

Study on EU level best practices on innovation management/governance in urban areas with a special focus on the youth

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Executive summary

The particular interest of this study was to learn what support measures are specific for the youth entrepreneurship and youth social entrepreneurship. During the study, it became evident that there are many various entrepreneurship support initiatives implemented, while there are few entrepreneurship interventions targeting young people in particular. Presented programmes and projects supporting young (social) innovators and entrepreneurs in EU, highlight the importance of creating policies and measures tailored to the local needs of youth entrepreneurship, social entrepreneurship and local entrepreneurship ecosystem.

Since that particular challenges facing youth entrepreneurship, more specific measures are required. Various examples of good practices encourage the search for innovative methods in supporting youth (social) entrepreneurship. The framework is needed to enhance the role of mentors, coaches, and trainers. Investment is needed in teaching and learning because the competence of youth workers is crucial if quality methods and tools are to be deployed. A common understanding must be built among all stakeholders, as only this can deliver the broad cross-sectoral cooperation and integrated approaches that will answer the unmet needs of young people.

This study showcases many concrete examples which can inspire policy making and help solve identified problems when adapted to the national context. In addition to good practices supporting youth entrepreneurship, initiatives/programmes that support social start-ups that use their ideas to solve social challenges in an entrepreneurial way are also elaborated. As shown by the many examples in this study, only combined effort and new thinking can bring about a positive change and help young people fully unleash their potential.

A summarized list of existing support initiatives for entrepreneurs shows that there are a lot of support possibilities available. By examining EU level best practices on the youth (social) entrepreneurship, the general opinion is that there is not one specific model applicable, therefore various activities in different innovative forms can greatly facilitate youth entrepreneurship. However, the most common features of presented best practices are following:

- **Beneficiaries.** Main beneficiaries in identified support schemes are young people and students who want to start their self-employment projects. In addition to classical entrepreneurship, young people who are starting their own company with a socially innovative idea and the socially disadvantaged groups are also target groups in presented support programs.
- **Governance process.** Whether the support scheme is founded by the state or it is a non-profit private organization or some other legal form, involvement and commitment of key local players is essential to ensure the sustainability of action. All important players identified in presented best practices include four main groups:
 - local delivery partners
 - private companies
 - public administrations and
 - mentors/ coaches

In order to create sustainability of youth (social) entrepreneurship support programmes, commitment and strong cooperation of local delivery partners is very important. This cooperation includes maximizing impact of local delivery partners' activities. Local delivery partners are responsible for providing support services to young entrepreneurs, disseminating the activities of support schemes, informing potential participants about programs, making recommendations, establishing contacts with sponsors, contributing professionally.

Mentors and coaches act on a voluntary basis and help young entrepreneurs not only to build a sustainable company but also to develop on a personal level. Mentoring is provided by entrepreneurs and experienced professionals.

- **Service package.** Identified services are adapted to suit local conditions and opportunities and could be classified into four categories:
 - education,
 - entrepreneur training
 - access to finance
 - co-working and networking space
 - mentoring and coaching

Support schemes offers services which include intensive labs for start-ups where co-working and networking space is combined with social activities. In addition, networking events between young and experienced business people, education programmes aiming to create an entrepreneurial and innovative mind-set are offered. Other examples include the development of wide networks of young business people and experts, online social media tools and specific micro financing programmes providing young people with access to the financial resources necessary to start up their business.

- **Specific EU role.** EU has several important roles and tasks in area of entrepreneurship and innovation among young generations, ensuring the following:
 - Legal framework: creation of minimum requirements EU Member States have to respect in order to secure rights of young generations to work and realise their potentials and capacities;
 - Initiative: launching of the joint programmes and projects as financial and managerial support for realisation of entrepreneurial and innovative ideas;
 - Promotion: raising awareness of the need and importance for entrepreneurship and innovation among young generations;
 - Diffusion: spreading best practices throughout EU;
 - Coordination: harmonising local and national legislations, programmes and initiatives into EU common policy for support of entrepreneurship and innovation of youth in Europe.

The key issues raised by this study could be summarised into the following recommendations for national and/or EU level policy related to entrepreneurship and innovation of youth in EU:

- **Introducing / improving statistics on innovative and entrepreneurial youth:**
 - Data relating to size (self-employment, or small/medium sized company) and scope (sector of economic activity, geographical presence of activities, financial indicators of

- performance, etc.) of activities of the companies established by the young people in observed year/period (data broken by the age, gender and educational attainment level);
- Data and information collected within regular Innovation surveys, extracted for age, gender and educational attainment level which includes all young generations;
 - Data and information related to financial schemes, programmes and instruments generated to promote entrepreneurial and innovation activities of young generations (data broken by the age, gender and educational attainment level of young people covered by these schemes, programmes and instruments).
 - Official statistics on social enterprises are scarce and limited in scope: data are usually available on the number of legally recognised social enterprises (where these exist), but they do not cover the de-facto range of social enterprises.
- **Permanent follow-up on issues of entrepreneurial and innovation activities of young generations.** It is necessary periodically to launch surveys addressed to specific aspects of (social) entrepreneurial and (social) innovation activities of young generations: needs and obstacles, barriers and influences, outcomes and failures, wishes and opportunities of youth in EU Member States.
 - **Intensification of national and EU level support for entrepreneurial and innovation activities of young generations.** Having in mind youth unemployment rate, as well as critical position of young generations in social and economic terms, it is necessary to invest more efforts in order to create, finance and advocate different approaches, measures and instruments for support of youth in Europe in area of entrepreneurship, social entrepreneurship and (social) innovation:
 - Promotion: Promotion of social entrepreneurial and innovation activities of young generations is crucial for change of mind, raising awareness and stressing the importance of uncertain position of youth in nowadays Europe. Promotion activities could be not only dissemination of the information, but also they could be mixed with financial incentives, specific projects etc. All varieties of the promotion activities should be employed in order to create appropriate readiness for action in society;
 - Financial support: Financial support is most needed, most influential and most effective instrument, but cannot be successful if there are not ideas, projects and ambitious participants. Therefore, financial support must follow aggressive promotion and attraction of potential users.
 - Infrastructure: Infrastructure for support of (social) entrepreneurial and innovation activities could be buildings – space for realisation of such activities, but also could be internet and computer networks, other sorts of social networks – all what can offer possibility to young people to gather and work together.
 - Projects / programmes: Type and content of projects will always depend on creativity and imagination of the involved participants. Therefore, young people should be in position to express their ideas, wishes and needs, and in cooperation with experienced consultants these, usually fuzzy talks, could be transferred into effective and efficient projects, employing youth in right time, best direction and proper way.
 - Initiatives which are part of smart specialisation strategy in EU: Although rather new initiative as instrument in EU for use of structural funds, idea and purpose of smart

specialisation strategy is adequate use of available resources. Youth is most promising human resource, therefore, should be used and employed in a way which can be most beneficial for countries and attractive enough to engage young generation and integrate youth in economy and society.

1. Introduction

According to EUSDR PA8 socio-economic assessment, most countries of the Danube region are characterised by low innovation performance and by relatively weak innovation and entrepreneurial culture. There is high variation in the youth unemployment rates across the different subregions of the Danube Region. The average youth unemployment rate in the Accession countries was 49 percent between 2006 and 2014, whereas it was only 7 percent in the Germany and Austria [EUSDR PA8, 2015].

By joining forces of 12 project partners from 7 countries, project New Generation Skills strives to create better economic performance, lower brain drain and positive impact on the quality of the local working/living environment by developing skills and competences of the local youth and improving innovation management of public administration.

NGS project targets the Public sector with the focus to improve the innovation management framework and to prepare municipalities to implement actions for enabling local youth to better exploit their entrepreneurial potential. Therefore, the main goal is enhancing the capacity building of the public administrations in developing supportive environments for the local innovation ecosystems. This aim requires change of mind-set and improved competences of all relevant actors, i.e.: local youth, companies, education, municipalities and their institutions as facilitators. The project will upgrade existing cooperation mechanisms between quadruple helix actors to create joint local support schemes that will equip local youth with new generation competences and skills.

Besides Public sector, project NGS is focused on entrepreneurial skill development of the youth by contributing to shaping a new generation of young people that are creative and can easily adapt to rapidly changing requirements in the world of work. Project will develop Dynamic learning programme and Innovation Lab scheme with main purpose of equipping the youth with the competences, tools and support needed to turn their transformative ideas into ventures. This transferable youth focussed innovation support model achieves in a win-win situation for cooperating actors and ultimately leads to better economic performance, lower brain drain and a positive impact on the quality of the local working/living environment in cities implementing it. In order to enable entrepreneurial learning and coaching for motivated youth and mentoring to facilitate the development of ideas to ventures, project NGS will make a great effort in upgrading helix cooperation among administration, education, companies, the youth and business support organisations/NGOs.

EU level best practices on youth entrepreneurship support and innovative co-working methodologies taken from EU respective academic, business and community building practice elaborated in this study, should serve local municipalities involved in the project to try to use good example from EU in order to enrich their Local action plans and create local innovation system more efficient.

1.1. Youth in numbers: Statistics as basis and alert for evidence-based policy making

According to EUROSTAT data, share of youth in total population in EU (28 countries) is less than fifth and in decreasing trend, comparing situation in 2005 and 2016, i.e. population in Europe is in ageing process which can be hardly improving without active, pro-youth demographic policy. In the Danube region countries, the situation is similar to EU average, all countries are characterized by decreasing trend of youth in total population in the last 10 years (see Annex I, table 1).

Statistics on participation rate in formal education in EU (27 countries) in 2016 showed that 33.8% of youth has less than primary, primary and lower secondary education (ISCED levels 0-2), 46.3% has upper secondary and post-secondary non-tertiary education (ISCED levels 3 and 4), and 19.8% of youth has tertiary education (ISCED levels 5-8). Trends are rather positive: youth with better education is increased [135.62% for youth with tertiary education, and 100.22% for youth with upper secondary and post-secondary non-tertiary education], and decreasing trend of youth with less than primary, primary and lower secondary education (86.22%). In the Danube region, youth with tertiary education has significantly increased in the last 10 years. Very high increase of youth with tertiary education was recorded in Austria (308.54%), Croatia (221.62%), Slovakia (239.24%), Germany (177.03%), Slovenia (195.05%) and Romania (171.21%), slightly lower increase was recorded in Hungary (126.21%). There are no data for other countries (see Annex I, table 2).

Youth able to speak at least two foreign languages is on high level in Europe as well as in the Danube region, respecting the need for better and efficient communication respecting other nations. Statistics on participation rate in non-formal education and training is far from needed, most countries in the Danube region is far beyond the EU average (11.4%), with the exception of Austria (14,1%) (see Annex I, table 3).

Best educated young people could find job easier than less educated youth and there are more young people with tertiary education (ISCED levels 5-8) in EU (28 countries) who are looking for self-employment in comparison with lower educated youth (see Annex I, table 5).

There is rather constant share of 14.7% in both observing years of young people in EU (28 countries) who are unemployed, however, the data for the Danube region shows very high diversity among the countries concerning share of unemployment as well as trend. In the Germany, Czech Republic, Bulgaria, Hungary and Slovakia, there are significant decreases of unemployment of young people. In Croatia, Austria and Romania, percent of unemployment hasn't changed in the last ten years, while in Slovenia, there is even increasing trend of unemployment of young people. Speaking about total unemployment of young people, the lowest unemployment is in Germany, Czech and Austria, and highest is in Croatia (24.6%). There are no available data for Serbia, Bosnia, Ukraine and Moldova. (see Annex I, table 6).

One third of young people in EU (28 countries) are at risk of poverty or exclusion rate. Czech Republic with only 9.8% and Germany (23.2%) of young people who are at risk of poverty or exclusion are far beyond the EU average. Croatia (46%), Austria (45.5%) and Slovenia (43.7%) are above the EU average. There are no available data for other countries in the Danube region (see Annex I, table 7). There is considerable rate of participation of young people in informal voluntary activities – almost one third of youth (from 16 to 29 years) in EU (27 countries).

2. Innovation management as young science for young population

Following the Organisation for Economic Co-operation and Development (OECD) and the Oslo Manual [OECD, 2005], innovation goes far beyond research and development (R&D) activities: it goes far beyond the confines of research labs to users, suppliers and consumers everywhere – in government, business and non-profit organisations, across borders, across sectors, and across institutions. The Oslo Manual for measuring innovation defines four types of innovation: product innovation, process innovation, marketing innovation and organisational innovation [OECD, 2005]:

- **Product innovation** is a good or service that is new or significantly improved. This includes significant improvements in technical specifications, components and materials, software in the product, user friendliness or other functional characteristics.
- **Process innovation** is a new or significantly improved production or delivery method. This includes significant changes in techniques, equipment and/or software.
- **Marketing innovation** is a new marketing method involving significant changes in product design or packaging, product placement, product promotion or pricing.
- **Organisational innovation** is a new organisational method in business practices, workplace organisation or external relations.

From the point of view of the changes induced to existing developments, according to Schumpeter innovation is classified into:

- **Incremental or marginal:** it represents some novelty induced to an existing product, process or method reflecting some added value in the framework of its continuous improvement.
- **Radical:** it represents a significant level of novelty and generation of significant added value in terms of totally new product, process or method.
- **Technological revolution:** it is relevant to clustering of innovations that all together may change human life bringing a significant impact.

Accordingly, innovation management is the systematic approach which deals with all measures to promote innovation in organizations and to generate benefits, for example: new or improved products and services to conquer new markets or to stand out from the competition, improve internal processes to strengthen the company from the inside or to save costs, development of new business models to use new sources of income.

Innovation management is addressed, on the one hand, to shaping of framework conditions, so that ideas are always created in the company and implemented into successful innovations. The focus here is on organizational development activities; on the other hand, to the actual innovation, active search, development and implementation of ideas. This requires, for example, creativity and project management.

2.1. Innovation management in theory and practice – focus on the youth

Both classifications (Schumpeterian and OECD) stressed major message that innovation should bring to the market a benefit. Therefore, it is necessary to mention, briefly, the essence **of innovation process**. According to „*OECD Methodology Guide on Innovation*“, innovation process from invention to innovation may be analysed into different stages: The first stage in this process is relevant to the conceptualization of innovation and is the stage that leads from an interesting idea or research result to an engineering prototype. The second stage advances from the engineering prototype to production comprising the analytical design, development and testing of the innovation. Finally, the third stage is relevant to full scale production and is relevant to achieving a high level of market penetration. These three different stages, although without clearly defined boundaries, enable the definition of the different steps of the innovation process, i.e. the process needed to be followed by a research team to bring their ideas to the market. There are three axes that these steps are classified into: the technology axis, the market axis and the business axis. The **technology axis** is relevant to the technical development of the innovation, starting from an idea, which could be based on research results or identified market needs, and leading to an engineering prototype during the conceptualization stage, moving to product or service during the second stage and to full scale production during the last stage. The **market axis** is relevant to the interaction with the market throughout the development of the innovation starting from a preliminary analysis during the first stage, moving to full market analysis, sales and distribution during the second stage and increasingly complex marketing, distribution and market response during the last stage. Finally, the **business axis** is relevant to the business steps needed including IPRs protection, commercialization and business scheme selection during the first stage, business formulation and access to financing during the second stage and business development during the third stage.

Next steps in **innovation process** could be creation of a partnership or start-ups. Partnerships represent one path towards the commercialization of an invention/ research result. The role of the inventor/researcher is relevant to the protection of the IPRs of the invention/ research result, marketing the research result and finding interested partners that might undertake along with the researcher the transformation of the research result to innovation. IPRs are maintained by the researcher that also maintains a role in the development of innovation. The innovator is in this case the allied partnership. The partnership may utilise an existing firm for the transformation of the research result to innovation or build a new company. In both options the commitment of the researcher and the needed capital are much higher than in the aforementioned cases.

Creation of start-ups is the case when the inventor/researcher undertakes the task to transform the invention/research result to innovation on his/her own. Becoming also the innovator usually requires the setting up of a new start-up company. This new company will be assigned with the IPRs of the research result and will deal with all the different issues that are associated with the transformation of research result to innovation. Start-up time frame and needed capital is greater with reference to the aforementioned cases. The risk is also greater since the new company will have to employ all the needed capabilities that will lead to the efficient commercialization of the research result. Payback time for the inventor/ researcher is longer. A critical task in this case is to acquire the necessary financing for setting up the start-up company and proceeding in the transformation of the research result to innovation.

Having in mind the young population, innovation management should be focused on all three axes – technology, business, market – with specific actions appropriate for engagement of youth in entrepreneurship and innovation, in order to reduce unemployment and speed-up integration of youth into economy and society. In order to address youth unemployment and as global issue, OECD has proposed several actions which should engage decision makers to prepare appropriate policy instruments as key instruments for governance of youth education, employment, entrepreneurship and innovation [Policy advice from the OECD's Jobs for Youth study [OECD (2012), Better Skills, Better Jobs, Better Lives: A Strategic Approach to Skills Policies, OECD Publishing. <http://dx.doi.org/10.1787/9789264177338-en>]:

- Promote a smooth transition from school to work and early career development by:
 - using early and selective interventions to help avoid creating a large pool of youth at risk of becoming long-term unemployed, inactive or involved in informal jobs or jobs that do not make full use of their skills;
 - ensuring that youth leave education with recognised qualifications or diplomas;
 - promoting the use of internships and other forms of on-the-job learning that could help students acquire some labour-market experience before graduation; and
 - adopting a “learn/train first” approach to boost employability of low-skilled youth who have difficulty finding a job.
- Remove demand-side obstacles to better youth-employment outcomes by:
 - investing in funds that promote new skills for new jobs, targeting young entrants;
 - reducing the cost of employing low-skilled youth; and
 - pursuing efforts to reduce labour-market duality overall, particularly that of temporary vs. permanent contracts.
- Provide support for unemployed and inactive youth who are not engaged in learning by:
 - strengthening the safety net and promoting smoother employment and training pathways for unemployed youth and young workers;
 - assisting unemployed youth in their job search with appropriate measures; and
 - designing programmes for youth who are disconnected from work and education, focusing on mentoring and vocational learning and a rigorous ‘mutual obligations’ approach.

The European Union launched actions to tackle the problems faced by youth across Europe. Member States joined this course of action and adopted many recommendations from the European Union (see Annex II). In this direction, numbers of policy actions were launched by EU. While respecting Member States’ overall responsibility for youth policy, the **EU Youth Strategy**, agreed by EU Ministers, sets out a framework for cooperation in the period 2010-2018. It has two main objectives:

- To provide more and equal opportunities for young people in education and the job market
- To encourage young people to actively participate in society.

In order to achieve these objectives, a dual approach is implemented including:

- Specific youth initiatives, targeted at young people to encourage non-formal learning, participation, voluntary activities, youth work, mobility and information,

- 'Mainstreaming' cross-sector initiatives that ensure youth issues are taken into account when formulating, implementing and evaluating policies and actions in other fields with a significant impact on young people, such as education, employment or health and well-being.

2.1.1. Literature review

Innovation management is relatively young field of science, but already reach of books, articles and studies. Innovation management is based on some of the ideas put forth by the Austrian economist Joseph Schumpeter, working during the 1930s, who identified innovation as a significant factor in economic growth. His book "Capitalism, Socialism and Democracy" first fully developed the concept of creative destruction, which is basic idea of innovation. Major references proposed by the authors of this report should cover the following list of books and articles which are the minimum reading for introduction into this field of science:

- Albuquerque, E. (1997): "National systems of innovation: notes about a rudimentary and tentative "typology"", SPRU, Sussex University, Brighton.
- "Diffusing Technology to Industry - Government Policies and Programme", OECD, Paris, 1997.
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- "The Measurement of Scientific and Technological Activities - Proposed Guidelines for Collecting and Interpreting Technological Innovation Data - Oslo Manual", OECD, Paris, 1992 / Oslo Manual (2005) - ISBN 92-64-01308-3 - © OECD/EUROPEAN COMMUNITIES 2005
- Tidd, Joe; Bessant, John (2009). Managing Innovation: Integrating Technological, Market and Organizational Change - first ed. with Keith Pavitt. Chichester: Wiley;
- Webster, A. (ed.) (1996): "Building new Bases for Innovation: The Transformation of the R&D System in Post-Socialist States", Anglia Polytechnic University, Cambridge.
- etc.

2.1.2. Main findings and messages

The **EU Youth Strategy** proposes Member States to launch initiatives in eight areas:

1. Employment and entrepreneurship
2. Social inclusion
3. Participation
4. Education & training
5. Health & well-being
6. Voluntary activities
7. Youth & the world
8. Creativity & culture

The issues of entrepreneurship and innovation are integrated in all eight areas, but specific and direct actions should be expected in first (Employment and entrepreneurship), fourth (Education & training) and eighth (Creativity & culture). It is necessary to stress, again, importance of the innovation in all aspects of human activities: innovation as the foundation of economic dynamism and prosperity is a complex process involving contributions from various players and for more than 200 years technological innovation has driven economic development – growth is based on innovation. The process of innovation involves contributions from R&D, from entrepreneurs, from the financial markets, from the investment community and from government.

Position of the young population in the areas of entrepreneurship and innovation is particularly vulnerable and uncertain. The recent economic crisis, the worst since the Great Depression in the

1930s, has led to a disproportionate increase in youth unemployment in both the developed as well as the developing world. As developing countries account for almost 90% of the world's youth, this shocking situation largely affects the poorest of the poor countries. However, youth unemployment is a truly global problem. In Europe, for example, the youth unemployment rates increased by 60% in the period 2008-2012, leaving every 4th employable young person without a job. Across all OECD countries, the youth unemployment rate is consistently 1.5-4.5 times higher than the adult unemployment rate. Unemployment has been shown to have severe effects on individuals, particularly when they are still young. If no suitable labour market incentives are identified, the result will be economic waste, an undermined social stability and a marginalization of the local workforce, a valuable natural resource for any country. Moreover, these downside effects will have a negative impact on an economy's innovativeness. The threat of a 'lost generation' is omnipresent, particularly as early unemployment increases the likelihood of subsequent unemployment. It is therefore of critical importance that all stakeholders collectively work on strategies to develop decent employment conditions for young generations.

One possible solution which is also main objective of the project could be the set of policy instruments and mechanisms which should improve conditions for youth entrepreneurship and innovativeness.

Entrepreneurship is accepted as a central strategy, considering that it is a major driver of economic development, innovation and job creation within the portfolio of active labour market policies that governments have developed to address unemployment [Audretsch, 2003]. One mechanism to help reduce unemployment in short term is to support those who want to become self-employed, therefore, initiatives and programmes which supports self-employment of young population should be part of the mentioned portfolio. Within the list of already launched programmes addressed to entrepreneurship and innovation for youth, there are several countries with dedicated programs unemployed young people in setting up their companies (please, see Annex III). In long-term there is a need to develop specific strategies that tackle the more fundamental causes of youth unemployment, e.g., the lack of employability of today's youth and the misalignment between expectations and reality of the workplace, and gap between existing educational programmes and skill needed by the job market of. One strategy which could be implemented in order to deal with fundamental causes of youth unemployment is to ensure that every young person should attend at least one action-driven entrepreneurship class during their education (either in the later stages of the secondary education or, if applicable, in the early stages of their tertiary education). This strategy should mainly to make young people aware of the everyday challenges of setting up and running a business. From a labour market perspective this can have two effects: firstly, those that do decide to pursue an entrepreneurial career will be responsible to drive the economic development of the decades to come and create jobs for others; and secondly, those that decide not to pursue an entrepreneurial career will still benefit from an entrepreneurial education in that their employability will increase.

