of the interventions funded by the YG (ESF/YEI), by typology of action</i></p> <p>This indicator refers to the annual (average) number of youth who are registered as benefiting directly from one of ILO YG interventions. These are divided into four categories:</p> <ol style="list-style-type: none"> <li><b>1. Employment and self-employment:</b> all interventions in which participants perform work for pay (for example a job subsidy scheme) or are supported in undertaking an own-account or business venture. A self-employed person is considered to be working if she/he spends time on the operation of a business or is in the process of setting up his/her business (for example a self-employment programme);</li> <li><b>2. Continued education (or training):</b> enrolment in formal education or training programmes leading to a recognized qualification;</li> <li><b>3. Traineeships:</b> i.e. a limited period of work practice in enterprises, public bodies, or non-profit institutions, in order to gain practical work experience. For the purposes of the Youth Guarantee implementation plans, traineeships are organized as part of active labour market policies;</li> <li><b>4. Apprenticeship:</b> the apprenticeship features are defined in a training contract or formal agreement between the apprentice and the employer directly or via the education institution. A successful completion of an apprenticeship leads to a nationally recognized qualification in a specific occupation.</li> </ol> |

|                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Number of participants who complete a YG (ESF/YEI)-supported intervention</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative records on participants</p> | <p><i>Annual average number of young people who complete one of the interventions funded by the YG (ESF/YEI)</i></p> <p>This indicator refers to the annual (average) number of youth who complete one of the YG interventions, by type of intervention (employment, education or training, traineeship and apprenticeship) and by individual characteristics (sex, age, labour market status, household situation, other disadvantages, and so on).</p> <p><b>Completion of intervention</b> means that a participant attends the programme regularly until its scheduled end. For example, a young beneficiary attending a vocational training completes the intervention if she or he attends regularly until the end of the programme. Any participant who does not attend according to schedule and/or drops out before the scheduled end, for whatever reason, is to be excluded from the count of this indicator (dropout).</p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## 2.2 Result indicators

The ESF/YEI result indicators focus on the situation of participants once they have left the programme. Measurement is done immediately after the programme's end (four weeks) and then again after six months. "Programme's end" means that any additional obligation imposed on the participants (for example, the requirement to keep a self-employment activity opened for at least one year after receiving a grant) or service providers (for instance, the employer's obligation to retain subsidized workers for an additional period after the termination of the subsidy) has expired. Box 5 provides the definition of result indicators, measurement, data sources, and disaggregation.

## BOX 5: RESULT INDICATORS AND ESF/YEI-FUNDED ACTIONS

| Result indicators (participants)                                                                                                                                                                                                                    | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <p><b>Participants situation upon leaving the YG intervention, percentage (short-term, four weeks)</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative register/follow-up survey</p>                                          | <p><i>Percentage of young participants (by labour market status at entry) who are in employment, education or training, job searching, or who have gained a qualification upon leaving</i></p> <p>The numerator of the indicator is the number of youth who participated in an ESF/YEI-funded programme disaggregated by their labour market status at entry (unemployed or inactive). The denominator is the total number of participants, irrespective of whether they concluded the intervention or not.</p> <p>This indicator serves to measure the change in the status of participants. Since the YG interventions target unemployed and inactive young people, the measurement is carried out by labour market status before and after the intervention.</p> <p><b>“Upon leaving”</b> is understood as four weeks after the exit date.</p> <p><b>Labour market statuses</b> upon leaving is computed for participants on the basis of their labour market status at entry (unemployed and inactive) and by type of outcome after programme’s exit, namely:</p> <ul style="list-style-type: none"> <li>– In employment or self-employment: performing work, even for just one hour per week, for pay, profit, or family gain;</li> <li>– Job searching (unemployed, ILO’s definition): without work, available for work, and actively seeking work. Registering with the PES counts as “job searching”, even when the individual is not immediately available for work;</li> <li>– Education or training: newly engaged in education (lifelong learning, formal education) or training activities (on- and off-the-job training, vocational courses), apprenticeship or traineeship;</li> <li>– Gained a qualification: this is understood as a qualification recognized in terms of ISCED levels or NQF.</li> </ul> |
| <p><b>Participants’ situation six months after leaving the YG intervention, percentage (longer term, six months)</b></p> <p><b>Baseline:</b> Nil</p> <p><b>Data source:</b> Administrative register/follow-up survey (on representative sample)</p> | <p><i>Percentage of young participants in employment or education or training, six months after leaving the YG intervention</i></p> <p>The numerator of the indicator refers to the number of young people who received YG support and are: (i) employed or self-employed, or (ii) in education or training (leading to a qualification), or (iii) in apprenticeship, or (iv) in traineeship. The denominator is the total number of participants who completed the intervention.</p> <p>As above, this indicator is also geared to measuring the participants’ outcomes after the intervention and effect over time. Whereas the indicators measure positive outcomes, it is also necessary to report information on those who are unemployed or inactive. It may be, in fact, that the intervention has positive outcomes only in the shorter-term.</p> <p><b>Six months after leaving:</b> the timeframe is measured by the date of exit of single participants. If administrative data are used, it would be worthwhile to report results also at 12- and 18-month intervals, with a view to having consistent measurements across the type of indicators.</p> <p>The disaggregation of this indicator is to be done by individual characteristics (e.g. sex, age, educational attainment), by type of labour market status at the time of measurement and at the time of entry.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                   |