2.2. Innovation management addressed to young population

The **EU Youth Strategy** proposes Member States to promote youth employment and entrepreneurship, with particular attention to¹:

- Address the concerns of young people in employment strategies;
- Invest in the skills employers look for;
- Develop career guidance and counselling services;
- Promote opportunities to work and train abroad;
- Support quality internships/apprenticeships;
- Improve childcare and shared family responsibilities;
- Encourage entrepreneurship.

Increasing youth employment is central to the EU's employment policy, within the context of the Europe 2020 growth and jobs strategy. Specific steps taken by the Commission to help tackle youth unemployment include:

- The **Youth on the Move** flagship initiative (2010), a comprehensive package of education and employment measures for young people. It includes:
- The **Youth Opportunities Initiative** (2011), aimed at cutting youth unemployment;
- **Your first EURES Job**, a job mobility scheme which helps young people to find a job, traineeship or apprenticeship in other EU countries.
- The Youth Employment Package (2012), including the:
 - Youth Guarantee – adopted by the Council in April 2013 – which aims to ensure that all young people up to the age of 25 receive a quality job offer, the opportunity for further education, an apprenticeship or a traineeship within 4 months of leaving formal education or becoming unemployed;
 - Quality Framework for Traineeships – adopted by the Council in March 2014. Its objective is for trainees to acquire high-quality work experience in safe and fair conditions, and to encourage more transnational traineeships;
 - European Alliance for Apprenticeships, which brings together public authorities, businesses, social partners, VET providers, youth representatives, and other key actors to promote apprenticeship schemes and initiatives across Europe.
- The **Youth Employment Initiative** (2013) strengthens the Youth Employment Package. It emphasises support for young people not in education, employment or training in regions with a youth unemployment rate above 25%. A budget of €6 billion has been allocated to this for the period 2014-20;
- **Working together for Europe's young people** – a call to action on youth unemployment (2013), a communication aimed at accelerating the implementation of the Youth Guarantee, boosting investment in young people, and developing EU-level tools to help EU countries and firms recruit young people.
- The **European Solidarity Corps** was launched in December 2016. The European Solidarity Corps allows young people to volunteer or work in projects for the benefit of communities and people

¹ http://ec.europa.eu/youth/policy/youth-strategy/employment-entrepreneurship_en

around Europe. The European Solidarity Corps is open to people between the ages of 18 to 30. 17-year-olds can register their interest in participating.

Youth entrepreneurship is high on the EU political agenda as a tool to combat youth unemployment and social exclusion as well as stimulating innovation among young people:

- Fostering youth entrepreneurship is one of the objectives of the Europe 2020 strategy and its Youth on the Move flagship initiative;
- Employment and Entrepreneurship are one of the eight fields of action promoted by the EU Youth Strategy (2010-18);
- Entrepreneurship is a key competence in the European Reference Framework on Key Competencies for Lifelong Learning (2006);
- Youth work and non-formal learning play an important role in developing the creative and innovative potential of young people including entrepreneurial skills. Youth policy and programmes at EU and national level support this:
- The EU Youth Strategy Council Resolution on a renewed framework for European cooperation in the youth field (2010-18) includes creativity and entrepreneurship among its eight fields of action.

The importance of youth entrepreneurship is stressed in the *Council Conclusions on promoting youth entrepreneurship to foster social inclusion of young people* (2014). Special attention is paid to 'social entrepreneurship' that combines a social and entrepreneurial dimension.

An expert group report on *Developing the creative and innovative potential of young people through non-formal learning in ways that are relevant to employability* (2014) highlights the strong need to ensure educators and employers are more aware of the value of non-formal learning, to improve partnership work and cross-sector innovation, and to enhance the ability of adults working directly with young people.

The study *Working with young people: the value of youth work in the European Union* (2014) confirms the impact of youth work in areas including entrepreneurship and culture, by developing transversal skills, exercising skills in practice and increasing cultural activities which influence young people's creativity.

The *Erasmus+ programme* (2014-20) has a strong focus on innovation and entrepreneurship, particularly in the Key Action 2 through strategic partnerships and transnational youth initiatives.

3. Social innovation and Social entrepreneurship

Social innovation and Social entrepreneurship is an important methodological concept of the NGS project itself as it aims to upgrade existing cooperation mechanisms among quadruple helix actors and go beyond the existing support schemes in order to create connected ecosystem and community based learning programmes that will equip youth with “new generation skills”.

In the literature as well as in practice, the definition of concepts such as social innovation and social entrepreneurship has led to considerable confusion. Social innovation is happening in the public sector, non-profit sector, and also in the private sector. It can result from actions undertaken by public authorities and political actors as well as from private initiatives, both profit and non-profit. Social innovation does not require social entrepreneurship, because there are other sources of social innovation. Social innovations should not be considered hugely different and separate from other innovations that are constantly being introduced by businesses. Thus, also in the private sector, social innovation does not require social entrepreneurship, but like any other innovation it does require entrepreneurship. [Groot A. & Dankbaar B, 2014].

Social innovation can be defined as the development and implementation of new ideas (products, services and models) to meet social needs and create new social relationships or collaborations. It represents new responses to pressing social demands, which affect the process of social interactions. It is aimed at improving human well-being [European Commission, 2013].

The term **social entrepreneurship** is used to describe the behaviours and attitudes of individuals involved in creating new ventures for social purposes, including the willingness to take risks and find creative ways of using underused assets [European Commission, 2013]. Social entrepreneurs link themselves to a wide spectrum of organizations that have an entrepreneurial approach and whose overall primary mission is to tackle social problems. Social entrepreneurship is, therefore, about solving social problems rather than exploiting market opportunities.

Social enterprises are not solely driven by the need to maximize profit for shareholders and owners. The Commission uses the term 'social enterprise' to cover 'an enterprise whose primary objective is to achieve social impact rather than generating profit for owners and shareholders; which operates in the market through the production of goods and services in an entrepreneurial and innovative way; which uses surpluses mainly to achieve these social goals and which is managed by social entrepreneurs in an accountable and transparent way, in particular by involving workers, customers and stakeholders affected by its business activity.'²

3.1. Social enterprises and their eco-systems in Europe

There is a general consensus across countries in the Europe about the characteristics that define a social enterprise as an organization that combines entrepreneurial activity with a social component. However, despite the general agreement, it is important to acknowledge that national definitions and concepts differ. Very few definitions operationalize the entrepreneurial dimension of social

² http://ec.europa.eu/internal_market/social_business/index_en.htm

enterprise by laying out thresholds for revenue generation from market sources. In the Czech Republic, at least 10 per cent of the revenues of a social enterprise should come from market sources; in the UK, a social enterprise must generate at least 25 per cent of its income from trade; in Italy, a social enterprise must generate at least 70 per cent of its income from entrepreneurial activities i.e. production and exchange of goods and services having social utility; while in Croatia, at least 25 per cent of a social enterprise’s income should be generated from entrepreneurial activities three years after its establishment [European Commission, 2015b].

The interpretation of what constitutes a social aim varies from the notion of social enterprise as articulated in national laws and policy documents (Finland, Lithuania, Poland, Slovakia and Sweden) to broader societal and environmental goals including such areas as renewable energy and fair trade (UK, Greece). While most definitions explicitly establish the primacy of social aims over commercial objectives, there are some exceptions (Czech Republic, Latvia and Lithuania). Some national definitions imply a total non-profit distribution constraint (Italy, Poland), while most other definitions refer to a partial non-profit distribution constraint (Finland, UK). Further still, some national definitions do not consider reinvestment of profits as an essential feature of social enterprises (the Lithuanian ‘Law on Social Enterprises’) [European Commission, 2015b].

The legally or institutionally recognized forms of social enterprise across Europe do not capture the de-facto universe of social enterprise. De-facto social enterprises are often ‘hidden’ among other organisational and legal forms, most notably [European Commission, 2015b]:

- Associations and foundations with commercial activities;
- Cooperatives serving general or collective interests;
- Mainstream enterprises pursuing an explicit and primary social aim.

Within the Danube Region, in some countries there are institutionalised forms of social enterprises in the form of Cooperative Act (Hungary, Croatia, Czech, Italy, Slovakia) but in Romania there are no institutionalized forms of social enterprise. In Romania social enterprises can be found among Non-profit organisations (Associations and foundations) with commercial activities, Credit unions or mutual aid associations of pensioners and Law protected units run by non-profit organisations.

Table 1: Mapping the social enterprises across Danube region

| | Institutionalised forms of social enterprises | De-facto social enterprises |
|---------|---|---|
| Austria | WISE: socio-economic enterprises (SÖBs) and non-profit employment projects/companies (GBPs) Private limited liability companies with “public benefit” status (gGmbH) | De-facto social enterprises can be found among: <ul style="list-style-type: none"> • NPOs (mainly associations) with commercial activities • Mainstream enterprises pursuing an explicit and primary social aim |
| Germany | Corporations and cooperatives with a “public benefit” status (NB: not all corporations and cooperatives with a “public benefit” status would necessarily meet the criterion relating to “inclusive governance”) Associations and foundations with a “public benefit” status although note that not all of these organisations would necessarily engage in economic activity | De-facto social enterprises can also be found among: <ul style="list-style-type: none"> • Classical' cooperatives that can be regarded as serving a social purpose e.g. cooperatives for affordable housing • Certain types of ‘operational’ foundations (e.g. community or neighbourhood foundations) • Associations with commercial |

| | | |
|----------------|--|--|
| | | <p>activities</p> <ul style="list-style-type: none"> • Self-managed alternative enterprises with public benefit status • Integration enterprises • New style social enterprises • Volunteer agencies <p>'Boundary' cases:</p> <ul style="list-style-type: none"> • Welfare organisations (usually not fully autonomous as affiliated to Church or other institutions and typically, do not have inclusive governance structures) • Socio-cultural centres (not necessarily democratic and/or participative) • Neighbourhood and community enterprises (membership based organisations; may include local public authorities as members) • Work integration enterprises (it cannot be determined within the scope of this assignment the extent to which these organisations are autonomous; many owned and controlled by charities, and some are directly owned and controlled by local authorities or hybrids of public and private institutions) |
| Bulgaria | <ul style="list-style-type: none"> • Cooperatives of People with Disabilities • Specialized Enterprises for People with Disabilities | <p>Enterprises set-up by Non-profit Legal Entities (NPLEs) De-facto social enterprises can also be found among:</p> <ul style="list-style-type: none"> • Non-profit Legal Entities (associations and foundations) with public benefit status and commercial activities • Workers Producers' Cooperatives |
| Croatia | Social cooperatives under Cooperatives Act (OG 34/11, 125/13) | <p>Hybrid organisations: non-profit organisations with trading arms De-facto social enterprises can also be found among:</p> <ul style="list-style-type: none"> • Associations and foundations with commercial activities • Private institutions |
| Czech Republic | Social cooperatives under Commercial Corporations Act no 90/2012 Coll | <p>Organisations registered on the TESSEA database which include:</p> <ul style="list-style-type: none"> • Associations with commercial activities • A small share of workers' cooperatives pursuing general or collective interests • Public benefit organisations (to be replaced by institutes) • Mainstream enterprises pursuing an explicit and primary social aim |
| Hungary | Social cooperatives under Act no X of 2006 on cooperatives | <p>De-facto social enterprises can be found among:</p> <ul style="list-style-type: none"> • Traditional cooperatives pursuing general or collective interests |

| | | |
|----------|---|---|
| | | <ul style="list-style-type: none"> • Non-profit companies (to note that the recent new Civil Code has abolished this legal form) • Non-profit organisations (Associations, foundations and institutions) with commercial activities |
| Romania | NB: There are no institutionalised forms of social enterprise in Romania | De-facto social enterprises can be found among: <ul style="list-style-type: none"> • Non-profit organisations (Associations and foundations) with commercial activities • Credit unions or mutual aid associations of pensioners • Law protected units run by non-profit organisations |
| Slovakia | Social enterprises as defined by Act no 5/2004 on Employment Services | De-facto social enterprises can also be found among: <ul style="list-style-type: none"> • Non-profit organisations (Associations and foundations) with commercial activities • Cooperatives pursuing objectives of general interest • Municipality companies/local public enterprises |
| Ukraine | <ul style="list-style-type: none"> • Community Interest Companies (CICs) • A sub-set of Social Enterprise Mark holders(NB: not all Social Enterprise Mark holders would necessarily meet the operational criterion relating to inclusive governance) | A sub-set of <ul style="list-style-type: none"> • Organisations self-identifying as social enterprises on basis of UKgovernme nt definition • Members of Social Enterprise UK |

Source: extracted from synthesis report: European Commission (2015b). A map of social enterprises and their eco-systems in Europe, Synthesis Report, Directorate-General for Employment, Social Affairs and Inclusion

3.2. Social entrepreneurship business model

“What distinguishes social entrepreneurship from commercial entrepreneurship is a predominant focus on value creation as opposed to a predominant focus on value appropriation” [Santos, 2009]. Furthermore, social entrepreneurship acts to generate positive externalities (creating social value) that are neglected by governments due to lack of resources or knowledge and uninteresting to profit-oriented entrepreneurs due to the low likelihood of appropriating value.

In the United States, social enterprise is a broad and relatively vague concept, referring primarily to market-oriented economic activities serving a social goal. In Europe, the concept made its appearance when the Italian parliament adopted a law creating a specific legal form for social cooperatives in 1991. Eventually European researchers noticed the existence of similar initiatives throughout Europe and decided to form a network to study the emergence of social enterprise in the continent. EMES European Research Network came up with the definition of social enterprise as organizations with explicit aim to benefit the community, initiated by a group of citizens and in which the material interest of capital investors is subject to limits. Social enterprises also place a high value on their autonomy and on economic risk taking related to ongoing socio-economic activity [Annisa R. Qastharin, 2016].

Social Enterprise Alliance (2015) defines social enterprise as an organization or venture (within an organization) that advances a social mission through market-based strategies. These strategies include receiving earned income in direct exchange for a product, service or privilege.

EVPA (European Venture Philanthropy Association) defines **social enterprise** as *an organisation that focuses on achieving social impact, applying market-based solutions to address public sector and market failure in innovative ways. Social enterprise can take on a variety of legal forms* [EVPA, 2010].

In order to understand functioning of the social enterprise it is necessary to identify main characteristics of the business model which characterised and distinguish social enterprise from “profit seeking” business.

The purpose of a business model is to help stakeholders understand how a business is configured so that it creates, delivers and captures value. In the case of a social enterprise this would ultimately be about how the enterprise will generate both financial and social value, and what the relationship is between the two types of value in the enterprise. The business model should be able to be articulated in one page, and its substance focusses on how an organisation does business, how that business generates revenue, what value a business offers to whom, who the customers are, and why customers would keep coming back to us. It can help us understand how and why our business works, and it can help to design and innovate business. The differences between a business plan and a business model lie in purpose and substance. A business model clearly articulates “the rationale of how an organisation creates, delivers and captures value” [Osterwalder & Pigneur, 2009].

There are more similarities than differences between social and “profit seeking” business. The critical distinction of social entrepreneurship lies in something real – the value proposition itself. Any promising business model for social enterprise must fulfil these necessary conditions [Wolfgang Grassl, 2012]:

1. it must be driven by a social mission (i.e., abstain from distributing profit to shareholders);
2. it must generate for positive externalities (spillovers) for society;
3. it must recognize the centrality of the entrepreneurial function;
4. it must achieve competitiveness on markets through effective planning and management.

Social enterprises are different from non-profit organisations, because earned income is directly tied to their social mission. To have success on the market, a social enterprise has to operate according to the commercial principles. Virtue Ventures provides once more an excellent summary of the various types of business models that are summarized in the table below (extracted from “The educational material “HOW TO CHOOSE A PROPER BUSINESS MODEL FOR SOCIAL ENTERPRISE””, The Social Business Model, Version 1.0, July, 2015). These social enterprise business models can be applied equally to institutions, programs, or service delivery. These models are designed in accordance with the social enterprises’ financial and social objectives, mission, marketplace dynamics, client needs or capabilities and legal environment. Most of the business models are embedded within the organization.

Table: Business Models of Social Enterprise [Wolfgang Grassl, 2012]

| Business model | How it works | Examples | Key success factors |
|----------------|--------------|----------|---------------------|
|----------------|--------------|----------|---------------------|

| Business model | How it works | Examples | Key success factors |
|------------------------|--|---|--|
| Entrepreneur support | Sells business support to its target population. | Microfinance organizations, consulting, or tech support | Appropriate training for the entrepreneur |
| Market intermediary | Provide services to clients to help them access markets. | Supply cooperatives like fair trade, agriculture, and handicraft organizations | Low start-up costs, allows clients to stay and work in their community |
| Employment | Provide employment opportunity and job training to clients and then sells its products or services on the open market. | Disabilities or youth organizations providing work opportunities in landscape, cafes, printing, or other business | Job training appropriateness and commercial viability |
| Free-for-service | Selling social services directly to clients or a third-party payer. | Membership organizations, museums, and clinics | Establishing the appropriate fee structure vis a vis the benefits |
| Low-income client | Similar to fee-for-service in terms of offering services to clients but focuses on providing access to those who couldn't otherwise afford it. | Healthcare (prescriptions, eyeglasses), utility programs | Creative distribution systems, lower production and marketing costs, high operating efficiencies |
| Cooperative | Provides members with benefits through collective services. | Bulk purchasing, collective bargaining (union), agricultural coops, credit unions | Members have common interests/needs, are key stakeholders, and investors |
| Market linkage | Facilitates trade relationships between clients and the external market. | Import-export, market research, and broker services | Does not sell clients' products but connects clients to markets |
| Service subsidization | Sells products or services to an external market to help fund other social programs. This model is integrated with the non-profit organization; the business activities and social programs overlap. | Consulting, counselling, employment training, leasing, printing services, and so forth | Can leverage tangible assets (buildings, land, employees) or intangible (expertise, methodologies, or relationships) |
| Organizational support | Similar to service subsidization, but applying the external model; business activities are separate from social programs | Similar to service subsidization– implement any type of business that leverages its assets | Similar to service subsidization. |

4. EU level best practices - programmes and projects for young innovators and entrepreneurs

The following section presents 12 good practice initiatives set in place by national and local governments, universities and other organisations in Spain, Germany, Italy, Netherlands, Sweden, France, Ireland, Greece and Poland. All of these initiatives demonstrate good practice on innovation management across the EU with the focus on young innovators and (social) entrepreneurs.

The following section describes support initiatives, programs and projects to:

Youth social entrepreneurship

- GERMANY: Social Impact
 - Social Impact Lab Berlin
 - Social Impact Lab Hamburg
 - Social Impact Lab Frankfurt
 - Social Impact Lab Leipzig
 - Social Impact Lab Duisburg
 - Social Impact Lab Potsdam
- IRELAND: Young Social Innovators

Youth entrepreneurship (classic entrepreneurship)

- SPAIN – Youth Business Spain (YBS)
- GERMANY - Youth Business Germany (YBG)
- ITALY – Youth Business Italy (YBI)
- THE NETHERLANDS – Qredits
- SWEDEN – Swedish Jobs and Society
- FRANCE – Planet Adam
- GREECE - The Athens Center for Entrepreneurship and Innovation-ACEIN
- POLAND: Youth in Łódź Programme
- SWEDEN - Chalmers School of Entrepreneurship: matching technology and entrepreneurship
- FRANCE: Envie d’agir (Keen to act)

The next paragraph explores selected initiatives in more detail.

4.1. Youth Business Europe

Youth Business International (YBI) and Citi Foundation have launched Youth Business Europe, a regional programme to support young people to become entrepreneurs. Youth Business Europe was established in six countries throughout Europe with the aim to provide entrepreneurship training to 5,500 young people and help them to start or develop 1,700 businesses over the two years. The regional approach of this partnership enables the sharing of best practice, knowledge, and methodologies by cross border interaction. The programme has been implemented by following YBI members:

1. Youth Business Spain – Spain
2. KIZ– Germany

3. PerMicroLab – Italy
4. Qredits – Netherlands
5. Swedish Jobs & Society – Sweden
6. Positive Planet – France

The implementation of the programme is supported by the respective Citi offices.

4.1.1. SPAIN – Youth Business Spain (YBS)³

DESCRIPTION AND RATIONALE

Youth Business Spain is a private, independent, non-profit and national foundation founded in 2014 with the aim of channeling and joining efforts in the fight against unemployment by helping young people start their self-employment projects. Youth Business Spain promotes cooperation between local delivery partners, private companies, public administrations and volunteer mentors, in order to enhance entrepreneurship ecosystem, supporting an increasing number of young entrepreneurs. This cooperation includes knowledge sharing and best practices exchange, national partnerships, funding opportunities, technology, awareness and advocacy campaigns, maximizing impact and ensuring sustainability of local delivery partners' activities.

Youth Business Spain is organized as a national network of well-established local delivery partners who are responsible for providing support services to young entrepreneurs, a support package combining entrepreneur training, access to finance and volunteer mentoring, adapted to suit local conditions and opportunities in each Spanish region. Youth Business Spain offers services by the network of local partners which are located in the following locations:

1. Andalusia
2. Initiatives Partnership and Resources for Job
3. Association Arrabal-AID
4. Aragon
5. Canary Islands
6. Castilla-La Mancha
7. Castilla y León
8. Catalonia
9. Valencia
10. Extremadura
11. Galicia
12. Madrid
13. Basque Country

BENEFICIARIES

The beneficiaries of the Foundation's programs are young people between the ages of 18 and 35 who have entrepreneurial potential and a business idea but do not have access to the necessary resources to get it going.

³ Address: Calle Serrano 136, 28006 Madrid, Spain, tel: +34 913 698 201, e-mail: Info@youthbusiness.es, website: <http://www.youthbusiness.es/>

SERVICES OFFERED

➤ **Training**

Youth Business Spain offers, through its network of local partners, two types of actions aimed at enhancing the entrepreneurial skills of young people and making their business projects viable:

- An orientation and technical assistance service that accompanies the young entrepreneurs during their self-employment itinerary until the creation of their own company, guiding them in the definition of their business model and their validation with the market.
- A training service aimed at developing the entrepreneurial skills of young people and equipping them with the knowledge and tools necessary to successfully manage their new business. It is a training program for the development of entrepreneurial competencies based on methodology "learning by doing" with experiential dynamics in which the participant is the protagonist.

➤ **Access to finance**

Youth Business Spain offers, through its network of local partners, an orientation, accompaniment and mediation service aimed at providing young people with access to the financial resources necessary to start up their business projects.

The most used sources of financing are:

- The capitalization of the unemployment benefit, taking advantage of the incentives established by the Youth Entrepreneurship and Youth Employment Strategy of which Youth Business Spain is an affiliated entity.
- The microcredit programs of some financial institutions such as Laboral Kutxa and Popular, with which the local partners of Youth Business Spain have collaborative agreements, and which are endorsed by the European Investment Fund.
- The crowdfunding of reward, through the agreement between Youth Business Spain and Ulule, the leading platform in Europe, so that young people can have immediate feedback of their business ideas, access the necessary financing, get new customers and make known their Projects.

The cooperation and commitment of Youth Business Spain and its network of local partners with the financial institutions and the competent public administrations is one of the key factors of the sustainability of the financing lines for entrepreneurs.

➤ **Mentoring**

„Put a mentor in your life“

Youth Business Spain offers, through its network of local partners, a mentoring service with the aim of accompanying the young entrepreneurs during the process of setting up and consolidating their business projects. Mentoring is provided by entrepreneurs and experienced professionals who share, as volunteers, their time and experience with the young entrepreneurs who start their first business venture.

Mentoring is based on establishing a space of trust that allows an objective analysis of the challenges facing the new business, strengthening the skills of young entrepreneurs and favoring their personal and professional development from the experience of volunteer mentors.

The personalized accompaniment of entrepreneurs and professionals, who have already experienced the creation of a company, their participation as volunteers and the duration of their commitment, at least one year, are the keys to the impact and sustainability of the mentoring program.

ACHIEVEMENTS

Since 2013, Youth Business Spain has supported the creation of 814 new businesses and 1312 new jobs. Over the next five years, the foundation aims to expand the network across all the Spanish regions to support the creation of 5.000 new businesses and 10.000 jobs.

4.1.2. GERMANY - Youth Business Germany (YBG)⁴

DESCRIPTION AND RATIONALE

Youth Business Germany is a non-profit Organisation which promotes young, talented entrepreneurs and their ideas. It arose from cooperation between Youth Business International (YBI) and the German member KIZ SINNOVA GmbH. YBG has the vision to give young and talented entrepreneurs a fair chance to implement their business idea and let it grow. What the young talents are always missing are entrepreneurial skills and knowledge, contacts, a mentor and access to finance. YBG offers a systematic support structure which helps every young entrepreneur to evaluate chances and risks in a realistic way.

BENEFICIARIES

Young and underserved entrepreneurs (18-35 years) in Germany get support in order to create their own sustainable business, generate jobs and strengthen the society. Moreover, YBG aims at different target groups (migrants, social business) and is able to provide a specific support programme that fits the individual needs of the related target group.

SERVICES OFFERED

The four important components in YBG support programme are:

- Training
- Mentoring
- Access to capital
- A computer based knowledge transfer which includes an e-Learning platform and webinars.

➤ Training

- *Workshops*

⁴ Address: Hermann-Steinhäuser-Straße 43-47, 63065 Offenbach am Main, tel: +49 (0 69) 66 77 96 1 00, email: info@kiz.de ; dunjabuchhaupt@kiz.de, website: <http://youthbusiness.de/>

Workshops deal with topics that support youth at an entrepreneurial level ("How do I create a business canvas" or "How to make a proper pitch") and provide them with an important hand tool at a personal level so that they can be confident in their own way ("From the self-doubt to the "Successful time management"). Within the workshops, participants also get involved, exchange ideas and have a lot of fun.

- *Web Seminars*

Web seminars provide youth with information on topics that will them on an entrepreneurial as well as on a personal level e.g. Information about how to organize their own time, or how to use social media. Here they receive an hour-long lecture of 1-2 experts. At web seminars, young people can easily participate from almost any place in the world with access to the Internet.

➤ **Mentoring**

YBG provides a mentor to any young entrepreneur who has a viable business idea and has already registered his/her company. YBG mentors act on a voluntary basis and help a young entrepreneur not only build a sustainable company but also develop on a personal level. Mentoring means that mentors and young entrepreneurs (mentees) meet at regular intervals and exchange ideas about the company's development and current problems. On average, mentor and mentees meet 4-5 hours per month over a period of min. 12 and max. 24 months.

➤ **Talent Promoters**

The Youth Business Germany initiative with its various programs is supported by three pillars: programmers, mentors and pro bono partners - talent promoters. Pro-Bono partners support/promote/recommend YBG programs by disseminating the activities of YBG, informing potential participants about programs, making recommendations, establishing contacts with sponsors contributing professionally. Several times a year, the pillars that carry YBG come together for networking and mutual learning. Mentors accompany the young talents in their first entrepreneurial steps and contribute to the personal and entrepreneurial development of entrepreneurs.

4.1.3. ITALY – Youth Business Italy (YBI)⁵

DESCRIPTION AND RATIONALE

The PerMicroLab Onlus Association, previously Association Atomi Onlus (founded in 2003 in Turin), is a non-profit organisation based in Italy. Its purposes are exclusively those of social solidarity, seeking to provide benefits to socially and economically disadvantaged people.

Mission is:

- to seek, to enhance and to promote the development of microcredit as an instrument of social cohesion and inclusion, thus contributing to the removal of barriers limiting the participation in the economic-social life by the less wealthy or more disadvantaged people

⁵ Address: via Maria Vittoria 38 – 10123 – Torino, Italy, tel: +39 388 10 733 94, e-mail: info@permicrolab.it, website: www.permicrolab.it

- to assist and support, thanks to its volunteer mentor network, the creation and the development of microenterprises and other initiatives by people who risk remaining economically and socially marginalised without adequate support
- to prevent the usury, implementing assistance and information activities.

PerMicroLab Onlus since 2013 is the Italian member of the global network of non-profit independent organizations called Youth Business International (YBI). As part of the YBI network, it is developed the Youth Business Italy programme. Youth Business Italy helps young people to start-up and develop business activities offering assistance courses, supporting services and help in gaining access to finance and to funds set aside for new initiatives.

The YBIItaly project, funded by JP Morgan Chase Foundation and Accenture, supported by YBI, was launched in July 2013 with the aim of expanding and improving support for young entrepreneurs. The social mission of the initiative is to expand and improve support for young Italian entrepreneurs (18-35 years) excluded from the traditional banking system in the launch of sustainable activities through the creation of a national Volunteer Mentor network devoted to Particularly young people to help them start and develop an independent economic activity. YBIItaly's goal is to create a permanent national youth support program recognized by the institutions as a tool to combat the problem of youth unemployment.

BENEFICIARIES

- Youth Business Italy helps young people to start-up and develop business activities
- Expanding and improving support for young Italian entrepreneurs (18-35 years) excluded from the traditional banking system in the launch of sustainable activities

SERVICES OFFERED

The programme uses a national network of volunteers which offers:

- **Training.** Courses explaining how to start-up in business addressed to the young and future entrepreneurs. YBIItaly periodically organizes entrepreneurial training courses for young future entrepreneurs who want to realize their business idea but need to deepen their knowledge of "doing business". The initiatives organized by YBIItaly include group or individual training, e-learning learning courses, practical workshops, etc. In several Italian cities, "Up To Youth" is currently underway!
- **Mentoring.** Assistance and support to the young new entrepreneurs during the start-up and development phase of business. YBIItaly offers the opportunity for young entrepreneurs to be joined by a mentor who, thanks to his professional and personal experience, is able to provide valuable support during the various stages of starting up and developing an entrepreneurial business. In particular, the Mentors of PerMicroLab Onlus:
 - Assist and support micro-entrepreneurs during the start-up and / or development of their business
 - They are a reference figure for the micro-entrepreneur throughout the business creation process
 - Collaborate with microfinance institutions in accompanying and consulting micro-entrepreneurs

- **Access to finance.** Support to the young entrepreneurs searching for funds and finance of start-up initiatives.

4.1.4. THE NETHERLANDS – Qredits⁶

DESCRIPTION AND RATIONALE

Qredits is a private foundation started on 1 January 2009 by a group of public and private partners. Qredits is the only nationally operating Microfinance Institution in The Netherlands. Qredits vision is to help young entrepreneurs with a viable business plan to successfully start-up or expand their business. Qredits' mission is to provide financing and mentoring for micro-entrepreneurs in the Netherlands that have a viable business plan, yet are unable to obtain credit facilities from conventional lending institutions. Besides that Qredits offers many training opportunities including an educational program for use in high schools and colleges.

The funding for Qredits loans comes from the Dutch government, the larger commercial banks (ABN Amro, BNG, ING, Rabobank), a syndicate of insurance companies, and the European Investment Bank. From the EU (via the European Investment Fund) there is also support by means of guarantee facilities, i.e. through the EaSI program and the COSME guarantee.

BENEFICIARIES

- Young entrepreneurs with a viable business plan to successfully start-up or expand their business.
- Students aware of entrepreneurship at an early stage.
- People coming out of an unemployment situation collecting unemployment benefit and school drop-outs

SERVICES OFFERED

➤ Credits

Qredits has adopted an approach that appears to be a new sustainable approach to microfinance: a blend of traditional banking with a highly sophisticated IT support system. 17 Loan officers are assigned to specific geographical areas and visit and assess loan applicant's onsite. The loan assessment process is personal and tailored to the customer's needs, a necessary aspect for a target group that cannot be assessed through standardized methods and criteria.

To help entrepreneurs succeed, the Qredits provides:

- *Microcredit loans up to €50,000*
 - A Microcredit is a commercial loan of maximum €50.000 provided to starting and existing entrepreneurs in small and medium-sized businesses. Qredits helps people who have an idea and want to take that idea. That can be everyone. Someone who

⁶ Address: Wierdensestraat 27, Postbus 302, Almelo, 7607 GE, Netherlands, tel: + 31 546 53 40 10, website: <https://qredits.nl/>

has worked for a boss for 30 years, a student without work experience, someone who is unemployed or an existing entrepreneur.

- *SME business loans from €50,000 – €250,000*
 - An SME loan is a business loan for a credit requirement of at least € 50,000 and up to € 250,000 for starting and existing entrepreneurs in SMEs.
- *Mortgage loan*
 - This is a mortgage special for the financing of commercial real estate. A mortgage loan is a loan of € 50,000 to € 250,000 for the financing of commercial real estate. The term is 1 to 20 years.
- *Flexible credit*
 - The Flexible Credit, also called working capital credit, offers entrepreneurs additional financial space. It is used for short-term financial needs to supplement cash flow shortage, pay bills, late /non-paying customers, or to stock up. Payment capacities of entrepreneurs are increased by closing a flexible credit.
- *Subordinate Loan*
 - Subordinate Loan is a loan from € 100,000 to € 250,000. The subordinate loan helps improve the equity position of entrepreneurs. It can only be issued in combination with another loan and requires a light due diligence by a registered accountant. It is used for existing entrepreneurs or business take-over, Term is up to 10 years with Interest of 10,75%.

➤ **Coaching**

The Qredits has a network of 600 coaches offering wide range of services. All 600 coaches from Qredits volunteer their knowledge and expertise. The Qredits coaches provide support, with mutual respect, trust and engagement being key core values. Coaching services are available with or without a loan from Qredits and before or after start-up. There are three types of services offered within this program:

- *Guidance on business plan*

The coach helps entrepreneurs to structure their ideas and working out their plan. Entrepreneurs can ask their coach for questions regarding market of product or service, investments, operating budget, funding etc. For a period of up to six months, entrepreneurs have four to six conversations with their coach.
- *Finance and administration*

In this coaching program, a coach assisting entrepreneurs in building and structuring the cash flows in their companies. For a period of up to six months, applicants have four to six conversations with their coach.
- *Marketing and sales*

This coaching program focuses on the effective deployment of marketing and sales tools to increase entrepreneurs' sales.

➤ **Online tools**

Qredits has several online tools that can be very useful to entrepreneurs. The following tools have been specifically designed to help entrepreneurs successfully start or expand their business. Some of them are available in English: **E-learning Tools** (How to write a business plan e-learning; How to write a sales plan e-learning; Credit Management e-learning; Microfinance Mentoring e-learning); **Free Tools** (Entrepreneurial competency test; Business plan template; financial plan template)

➤ **Educational programs**

The purpose of this educational program is to make students aware of entrepreneurship at an early stage. Currently Qredits offers two types of educational programs:

- EigenBaas (Be Your Own Boss) School program
- EigenBaas Evening Classes

1. EigenBaas School Program

In 2013 Qredits launched the EigenBaas Educational program for high schools and vocational colleges in the Netherlands.

The educational program consists of:

- Kick-off in which an education mentor of Qredits gives a guest lecture about entrepreneurship and financing. In this guest lecture it is paramount that the stipulations a business plan must meet are highlighted as well as the way in which a credit provider such as Qredits or a regular bank assesses this.
- E-learning: After that, mentored by an economy teacher the students work independently on the EigenBaas e-learning program to write a business plan for their own company (fictional or real).
- Guest lecture: During the programme several guest lectures are organized by existing entrepreneurs as well as Qredits mentors.
- Pitch: the plans are reviewed together with a mentor (typically a local entrepreneur) and finally each student has to pitch his/her business plan before a jury panel.
- Certificate: the educational program is completed with an exam and, upon passing, the students will receive the EigenBaas certificate.

So far this program has been rolled out in more than 100 classes at vocational colleges and high schools involving more than 3,000 students.

2. EigenBaas Evening Classes

The EigenBaas evening classes are designed specifically for people coming out of an unemployment situation collecting unemployment benefit and school drop-outs.

The program consists of:

- 10 evening classes with lectures on a variety of subjects relating to entrepreneurship
- E-Learning How to write a business plan
- Pitch event where student pitch their business plan
- Certificate upon completion Students who have completed this program will be able to make an informed decision whether entrepreneurship is the way to go for them and possibly have a better chance of obtaining a loan.

4.1.5. SWEDEN – Swedish Jobs and Society⁷

DESCRIPTION AND RATIONALE

Swedish Jobs & Society (NyföretagarCentrum), established 1985, is focused on the start-up of new viable enterprises and seeks to support serious entrepreneurship across all of Sweden by providing professional start-up advice to people thinking about starting a business.

It helps people to become successfully self-employed, with the creation of additional jobs and tax revenues. It works on a local level through some 90 Enterprise Agencies, which cover 200 of Sweden's 290 municipalities. It acts as an umbrella for all Enterprise Agencies in Sweden.

In summary, NyföretagarCentrum:

- Stimulates and facilitates the start-up and growth of new viable companies;
- Works through dedicated professionals;
- Gives help to self-help;
- Builds and maintains a network for transfer of best practice;
- Strengthens the local community;
- Strongly contributes to the renewal of Swedish private business.

Advisors who have personal experience from the business world operationally lead each Enterprise Agency. Most of them are, or have been, self-employed. In addition, a broad network of local experts from different branches of business is at hand for support. An advisor at an Enterprise Agency evaluates the business idea, personal qualifications, the potential market, supports the creation of a market plan, goes through economic calculations and budgets, evaluates investment requirements and financing, goes through legal issues, insurance and formal requirements – and, finally, helps out with contacts through relevant networks.

NyföretagarCentrum operates with 12 staff centrally, based in Stockholm, and 200 advisors, employed on a consultancy basis, in the 90 Enterprise Agencies. Private industry, authorities, and organizations finance NyföretagarCentrum activities. The important aim is that more than 50% of the financing of each Enterprise Agency, as well as the Jobs and Society Foundation, should come from the industry.

There are about 2,400 companies and organisations supporting NyföretagarCentrum work across Sweden. More than 7,000 people from local and national businesses that are available to give support to entrepreneurs thinking about starting their own business are offered throughout the country. An entrepreneur can get advice on how to fill out forms from many places, but only one player can offer connections directly into local business life – *free of charge*.

BENEFICIARIES

- Young people (18-25 years) want to establish new start-up.
- Young entrepreneurs that already set up a business.

⁷ Address: Skeppsbron 22, 111 30 Stockholm, Sweden, tel: +46 08-14 44 00, email: mail@nyforetagarcentrum.se, web: <http://www.nyforetagarcentrum.se/>

SERVICES OFFERED

➤ **Counselling**

○ *Regular information meetings*

During the year, regular information meetings are arranged (usually as a breakfast meeting or an afternoon party). Date is published on the website on a continuous basis. During such a meeting, general information on how to start business is reviewed. Pre-registration for information meetings could be done through Book Consulting tool.

○ *Networking Meetings* (where new entrepreneurs meet and exchange experiences) are for entrepreneurs who have already been advised.

➤ **Access to finance**

With SEB's Entrepreneurship Loans, young people can borrow from 10,000 and 25,000 kronor. The loan is available to cover Start-up costs for the young entrepreneur.

The applicants should be at least 18 years and not more than 25 years; Be free from payment remarks (regular credit check, no payment remarks); Accepted in a credit test; Have been consulted and reviewed business plan and budget at NyföretagarCentrum; Be a customer at SEB and, in connection with the loan payment, have either the Simple Company or the Company Package.

➤ **Mentoring**

New entrepreneursCentrum was already commissioned to design a mentoring program for new entrepreneurs in 2006. The program, classified as Mentor Own Business, was strengthened in 2007 and was supplemented with an additional effort for only female entrepreneurs. Throughout the years, creative industries and entrepreneurs with foreign descent have also been implemented. Since 2012, there is collaboration with ALMI through Mentor Start Company. The program gives experienced entrepreneurs a chance to help less experienced and new colleagues develop.

The program means that new entrepreneurs after consultation have the opportunity to access a mentor free of charge, which contributes their experiences and their network on an ideal basis. This enables business start-ups to be made easier and the profitability and success of the new company come faster. The program is underway for a year. After information and education, the adept and mentor meet 10 - 12 times (once a month) for about two hours each time. Adepts and mentors are also invited to joint networking at their local New Business Center.

The companies that undergo the Mentor Own Business program show a significantly higher survival rate.

➤ **Education**

○ *E-courses*

NyföretagarCentrum offers a set of E-courses with the main purpose to educate young entrepreneurs. Writing a business plan. With this course, young people get the skills they need to make a business plan.

➤ **Organization of special events, fairs, and education events**

ACHIEVEMENTS

To date, NyföretagarCentrum has been involved – via its advisors – in starting 180,000 new companies, in recent years on average 10,000 start-ups a year. Typically, over 34,000 jobs are

created in the following 3 years. In 2012, NyföretagarCentrum advisors met with 22,500 people and helped 9,400 start-ups. Businesses started and jobs created generate SEK 4,300M (USD 661M) in tax revenues each year (direct and indirect). It is vital that more companies start but the overriding issue is that they successfully survive. Only 1% (or actually 0,67%) of companies having started via a NyföretagarCentrum go bankrupt after three years – with 82% still being active.

4.1.6. FRANCE – Planet Adam⁸

DESCRIPTION AND RATIONALE

Planet Adam, an entity of Positive Planet NGO, is a non-profit organization devoted to fighting social and economic exclusion in disadvantaged urban areas by supporting business creation.

Planet ADAM is a network of 29 local branches settled in the heart of disadvantaged districts. The core business consists in contributing to local development by helping disadvantaged populations to start their business. Most of the economic and social problems in France are embedded in the Urban Renewal Zones: record youth unemployment, a high concentration of people living below the poverty line, insufficient access to health care and low level of qualifications... At the same time, these zones have a very strong entrepreneurial momentum with a company creation rate which is twice that of the average national, but which struggles to convert into job creation.

Positive Planet France is coordinated at the national level to share and exchange best practices to foster innovation and guarantee quality service to entrepreneurs.

General objectives are:

- Fight social, territorial and financial exclusion by supporting a population excluded from the labor market.
- Allow access to entrepreneurship and employment.
- Develop and coordinate the implantation, in priority urban areas, of a local network of agencies established to raise awareness, identify and support individuals, living in insecure socio-economic situations, to help them develop their company projects.

Partners:

- Strategic:
Caisse des Dépôts et Consignations, Pôle Emploi, ACSE, FSE, Local authorities, Bettencourt Foundation, PSA Foundation, BNP Paribas Foundation, L'Oréal, Microsoft
- Operational:
Accenture, CrossKnowledge, YBI, Cabinet Eleven, Ernst & Young, Deloitte

Budget:

- Project start-up: 2006
- 2M€ budget annually

⁸ Address: 44 rue de Prony 75017 , Paris, France, tel: +33 01 49 21 26 29, email: Youssef.balboul@planetadam.org, website: <http://www.planetadam.org/>

BENEFICIARIES

- The 18-35 year olds, or people who have only lived on basic welfare benefits for several years, who wish to re-establish themselves professionally by creating a new activity.
- More than 3,500 people are admitted to the company creation program each year.
- Local authorities who benefit from collaborating with an efficient local economic development player.

SERVICES OFFERED

The overall program contains three steps:

- **Raising awareness** amongst inhabitants of underprivileged areas about entrepreneurship: Planet Adam staff organizes collective sessions with local partners in order to stimulate entrepreneurship motivation and willingness, empower people to become entrepreneurs, inform them on their rights and possibility of becoming an entrepreneur;
- **Accompanying project promoters** to make sure their projects are feasible and valid, help them formalizing and structuring their business ideas: professional advisors from Planet Adam accompany during 3 to 6 months the future entrepreneurs to carry them through the framework of our program. Planet Adam coaches the promoters to build up their own tools to formalize their projects: business case, market studies, commercial strategy, business plan, juridical structuration... Supporting project promoters in all stages of business creation until registration including their search for funding;
- **Post start-up support**: continuation of coaching the entrepreneurs by offering them training, personal advices and orientating them towards appropriate partners and networks, to assist them in the pursuit of their activity, in order maximize their chances of success in their business development.

ACHIEVEMENTS

Results in 2016:

- Sensitized people 6.518
- Accompanied persons 4.314
- Business creation 928
- Jobs created 1.068

4.2. GERMANY: Social Impact⁹

DESCRIPTION AND RATIONALE

Social Impact GmbH is a non-profit organization that was founded in 1994 under the name 'iq consult'. Since then, Social Impact has been instrumental in designing and implementing innovative qualifications and start-up support for socially disadvantaged groups.

⁹ Website: <http://socialimpact.eu>

Social Impact provides expert start-up consultancy. To date, several thousand companies have been set up with the support of Social Impact. For several years, Social Impact has focused on supporting social start-ups that use their ideas to solve social challenges in an entrepreneurial way. Social start-ups are given grants that fund up to eight months of professional consultancy, coaching, workshops and co-working workplaces. Social Impact also offers foundation programs for special target groups (migrants, young unemployed people and people with disabilities).

Since 2011, Social Impact GmbH, which is a non-profit organization, has been developing labs offering the start-up programs. There are already Social Impact labs in:

1. **Berlin**
2. **Hamburg**
3. **Frankfurt**
4. **Leipzig**
5. **Duisburg**
6. **Potsdam**

The labs provide scope for co-working, networking and events in addition to the programs already mentioned. Social Impact has a staff of about 50 and is sponsored by well-known companies and foundations (such as SAP, the KfW Foundation, the Deutsche Bank Foundation, the JPMorgan Chase Foundation, the Professor Otto Beisheim Foundation, Franz Haniel & Cie. GmbH, the Drosos Foundation and the Telefonica Foundation).

The advisory board is a network that brings together representatives from the business community, academia, foundations and the media.

ACHIEVEMENTS

In the programs supporting social start-ups in the period between 2011 and the end of 2015:

- Some 300 teams were taken on
- About 170 Teams set up a social enterprise
- Over 20 teams discontinued their business activities
- Teams won over 150 national and international awards.