## **2.3 Baseline, targets and data collection**

Immediate and longer-term result indicators are reported annually. The baseline for process (implementation) indicators is nil, while for outcome (result) indicators, it is set on the basis of an existing or previous similar programme or intervention, or on the basis of relevant research.

If outcome indicators are measured through survey-based instruments (one-to-one questionnaires), data should be collected for a representative sample, i.e. randomly selected to reflect the socio-economic characteristics of participants (sex, labour market status, age, educational attainment, and household situation). The sampling design and the sample selection have to be developed before starting data collection, and the choice of sampling method should be documented.

Participation records must be complete for all variables of personal data. Participation records that are incomplete for any variables of the output indicators must be excluded from any process of aggregation used to produce the indicators.



# APPENDIXES



## APPENDIX 1: AGGREGATE MONITORING: MACROECONOMIC INDICATORS, MEASUREMENT, DISAGGREGATION, AND DATA SOURCE

| Main indicator                                                                                     | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>NEET rate (percentage of the population aged 15-24 and 25-29)</b>                               | <p><i>Percentage of the population aged 15-24 of a given sex who are not employed and not involved in further education or training</i></p> <p>The numerator of the indicator is young individuals who:</p> <ul style="list-style-type: none"> <li>a) are not employed (i.e. they are unemployed or inactive according to the ILO's definition)</li> <li>b) have not attended any education or training in the four weeks preceding the survey</li> </ul> <p>The NEET rate is the main indicator to measure (indirectly) the effect of the YG as it relates to the primary group targeted by early intervention, activation and labour market measures. If the national YG scheme targets the cohort 15-29, the figures for this group are to be reported separately for this indicator and those that follow. The source of data is the EU LFS, annual estimates, and the baseline is the NEET rate in 2013.</p>                                                                                             |
| <b>Labour market indicators</b>                                                                    | <b>Measurement, source of data, and disaggregation</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>NEET rate (aged 15-24) by labour market status (percentage of the population)</b>               | <p><i>Percentage of the population aged 15-24 (who did not receive any education or training in the four weeks preceding the survey), who are unemployed and inactive</i></p> <p>This indicator requires the disaggregation of young NEETs into:</p> <ul style="list-style-type: none"> <li>▪ <b>Unemployed youth:</b> individuals who: a) were without work during the reference week, b) were currently available for work, and c) were actively seeking work in the past four weeks;</li> <li>▪ <b>Inactive persons:</b> individuals who are not employed and not unemployed and were not in education or training at the time of the survey.</li> </ul> <p>The source of data is the LFS, annual estimates and the baseline is the annual NEET rate (aged 15-24) in 2013 disaggregated by labour market status.</p>                                                                                                                                                                                       |
| <b>Employment-to-population ratio of youth aged 15-24 and 25-29 (percentage of the population)</b> | <p><i>Percentage of the population of a given age and sex who are employed</i></p> <p>The numerator is all young persons who are employed and the denominator is the total population of the same age group and sex.</p> <p><b>Employed persons</b> are individuals who performed work, even for just one hour per week, for pay, profit, or family gain during the reference week, or who were not at work but had a job or business from which they were temporarily absent.</p> <p>Employment is an indicator of labour demand and accounts for the total number of persons who contributed to national production. The employment-to-population ratio generally moves slightly faster than the labour force participation rate and slower than the unemployment rate. This ratio is often regarded as a lagging indicator of economic performance.</p> <p>The source of data is the LFS, annual estimates, and the baseline is the annual employment-to-population ratio (aged 15-24; 25-29) in 2013.</p> |