4.2.1. Social Impact Lab Berlin¹⁰

DESCRIPTION AND RATIONALE

Social Impact Lab Berlin offers space for co-working, events, workshops and seminars on social innovation and entrepreneurship. Social start-ups, corporations, freelancers and all who are in some way engaged in social business find their place within the lab. Social Impact Lab Berlin initiate change and support all those who wish to make a positive impact on society – with new products, services, projects and ideas.

Location and space of lab:

¹⁰ Website: <http://berlin.socialimpactlab.eu>

- Creative lounge

Creative lounge For team meetings, small receptions, meetings and workshop sessions. The creative lounge offers space for exchange and inspiration. Participants are also provided with flipcharts, moderation materials and beamer. The creative lounge can accommodate up to 25 people.

- Kitchen

The kitchen is the heart of the lab. Here participants can realize their reception, a dinner, but also a cosy evening event. Kitchen equipment is available. On request, the participants could be provided with a fair and regional catering service. The kitchen can accommodate up to 15 people.

- Consulting room

Consulting room provides participants with space for meetings and small workshops. It is designed for max. of 6 persons.

BENEFICIARIES

The potential beneficiaries are social-innovative founders with new and fresh ideas to make the world a bit better. It does not matter if it is an individual entrepreneur or the team and which legal form (association, cooperative, GmbH etc.) the company have. Whether potential beneficiaries are working on Web 2.0 based solutions, initiating donations or help projects, or developing products and services, they are supported from the development of ideas to the start of their company and beyond.

- Everyone who has a socially innovative idea and has not yet started the market with the company.
- Everyone who has creative and entrepreneurial talent and Sufficient time resources to start a business
- Everyone who wants to work on his ideas together with other social contractors at one of the locations

SERVICES OFFERED

➤ **Consulting**

Individual consulting with regard to setting up businesses, legal issues, marketing and financing strategies for projects. Consultants have many years of experience in start-up consultation.

➤ **Scholarship**

Social Impact Lab Berlin offers the scholarship and qualification programs:

- Startery Professional,
- INCOME. Perspective Germany
- Think Big Pro

- **Startery Professional**

Qualification program Startery Professional, SAP and Social Impact offer applicants intensive and innovative support program of five months for their social-innovative foundation or the further development of their start-ups. Startery Professional offers personal mentoring and workshop by SAP employees for five months as well as:

- Information and professional qualification in the area of social entrepreneurship
- Participation in four one-week innovation demonstrations on Theory of Change, Business Model Development, Business Model Canvas & Implementation
- Collaboration with experts from SAP and Social Impact around the topics of business start-up and non-profit (eg design thinking, business model development, impact measurement, financing)
- Flexible Workshop Modules (including Sales, PR, Finance, Social Entrepreneurship, Team Building, Organizational Development)
- Diverse contacts and network events to companies, authorities and interest groups

The program is looking for people who already have an idea to solve a social problem and would like to start a company. It does not matter if an association, a GmbH, cooperative or other legal form is to be founded. Non-profit associations who want to develop further can also apply.

- **INCOME. Perspective Germany.** INCOME. Perspective Germany addresses (socially) entrepreneurial and community-minded individuals who are trying to improve the social and economic participation of refugees by way of innovative models and concepts, including access to education, vocational training and jobs.

- **Think Big Pro**

Think Big encourages community to tackle current societal challenges. Think Big is a youth program of the Telefónica Foundation and the German Children's and Youth Foundation (DKJS) together with O2. The international program Think Big promotes projects nationwide and is represented in all federal states with contact partners.

Think Big target groups are young people from 14 to 25 years old who have project idea that faces with current societal challenges.

Think Big offers the following set of services:

- *Coaching:* In the 8 months applicants get a coaching tailored to their needs to reach their milestones. In addition, they are provided with professional consultants (e.g. a marketing expert or a lawyer) for specific topics. In the two-day on boarding workshop they learn useful tools, e.g. Design Thinking methods and methods for the development of a business model.
- *Cash:* With up to 5,000 Euros, Think Big promotes five selected projects.
- *Co-working:* Supported project team have a place for eight months in the Social Impact Lab in Berlin, Hamburg, Leipzig, Frankfurt am Main and /or Duisburg. This gives them access to a large community of social entrepreneurs and can participate in exciting events and further education.
- *Digital Support:* If applicants have any questions about digital issues, the experts of the Think Big Digital Workshop are available online and offline.

➤ **Workshops**

Social Impact Lab Berlin offer a wide range of workshops and seminars on all aspects of social entrepreneurship – from the beginner seminar, "How to start a social business", to "Idea Reframing" and "Pitch Training".

➤ **Education Innovation Lab**

With a digital learning environment, Lab provides students with inspiration, a learning space and a tool for up-to-date learning. The materials that are used here integrate media and content from the

Internet, such as videos, podcasts, and apps, and offer various entry points in one theme. Thus different interests and passions are addressed to pupils, as well as a variety of learning types. Interactivity, networkability and multimediality enable feedback systems that provide the learners with permanent feedback on their learning make suitable skills visible and compile their own learning paths.

For teachers, the digital learning environment provides a work structure and framework for the individual care of the learners.

4.2.2. Social Impact Lab Hamburg¹¹

DESCRIPTION AND RATIONALE

The Hamburg Social Impact Lab is a foundation consultancy for young people up to the age of 30 who are unemployed or threatened by unemployment and who want to become self-employed in the Hamburg region. In January 2013, the Hamburg Social Impact Lab opened its doors. Since then, it has supported social entrepreneurs in a space of about 160 square metres. Social Impact Start programme scholarship holders receive coaching and consulting here, as well as plenty of further support to set up their social businesses.

The Hamburg Social Impact Lab holds many events for interested persons on all aspects of social entrepreneurship.

BENEFICIARIES

- Young people who are unemployed or threatened by unemployment
- Young social entrepreneurs in the start-up phase
- Socially entrepreneurial and community-minded individuals who improve the socio-economic participation of refugees.

SERVICES OFFERED:

➤ **Jung starter**

Jung starter is a Start-up consultancy programme for young people who are unemployed or threatened by unemployment. The programme is funded by Hans-Weisser-Stiftung.

There are 4 phases in this program:

1. *Orientation* - In the orientation phase, applicant's competencies and idea are evaluated.
2. *Planning* – Together with experts, young people work on their business concepts; define their product / service and unique settings analyse market and target group; research competitors; compile a marketing concept and calculate a financial plan. In addition, applicants can attend seminars on relevant topics such as "Marketing", "Law" and "Accounting", which provide them with the most important business principles for their own project.

¹¹ Website: <http://hamburg.socialimpactlab.eu>

3. *Start-up* - In the start-up phase applicants are advised on the following topics: choice of legal form, registration with the financial and commercial office, application for a start-up grant or entrance fee, preparation of a bank talk, application for bank loans, promotion programs and organization of the business.
4. *Growing* – In this phase, entrepreneurs have first assignments and start slowly into their independence. Lab partners and Experts help entrepreneurs in the first year of enterprise.

➤ **Impact starter**

Impact Starter is a scholarship program for young social entrepreneurs in the start-up phase. The scholarship includes co-working, coaching, counseling and networking in the Social Impact Lab Hamburg. Impact Starter is made possible by Barclays.

It doesn't matter whether potential applicant start out as a single entrepreneur or in a team, nor what type of legal form (incorporated association, registered cooperative society, limited liability company... etc.) start-up will have. Impact starter offers support from the idea development to the start of business and beyond.

Impact starter support social start-ups in the launch phase of their socially innovative business ideas. It is offered individual coaching, professional consulting for specific business creation topics in the field of social entrepreneurship, mentoring, co-working space, addressing and matching to potential financing partners as well as professional assistance in writing applications for financial support e.g. foundation and government aid. The programme has an equivalent value of 12.500 EUR and runs for up to eight months.

Selection process

Before being accepted in the scholarship programme, selected applicants present their projects in a pitching session. In just 5 minutes, potential applicants should try to convince jury by presenting their idea and the social problem to be solved. The team and the concept should be introduced as well. Impact Starter is supported by various partners with their knowledge and expertise. With these partners, the social start-ups during the application process are jointly selected. Together with partners, programme gives every scholarship holder individual feedback and advice after about 4 months' work on the social project. Different partners participate as jury members on a rotational basis.

➤ **INCOME. Perspective Germany**

INCOME Perspective Germany addresses socially entrepreneurial and community-minded individuals who improve the socio-economic participation of refugees. Sponsored by KfW Stiftung.

Within this program it is awarded scholarships to support socially innovative ideas and projects that give refugees a social and economic perspective. The scholarship has duration of up to eight months. During this time, there is coaching, expert advice, workshops, co-working jobs and the chance of winning start-up money.

4.2.3. Social Impact Lab Frankfurt¹²

DESCRIPTION AND RATIONALE

Social impact lab Frankfurt, opened on 26th February 2014, offers up to eight months of inspiring co-working space, coaching & consulting as well as access to relevant networks, workshops & events for socially-innovative founders - free of charge! Young people with a migration background and social entrepreneurs work under the same roof on business ideas and their professional development in the Frankfurt Social Impact Lab.

BENEFICIARIES

- People who want to start their own company with a socially innovative idea
- Young unemployed people with a migration background on their way to becoming self-employed

SERVICES OFFERED

The project partners have developed a separate programme for each group:

- Anders Gründer
- Chancen Nutzer

➤ Anders Gründer

Anders Gründer, sponsored by the KfW Stiftung, is the first start-up centre in the Frankfurt area to focus directly on social innovations which aim at finding solutions for social problems in an entrepreneurial way. The project Anders Grunder encourages and empowers people to transform their idea of solving a social problem into a sustainably effective company. They are supported by the professional team of Social Impact gGmbH, which has launched almost 200 start-ups in its successful Social Impact Labs.

All those who want to start their own company with a socially innovative idea can apply. Before entering the project, there is a multi-stage application procedure. The candidates selected on the basis of a written application present their idea for the social problem to be solved in only 5 minutes at a public pitch. Also team, concept and finance should be as far as already present in the presentation entrance. Programme offer seminars on the structuring of socially innovative business ideas at regular intervals.

Social impact lab Frankfurt support young people and their social start-up in the initial phase of socially innovative business idea. Funded by the KfW Foundation, the following services are offered: individual coaching; professional advice on specific entrepreneurship topics in the area of social entrepreneurship; co-working space; addressing and matching potential financing partners; as well as professional support for foundations and funding applications. The support runs for the respective start-up up to 8 months. The inclusion in the project is linked to the use of the co-working offer in the Social Impact Lab Frankfurt / Duisburg.

¹² Website: <http://frankfurt.socialimpactlab.eu>

The range of services is therefore from the free provision of co-working spaces to the professional support (counselling, coaching, and qualification) of the social entrepreneurs. In Frankfurt, at least 30 start-up teams are to be accompanied each year.

➤ **Chancen Nutzer**

Chancen Nutzer, sponsored by the JPMorgan Chase Foundation, is the first nationwide project to accompany young unemployed people with a migration background on their way to becoming self-employed. It offers holistic, individual professional orientation. The concept in Frankfurt is intended to be of a pilot nature for other founding centres in this field in Germany. Chancen Nutzer offer space, qualification, contacts and coaching on the path to self-employment and the development of other career prospects for young people with an immigration background. The support ranges from the generation of ideas, the concrete elaboration of the career choice or the founding strategy, through qualification and coaching, to support during the start and growth phase of an independent activity.

Services offered

- Individual clarification of professional interests, strengths and opportunities as well as a great free-of-charge workplace in the Social Impact Lab Frankfurt
- Support on the way to self-employment from the idea-finding to the successful start
- Coaching and qualification by experienced consultants and lecturers, support for job search and application procedures, access to micro financing
- The services are 100% funded by the JPMorgan Chase Foundation - for applicants, participation in the project is completely free of charge

Target groups: Foreigners as well as people with an immigration background of up to 30 years from the Rhine-Main region.

4.2.4. Social Impact Lab Leipzig¹³

DESCRIPTION AND RATIONALE

The Social Impact lab in Leipzig offers 260 sqm of floor space in the Stelzenhaus (an old industrial building) where it provides support for social entrepreneurs. The Social Impact lab in Leipzig is financially supported by the Drosos Foundation. Social start-ups can get support in the form of co-working space, coaching, consultancy, workshops and networking. A living allowance can be provided to selected entrepreneurs. The Social Impact lab in Leipzig also provides support for start-up teams that are setting up a social enterprise in Portugal or Spain.

BENEFICIARIES

- Individuals or team who want to start their own company with a socially innovative idea
- Young people up to 30 years who are unemployed or threatened by unemployment
- Young people who would like to found a social enterprise in Spain or Portugal
- Researchers in the social sciences and humanities

¹³ Website: <http://leipzig.socialimpactlab.eu>

SERVICES OFFERED

Programmes:

➤ **Social & Foundation**

Social & Foundation is the program for social start-ups in Leipzig. With Social & Founders, 16 founding teams receive the opportunity per year to develop their social-innovative idea as a social enterprise. Eight months of free support, consulting, co-working, coaching & workshops.

- **Coaching**

An important part of the scholarship program is the individual accompaniment during the start-up process. Each team gets a coach, who is a permanent contact for all questions and problems during the whole scholarship period and accompanies the development of the business model. As well as establishing contact with important stakeholders.

- **Qualification**

From the very beginning, much emphasis is placed on the transfer of knowledge relevant to basic knowledge. In team-specific workshops, customized consulting and mentoring partnerships, as well as expert talks, the Start-up Team is provided with the necessary know-how, the soft skills, the relevant business facts and network contacts.

- **Community**

In addition to support and coaching, part of the scholarship is a workplace in the co-working space for the whole team. In addition, Social Innovation Lab Leipzig regularly organizes network events, establishes contacts with partners and potential stakeholders and creates space for founding community to network and support on the ground.

Application procedure

Potential applicants should complete online application where they should define the problem that they want to solve with their idea, what experience they have had in the industry so far, and how they value their business skills. 2 people of the team are invited to a one-day pitch training workshop. Here, on the one hand, they have to practice the presentation in order to be able to understand their idea clearly. After the Pitch Training Workshop, finalists are selected and invited to the pitch. At the public event, each team presents their ideas to a specialist jury and audience. Each team gets 5 minutes to present their idea, followed by 7 minutes of Q&A. In the end, the expert jury decides who will soon be able to implement idea.

➤ **Even & Permanent**

Even & permanent is a start-up consultation for young people up to 30 years who are unemployed or threatened by unemployment and want to make themselves independent in the Leipzig region.

➤ **Start-ups in Residence**

The start-up scholarship for start-up teams from Portugal and Spain. In the Social Impact Lab Leipzig, start-ups receive extensive support. This service is intended for young people who would like to found a social enterprise in Spain or Portugal, including coaching, co-working, consulting and workshops.

➤ **RegPol²**

RegPol² is a network of researchers in the social sciences and humanities, funded by the European Union. In the project period, five researchers are accommodated for a 1-3 month or 3 years.

4.2.5. Social Impact Lab Duisburg¹⁴

DESCRIPTION AND RATIONALE

Social Impact Lab Duisburg is a joint initiative of the Prof. Otto Beisheim Foundation, Franz Haniel & Cie. GmbH, the KfW Foundation and Social Impact gGmbH. Social Impact Lab Duisburg is the hotspot for social entrepreneurship in the region. The Lab offers qualification, co-working jobs, event facilities, network events, shared services, coaching & consulting for social entrepreneurs and social start-ups.

BENEFICIARIES

- People who want to start their own company with a socially innovative idea
- Socially entrepreneurial and community-minded individuals who are trying to improve the social and economic participation of refugees
- Start-ups in the field of social welfare

SERVICES OFFERED

Within the lab, social entrepreneurs receive comprehensive and professional support - including co-working space, coaching & consulting, workshops and networking events.

➤ **Anders Gründer**

The project Anders Grunder encourages and empowers people to transform their idea of solving a social problem into a sustainably effective company. They are supported by the professional team of Social Impact gGmbH, which has already launched around 250 start-ups in its successful Social Impact Labs. We offer the program in Frankfurt and Duisburg.

➤ **INCOME. Perspective Germany**

INCOME Perspective Germany addresses (socially) entrepreneurial and community-minded individuals who improve the socio-economic participation of refugees. The programme is sponsored by KfW Stiftung.

Within this program it is awarded scholarships to support socially innovative ideas and projects that give refugees a social and economic perspective. The scholarship has duration of up to eight months. During this time, there is coaching, expert advice, workshops, co-working jobs and the chance of winning start-up money.

➤ **Innovation²**

Innovation² is a cooperation project of Social Impact, Fröbel e.V., Paritätische Berlin, Paritätische NRW and the Paritätischer Gesamtverband. With Innovation², start-ups in the field of social welfare are promoted. In addition to the classic scholarship programs offered by social start-up programs, participants receive innovation mentoring and thematic-specific qualification of the project partners.

¹⁴ Website: <http://duisburg.socialimpactlab.eu>

➤ **Social impact finance**

Crowdfunding and financing. Support for social start-ups in the development of financing forms, among others, through own Crowdfunding platform. Social impact finance associates all social impact programs with different partners to improve financing conditions of social start-ups.

Many social enterprises are already failing in the start-up phase because they lack the potential founders of technical and methodological knowledge and do not have access to financing. In contrast to the extensive range of support offered for traditional entrepreneurs, the social contractors cannot make any or only a few support services - due to the lack of profit orientation. In the context of Social Impact Finance, Social Impact is currently developing a differentiated range of services to fill gaps in the financing support for social start-ups and to build bridges between social start-ups and donors. The Social Impact Finance program currently consists of three main program areas:

- *Crowdfunding*
The qualification for the preparation and execution of crowdfunding campaigns for social start-ups is the content of this program that was launched with the support of the Deutsche Bank Foundation. Crowdfunding provides a promising form of financing which can close an important gap, particularly in early-stage financing in the financing segment of up to EUR 50,000. Social Impact has developed a qualification process together with different cooperation partners, which supports social start-ups in the planning and implementation of crowdfunding campaigns. Over 20 campaigns for social start-ups have been realized to this day, enabling them to finance more than half a million euros.
- *Ready for finance*
With the aim of facilitating access to start-up capital, the systematic consultation and monitoring of social start-ups by Deutsche Bank employees is the subject of this qualification program.
- *The effective fund*
The fund was launched by SAP, Deutsche Bank and Social Impact in 2016 to support non-profit initiatives and social start-ups in the financing of its projects, to optimize the efficiency of the central budget and to achieve a higher impact.
Applications for the fund can only be submitted online here. The best 50 best submissions are presented in a public voting. This and the decision of the expert jury is the basis for the selection of six finalists for the fund of action. Selected teams participate in the Boost workshop with experts from Deutsche Bank and SAP to check their ideas. A focus is on the financing strategy, which is examined for its feasibility. Optimization proposals for the business and financing concept are being worked out together. After the Boost workshop, the teams integrate the recommended recommendations in their business and financing models. They are supported by social impact coaches as well as by mentors of Deutsche Bank and SAP.
At a public pitch event, six selected start-ups present their sharpened concepts. The jury then decides on the allocation of financial resources and their amount. Each start-up has the possibility to receive up to 25,000 EUR.

4.2.6. Social Impact Lab Potsdam¹⁵

BENEFICIARIES

- Young people up to 30 years who are unemployed or threatened by unemployment
- People with a background in immigration who live in Brandenburg

SERVICES OFFERED

There are currently offered two programs at the Social Impact Lab Potsdam:

➤ **Enterprise**

Target group: Founding advice for young people up to 30 years who are unemployed or threatened by unemployment. Sponsored by MASGF, MWE (ESF, Land Brandenburg).

Enterprise - Programme offers young people services on their way to self-employment: starting with idea of founding, the creation of the business plan and the official foundation. Already more than 500 people who are interested in the company have made themselves independent with Lab's help. Everything is there, whether it's an online retailer, a graffiti artist, a cosmetic studio, an auto repair shop, an advertising agency, a café or a restaurant.

➤ **Pilot service**

Target group: People with a background in immigration who live in Brandenburg. Social Impact Lab Potsdam offers the volunteer service for migrants. The programme is sponsored by MASGF (ESF, Land Brandenburg). The Immigration Service for Immigrants is aimed at all those with a migrant background who are permanently resident in the state of Brandenburg as well as unemployed.

Implementation of the programme

1. Initial Consultation

In this individual initial consultation potential applicants are informed about the program and the most important steps in connection with preparing a business start-up.

2. Development center (3 days)

Applicants then participate in a Development center (DC), which is specially tailored to migrants. Only independent external service providers are entrusted with the implementation of the DC. In a group of a maximum of 12 people, development potentials of applicants are recorded with regard to the planned start-up. A personal development profile is then created. Participation in the DC requires basic knowledge of the German language. After the DC, the decision about admission to the qualifying consultation is taken.

3. Qualifying consulting in the pre-founding phase

At the center of the qualifying consulting is the development of a comprehensive business concept (business plan) as well as clarification of possible questions in connection with the business start-up. The costs for the qualifying consultation amounting to max 1.600 euros are taken over by Lab. The consultation takes place individually, as required, also in the respective mother tongue of the entrepreneurs. Only independent external service providers are entrusted with the implementation of the qualifying consulting services.

4. Further support in the start phase

¹⁵ Website: <http://potsdam.socialimpactlab.eu>

In the first year after the foundation new entrepreneurs are looked after by Social Impact Lab. They are informed about the current funding possibilities and relevant networks.

4.3. FRANCE: *Envie d'agir* (Keen to act)

RATIONALE AND GENERAL INFORMATION

'*Envie d'agir*' is a national programme in France to support the sense of initiative and entrepreneurship of young people between 11 and 30 years of age. The programme was launched in 1987 as 'Défi jeunesse' and has been continued as '*Envie d'agir*' since 2003. In 2011 it was transferred to regional implementation to better respond to young people's local needs. The project is intended to develop a culture of initiative, making young people its authors and actors and boosting their creativity, audacity and talent in local activism and social cohesion, citizenship and solidarity, sustainable development and entrepreneurialism.

The programme provides methodological resources, training, a website and scientific assistance in monitoring and evaluating the impact of the activities. A cross-sectoral national jury assesses the project proposals and a public-private partnership at all levels helps to promote the programme and disseminate its results.

Governance:

It is organised by the Ministry of Youth, Popular Education and Community Life and by the regions.

The partners to the programme include:

- Le Centre d'information et de documentation jeunesse (Youth Information and Documentation Centre)
- Le Conseil national des missions locales (National Council for Local Missions)
- l'Agence pour la création d'entreprise (Agency for Business Creation)
- l'Agence pour le droit à l'initiative économique (Agency for the Right to Economic Initiative)
- Reporters d'Espoirs (Hope Reporters)
- l'Office Franco-Québécois pour la jeunesse (French-Quebec Youth Office)
- le Réseau national des juniors associations (National Network of Junior Associations) and
- la Fédération nationale des foyers ruraux (National Federation of Rural Foyers)

BENEFICIARIES

- Young people between 11 and 30 years of age

SERVICES OFFERED

The programme particularly wants to provide educational, technical and financial support to help the young throughout their own projects, from conception to completion. A corps of nearly a thousand technical and educational experts have been mobilised through nearly a thousand support centres across French territory, using this original social tool based on the recognition of skills gained from personal experience.