## APPENDIX 1: AGGREGATE MONITORING: MACROECONOMIC INDICATORS, MEASUREMENT, DISAGGREGATION, AND DATA SOURCE (CONT.)

| Labour market indicators                                                              | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Youth unemployment rate (percentage), aged 15-24</b>                               | <p><i>Percentage of the labour force of a given age and sex who are unemployed</i></p> <p>The numerator is all persons who are unemployed and the denominator is the sum of employed and unemployed individuals (labour force) of the same age group and sex.</p> <p><b>Unemployed persons</b> are individuals who: (i) were without work during the reference week, (ii) were currently available for work and (iii) were actively seeking work in the past four weeks.</p> <p>The unemployment rate represents the extent of unutilized labour supply in the country. It is also sometimes used in a general sense as an indicator of the health of the economy, not just the labour market.</p> <p>The source of data is the LFS, annual estimates and the baseline is the annual unemployment rate of the population aged 15-24 in 2013.</p> <p>There is no requirement to report on the unemployment rate of the age group 25-29. For consistency, however, all the macroeconomic indicators should be disaggregated for those aged 15-24 and 25-29.</p> |
| <b>Youth unemployment ratio (percentage), aged 15-24</b>                              | <p><i>Percentage of the population of a given age and sex who are unemployed</i></p> <p>The numerator is all persons who are unemployed and the denominator is the population of the same age group and sex.</p> <p>The unemployment ratio serves to measure unemployment trends over time by excluding the effects of labour force participation changes.</p> <p>The source of data is the LFS, annual estimates, and the baseline is the annual unemployment-to-population ratio (15-24) in 2013.</p> <p>There is no requirement to report on the unemployment rate of the age group 25-29. For consistency, however, all indicators should be disaggregated for those aged 15-24 and 25-29.</p>                                                                                                                                                                                                                                                                                                                                                            |
| <b>Youth unemployment ratio (aged 15-24) to adult unemployment ratio (aged 25-74)</b> | <p><i>Ratio of the youth population who are unemployed over the ratio of the adult population who are unemployed</i></p> <p>The youth unemployment ratio is divided by the unemployment ratio of adults to understand the relative position of youth in the labour market compared to adults.</p> <p>The source of data is the LFS, annual estimates, and the baseline is the annual youth unemployment ratio (aged 15-24) over adult (aged 25-74) unemployment ratio in 2013.</p> <p>A more immediate measure of youth labour market disadvantage is the ratio of youth to adult unemployment rate (i.e. the youth unemployment rate divided by the adult unemployment rate). There is no requirement to report on the age group 25-29.</p>                                                                                                                                                                                                                                                                                                                  |

## APPENDIX 1: AGGREGATE MONITORING: MADROECONOMIC INDICATORS, MEASUREMENT, DISAGGREGATION, AND DATA SOURCE (CONT.)

| Educational attainment indicators                                                                   | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Youth (aged 20-24) educational attainment level (ISCED 3 and over), percentage</b>               | <p><i>Percentage of the population aged 20-24 with at least upper secondary education (ISCED level 3 and over)</i></p> <p>The numerator is all persons aged 20-24 who have attained International Standard Classification of Education (ISCED) level 3 and above, while the denominator is the total population aged 20-24.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Youth (aged 20-24) educational attainment level (ISCED 3 and over), percentage</b>               | <p>The <b>educational attainment level</b> is defined as the highest level of education successfully completed, on the basis of the levels of ISCED as shown in appendix 2.</p> <p>All the indicators in the group “Educational attainment” need to be analysed together to understand whether progress is being made in raising the overall level of qualifications of young people and their preparedness for the labour market (see below, indicator “Employment rate of recent graduates”).</p> <p>This indicator is disaggregated by ISCED level 0-2 (less than primary, primary and lower secondary); level 3-4 (upper secondary and post-secondary non-tertiary), and level 5-8 (short-cycle tertiary, bachelor or equivalent, master or equivalent and doctoral or equivalent).</p> <p>The source of data is the LFS, annual estimates, and the baseline to be considered is the percentage of youth (aged 20-24) with ISCED level 3 and above in 2013.</p>                                                                                                                  |
| <b>Employment rates of individuals (aged 20-34) recently graduated (ISCED 3-8), percentage</b>      | <p><i>Percentage of the population in the given age and sex group, recently graduated who are employed one to three years after leaving education and training</i></p> <p>The numerator is all persons aged 20-34 who: (i) are employed, (ii) have educational attainment at ISCED level 3-8, and (iii) left education between one to three years previously. The denominator consists of the employed population in the same age group, who left education one to three years previously, irrespective of educational attainment.</p> <p>This indicator measures the labour market outcomes of young people with upper secondary education and over. Its trend over time serves to understand whether education pays a premium in terms of employment.</p> <p>This indicator may be disaggregated by ISCED level 3-4 (upper secondary and post-secondary non-tertiary) ISCED level 5-7 (tertiary education), and ISCED level 7-8 (master and doctoral studies).</p> <p>The source of data is the LFS, annual estimates, and the baseline is the respective LFS figure for 2013.</p> |
| <b>Proportion of youth aged 20-29 with low educational attainment level (ISCED 0-2), percentage</b> | <p><i>Percentage of the population in the given age and sex group with lower secondary education or less</i></p> <p>The numerator comprises all persons in the given age and sex group who left education and training with at most lower secondary education level (ISCED level 0-2). The denominator consists of the population in the same age group and sex.</p> <p>The source of data is the LFS, annual estimates, and the baseline is the respective LFS figure for 2013.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