Through non-formal and informal education and peer learning, the project has developed the autonomy, individual and collective responsibility and involvement of young people in social and public life and helped their social and professional integration. It has stimulated core competences

and skills such as expressing ideas, defending projects, adaptation in light of constraints, teamwork and individual work.

ACHIEVEMENTS

From 1987 to 2011 more than 28 000 projects were supported, two thirds of them relating to setting up businesses, and a budget of more than EUR 52 million in grants and EUR 64 million in sponsorship was collected by the 78 000+ young people who benefited. Personalised advice has been given to candidates through 950 contact points all over the country, along with training, financing, development and networking opportunities.

4.4. IRELAND: Young Social Innovators¹⁶

RATIONALE AND GENERAL INFORMATION

The young social innovators programme is working to support people from 18 to 30 years old and educators across Ireland, promoting and leading the way in education for social innovation and enabling them to act as a force for change in their local communities and in wider society. The programme encourages and assists national and local groups of young people engaged in community work to overcome poverty, deprivation, inequality, educational disadvantage and social exclusion. It provides innovative and flexible ways for young people to get involved in social action and social education. It offers a platform and a voice for young people on social issues as a means of creating a better society in Ireland and elsewhere.

Governance

Young Social Innovators is a registered company with charitable status. Young Social Innovators was founded in Ireland by Stanislaus Kennedy and Rachel Collier. It began its life in 2001 as a pilot project of Social Innovations Foundation Ireland Ltd. Young Social Innovators Ltd. (YSI Ltd) was incorporated in its own right in December 2005. YSI Ltd. was granted Charitable Status in June 2006 and is conducting its business independently since 1st July 2006.

Now the company works with hundreds of teachers and thousands of young people each year delivering social innovation education programmes, training workshops, events and resources.

Management and staff

There are a team of thirteen full time staff members and one part time staff member that includes CEO and a Management Group of four. The team is complimented with a Panel of Trainers who help in the delivery of training workshops to young people, educators and youth leaders throughout Ireland. There are also a wonderful group of volunteers who generously give their time to help run regional and national events. No top up payments are made to Young Social Innovators employees.

BENEFICIARIES

- Young people in second level schools
- Young people who want to sustain innovations and promote social entrepreneurship

¹⁶ Website: <http://www.youngsocialinnovators.ie>

SERVICES OFFERED

The programme develops services, activities, pilot projects and models of good practice.

It issues **research reports, educational materials** and other aids in relation to education, social exclusion, community action and other social issues. It also promotes social awareness within education systems. At the same time it **promotes projects** that have a positive influence on young people's lives and contribute to their personal development.

➤ **Interactive workshops**, designed for various age groups, help young people recognise their creativity and their potential, learn about social innovation and entrepreneurship and get a real understanding that what they do makes a difference in terms of human rights, community, equality, mental and physical well-being and the environment. They help boost the capacity to deal with uncertainty and change. Participants are given time and space to explore their sense of identity and gain an appreciation of difference, and encouragement is offered to the youth voice and to effective communication. Participants are invited to follow up on each workshop by undertaking a small social-innovation action.

➤ **Programmes and Initiatives**

Programmes and initiatives target young people in second level schools, Youthreach or youth organisations, supporting them and their educators to develop innovative solutions to tackle social issues in their communities and the wider society.

- **Social Innovation Recognition Awards for Schools**

YSI provides prestigious Awards to secondary schools taking part in its social innovation programmes. These awards recognise the resilience and commitment of young people, staff and management to social innovation education and to building a fairer, inclusive and more equal world.

Eligible: all second level schools registered and taking part in YSI Action programmes.

The School Awards scheme identifies two levels of achievement:

School Certification - Awarded to schools that complete a Young Social Innovators Action Programme (Senior) on an annual basis.

YSI Schools of Excellence Award - Awarded to schools which fully complete the Young Social Innovators Action Programme (Senior), Young Social Innovators Action Programme (Junior) and participate in #YSIWeek.

The Social Innovation School Awards scheme was developed in association with public partners in Ireland: the Departments of the Environment, Community and Local Government; Children and Youth Affairs; Education and Skills as well as WorldWide Global Schools and the Health Service Executive. It was launched by an Taoiseach in March 2014.

- **Social Innovation Action Programme (Junior)**
- **Social Innovation Action Programme (Senior)**
- **YSI Den**

Young Social Innovators is committed to helping young people sustain innovations and promote social entrepreneurship. Through the YSI Den, a Social Innovation Fund is made available to groups who successfully pitch for assistance to support or develop an idea, product or enterprise. In 2016, almost €12,000 as well as mentoring and practical support was awarded to YSI teams. The various supports that can be requested from the Social Innovation Fund include money, means and mentoring:

Money: Teams can request financial support that allows them to implement their ideas and plans. The average funding received is between €300-500. Successful teams will receive 75% of allocated funds at the Den and the remaining 25% when they complete a brief update report and provide receipts.

Means: Teams can request a specific support that allows them to progress their project. For example, teams may ask YSI to help them build a relationship or secure a venue to hold an upcoming event. Teams that have been allocated this type of support will be contacted by YSI after The Den to make arrangements.

Following a successful application, a maximum of three representatives will be invited to pitch to a panel who will decide on the allocation of the funds and supports. Teams selected for the Den will be eligible for the Social Entrepreneurs Award at the national Awards. Criteria for this include the ability of the team to show development, sustainability, passion and high impact.

Mentoring: Teams can request expertise to support, sustain and develop their project. YSI matches team with a relevant person or organisation who can provide this support.

4.5. GREECE - The Athens Center for Entrepreneurship and Innovation-ACEIN¹⁷

RATIONALE AND GENERAL INFORMATION

The Athens Center for Entrepreneurship and Innovation-ACEin is the incubation center of AUEB offering support to researchers and potential young entrepreneurs in order to develop innovative business ideas and bring them to the market. ACEin puts significant effort in supporting students pursuing either undergraduate studies and executive master's or doctoral degrees and researchers who wish to turn their innovative entrepreneurial ideas or scientific research results into a sustainable business model and subsequent start-up company.

The Centre helps the new ventures to develop their ideas and to move from the stage of idea in developing the concept and exit to market progress, while increasing the chances of success through constant interaction with the market. This process of progress, development and maturation of each new business idea for a product / service indicates that each group requires a different approach to teaching, mentoring, support services and networking activities. The approach used to provide such support actions based on multiple levels by the process of development and maturation of business forms.

¹⁷ Website: <https://acein.aueb.gr>

BENEFICIARIES

- Researchers and potential young entrepreneurs in order to develop innovative business ideas and bring them to the market

SERVICES OFFERED

The Center offers more than just physical resources. The key strategy is to offer training on how to establish and run a start-up, services from experts, mentoring and networking. In parallel, the Centre organizes innovative actions in the context of its wider synergies with the market in certain sectors, in order to introduce innovative solutions in specific market segments. As such, the basic pillars of its strategy include:

- **Education:** A carefully designed mixture of lectures, team assignments/ workshops, case studies and action learning. The courses are taught by faculty members and specialized industry experts.
- **Networking:** Organization of various networking activities at national and international level, team development activities, access to the European network of University-based incubation centers, networking and dissemination activities, participation in international exhibitions and events.
- **Consulting Services:** Teams are benefited from professional services (provided by experts) which vary depending on the team business maturity level, their specific needs and the capabilities of the Centre. The consulting services are provided in various fields, such as business planning, marketing, branding and design, IT development activities, accounting and legal issues etc. and are offered through personalized meetings with experts.
- **Competitions:** Access to mentors with proven corporate, start-up and venture capital experience and successful track record. Motivation through a series of events, competitions and award schemes.

The Athens Center for Entrepreneurship and Innovation gives its beneficiaries counselling services depending on the stage they are at and their specific needs. **Services include:**

- **Business Development:** design and evaluation of the business model, strategic planning, troubleshooting, deployment and use of new technologies, development of business plans
- **New Products / Services Design:** product development methods and processes, product or service development management, prototyping
- **Market Analysis and Marketing Strategies:** Sales program, market research and competition analysis, marketing, negotiation techniques, industry trends study method, strategy on e-business and social networks development and management
- **Team Management and Motivation:** vision and values formation, roles assignment, staff attraction, team motivation
- **Financing:** searching for business partners, funding from private equity, various types of risk capital operation such as risk venture capital, business angels, etc. state aid.
- **Financial Planning and Operational Issues:** tax, accounting and institutional issues, primary sources of revenue determination and cost centers with risk analysis, pricing determination.
- **Legal support:** Establishment of a company, partner relationships, brand fortification, staff contracts, conditions for use electronic platform, privacy issues, securing copyrights and patents.

4.6. POLAND: Youth in Łódź Programme¹⁸

RATIONALE AND GENERAL INFORMATION

To encourage young people to stay and work in the city after completing their studies, a consortium of the municipal workplace office, three major colleges and some 70 leading employers in Łódź have created a range of local inducements and incentive schemes for students and graduates since 2010.

The initiative is intended to counteract the trend for many young people to leave the city as soon as they graduate, and to demonstrate that Łódź is conducive to career development and provides a future for youngsters. Scholarships are offered by employers and a website helps provide practical skills in writing CVs and in making contact with companies for jobs and internships, and free courses on communication, presentation or project management. Study visits to companies are also available, along with co-financed language courses demanded by employers in Łódź for business contacts.

Facts about ŁÓDŹ

- 720 thousand of inhabitants (3rd in Poland)
- -4.9 Natural increase per 1000 population
- -1.7 Net migration (in thousands)
- 22 higher education institutions
- 100 thousand of students

The programme also organises a competition for the best business plan, with awards of consultancy and, for the winners, financial and material support, free language courses and accountancy services for their company. Over its four editions to date the competition has received 354 entries, including 95 that were judged to be professional business plans and that have led to the setting up of 48 companies.

Another competition is run for the best promotional movie about Łódź, with a year's free accommodation or equipment as the prize.

The programme has been widely promoted through college networks and at cultural and employment events, and has attained a high level of visibility among its target audience. In particular, it has ensured close cooperation between education and employers and has provided practical support and encouragement to young people, as well as stimulating creativity. It has also helped to develop an understanding of the relationship between youth and the city.

Goals:

- Encouraging young people to choose Łódź for studying, working and living
- Deliver local employers and potential investors high-quality human resources
- Building the image of the City as an attractive venue for professional development

Partners:

- A consortium of the municipal workplace office
- 70 companies operating in Łódź
- 3 largest local universities

¹⁸ Dariusz Koperczak, The City of Lodz Office, PL, d.koperczak@uml.lodz.pl

BENEFICIARIES

- Young people living in Lodz
- Municipality of Lodz

SERVICES OFFERED

➤ **Scholarships**

Scholarships funded by employers

- Direct financial support - 10 months scholarships
- Funding dormitories
- Funding additional foreign language courses

City of Lodz scholarships

- To promote fields of study relevant to the development of Lodz

➤ **Internships**

Internships website

- Collecting and promoting offers of internships and on-the job trainings
- Service for free
- 290 employers, 980 offers so far

Summer Internships

- Paid holiday internships for students
- Applicants screening and preselection before sending to employers
- 2013
 - 34 participating employers
 - 110 offers
 - 2600 applications

➤ **Professional training**

Professional development programme

- Free of charge short professional courses for students provided by employers and training companies
- 17 partners, 130 courses completed
 - Topics
Communication, time management, motivating and achievement of objectives, project management, marketing, logistics, software development, mobile applications, labour market orientation, self-employment etc.

Foreign languages development

- Addressing the needs of the BPO industry
- Students and graduates apply for funding language courses: Czech, Danish, Finnish, Dutch, Portuguese, Swedish

➤ **Young entrepreneurs**

Best business plan competition

- Participants submit only an idea for a business and receive professional assistance in preparing a business plan
- City hall and competition partners provide training and individual counselling.
- The best business plans wins cash prizes, material prizes, free language courses, accounting services for start-up.

➤ **Job orientation**

Job fairs for university students

- 20 000 visitors each year
Employers open doors
- One day visit for group of students
- Tours around the company, presentations of employment opportunities, recruiting process, etc.

ACHIEVEMENTS

- Website 23 000 unique visitors monthly; Newsletter 4000 subscribers; Facebook 3876 fans
- 354 submitted ideas
- 142 business plans
- 48 successful start-ups

4.7. SWEDEN - Chalmers School of Entrepreneurship: matching technology and entrepreneurship¹⁹

RATIONALE AND GENERAL INFORMATION

Chalmers School of Entrepreneurship is an educational platform for entrepreneurship skills and a pre-incubator for early-stage business ideas.

Since 1997, Chalmers School of Entrepreneurship, located at the University of Chalmers, has been successful in matching technology based ideas with teams of highly motivated students and supporting them in turning ideas into viable ventures. Chalmers School of Entrepreneurship (CSE) is an educational platform, where entrepreneurship skills can be acquired and a pre-incubator to developed early-stage business ideas and to start-up a company (most students start a legal company during the project-year). Core to this is a network that brings together innovative individuals, universities and firms interested in developing and commercialising early stage technology based ideas with high market potential.

CSE is an interesting example of an integrated approach to university entrepreneurship support, that is, how education can be incorporated into start-up support in the form of incubation. Today, CSE practices an 'Encubation' process, that is, offering a Master-level education combined with business incubation through an incubator organisation – Encubator – operating in symbiosis with the education but owned by Chalmersinvest.

¹⁹ Mats Lundquist; mats.lundqvist@chalmers.se, www.entrepreneur.chalmers.se

The early stage high-tech ideas are provided from researchers and innovators, who can follow their idea and grow in partnership with the student team and an international network of experienced business people, venture capitalists and others, and supported with coaching and advice from CSE. When participating as an idea provider, university researchers and other inventors, get an opportunity to test their invention in a one-year innovation project at CSE. If a limited company is founded after the project-test period the idea provider will have a share in the new venture. IP agreements play an important role in CSE; a collaboration agreement is signed between CSE and the idea provider.

ChalmersInvest

Since 1998 ChalmersInvest, a wholly owned incorporated company of Chalmers University, has made seed equity investments in university spin-off companies in the entire Gothenburg region. ChalmersInvest owns equity, directly or indirectly, in at present more than 40 companies. ChalmersInvest is in the process of attracting more external capital from private investors, large private corporations in addition to the several private and public financing organisations in and around Gothenburg. For example, KTH Chalmers Capital fund has established itself as a leading investor, and is one of the largest privately financed Swedish venture capital companies focusing on technology investments at an early phase. The close collaboration with ChalmersInvest, allowed CSE ventures to link with external private venture capital investors.

BENEFICIARIES

- Students, University researchers and other inventors are supported in turning their ideas into viable ventures.

Timeframe: Since 1997.

Budget and financing sources: Since 2001 CSE and its incubator facility, Encubator AB, have been financed with seed investment money from Chalmersinvest, Innovationsbron and Region Västra Götaland. Innovationsbron, Region Västra Götaland and Vinnova (all public financiers) also support CSE and Encubator through regular grants.

Operating annual budget today is approximately EUR 700 000 resulting in 3-4 startups and 20 examined

Human resources: CSE engages 10 teachers and coordinators and Encubator has four permanent staff. Together they also utilise a vast network of entrepreneurs and experts. Activities. Two major business reviews per year displaying the venture projects. Added to this CSE run social entrepreneurship project doing developments in Africa through the dedicated association Insert Africa. CSE, its ventures and students partake extensively in outreach activities and in business networking around the world.

Partners: Apart from being a vital part of Chalmers University of Technology, CSE also partners with University of Gothenburg, with the Innovationsbron incubator programme, with Regions Västra Götaland, and several partner firms and foundations.

ACHIEVEMENTS

- Recruitment and matchmaking of students and high-tech projects.
- Action-based venture creation pedagogy.
- A structured venture development process and network centered around Encubator.
- CSE has graduated more than 200 students.
- Over 35 companies have been founded through CSE.
- Total valuation of the CSE portfolio companies goes beyond EUR 70 million.
- Total turnover of CSE portfolio companies exceeds EUR 18 million.
- Exits includes Avinode, Vehco, Ambria Dermatology and ICU Intelligence.

5. Concluding remarks

Presented programmes and projects supporting young innovators and entrepreneurs in EU, highlight the importance of creating policies and measures tailored to the local needs of youth entrepreneurship, social entrepreneurship and local entrepreneurship ecosystem.

This study showcases many concrete examples which can inspire policy making and help solve identified problems when adapted to the national context. As shown by the many examples in this study only combined effort and new thinking can bring about a positive change, and help young people fully unleash their potential.

A summarized list of existing support initiatives for young people shows that there are a lot of support possibilities available. By examining EU level best practices on the youth (social) entrepreneurship, the general opinion is that there is not one specific model applicable, therefore various activities in different innovative forms can greatly facilitate youth entrepreneurship. However, the most common features of presented best practices are following:

- **Beneficiaries.** Main beneficiaries in identified support schemes are young people and students who want to start their self-employment projects. In addition to classical entrepreneurship, young people who are starting their own company with a socially innovative idea and the socially disadvantaged groups are also target groups in presented support programs.
- **Governance process.** Whether the support scheme is founded by the state or it is a non-profit private organization or some other legal form, involvement and commitment of key local players is essential to ensure the sustainability of action. All important players identified in presented best practices include four main groups:
 - local delivery partners
 - private companies
 - public administrations and
 - mentors/ coaches

In order to create sustainability of youth (social) entrepreneurship support programmes, commitment and strong cooperation of local delivery partners is very important. This cooperation includes maximizing impact of local delivery partners' activities. Local delivery partners are responsible for providing support services to young entrepreneurs, disseminating the activities of support schemes, informing potential participants about programs, making recommendations, establishing contacts with sponsors, contributing professionally.

Mentors and coaches act on a voluntary basis and help young (social) entrepreneurs not only to build a sustainable company but also to develop on a personal level. Mentoring is provided by entrepreneurs and experienced professionals.

- **Service package.** Identified services are adapted to suit local conditions and opportunities and could be classified into four categories:
 - education,
 - entrepreneur training
 - access to finance
 - co-working and networking space
 - mentoring and coaching

Support schemes offers services which include intensive labs for start-ups where co-working and networking space is combined with social activities. In addition, networking events between young and experienced business people, education programmes aiming to create an entrepreneurial and innovative mind-set are offered. Other examples include the development of wide networks of young business people and experts, online social media tools and specific microfinancing programmes providing young people with access to the financial resources necessary to start up their business.

- Specific EU role. EU has several important roles and tasks in area of (social) entrepreneurships and innovation among young generations, ensuring the following:
 - Legal framework: creation of minimum requirements EU Member States have to respect in order to secure rights of young generations to work and realise their potentials and capacities;
 - Initiative: launching of the joint programmes and projects as financial and managerial support for realisation of entrepreneurial and innovative ideas;
 - Promotion: raising awareness of the need and importance for entrepreneurship and innovation among young generations;
 - Diffusion: spreading best practices throughout EU;
 - Coordination: harmonising local and national legislations, programmes and initiatives into EU common policy for support of entrepreneurship and innovation of youth in Europe.

The key issues raised by this study could be summarised into the following recommendations for national and/or EU level policy related to entrepreneurship and innovation of youth in EU:

- Permanent intelligence on issues of entrepreneurial and innovation activities of young generations. It is necessary periodically to launch surveys addressed to specific aspects of entrepreneurial and innovation activities of young generations: needs and obstacles, barriers and influences, outcomes and failures, wishes and opportunities of youth in EU Member States.
- Intensification of national and EU level support for (social) entrepreneurial and innovation activities of young generations. Having in mind youth unemployment rate, as well as critical position of young generations in social and economic terms, it is necessary to invest more efforts in order to create, finance and advocate different approaches, measures and instruments for support of youth in Europe in area of (social) entrepreneurship and innovation:
 - Promotion: Promotion of (social) entrepreneurial and innovation activities of young generations is crucial for change of mind, raising awareness and stressing the importance of uncertain position of youth in nowadays Europe. Promotion activities could be not only dissemination of the information, but also they could be mixed with financial incentives, specific projects etc. All varieties of the promotion activities should be employed in order to create appropriate readiness for action in society;
 - Financial support: Financial support is most needed, most influential and most effective instrument, but cannot be successful if there are not ideas, projects and ambitious participants. Therefore, financial support must follow aggressive promotion and attraction of potential users.
 - Infrastructure: Infrastructure for support of entrepreneurial and innovation activities could be buildings – space for realisation of such activities, but also could be internet

and computer networks, other sorts of social networks – all what can offer possibility to young people to gather and work together.

- Projects / programmes: Type and content of projects will always depend on creativity and imagination of the involved participants. Therefore, young people should be in position to express their ideas, wishes and needs, and in cooperation with experienced consultants these, usually fuzzy talks, could be transferred into effective and efficient projects, employing youth in right time, best direction and proper way.
- Initiatives which are part of smart specialisation strategy in EU: Although rather new initiative as instrument in EU for use of structural funds, idea and purpose of smart specialisation strategy is adequate use of available resources. Youth is most promising human resource, therefore, should be used and employed in a way which can be most beneficial for countries and attractive enough to engage young generation and integrate youth in economy and society.