## APPENDIX 1: AGGREGATE MONITORING: MADROECONOMIC INDICATORS, MEASUREMENT, DISAGGREGATION, AND DATA SOURCE (CONT.)

| Educational attainment indicators                                                                        | Measurement, source of data, and disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Proportion of youth aged 30-34 with tertiary educational attainment level (ISCED 5-8), percentage</b> | <p><i>Percentage of the population in the given age and sex group with educational attainment at ISCED level 5-8</i></p> <p>The numerator comprises all persons in the given age and sex group who have tertiary educational attainment (ISCED level 5-8). The denominator consists of the population in the same age group and sex.</p> <p>The source of data is the LFS, annual estimates, and the baseline is the respective LFS figure for 2013.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Early leavers (aged 18-24), percentage</b>                                                            | <p><i>Percentage of the population aged 18-24 who have attained at most lower secondary education and not been involved in further education or training</i></p> <p>The numerator of the indicator refers to persons aged 18-24 who meet the following two conditions:</p> <ul style="list-style-type: none"> <li><b>a)</b> The highest level of education or training they have completed is ISCED 0, 1, 2 or 3C short;</li> <li><b>b)</b> They have not received any education or training in the four weeks preceding the survey.</li> </ul> <p>The denominator consists of the population of the same age group, excluding the respondents who did not answer the questions “highest level of education or training successfully completed” and “participation to education and training”.</p> <p>The source of data is the LFS, annual estimates, and the baseline is the respective LFS figure for 2013.</p> |

## APPENDIX 2: INTERNATIONAL STANDARD CLASSIFICATION OF EDUCATION, 2011

| Level   | Definition                                                                                                                           |
|---------|--------------------------------------------------------------------------------------------------------------------------------------|
| ISCED 0 | Pre-primary education                                                                                                                |
| ISCED 1 | Primary education                                                                                                                    |
| ISCED 2 | Lower secondary education                                                                                                            |
| ISCED 3 | (Upper) secondary education                                                                                                          |
| ISCED 4 | Post-secondary non-tertiary education                                                                                                |
| ISCED 5 | Short cycle tertiary education                                                                                                       |
| ISCED 6 | Bachelor's or equivalent                                                                                                             |
| ISCED 7 | Master's or equivalent                                                                                                               |
| ISCED 8 | Doctoral degree or equivalent                                                                                                        |
| Groups  | (a) ISCED 0-2: lower secondary education attainment<br>(b) ISCED 3-4: upper secondary education<br>(c) ISCED 5-8: tertiary education |

Source: UNESCO: *International Standard Classification of Education (ISCED)*, Paris, 2011, accessible at <http://uis.unesco.org/en/topic/international-standard-classification-education-isced> Paris

### APPENDIX 3: SUMMARY TABLE OF EU INDICATORS FOR MONITORING THE YG

| Source                                | Type                            | Indicator statement                                                                                                              | Disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Indicator framework to monitor the YG | Implementation (output/process) | Proportion of young people in the YG service beyond the four-month target, percentage (inflow/outflow YG service)                | Inflows: by sex, age-group (aged 15-24; 25-29), labour market status, educational attainment (ISCED levels), prior YG experience, individual disadvantage<br><br>Outflow: by type of offer (employment, education or training, apprenticeship, traineeships), type of outcome (positive/negative), within four, six, or 12 months                                                                                                                                                                               |
|                                       |                                 | Positive and timely exit from YG service, percentage                                                                             | <b>By personal characteristics:</b> (sex, age group, labour market status, educational attainment, prior YG experience, individual disadvantage) and <b>type of positive outcome</b> (employment, education/training, apprenticeship or traineeship)                                                                                                                                                                                                                                                            |
|                                       |                                 | Coverage of YG, percentage                                                                                                       | <b>By sex, age-group:</b> (aged 15-24; 25-29), labour market status, educational attainment (ISCED groups)                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                       | Result (outcome)                | Situation of young YG clients after exiting the YG service (at six-, 12-, and 18- month intervals), percentage                   | <b>By personal characteristics:</b> (sex, age group, labour market status, educational attainment, prior YG experience; individual disadvantage)<br><br><b>By outcome:</b> (i) positive outcome status (employment, education/training, apprenticeship, traineeship), (ii) negative outcome status (unemployed or inactive), and (iii) unknown status<br><br><b>Timeframe:</b> six, 12, and 18 months after exit                                                                                                |
|                                       |                                 | Situation of young YG clients after exiting the YG service (at six-, 12-, and 18- month intervals), by type of offer, percentage | <b>By personal characteristics:</b> (sex, age group, labour market status, educational attainment, prior YG experience; individual disadvantage)<br><br><b>By type of offer:</b> (employment, education/training apprenticeship and traineeship)<br><br><b>By outcome:</b> (i) positive outcome status (employment, education/training, apprenticeship, traineeship), (ii) negative outcome status (unemployed or inactive) and (iii) unknown status<br><br><b>Timeframe:</b> six, 12, and 18 months after exit |

### APPENDIX 3: SUMMARY TABLE OF EU INDICATORS FOR MONITORING THE YG (CONT.)

| Source                                                 | Type                               | Indicator statement                                                                            | Disaggregation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| European Social Fund and Youth Employment Intervention | Output (implementation of process) | Number of participants by individual characteristics and type of action (annual average)       | <p><b>By personal characteristics</b></p> <ul style="list-style-type: none"> <li>Sex and age group: aged 15-19; 20-24; (and 25-29 in Portugal). Labour market status: (i) unemployed (of whom registered unemployed and long-term unemployed), and (ii) inactive, not in education or training</li> <li>Educational attainment: by ISCED groups</li> <li>Youth from rural areas: young people residing in thinly populated areas</li> <li>Migrants, people with a foreign background, minorities</li> <li>Persons with disability</li> <li>Living in a jobless household</li> <li>Living in a single adult household with dependent children: other disadvantages: additional factors affecting labour market outcomes (ex-offenders, people at risk of poverty or social exclusion, substance abusers, homeless persons)</li> </ul> <p><b>By type of intervention</b></p> <ul style="list-style-type: none"> <li>Employment and self-employment</li> <li>Continued education and training</li> <li>Traineeship</li> <li>Apprenticeship</li> </ul> |
|                                                        |                                    | Number of participants who complete a YG-supported intervention (annual average)               | By personal characteristics and type of intervention, as above. Completion refers to regular attendance until the scheduled end of the programme                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| European Social Fund and Youth Employment Intervention | Result (outcome)                   | Participants' situation upon leaving the YG intervention, percentage (short-term)              | <p><b>By personal characteristics</b></p> <ul style="list-style-type: none"> <li>Sex and age group: aged 15-19; 20-24; (and 25-29)</li> <li>Labour market status: (i) unemployed; and (ii) inactive</li> <li>Educational attainment: by ISCED groups</li> <li>Youth from rural areas</li> <li>Migrants, people with a foreign background, minorities</li> <li>Persons with disability</li> <li>Living in a jobless household</li> <li>Living in a single adult household with dependent children:</li> <li>Other disadvantages</li> </ul> <p><b>By type of intervention</b></p> <ul style="list-style-type: none"> <li>Employment and self-employment</li> <li>Continued education and training</li> <li>Traineeship</li> <li>Apprenticeship</li> </ul> <p><b>By labour market statuses upon leaving</b></p> <ul style="list-style-type: none"> <li>In employment or self-employment</li> <li>Job searching</li> <li>Education or training</li> <li>Gained a qualification</li> </ul>                                                              |
|                                                        |                                    | Participants' situation six months after leaving the YG intervention, percentage (longer term) | By personal characteristics, type of intervention and labour market status, as above                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |