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Annex I

Data collected by EUROSTAT, concerning youth in Europe:

a) Youth as share of total population

Table 1: Youth population, age from 15 to 29 years, on 1 January and Ratio of young people in the total population

| GEO/TIME | 2005 | 2016 | % 2016/2005 | % 2005 | % 2016 | % =1 - 2016/2005 |
|-------------------------------|------------|------------|----------------|-----------|-----------|---------------------|
| European Union (28 countries) | 97,035,212 | 88,654,431 | 91.36 | 19.6 | 17.4 | 11.22 |
| European Union (27 countries) | 96,194,515 | 87,915,034 | 91.39 | 19.6 | 17.4 | 11.22 |
| Euro area (19 countries) | 61,737,400 | 57,063,035 | 92.43 | 18.8 | 16.8 | 10.64 |
| Euro area (18 countries) | 61,022,897 | 56,509,137 | 92.60 | 18.8 | 16.8 | 10.64 |
| Belgium | 1,916,710 | 2,057,718 | 107.36 | 18.3 | 18.2 | 0.55 |
| Bulgaria | 1,595,684 | 1,169,398 | 73.29 | 20.8 | 16.3 | 21.63 |
| Czech Republic | 2,239,344 | 1,738,629 | 77.64 | 22.0 | 16.5 | 25.00 |
| Denmark | 942,837 | 1,099,696 | 116.64 | 17.4 | 19.3 | -10.92 |
| Germany | 14,423,328 | 14,165,523 | 98.21 | 17.5 | 17.2 | 1.71 |
| Estonia | 297,310 | 233,567 | 78.56 | 21.9 | 17.7 | 19.18 |
| Ireland | 973,062 | 827,813 | 85.07 | 23.7 | 17.5 | 26.16 |
| Greece | 2,269,805 | 1,686,525 | 74.30 | 20.7 | 15.6 | 24.64 |
| Spain | 9,077,612 | 7,030,427 | 77.45 | 21.0 | 15.1 | 28.10 |
| France | 12,020,354 | 11,833,510 | 98.45 | 19.1 | 17.7 | 7.33 |
| Croatia | 840,697 | 739,397 | 87.95 | 19.5 | 17.6 | 9.74 |
| Italy | 9,886,965 | 9,178,438 | 92.83 | 17.1 | 15.1 | 11.70 |
| Cyprus | 169,377 | 188,375 | 111.22 | 23.1 | 22.2 | 3.90 |
| Latvia | 502,029 | 341,793 | 68.08 | 22.3 | 17.4 | 21.97 |
| Lithuania | 714,503 | 553,898 | 77.52 | 21.3 | 19.2 | 9.86 |
| Luxembourg | 84,526 | 110,471 | 130.69 | 18.3 | 19.2 | -4.92 |
| Hungary | 2,168,191 | 1,736,354 | 80.08 | 21.5 | 17.7 | 17.67 |
| Malta | 89,060 | 85,200 | 95.67 | 22.1 | 19.6 | 11.31 |
| Netherlands | 2,941,662 | 3,155,675 | 107.28 | 18.0 | 18.6 | -3.33 |
| Austria | 1,519,171 | 1,601,266 | 105.40 | 18.5 | 18.4 | 0.54 |
| Poland | 9,349,286 | 7,153,794 | 76.52 | 24.5 | 18.8 | 23.27 |
| Portugal | 2,117,301 | 1,662,944 | 78.54 | 20.2 | 16.1 | 20.30 |
| Romania | 4,972,314 | 3,520,009 | 70.79 | 23.3 | 17.8 | 23.61 |
| Slovenia | 420,483 | 327,326 | 77.85 | 21.0 | 15.9 | 24.29 |
| Slovakia | 1,331,820 | 1,039,651 | 78.06 | 24.8 | 19.2 | 22.58 |
| Finland | 982,322 | 982,915 | 100.06 | 18.8 | 17.9 | 4.79 |
| Sweden | 1,642,728 | 1,861,333 | 113.31 | 18.2 | 18.9 | -3.85 |
| United Kingdom | 11,546,731 | 12,572,786 | 108.89 | 19.2 | 19.2 | 0.00 |
| Iceland | 64,003 | 71,377 | 111.52 | 21.8 | 21.5 | 1.38 |
| Liechtenstein | 6,507 | 6,652 | 102.23 | 18.8 | 17.7 | 5.85 |
| Norway | 853,202 | 1,030,617 | 120.79 | 18.5 | 19.8 | -7.03 |
| Switzerland | 1,338,617 | 1,495,346 | 111.71 | 18.1 | 18.0 | 0.55 |
| Montenegro | 136,192 | 124,565 | 91.46 | 22.2 | 20.0 | 9.91 |
| FYR of Macedonia | 485,928 | 440,516 | 90.65 | 23.9 | 21.3 | 10.88 |
| Albania | 805,236 | 675,104 | 83.84 | 25.7 | 23.3 | 9.34 |
| Serbia | 1,502,981 | 1,217,682 | 81.02 | 20.2 | 17.2 | 14.85 |
| Turkey | 18,681,000 | 19,162,916 | 102.58 | 27.5 | 24.3 | 11.64 |

Source of data: Eurostat; Last update: 12/04/2017

b) Youth education

Table 2: Youth education (1)

| ISCED11 | Less than primary, primary and lower secondary education (levels 0-2) | | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | | Tertiary education (levels 5-8) | | |
|-------------------------------|---|------|-----------|--|------|-----------|---------------------------------|------|-----------|
| | AGE | | | AGE | | | AGE | | |
| UNIT | From 15 to 29 years | | | From 15 to 29 years | | | From 15 to 29 years | | |
| | % | % | % | % | % | % | % | % | % |
| GEO/TIME | 2005 | 2016 | 2016/2005 | 2005 | 2016 | 2016/2005 | 2005 | 2016 | 2016/2005 |
| European Union (28 countries) | : | 33.7 | : | : | 46.4 | : | : | 19.8 | : |
| European Union (27 countries) | 39.2 | 33.8 | 86.22% | 46.2 | 46.3 | 100.22% | 14.6 | 19.8 | 135.62% |
| Euro area (19 countries) | 42.3 | 36.8 | 87.00% | 42.7 | 44.6 | 104.45% | 14.9 | 18.6 | 124.83% |
| Euro area (18 countries) | 42.4 | 36.8 | 86.79% | 42.7 | 44.6 | 104.45% | 14.9 | 18.6 | 124.83% |
| Belgium | 36.6 | 33.9 | 92.62% | 42.3 | 42.0 | 99.29% | 21.1 | 24.1 | 114.22% |
| Bulgaria | 46.3 | 34.5 | 74.51% | 44.7 | 49.5 | 110.74% | 9.0 | 16.0 | 177.78% |
| Czech Republic | 30.8 | 30.4 | 98.70% | 62.0 | 52.7 | 85.00% | 7.3 | 16.9 | 231.51% |
| Denmark | 43.0 | 44.7 | 103.95% | 41.8 | 38.4 | 91.87% | 15.1 | 16.8 | 111.26% |
| Germany | 46.7 | 37.9 | 81.16% | 45.8 | 49.1 | 107.21% | 7.4 | 13.1 | 177.03% |
| Estonia | 40.1 | 33.7 | 84.04% | 43.5 | 45.8 | 105.29% | 16.4 | 20.5 | 125.00% |
| Ireland | 33.2 | 33.5 | 100.90% | 42.9 | 41.3 | 96.27% | 23.9 | 25.2 | 105.44% |
| Greece | 33.2 | 30.1 | 90.66% | 55.0 | 52.4 | 95.27% | 11.8 | 17.5 | 148.31% |
| Spain | 44.8 | 42.6 | 95.09% | 29.4 | 33.1 | 112.59% | 25.8 | 24.3 | 94.19% |
| France | 35.6 | 31.7 | 89.04% | 40.4 | 43.7 | 108.17% | 24.0 | 24.6 | 102.50% |
| Croatia | 29.7 | 25.1 | 84.51% | 62.9 | 58.5 | 93.00% | 7.4 | 16.4 | 221.62% |
| Italy | 45.2 | 41.5 | 91.81% | 47.3 | 47.0 | 99.37% | 7.5 | 11.5 | 153.33% |
| Cyprus | 37.4 | 28.8 | 77.01% | 39.0 | 37.1 | 95.13% | 23.6 | 34.0 | 144.07% |
| Latvia | 45.8 | 31.8 | 69.43% | 42.8 | 46.4 | 108.41% | 11.4 | 21.8 | 191.23% |
| Lithuania | 40.0 | 31.6 | 79.00% | 43.8 | 45.9 | 104.79% | 16.2 | 22.5 | 138.89% |
| Luxembourg | 46.5 | 41.9 | 90.11% | 36.8 | 34.8 | 94.57% | 16.7 | 23.3 | 139.52% |
| Hungary | 36.0 | 36.0 | 100.00% | 53.6 | 51.0 | 95.15% | 10.3 | 13.0 | 126.21% |
| Malta | 49.9 | 31.0 | 62.12% | 39.9 | 46.5 | 116.54% | 10.2 | 22.5 | 220.59% |
| Netherlands | 41.1 | 37.0 | 90.02% | 41.4 | 41.3 | 99.76% | 17.5 | 21.7 | 124.00% |
| Austria | 34.9 | 28.9 | 82.81% | 56.9 | 45.8 | 80.49% | 8.2 | 25.3 | 308.54% |
| Poland | 32.4 | 29.9 | 92.28% | 55.6 | 49.2 | 88.49% | 12.0 | 20.9 | 174.17% |
| Portugal | 61.6 | 43.5 | 70.62% | 28.3 | 38.5 | 136.04% | 10.1 | 18.0 | 178.22% |
| Romania | 45.1 | 41.4 | 91.80% | 48.2 | 47.3 | 98.13% | 6.6 | 11.3 | 171.21% |
| Slovenia | 29.1 | 29.2 | 100.34% | 60.7 | 51.0 | 84.02% | 10.1 | 19.7 | 195.05% |
| Slovakia | 32.9 | 30.1 | 91.49% | 59.3 | 51.0 | 86.00% | 7.9 | 18.9 | 239.24% |
| Finland | 38.1 | 34.8 | 91.34% | 50.1 | 50.6 | 101.00% | 11.8 | 14.6 | 123.73% |
| Sweden | 33.3 | 33.8 | 101.50% | 49.8 | 43.5 | 87.35% | 16.9 | 22.6 | 133.73% |
| United Kingdom | 26.0 | 18.3 | 70.38% | 52.5 | 52.1 | 99.24% | 21.5 | 29.5 | 137.21% |
| Iceland | 57.3 | 47.4 | 82.72% | 30.6 | 36.5 | 119.28% | 12.1 | 16.1 | 133.06% |
| Liechtenstein | : | : | : | : | : | : | : | : | : |
| Norway | 27.2 | 42.1 | 154.78% | 53.2 | 34.2 | 64.29% | 19.5 | 23.7 | 121.54% |
| Switzerland | 40.5 | 31.7 | 78.27% | 47.9 | 46.1 | 96.24% | 11.6 | 22.2 | 191.38% |
| Montenegro | : | : | : | : | : | : | : | : | : |
| FYR of Macedonia | : | 31.9 | : | : | 51.3 | : | : | 16.8 | : |
| Albania | : | : | : | : | : | : | : | : | : |
| Serbia | : | : | : | : | : | : | : | : | : |
| Turkey | : | 57.3 | : | : | 25.4 | : | : | 17.3 | : |

Source of data: Eurostat; Last update: 12/04/2017

Table 3: Youth education (2)

| Young people learning at least two foreign languages | | Participation rate in non-formal education and training (last 4 weeks) | |
|--|------|--|------|
| | % | | % |
| GEO/TIME | 2012 | GEO/TIME | 2016 |
| | | | |

| Young people learning at least two foreign languages | | Participation rate in non-formal education and training (last 4 weeks) | |
|--|--------------|--|-------------|
| | % | | % |
| GEO/TIME | 2012 | GEO/TIME | 2016 |
| European Union (28 countries) | 50.6 | European Union (28 countries) | 11.4 |
| European Union (27 countries) | 50.3 | European Union (27 countries) | 11.5 |
| Euro area (19 countries) | : | Euro area (19 countries) | 11.3 |
| Belgium | 89.1 | Belgium | 3.6 |
| Bulgaria | 74.3 | Bulgaria | 1.3 |
| Czech Republic | 98.8 | Czech Republic | 7.6 |
| Denmark | 59.2 | Denmark | 27.1 |
| Germany | : | Germany | 4.5 |
| Estonia | 91.1 | Estonia | 10.8 |
| Ireland | 7.6 | Ireland | 3.3 |
| Greece | 3.5 | Greece | 12.7 |
| Spain | 24.6 | Spain | 15.4 |
| France | 94.5 | France | 24.1 |
| Croatia | 87.9 | Croatia | 2.1 |
| Italy | 24.9 | Italy | 6.6 |
| Cyprus | 82.4 | Cyprus | 18.1 |
| Latvia | 82.9 | Latvia | 4.4 |
| Lithuania | 45.0 | Lithuania | 6.5 |
| Luxembourg | 100.0 | Luxembourg | 12.6 |
| Hungary | 45.3 | Hungary | 5.3 |
| Malta | 64.7 | Malta | 4.3 |
| Netherlands | 69.8 | Netherlands | 6.8 |
| Austria | 74.2 | Austria | 14.1 |
| Poland | 70.1 | Poland | 2.8 |
| Portugal | 5.3 | Portugal | 13.0 |
| Romania | 98.4 | Romania | 3.3 |
| Slovenia | 98.0 | Slovenia | 9.3 |
| Slovakia | 99.0 | Slovakia | 1.9 |
| Finland | 99.6 | Finland | 13.2 |
| Sweden | 80.1 | Sweden | 28.8 |
| United Kingdom | 4.4 | United Kingdom | 18.3 |
| Iceland | 61.4 | Iceland | 11.1 |
| Liechtenstein | 100.0 | Liechtenstein | : |
| Norway | : | Norway | 10.5 |
| Switzerland | : | Switzerland | 26.5 |
| Montenegro | : | Montenegro | : |
| FYR of Macedonia | 51.5 | FYR of Macedonia | 2.3 |
| Albania | : | Albania | : |
| Serbia | : | Serbia | : |
| Turkey | : | Turkey | 5.3 |

Source of data: Eurostat; Last update: 12/04/2017

c) Youth employment

Table 4: Youth employment by educational attainment level

| AGE | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | |
|-------------------------------|-----------------------|----------|---|---------|--|----------|---------------------------------|----------|---------------------|-------|-----------------------|------|---|------|--|------|---------------------------------|------|---------------------|------|
| UNIT | Thousand | | Thousand | | Thousand | | Thousand | | Thousand | | Percentage | | Percentage | | Percentage | | Percentage | | Percentage | |
| ISCED11 | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | |
| GEO/TIME | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 |
| European Union (28 countries) | 46,599.2 | 41,617.1 | 11,497.4 | 7,023.5 | 24,740.5 | 22,019.7 | 10,237.1 | 12,462.6 | 124.2 | 111.3 | 49.0 | 48.2 | 31.4 | 24.5 | 57.2 | 55.9 | 75.4 | 74.1 | 7.7 | 7.7 |
| European Union (27 countries) | 46,296.4 | 41,326.3 | 11,471.6 | 7,015.8 | 24,506.1 | 21,812.6 | 10,194.5 | 12,386.6 | 124.2 | 111.3 | 49.1 | 48.3 | 31.6 | 24.7 | 57.2 | 56.0 | 75.4 | 74.2 | 7.7 | 7.7 |
| European Union (15 countries) | 36,945.2 | 33,429.0 | 10,209.4 | 6,192.7 | 18,221.9 | 17,045.6 | 8,389.7 | 10,079.8 | 124.2 | 110.8 | 52.1 | 49.0 | 36.8 | 27.3 | 59.9 | 56.0 | 74.9 | 73.8 | 7.7 | 7.7 |
| Euro area (19 countries) | 29,930.3 | 25,436.4 | 8,664.9 | 4,969.0 | 14,707.2 | 13,158.1 | 6,509.6 | 7,244.8 | 48.5 | 64.5 | 49.4 | 45.5 | 34.1 | 24.4 | 57.3 | 53.4 | 72.4 | 70.3 | 9.3 | 10.5 |
| Euro area (18 countries) | 29,651.6 | 25,189.4 | 8,622.5 | 4,955.5 | 14,565.7 | 13,027.9 | 6,414.8 | 7,141.5 | 48.5 | 64.5 | 49.5 | 45.5 | 34.3 | 24.6 | 57.4 | 53.4 | 72.3 | 70.1 | 9.3 | 10.5 |
| Euro area (17 countries) | 29,430.2 | 25,019.9 | 8,570.7 | 4,935.3 | 14,441.7 | 12,938.6 | 6,369.3 | 7,081.8 | 48.5 | 64.1 | 49.5 | 45.4 | 34.4 | 24.6 | 57.4 | 53.3 | 72.3 | 70.0 | 9.3 | 10.5 |
| Belgium | 871.5 | 842.9 | 139.7 | 112.2 | 403.1 | 392.5 | 328.7 | 338.1 | : | : | 45.2 | 41.4 | 19.8 | 16.3 | 49.5 | 45.9 | 80.7 | 69.0 | : | : |
| Bulgaria | 551.4 | 440.3 | 88.9 | 43.6 | 357.5 | 262.5 | 105.0 | 134.3 | : | : | 35.6 | 38.3 | 12.4 | 11.0 | 51.7 | 46.1 | 75.3 | 73.2 | : | : |
| Czech Republic | 1,012.6 | 819.2 | 45.0 | 50.3 | 846.4 | 570.6 | 121.2 | 198.3 | : | : | 45.3 | 47.7 | 6.6 | 9.6 | 61.1 | 63.1 | 74.6 | 68.2 | : | : |
| Denmark | 633.5 | 696.2 | 226.8 | 241.8 | 290.1 | 286.5 | 115.0 | 137.8 | : | 30.1 | 68.1 | 63.6 | 56.9 | 51.6 | 74.8 | 71.2 | 82.1 | 78.2 | : | 62.5 |
| Germany | 7,391.9 | 8,060.3 | 2,203.1 | 1,743.5 | 4,311.1 | 4,826.7 | 874.9 | 1,482.6 | : | 7.4 | 51.1 | 58.3 | 32.7 | 33.4 | 65.1 | 71.3 | 81.4 | 82.3 | : | 23.2 |
| Estonia | 132.5 | 124.2 | 20.5 | 19.3 | 72.6 | 69.3 | 39.4 | 35.6 | : | : | 45.2 | 53.9 | 17.4 | 24.8 | 56.9 | 65.7 | 81.7 | 75.5 | : | : |
| Ireland | 603.7 | 371.1 | 97.1 | 30.1 | 292.0 | 175.5 | 195.0 | 153.3 | 19.6 | 12.2 | 60.6 | 46.4 | 30.2 | 11.6 | 70.3 | 54.7 | 84.1 | 78.1 | 72.7 | 53.6 |
| Greece | 924.0 | 475.0 | 208.5 | 53.7 | 539.4 | 255.5 | 176.1 | 165.8 | : | : | 42.6 | 28.6 | 28.9 | 10.7 | 45.2 | 29.3 | 69.0 | 57.0 | : | : |
| Spain | 4,876.1 | 2,412.9 | 1,982.5 | 776.2 | 1,306.4 | 658.0 | 1,587.2 | 978.8 | : | : | 54.1 | 34.6 | 51.6 | 28.0 | 51.9 | 30.5 | 71.9 | 61.8 | : | : |
| France | 5,137.0 | 4,932.9 | 878.0 | 518.6 | 2,431.2 | 2,357.5 | 1,825.2 | 2,027.3 | : | 29.5 | 45.7 | 43.5 | 22.0 | 14.5 | 53.6 | 47.9 | 67.7 | 73.0 | : | 47.2 |
| Croatia | 302.8 | 290.7 | 25.8 | 7.7 | 234.3 | 207.1 | 42.7 | 76.0 | : | : | 39.4 | 39.8 | 11.3 | 4.2 | 48.5 | 48.7 | 75.4 | 63.6 | : | : |
| Italy | 3,972.1 | 2,722.0 | 1,330.7 | 580.8 | 2,272.2 | 1,657.7 | 369.2 | 483.5 | : | : | 40.5 | 29.7 | 30.0 | 15.3 | 48.9 | 38.5 | 50.2 | 45.8 | : | : |
| Cyprus | 80.3 | 77.7 | 17.6 | 8.5 | 34.2 | 27.3 | 28.5 | 41.9 | : | : | 53.8 | 45.2 | 31.5 | 17.1 | 58.9 | 42.7 | 80.8 | 71.6 | : | : |
| Latvia | 221.4 | 169.5 | 51.8 | 20.2 | 124.1 | 89.3 | 45.5 | 59.7 | : | : | 44.9 | 51.9 | 22.9 | 19.5 | 58.8 | 59.0 | 80.8 | 84.0 | : | : |
| Lithuania | 278.7 | 247.0 | 42.4 | 13.5 | 141.5 | 130.2 | 94.8 | 103.3 | : | : | 39.1 | 47.7 | 14.9 | 8.3 | 45.3 | 54.7 | 82.0 | 88.5 | : | : |
| Luxembourg | 36.3 | 50.7 | 9.2 | 9.2 | 16.9 | 19.4 | 10.2 | 18.4 | : | 3.8 | 45.1 | 46.7 | 24.6 | 21.5 | 57.2 | 54.6 | 75.9 | 77.4 | : | 56.5 |
| Hungary | 858.5 | 758.4 | 100.3 | 101.1 | 583.3 | 485.1 | 174.8 | 172.2 | : | : | 41.1 | 45.2 | 13.3 | 16.8 | 52.1 | 56.7 | 81.1 | 79.1 | : | : |
| Malta | 48.9 | 51.6 | 21.8 | 13.5 | 19.6 | 21.8 | 7.5 | 16.3 | : | : | 55.7 | 61.8 | 49.7 | 52.3 | 55.9 | 56.0 | 84.0 | 86.8 | : | : |
| Netherlands | 2,103.5 | 2,142.5 | 685.5 | 615.9 | 947.6 | 948.3 | 446.7 | 567.1 | 23.6 | 11.2 | 71.9 | 68.3 | 57.7 | 53.4 | 79.1 | 73.6 | 88.6 | 83.9 | 68.7 | 61.4 |
| Austria | 906.3 | 973.7 | 191.1 | 168.8 | 616.4 | 502.9 | 98.8 | 302.0 | : | : | 61.1 | 62.2 | 36.9 | 37.3 | 73.0 | 70.1 | 80.9 | 76.3 | : | : |
| Poland | 3,342.9 | 3,133.7 | 265.2 | 170.4 | 2,282.0 | 1,893.2 | 795.6 | 1,070.2 | : | : | 37.7 | 47.7 | 9.2 | 8.7 | 46.2 | 58.5 | 74.8 | 78.0 | : | : |
| Portugal | 1,078.8 | 666.7 | 650.8 | 175.6 | 265.1 | 299.4 | 162.9 | 191.7 | : | : | 51.7 | 40.4 | 50.7 | 24.5 | 44.9 | 47.1 | 77.0 | 64.3 | : | : |
| Romania | 2,067.5 | 1,468.6 | 573.6 | 351.5 | 1,222.3 | 809.0 | 271.7 | 308.0 | : | : | 40.5 | 41.5 | 24.9 | 24.0 | 49.6 | 48.4 | 80.2 | 77.0 | : | : |
| Slovenia | 213.1 | 148.2 | 22.0 | 11.8 | 154.9 | 92.7 | 36.1 | 43.8 | : | : | 50.7 | 45.6 | 18.0 | 12.4 | 60.7 | 55.8 | 85.1 | 68.2 | : | : |

| AGE | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | |
|------------------|-----------------------|---------|---|---------|--|---------|---------------------------------|---------|---------------------|------|-----------------------|------|---|------|--|------|---------------------------------|------|---------------------|------|
| UNIT | Thousand | | Thousand | | Thousand | | Thousand | | Thousand | | Percentage | | Percentage | | Percentage | | Percentage | | Percentage | |
| ISCED11 | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | |
| GEO/TIME | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 |
| Slovakia | 543.3 | 459.0 | 13.0 | 19.5 | 445.7 | 316.0 | 84.6 | 123.4 | : | : | 40.4 | 44.1 | 2.9 | 6.2 | 56.0 | 59.6 | 80.2 | 62.8 | : | : |
| Finland | 510.9 | 508.5 | 99.5 | 78.0 | 313.2 | 318.1 | 98.1 | 112.4 | : | : | 53.0 | 52.8 | 27.1 | 23.3 | 64.9 | 65.2 | 86.0 | 80.2 | : | : |
| Sweden | 847.2 | 1,069.8 | 152.0 | 161.0 | 484.8 | 580.4 | 187.1 | 326.1 | 23.3 | 2.3 | 51.3 | 57.3 | 31.8 | 25.6 | 68.7 | 71.8 | 73.7 | 77.5 | 10.9 | 24.6 |
| United Kingdom | 7,052.5 | 7,503.8 | 1,354.8 | 927.2 | 3,732.5 | 3,767.2 | 1,914.5 | 2,795.1 | 50.8 | 14.3 | 62.8 | 62.2 | 50.3 | 44.8 | 68.6 | 64.0 | 85.9 | 83.8 | 5.9 | 1.8 |
| Iceland | 42.0 | 50.2 | 22.5 | 22.4 | 11.7 | 18.9 | 5.9 | 8.9 | 1.9 | : | 74.7 | 81.2 | 73.6 | 76.6 | 71.3 | 83.5 | 91.9 | 89.5 | 67.5 | : |
| Norway | 508.2 | 604.8 | 78.2 | 170.1 | 303.9 | 238.8 | 126.1 | 196.0 | : | : | 62.5 | 59.0 | 35.3 | 39.5 | 70.2 | 68.1 | 79.4 | 80.6 | : | : |
| Switzerland | 920.0 | 1,047.9 | 289.0 | 249.2 | 495.8 | 514.8 | 134.9 | 281.3 | : | 2.7 | 68.7 | 71.1 | 53.3 | 53.4 | 77.4 | 76.0 | 87.0 | 86.1 | : | 84.7 |
| FYR of Macedonia | : | 124.3 | : | 11.7 | : | 75.1 | : | 37.6 | : | : | : | : | 28.6 | : | 8.4 | : | 33.6 | : | 51.4 | : |
| Turkey | : | 7,623.9 | : | 3,700.9 | : | 1,962.1 | : | 1,960.9 | : | : | : | : | 42.5 | : | 36.0 | : | 43.0 | : | 63.0 | : |

Source of data: Eurostat; Last update: 12/04/2017

Table 5: Youth self-employment by educational attainment level

| AGE | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | |
|-------------------------------|-----------------------|---------|---|------|--|------|---------------------------------|------|---------------------|------|
| ISCED11 | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | |
| UNIT | Thousand | | Thousand | | Thousand | | Thousand | | Thousand | |
| GEO/TIME | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 |
| European Union (28 countries) | 3,059.2 | 2,625.8 | 790.6 | | 448.6 | | 1,651.9 | | 1,311.5 | |
| European Union (27 countries) | 3,028.2 | 2,614.9 | 783.3 | | 448.4 | | 1,630.3 | | 1,303.4 | |
| European Union (15 countries) | 2,206.7 | 1,947.6 | 594.9 | | 347.5 | | 1,095.4 | | 912.3 | |
| Euro area (19 countries) | 1,887.6 | 1,488.5 | 529.0 | | 260.0 | | 930.0 | | 710.6 | |
| Euro area (18 countries) | 1,866.8 | 1,470.4 | 524.5 | | 258.5 | | 916.3 | | 700.8 | |
| Euro area (17 countries) | 1,859.4 | 1,461.1 | 521.8 | | 257.2 | | 913.0 | | 696.0 | |
| Belgium | 53.1 | 62.4 | 6.4 | | 6.9 | | 23.7 | | 24.2 | |
| Bulgaria | 28.5 | 24.4 | 9.8 | | 4.3 | | 14.5 | | 13.3 | |
| Czech Republic | 91.5 | 70.7 | 2.1 | | 2.2 | | 79.4 | | 51.3 | |
| Denmark | 14.2 | 15.1 | : | | : | | 3.6 | | 9.2 | |
| Germany | 272.9 | 212.8 | 38.6 | | 25.4 | | 169.1 | | 118.0 | |
| Estonia | 5.6 | 7.0 | : | | : | | 3.0 | | 4.8 | |
| Ireland | 24.5 | 12.0 | 4.4 | | : | | 12.7 | | 5.3 | |

| AGE | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | |
|------------------|-----------------------|-------|---|-------|--|-------|---------------------------------|-------|---------------------|------|
| ISCED11 | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | |
| UNIT | Thousand | | Thousand | | Thousand | | Thousand | | Thousand | |
| GEO/TIME | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 |
| Greece | 118.8 | 63.5 | 32.8 | 10.3 | 65.5 | 33.5 | 20.6 | 19.8 | : | : |
| Spain | 360.7 | 170.5 | 161.0 | 61.6 | 97.9 | 40.8 | 101.8 | 68.1 | : | : |
| France | 135.4 | 230.0 | 14.8 | 26.0 | 68.1 | 91.6 | 52.5 | 111.0 | : | : |
| Croatia | 31.0 | 10.9 | 7.3 | : | 21.6 | 8.1 | : | 2.6 | : | : |
| Italy | 614.4 | 395.2 | 174.8 | 71.1 | 339.6 | 215.1 | 100.0 | 109.0 | : | : |
| Cyprus | 5.8 | 5.4 | 1.8 | : | 1.9 | 1.6 | 2.1 | 3.4 | : | : |
| Latvia | 7.4 | 9.4 | 2.7 | : | 3.4 | 4.7 | : | 3.3 | : | : |
| Lithuania | 20.8 | 18.1 | : | : | 13.6 | 9.9 | : | 6.7 | : | : |
| Luxembourg | 0.8 | 3.3 | : | 0.6 | : | 1.2 | : | 1.0 | : | : |
| Hungary | 60.2 | 28.4 | 2.8 | : | 45.6 | 18.1 | 11.8 | 7.9 | : | : |
| Malta | 2.8 | 2.3 | 1.6 | 0.8 | 0.8 | 1.1 | : | 0.4 | : | : |
| Netherlands | 85.8 | 147.7 | 26.3 | 33.5 | 38.6 | 70.4 | 19.5 | 42.5 | : | : |
| Austria | 27.8 | 31.6 | : | : | 18.3 | 15.7 | 6.6 | 13.0 | : | : |
| Poland | 306.5 | 278.7 | 30.8 | 9.5 | 228.5 | 167.8 | 47.1 | 101.4 | : | : |
| Portugal | 75.0 | 33.9 | 49.3 | 10.9 | 14.0 | 12.1 | 11.8 | 10.9 | : | : |
| Romania | 240.7 | 167.3 | 129.7 | 77.1 | 100.8 | 77.2 | 10.2 | 13.1 | : | : |
| Slovenia | 5.8 | 6.4 | 0.5 | : | 4.6 | 4.4 | 0.7 | 1.8 | : | : |
| Slovakia | 45.9 | 49.0 | : | : | 38.9 | 36.8 | 6.4 | 11.6 | : | : |
| Finland | 24.2 | 27.9 | 4.6 | 4.1 | 16.0 | 19.3 | 3.6 | 4.5 | : | : |
| Sweden | 24.2 | 32.5 | 3.9 | 4.1 | 15.9 | 19.8 | 3.7 | 8.4 | : | : |
| United Kingdom | 374.9 | 509.2 | 73.4 | 84.9 | 206.5 | 238.6 | 91.0 | 184.5 | : | : |
| Iceland | 1.4 | 2.2 | 0.6 | 0.7 | 0.5 | 1.0 | : | : | : | : |
| Norway | 13.1 | 17.2 | : | 2.5 | 8.5 | 7.5 | 3.7 | 7.2 | : | : |
| Switzerland | 38.7 | 28.0 | 6.4 | 3.6 | 22.6 | 15.7 | 9.7 | 8.8 | : | : |
| FYR of Macedonia | : | 7.9 | : | 2.5 | : | 4.0 | : | 1.4 | : | : |
| Turkey | : | 466.0 | : | 245.0 | : | 132.5 | : | 88.5 | : | : |

Source of data: Eurostat; Last update: 12/04/2017

Table 6: Youth unemployment by educational attainment level

| AGE | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | |
|-------------------------------|-----------------------|---------|---|---------|--|---------|---------------------------------|---------|---------------------|------|-----------------------|------|---|------|--|------|---------------------------------|------|---------------------|------|
| UNIT | Thousand | | Thousand | | Thousand | | Thousand | | Thousand | | Percentage | | Percentage | | Percentage | | Percentage | | Percentage | |
| ISCED11 | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | |
| GEO/TIME | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 |
| European Union (28 countries) | 8,098.6 | 7,170.1 | 2,879.6 | 2,378.7 | 4,105.1 | 3,444.4 | 1,083.6 | 1,327.3 | 30.3 | 19.7 | 14.8 | 14.7 | 20.0 | 25.3 | 14.2 | 13.5 | 9.6 | 9.6 | 19.6 | 15.0 |
| European Union (27 countries) | 8,002.0 | 7,075.3 | 2,870.7 | 2,372.0 | 4,026.0 | 3,372.5 | 1,075.0 | 1,311.1 | 30.3 | 19.7 | 14.7 | 14.6 | 20.0 | 25.3 | 14.1 | 13.4 | 9.5 | 9.6 | 19.6 | 15.0 |
| European Union (15 countries) | 5,735.2 | 6,028.0 | 2,408.0 | 2,151.8 | 2,448.3 | 2,733.2 | 848.6 | 1,123.2 | 30.3 | 19.7 | 13.4 | 15.3 | 19.1 | 25.8 | 11.8 | 13.8 | 9.2 | 10.0 | 19.6 | 15.1 |
| Euro area (19 countries) | 5,043.5 | 5,206.7 | 2,080.8 | 1,851.2 | 2,200.7 | 2,358.0 | 756.0 | 984.8 | | 12.6 | 14.4 | 17.0 | 19.4 | 27.1 | 13.0 | 15.2 | 10.4 | 12.0 | | 16.3 |
| Euro area (18 countries) | 5,012.0 | 5,177.9 | 2,073.3 | 1,846.9 | 2,182.4 | 2,339.3 | 750.4 | 979.2 | | 12.6 | 14.5 | 17.1 | 19.4 | 27.2 | 13.0 | 15.2 | 10.5 | 12.1 | | 16.3 |
| Euro area (17 countries) | 4,980.3 | 5,152.0 | 2,058.5 | 1,841.1 | 2,168.1 | 2,324.1 | 747.6 | 974.2 | | 12.6 | 14.5 | 17.1 | 19.4 | 27.2 | 13.1 | 15.2 | 10.5 | 12.1 | | 16.4 |
| Belgium | 155.9 | 140.6 | 54.1 | 45.9 | 70.6 | 64.9 | 31.2 | 29.8 | | | 15.2 | 14.3 | 27.9 | 29.0 | 14.9 | 14.2 | 8.7 | 8.1 | | |
| Bulgaria | 105.2 | 61.4 | 41.0 | 18.4 | 54.8 | 32.0 | 9.3 | 11.0 | | | 16.0 | 12.2 | 31.6 | 29.7 | 13.3 | 10.9 | 8.2 | 7.5 | | |
| Czech Republic | 148.1 | 65.2 | 33.8 | 19.2 | 107.5 | 36.8 | 6.8 | 9.2 | | | 12.8 | 7.4 | 42.9 | 27.6 | 11.3 | 6.1 | 5.3 | 4.5 | | |
| Denmark | 50.3 | 86.2 | 23.5 | 36.8 | 19.9 | 28.5 | 6.5 | 15.5 | | 5.3 | 7.4 | 11.0 | 9.4 | 13.2 | 6.4 | 9.1 | 5.4 | 10.1 | | 15.0 |
| Germany | 1,221.9 | 527.4 | 533.5 | 252.4 | 614.9 | 223.0 | 71.6 | 51.6 | | | 14.2 | 6.1 | 19.5 | 12.6 | 12.5 | 4.4 | 7.6 | 3.4 | | |
| Estonia | 17.0 | 13.8 | 6.6 | 4.6 | 9.1 | 7.2 | | 2.0 | | | 11.4 | 10.0 | 24.5 | 19.4 | 11.1 | 9.4 | | 5.3 | | |
| Ireland | 43.0 | 58.7 | 16.8 | 12.5 | 17.1 | 31.5 | 8.1 | 13.2 | | | 6.7 | 13.7 | 14.8 | 29.3 | 5.5 | 15.2 | 4.0 | 7.9 | | |
| Greece | 221.3 | 296.0 | 38.4 | 41.7 | 137.6 | 163.2 | 45.3 | 91.2 | | | 19.3 | 38.4 | 15.6 | 43.7 | 20.3 | 39.0 | 20.5 | 35.5 | | |
| Spain | 846.5 | 1,204.0 | 430.1 | 595.2 | 196.5 | 319.9 | 219.9 | 289.0 | | | 14.8 | 33.3 | 17.8 | 43.4 | 13.1 | 32.7 | 12.2 | 22.8 | | |
| France | 919.4 | 1,117.2 | 330.9 | 298.9 | 399.3 | 579.3 | 189.1 | 229.8 | | 9.2 | 15.2 | 18.5 | 27.4 | 36.6 | 14.1 | 19.7 | 9.4 | 10.2 | | 23.8 |
| Croatia | 96.5 | 94.8 | 8.9 | 6.6 | 79.1 | 71.9 | 8.6 | 16.3 | | | 24.2 | 24.6 | 25.6 | 46.3 | 25.2 | 25.8 | 16.7 | 17.6 | | |
| Italy | 853.5 | 1,082.3 | 335.3 | 330.9 | 406.7 | 611.5 | 111.6 | 139.9 | | | 17.7 | 28.4 | 20.1 | 36.3 | 15.2 | 26.9 | 23.2 | 22.4 | | |
| Cyprus | 9.0 | 21.7 | 2.2 | 2.1 | 3.7 | 9.3 | 3.1 | 10.3 | | | 10.0 | 21.8 | 10.9 | 19.8 | 9.7 | 25.5 | 9.9 | 19.7 | | |
| Latvia | 31.8 | 26.0 | 14.7 | 5.8 | 14.3 | 15.2 | 2.7 | 5.0 | | | 12.6 | 13.3 | 22.1 | 22.3 | 10.3 | 14.5 | 5.7 | 7.7 | | |
| Lithuania | 31.4 | 28.7 | 7.6 | | 18.3 | 18.8 | | 5.6 | | | 10.1 | 10.4 | 15.1 | | 11.5 | 12.6 | | 5.2 | | |
| Luxembourg | 3.2 | 6.0 | 1.5 | 2.3 | 1.2 | 2.3 | 0.5 | 1.0 | | | 8.1 | 10.6 | 14.3 | 20.1 | 6.4 | 10.8 | 4.7 | 5.1 | | |
| Hungary | 117.8 | 75.7 | 33.6 | 26.3 | 73.8 | 42.0 | 10.3 | 7.4 | | | 12.1 | 9.1 | 25.1 | 20.7 | 11.2 | 8.0 | 5.6 | 4.1 | | |
| Malta | 6.2 | 4.1 | 4.5 | 2.3 | 1.4 | 1.2 | | 0.5 | | | 11.3 | 7.3 | 17.1 | 14.8 | 6.7 | 5.3 | | 2.9 | | |
| Netherlands | 151.2 | 201.7 | 83.7 | 103.0 | 49.5 | 72.4 | 15.1 | 25.4 | 2.9 | | 6.7 | 8.6 | 10.9 | 14.3 | 5.0 | 7.1 | 3.3 | 4.3 | 10.9 | |
| Austria | 90.5 | 98.8 | 37.2 | 36.0 | 46.7 | 46.4 | 6.7 | 16.4 | | | 9.1 | 9.2 | 16.3 | 17.6 | 7.0 | 8.5 | 6.3 | 5.1 | | |
| Poland | 1,284.1 | 418.8 | 183.3 | 56.9 | 955.3 | 278.0 | 145.4 | 84.0 | | | 27.8 | 11.8 | 40.9 | 25.0 | 29.5 | 12.8 | 15.5 | 7.3 | | |
| Portugal | 164.7 | 175.6 | 100.2 | 60.0 | 37.7 | 74.6 | 26.9 | 40.9 | | | 13.2 | 20.8 | 13.3 | 25.5 | 12.4 | 20.0 | 14.2 | 17.6 | | |
| Romania | 327.9 | 222.1 | 88.0 | 59.2 | 210.0 | 133.1 | 30.0 | 29.7 | | | 13.7 | 13.1 | 13.3 | 14.4 | 14.7 | 14.1 | 9.9 | 8.8 | | |
| Slovenia | 29.8 | 25.5 | 5.8 | 3.4 | 20.7 | 14.2 | 3.3 | 8.0 | | | 12.3 | 14.7 | 20.8 | 22.3 | 11.8 | 13.3 | 8.4 | 15.4 | | |
| Slovakia | 158.6 | 84.3 | 41.6 | 17.7 | 108.8 | 51.4 | 8.2 | 15.2 | | | 22.6 | 15.5 | 76.2 | 47.5 | 19.6 | 14.0 | 8.8 | 11.0 | | |
| Finland | 88.4 | 94.2 | 36.2 | 32.2 | 46.8 | 51.8 | 5.4 | 10.2 | | | 14.8 | 15.6 | 26.7 | 29.3 | 13.0 | 14.0 | 5.2 | 8.3 | | |

| AGE | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | From 15 to 29 years | | | |
|------------------|-----------------------|---------|---|-------|--|-------|---------------------------------|-------|---------------------|------|-----------------------|------|---|------|--|------|---------------------------------|------|-------------|------|
| UNIT | Thousand | | Thousand | | Thousand | | Thousand | | Thousand | | Percentage | | Percentage | | Percentage | | Percentage | | | |
| ISCED11 | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | | All ISCED 2011 levels | | Less than primary, primary and lower secondary education (levels 0-2) | | Upper secondary and post-secondary non-tertiary education (levels 3 and 4) | | Tertiary education (levels 5-8) | | No response | |
| GEO/TIME | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 | 2005 | 2016 |
| Sweden | 176.8 | 168.0 | 67.0 | 78.7 | 75.4 | 66.1 | 20.3 | 22.5 | 14.1 | : | 17.3 | 13.6 | 30.6 | 32.8 | 13.5 | 10.2 | 9.8 | 6.5 | 37.6 | : |
| United Kingdom | 748.4 | 771.2 | 319.6 | 225.4 | 328.5 | 397.8 | 90.4 | 147.0 | 9.9 | : | 9.6 | 9.3 | 19.1 | 19.6 | 8.1 | 9.6 | 4.5 | 5.0 | 16.3 | : |
| Iceland | 2.4 | 2.8 | 1.6 | 1.7 | : | 0.7 | : | : | : | : | 5.4 | 5.2 | 6.8 | 7.1 | : | 3.6 | : | : | : | : |
| Norway | 49.7 | 60.3 | 18.5 | 29.8 | 25.3 | 19.2 | 6.0 | 11.3 | : | : | 8.9 | 9.1 | 19.1 | 14.9 | 7.7 | 7.4 | 4.5 | 5.4 | : | : |
| Switzerland | 72.3 | 82.2 | 31.9 | 27.6 | 32.9 | 38.1 | 6.9 | 16.4 | : | : | 7.3 | 7.3 | 9.9 | 10.0 | 6.2 | 6.9 | 4.9 | 5.5 | : | : |
| FYR of Macedonia | : | 84.9 | : | 12.0 | : | 47.7 | : | 25.3 | : | : | : | 40.6 | : | 50.6 | : | 38.8 | : | 40.2 | : | : |
| Turkey | : | 1,585.0 | : | 629.8 | : | 427.9 | : | 527.4 | : | : | : | 17.2 | : | 14.5 | : | 17.9 | : | 21.2 | : | : |

Source of data: Eurostat; Last update: 12/04/2017

d) Young people's at-risk-of-poverty or exclusion

Table 7: Young people's at-risk-of-poverty or exclusion rate

| UNIT | Percentage of total population |
|-------------------------------|--------------------------------|
| AGE | From 16 to 29 years |
| GEO/TIME | 2013 |
| European Union (28 countries) | 31.8 |
| European Union (27 countries) | 31.7 |
| Belgium | 33.2 |
| Bulgaria | : |
| Czech Republic | 9.8 |
| Denmark | 17.6 |
| Germany | 23.2 |
| Estonia | : |
| Ireland | 37.3 |
| Greece | 54.0 |
| Spain | 34.2 |
| France | 32.4 |
| Croatia | 46.0 |
| Italy | 42.8 |
| Cyprus | 41.4 |
| Latvia | : |
| Lithuania | : |
| Luxembourg | 26.8 |
| Hungary | : |
| Malta | 29.7 |
| Netherlands | 21.6 |
| Austria | 45.5 |
| Poland | : |
| Portugal | 32.5 |
| Romania | : |
| Slovenia | 43.7 |
| Slovakia | : |
| Finland | 44.9 |
| Sweden | 22.8 |
| United Kingdom | 26.2 |
| Iceland | 30.6 |
| Norway | 40.5 |
| Switzerland | 12.9 |
| FYR of Macedonia | : |
| Serbia | : |
| Turkey | : |

Source of data: Eurostat; Last update: 12/04/2017

e) Participation of young people in informal voluntary activities

Table 8: Participation of young people in informal voluntary activities, in 2006 (%)

| GEO/AGE | From 16 to 29 years | From 20 to 29 years | From 16 to 19 years | From 16 to 24 years | From 20 to 24 years | From 25 to 29 years |
|-------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| European Union (27 countries) | 31.7 | 32.3 | 30.2 | 31.2 | 32.1 | 32.5 |
| Belgium | 11.8 | 10.9 | 13.8 | 13.3 | 12.8 | 9.2 |
| Bulgaria | 2.3 | 2.5 | 2 | 1.9 | 1.8 | 3.3 |
| Czech Republic | 3.5 | 3.9 | 2.4 | 2.8 | 3.2 | 4.4 |
| Denmark | 2.3 | 2.3 | 2.4 | 2.5 | 2.6 | 2 |
| Germany | 31.9 | 30.8 | 33.6 | 32.7 | 31.2 | 30.5 |
| Estonia | 28.8 | 29.7 | 26.7 | 27.5 | 28.2 | 31.3 |
| Ireland | 17.2 | 17.2 | 17.2 | 17 | 16.8 | 17.8 |
| Greece | 15.7 | 17.2 | 10.9 | 14.9 | 17.7 | 16.7 |
| Spain | 41.3 | 43.6 | 33.8 | 39.2 | 42.6 | 44.4 |

| | | | | | | |
|-------------|------|------|------|------|------|------|
| France | 14.2 | 13.7 | 15.5 | 14.6 | 13.9 | 13.4 |
| Italy | 18.7 | 19.5 | 16.5 | 17.5 | 18.3 | 20.5 |
| Cyprus | 67.4 | 68 | 65.7 | 67.1 | 68.1 | 68 |
| Latvia | 31.1 | 31.2 | 30.7 | 29.2 | 27.9 | 34.7 |
| Lithuania | 11.7 | 12 | 11.2 | 10.3 | 9.6 | 14.7 |
| Luxembourg | 30.8 | 32.9 | 24.3 | 29.2 | 32.7 | 33.1 |
| Hungary | 8.6 | 7.8 | 10.6 | 8.9 | 7.5 | 8.2 |
| Malta | 10.5 | 8.7 | 15.2 | 11.3 | 8.3 | 9.2 |
| Netherlands | 54.0 | 53.7 | 54.8 | 54.6 | 54.4 | 53.1 |
| Austria | 29.3 | 30.6 | 26 | 28.3 | 29.9 | 31.5 |
| Poland | 51.7 | 51.5 | 52.5 | 51.9 | 51.6 | 51.4 |
| Portugal | 28.4 | 30.1 | 23 | 26.1 | 28.2 | 31.7 |
| Slovenia | 75.4 | 75.2 | 75.9 | 74.3 | 73.2 | 77.1 |
| Slovakia | 28.3 | 28.2 | 28.5 | 28 | 27.6 | 28.9 |
| Finland | 34.7 | 34.6 | 34.7 | 34.7 | 34.7 | 34.6 |
| Sweden | 34.8 | 33.9 | 36.7 | 34.8 | 32.9 | 34.8 |
| Iceland | 74.6 | 72.8 | 78.8 | 75 | 71.7 | 73.9 |
| Norway | 65.8 | 65.5 | 66.6 | 66.8 | 66.9 | 64.2 |

Annex II Legislation Regarding the Youth in EU Member States²⁰

Europe is a multicultural continent, with different values, cultures, history and policies. The European Union serves as a common foundation where Member States can discuss their issues and find solutions together. Such an issue is: the future of youth. Since the mid-2000's, dialogues regarding youth increased. The European Union launched actions to tackle the problems faced by youth across Europe. Member States joined this course of action and adopted many recommendations from the European Union. Some countries implemented their own strategies.

European Union Regulations on Youth Policy

Regulations are the most direct form of EU law - as soon as they are passed, they have binding legal force throughout every Member State, on a par with national laws. National governments do not have to take action to implement EU regulations. Regulations are passed either by the Council and European Parliament, or by the Commission alone.

Due to the fact that youth policies and education policies have not been transferred to the European Community level, this area is not highly regulated as far as regulations are concerned. National governments still hold the power when it comes to policies and decisions about education, youth empowerment and other fields involving the youth. "Erasmus+" was the most important program adopted by the European Union that affects young people and their education.

Regulation (EU) No 1288/2013 of the European parliament and of the council of 11 December 2013: Establishing 'Erasmus+': the Union program for education, training, youth and sport and repealing Decisions No 1719/2006/EC, No 1720/2006/EC and No 1298/2008/EC.

This Regulation establishes a program for Union action in the field of education, training, youth and sport to be implemented for the period from January the 1st of 2014 to December the 31st of 2020. The program covers fields such as education and training at all levels, in a lifelong learning perspective, youth (Youth in Action), particularly in the context of non-formal and informal learning and sport. The education and training field implies the well-known mobility's and placements for school education (Comenius), higher education (Erasmus), international higher education (Erasmus Mundus), vocational education and training (Leonardo da Vinci) and adult learning (Grundtvig).

European Union Directives on Youth Policy

"An EU directive is a form of legislation that is "directed" at the member states. It will set out the objective or policy that needs to be attained. The Member States must then pass the relevant domestic legislation to give effect to the terms of the Directive within a time frame set in the directive, usually two years. Directives are often used to help enforce the free trade, free movement and competition rules across the EU. They can also be used to establish common social policies, and thus can affect employment issues, labour law, working conditions, health and safety. Therefore they can significantly affect businesses."

²⁰ Extracted from: <http://www.oyed.org/index.php?aid=253-26>

- Council Directive 2004/114/EC of 13 December 2004 on the conditions of admission of third-country nationals for the purposes of studies, pupil exchange, unremunerated training or voluntary service.

In this Directive it is possible to observe one of the main objectives of Community action in the field of education, which is the promotion of the EU as a whole world center of excellence for studies and vocational training. For this reason the Council allocates in this document great importance to the promotion of mobility of third-country nationals for study purposes, which sets the foundation for further university exchanges between EU citizens.

European Union Recommendations on Youth Policy

This paragraph will focus on the recommendations made by the European Union which are related to issues of youth policy.

According to Article 288 of the Treaty on European Union (formerly Article 249 TEC), a recommendation is one of two kinds of non-binding acts in European law. Recommendations are without legal force but are negotiated and voted on according to the appropriate procedure. Though they are without legal force, they do have political weight. A Recommendation is an instrument of indirect action aimed at preparing legislation in Member States, differing from the Directive through the absence of obligatory power.

A Common EU Youth Policy Proposal 2014-24"

The Organization for Youth Education & Development (www.oyed.org) in cooperation with the Inter Parliamentary Alliance for Human Rights (www.ipahp.org) in the framework of their mutual program "EU Parliamentarians for the Youth" have created a proposal for further EU engagement & support in youth issues. The proposal consists of 10 key suggestions for the EU while each of these suggestions can serve as a stand-alone initiative by itself. The OYED and the IPAHP invite the EU to consider and adapt in part or in full these suggestions and to then legislate and execute the respective policies and programs. The proposal is designed to be implemented in full over a ten year duration.

The OYED plans to work in partnership with the EU, THE Council of Europe the global youth, and key stakeholder institutions and partners in order to support and to facilitate the rapid implementation of these ten suggestions at the EU policy level.

The organizations are aware of, acknowledge and appreciate the already existing programs in some of the below mentioned fields and it calls for increased activity in the magnitude and innovation of these programs.

An overview of the proposal can be found below:

1. **Establishing an EU Ombudsman's Institution for Youth Rights.** The Organization for Youth Education and Development proposes the establishment of a Youth Ombudsman Committee to coordinate and monitor a common EU Youth policy. The lack of such an institution in the EU creates challenges in the promotion, development and the protection of Youth rights.

2. **Set a Minimum GDP Percentage allocated to Education.** The OYED proposes to set a Minimum GDP Percentage allocated to education for all EU Member States by 2024. The Organization for Youth Education and Development believes that one of the most important factors in the development of the EU is education and that quality education is a prerequisite for a developed society.
3. **Career Guidance Programs for Teens and Youth.** The Organization for Youth Education and Development proposes the development of career guidance programs for teens and youth in order to bridge the gap between education and employment. The program should include support programs such as career guidance, professional development programs, and monitored internships. The OYED suggests that these programs should be conducted in close coordination and cooperation with EU educational institutions and labour forces from the EU and beyond.
4. **Empowerment of Young Women in the EU.** The Organization for Youth Education and Development proposes further EU programs focused on correcting the gender imbalance in the EU to empower young women. The programs should serve as a safeguarding measure to foster social development and support young women in the EU.
5. **Kick-starter for Life.** The Organization for Youth Education and Development proposes the EU to establish a comprehensive kick-starter for Life Program aimed at empowering young entrepreneurs. The OYED sees it as essential for national and multi-national economies to foster and support young entrepreneurs.
6. **Social Benefits for Teens & Youth.** The Organization for Youth Education and Development proposes increased EU-wide directives to provide better public services for young people and better access to such services. One example of this would be better access to educational and professional training opportunities for young people.
7. **Establish an Exchange Platform for Young Professionals.** The Organization for Youth Education and Development proposes to establish an EU Platform for young professionals to exchange innovative ideas and to network in the framework of voluntary exchange programs and volunteering positions within public and private institutions.
8. **Promotion of a Shared Youth European Identity.** The Organization for Youth Education and Development proposes that the EU develops a common approach to the teaching of the common European Identity in all EU countries in order to contribute to the sense of common identity for all Young Europeans.
9. **Promotion of Youth Participation in Democratic Life.** The Organization for Youth Education and Development proposes new programs to promote further youth participation in the democratic life in the EU.
10. **Art as a Tool for Youth Empowerment.** The Organization for Youth Education and Development proposes that the EU create new programs that will support the promotion of art as a tool for youth empowerment.

Annex III Youth programs in EU Member States

| Country | Program Name | Established Year | Program content |
|---------|---|------------------|---|
| Austria | 1. Artists-in-Residence Program | 2011 | This programme allows artists from different disciplines (actors, visual artists, musicians, writers) to develop their creativity while outside of their cultural group. Artists-in-Residence programmes have been useful in terms of strengthening the networking of international artists with the Austrian art and culture scene. They promote the development of contemporary art, support artists in their mobility and encourage intercultural exchange. An important focus of the programme lies in the networking of international scholarship with the Austrian art and culture scene. The Artists-in-Residence programme also helps stimulate interest and debate in Austria regarding the cultural and artistic activity in other countries. |
| | 3. Culture connected - Cooperation between Schools and Culture Partners | 2013 | The program is an Austria-wide initiative of the Federal Ministry of Education and Women. The aim of the initiative is to support cooperation projects between schools and cultural partners. The main priorities and goals are: <ul style="list-style-type: none"> -supporting schools and cultural partners in their cooperation; -enabling children and young people with employment and participation in arts and culture; -opening the school as an institution - through collaboration with cultural partners and involvement of external experts; -appealing to target groups with different cultural and social backgrounds; -make the potential of new learning environments outside of school experience; -developing social support and cooperative learning. |
| | 4. Empowering Young People - Connecting Europe | 2012 | This program is designed to develop understanding and tolerance of other cultures. Empowering Young People - Connecting Europe supports innovative school-based projects that help young people in the following fields: <ul style="list-style-type: none"> -understanding and accepting other cultures through cross-cultural interactions in the Danube region -promoting active citizenship through intercultural awareness -supporting participation in civil society in their home country, in the Danube region and in Europe -committing themselves to sustainable development. |
| | 8. KUS-Network | 2007 | KUS is a network for education, social services, sports and culture. It organizes general education, vocational and personal development training courses, coordinating the program "Berufsmatura - Education with school-leaving examination". The preparation for the vocational diploma is provided free of charge. In the field of political education KUS network places a special focus on the area of participation and school democracy. In the spirit of education employability, the KUS-network fosters young people's ability to participate in democratic processes. |
| | 10. Austrian Youth Welfare | 2012 | The Austrian National Council of Youth Welfare is an apolitical, professional, not for profit association for youth welfare; it aims to facilitate the promoting of technical and professional interests of the people advocating for youth welfare in Austria. These goals are achieved through further education, statements and publications, courses and lectures. |
| | 11. Austrian Centre for Personality Building and Social Learning | 2005 | The "Austrian Center for Personal Development and Social Learning" (ÖZEPS) is an institution of the Austrian Ministry for Arts and Culture (BMUKK) and has been active nationwide since September 2005. Its main goal is to build bridges between science and education. In this context, some hand-outs have been established: <ul style="list-style-type: none"> -Cultural agreements in schools; -Custom specific learning tailored towards individuals' needs; -Violence prevention in schools; -Personal Development and Social Learning; -Performance evaluations; |
| | 12. K3 Programme | 1989 | The K3 program is a series of model project for the fostering of cultural mediation, with a special focus on apprentice training. Over 70 different project variants have been established in Austria since this initiative started in 1989. They all have had one goal: placing apprentices in communicative exchanges with artists currently instigating their own cultural projects. The K3 program is |

| Country | Program Name | Established Year | Program content |
|-----------------|--|------------------|--|
| | | | organised by CCA and funded by the Ministry for Education and Women. |
| | 13. Sparkling Science - Science calls School, School calls Science | 2007 | Sparkling Science is a research program of the Federal Ministry for Science, Research and Economics (former BMWF). The support program of the Ministry (BMWFW) was implemented with the goal of enhancing cooperation with schools and it is part of a comprehensive initiative aimed at supporting youth. Although a variety of support programmes, measures and PUS-school competitions in the dialogue between science and society have been launched throughout Europe in recent years, this program goes a step further: Sparkling Science exclusively promotes collaborations in which young people are actively involved in current research projects allowing them to contribute to these activities. |
| Belgium | 1. Activa Start Programme | 2006 | This measure encourages the reintegration of young jobseekers aged under 26 years old with low education by granting them unemployment benefits (called "allocation of work"). The employer gets financial advantages when recruiting someone who fits the criteria of the program. |
| | 3. Jint Programme | 1989 | This program was initiated in 1989 by the Flemish government, in consultation with Flemish youth organizations. It is financed by the Department of Youth within the Agency for Socio-Cultural Work of the Flemish Authorities and the Youth Programme Unit of the Directorate-General of Education and Culture of the European Commission. This initiative is also endorsed by the National Agency for Youth in Action (EU) in Flanders and the Flemish Knowledge Centre for International Youth Mobility and International Youth Policy. The program makes it possible for: -Young people to experience international exchanges. -Youth workers to get inspired by international cooperation. -Policy makers to have an international analysis of youth, youth work and youth policy. Approximately 6,000 young people, youth workers and policy makers participate in Jint activities every year. Precisely: -1800 young people between 15 and 25 participate in international exchange projects. -Over 25% of these young people come from disadvantaged groups. -3000 young people contact JINT for information about international exchanges or cooperation. -600 youth workers participate in international training initiatives in the Flanders or abroad. -300 young people and youth workers join youth policy debates and information sessions. |
| | 4. Spring Boards Youth - Office International Youth | 2013 | The Belgium government grants scholarships to those young people aged between 18 and 35 whose projects fulfil one of the following criteria: learning a foreign language by working for an association based in Europe (Tremplin Langues program); gaining professional experience abroad (Tremplin Job) or any other punctual activity abroad so as to bring further positive experiences in CV (Tremplin +). These programs are financed by the "Bureau International Jeunesse", which helps any young people to finance their projects abroad. There is a Quebec Program as well, divided in 3 different categories: courses for study, curriculum for professional experience and contacts for projects linked to hobbies. |
| Bulgaria | 1. National Centre „European Youth Programs and Initiatives,, | 2007 | The National Centre „European Youth Programs and Initiatives,, encourages, consults, organizes and coordinates the participation of Bulgarian youth organizations and institutions in the European and international youth programs and initiatives. The Centre is assigned to the Ministry of Youth and Sport and its main functions are to work on projects from the EU program „Youth in Action,, and to sort and process information regarding other international and European youth projects. As such, it supports the Minister of Youth and Sport in conducting the state policy in the field of youth activities. In particular, the officials from the Centre are tasked with consulting young people and youth organizations about the application process for the projects of „Youth in Action,,. |
| | 2. National Program for the Youth /2011-2015/ | 2011 | The National Program for the Youth /2011-2015/ is an instrument for fulfilling the priorities of the national policy for young people. It is based on the Bulgarian youth's needs and is synchronized with the strategic goals of the European youth policy. The program was elaborated on the basis of the evaluated results from previous national programs for youth activities, such as the Program for Youth Activities /2008-2010/ and the National Program „Youth Information Consulting Centers,, /2007-2010/. The program takes into consideration the texts of the Revised European Charter on the Participation of Young People in Local and Regional Life, the |

| Country | Program Name | Established Year | Program content |
|---------|--|------------------|--|
| | | | World Program for Action for Youth, the European Youth Pact, etc. Furthermore, it is in accordance with and fulfil the goals of the National Strategy for the Youth /2012-2020/. Its main topics and the wider scope of the problems affecting the Bulgarian youth necessitate a multi-sector approach in its implementation. Therefore, the success of the National Program would only be possible when collaborating with other sectors, such as education, healthcare, social inclusion, gender equality, competitiveness, etc. |
| | 3. National Youth Strategy /2012-2020/ | 2012 | The National Youth Strategy 2012-2020 aims at building and implementing a unified, consistent and sustainable youth policy in Bulgaria based on the sectoral approach, inter-sectoral cooperation and co-management with the young people at a local, regional and national level. The National Youth Strategy 2012-2020 is aimed at young people aged 15 to 29 and it is prepared in accordance with the international and European standards for youth work. The strategy first analyzes the challenges for youth policy-making in the country, including the ongoing demographic crisis, the youth unemployment and the lack of social inclusion and political participation. Together with identifying some of the main problems, the strategy points out at some important future priorities - encouraging the economic activity and youth entrepreneurship, sufficient access to information and services, youth volunteering, and formal and informal education. In addition, it pledges to foster the youths' career development, to support young people from smaller regions, and to encourage the intercultural and international dialogue with the active participation of the Bulgarian youth. Finally, the document outlines the crucial role of the state institutions, the municipalities, the youth organizations and the National Centre „European Youth Programs and Initiatives,,. |
| | 4. Sports, Youth and Child Activities 2011-2014 of Sofia Municipal Council Program | 2011 | As the name of this program suggests, it is more locally-oriented than the other programs are. In general, it aims at fostering the local policies regarding youth organizations and activities in Sofia. The program is in accordance with the key EU and UN documents with relevance to youth issues. Among its main priorities there is the developing of an active citizenship for young people, especially regarding their European consciousness and participation. An additional goal is encouraging a greater tolerance and the social integration of youths from a different national, ethnic or religious origin. Introducing the young people of Sofia to the European values and culture, and their engagement in European youth activities remains the main task for the local policy-makers in this regard. Furthermore, the program outlines the necessity to bridge the existing gap between young people and the variety of youth organizations which are seeking for greater numbers and involvement on behalf of the local youth. |
| | 5. Youth Employment - a Guarantee for the Future Project | 2008 | This project aims at adequately addressing the growing problem of youth unemployment. Similarly to other countries from the southern periphery of the EU, Bulgaria struggles against the social isolation, and the lack of motivation and economic activity among the unemployed young people in the country. The specific goal of this project conducted by the Ministry of Labor and Social Policy is to motivate and encourage the unemployed youths to seek options for career development. In addition, it focuses on enhancing the economic activity in regions and municipalities with poorer rates of employment. A special emphasis is placed on aspects such as achieving greater competitiveness and social inclusion for those who have been unemployed for longer periods of time. According to the authors of the project, its success is also partly dependent on the active role and support of the private businesses and civil associations. It is important to mention some of the specific instruments employed for achieving successful results. Among them there is a specialized set of group motivational and adaptation trainings, and individual consultative sessions with each of the beneficiaries. |
| | 6. Ch@nce for realization Program | 2012 | This program provides young people with the chance to make use of intermediary services for finding employment opportunities, training in communication and information technologies, and motivational workshops. The program's budget is 15 million leva (BGN) and it is conducted in more than a half of Bulgaria's districts. At least 10.400 young people have been included in the scheme for acquiring key skills which would allow them to succeed on the labor market. In addition, the program foresees an extensive training in at least one foreign language, in order to further upgrade the competences of the beneficiaries. |
| | 7. New beginning - from education to employment Program | 2013 | This scheme is intended to support young people up to the age of 29 who have graduated either from high school or university, but have no working experience. The program helps those from the target group to do at least six-month internship by facilitating their contact with prospective employers and the problematic transition from school or university to the workplace. At the onset of the initiative, it has been estimated that at least 8,550 unemployed young people will be included in the scheme, thus finding an |

| Country | Program Name | Established Year | Program content |
|-----------------------|---|------------------|--|
| | | | internship to kick-start their career. For this purpose, the Bulgarian government subsidizes the employers allowing them to pay their interns for the period in which they have been hired. |
| | 9. New Workplace Program | 2012 | This initiative aims at providing stimulus for employers in Bulgaria to hire young people by subsidizing their businesses. Its budget of 18 million leva (BGN) is available to all employers who wish to apply for the program and give 2,000 young people under the age of 29 a chance to enter the labor market for a period between 6 and 12 months. Crucially, the program also prioritizes the labor integration of disabled young people by focusing on the way in which the workplace should be adapted to their specific needs. |
| Croatia | 1. Program "Guarantee for ALL young people" (2014-2015) | 2013 | "Guarantee for ALL young people" is a project based on many years of working experience with young people in alternative care, as well as on a deep reflection on the current socioeconomic status of young Croatians threatened from social exclusion. The program serves as one of those EU instruments supporting young people who have been unemployed or inactive for the period of four months. The way to do so normally includes providing access to higher quality education, internships or jobs. The project also analyzes the best practices and the relevant experiences in the implementation of the Youth Guarantee program in other EU member states. In addition, the program coordinators have organized a two-days-long international workshop aimed at fostering the exchange of experience in this field. |
| | 2. Program Policies for the youth | 2012 | This program aims to participate in and positively affect the development of Croatia's national youth policy by establishing fruitful partnership with state authorities and other decision-makers, and through actively seeking contact with the youth organizations in the country. The ones responsible for the implementation of the program are also members of the Council for Youth and the Council for Civil Society Development to the Government of the Republic of Croatia. In addition to this, those same officials are involved in elaborating laws, strategies and other youth-related policies with the bigger aim of civil society development. The program also regularly fosters public discussions and drafts policy papers on youth issues. |
| | 4. Program "Work with the youth" (2013-2017) | 2013 | This program contributes to the development of the working process with the Croatian youth and directly empowers the young people and the youth organizations in the country. "Work with the youth" functions on two different levels. Given that currently there is no strategic framework regarding the work with the Croatian youth, the program team focuses its effort on creating favorable social conditions for its development. In practice, this means wishing for the institutional recognition of the work with young people, so that it receives an adequate support from the relevant authorities on national and local levels. More specifically, youth organizations in Croatia are still lacking material and infrastructural support, and the program is intended to get recognition for youth workers engaged in activities such as informal education. |
| Cyprus | 1. Board of Cyprus | 1994 | The Youth Board of Cyprus focuses on the promotion of progress and prosperity for all the young people of Cyprus, regardless of religion and ethnic and racial origin. The initiative aims at the enhancement of young people's active participation in the social, economic and cultural development of the country, the promotion of a positive lifestyle through the youth's engagement in various activities and lastly it strives to provide effective solutions to current youth problems. The programs which are still operating involve: Volunteering, evaluation of youth policy, youth information, promotion of a positive lifestyle, prevention of use of addictive substances and campaigns. |
| Czech Republic | 1. State Aid Programmes Supporting Work with Children and Youth | 2011 | These programs fulfill the state requirements on the provision of care for the leisure time of children and youth through non-governmental organisations such as civic associations, charities and church institutions. The Ministry of Education, which is in charge of these programs, grants subsidies based on priorities and conditions. The support focuses on regular and long-term activity designed for various groups of children and young people, in order to promote activities that help to improve the quality and to develop the activities of youth and children organisations. The four main types of the programs are: -Provision of Regular Activities of NGOs for Children and Youth (Zabezpečení pravidelné činnosti NNO pro organizované děti a mládež) The program is intended for children and youth NGOs. The primary objective of this program is to support regular year-round activities of those NGOs working with children and youth. As part of this program only non-investment funds are provided. -Investment Development of the Material and Technical Base (Investiční rozvoj materiální a technické základny mimoškolních aktivit |

| Country | Program Name | Established Year | Program content |
|----------------|--|------------------|---|
| | | | <p>d?ti a mládeže)</p> <p>The aim of this program is the improvement and development of the material and technical base for NGOs working with children and youth. The program provides financial support for the reconstruction and modernisation of buildings owned by NGOs or the long-term lease from corporations or the acquisition and the technical evaluation of machines and equipment. As part of this programme only investment funds are provided.</p> <p>-Extraordinary Subsidies (Mimo?ádné dotace)</p> <p>The Ministry reserves the right to declare, due to the current needs and financial possibilities, some extraordinary challenges. They can be designed to support the activities of all -or only selected- types of some NGOs or tightly themed activities. Under this programme both non-investment and investment funds may be provided.</p> <p>-Support of the activities of Youth Information Centres (Podpora ?innosti Informa?ních center pro mládež)</p> <p>This program is intended solely for the support of Youth Information Centres (YIC), which are certified by the Ministry of Education in the Concept of information system development for young people in the Czech Republic, adopted in 2008. Under this program, grants are provided not only to NGOs, but also to schools or school facilities if they are the founders of the YIC. As part of this programme only non-investment funds are provided.</p> |
| Denmark | 3. Danish Youth Guarantee Implementation Plan | 2014 | <p>According to the Youth Guarantee all young people under the age of 25 years old should receive a good-quality offer of employment, continued education, an apprenticeship or a traineeship within a period of four months of becoming unemployed or leaving formal education.</p> <p>Amongst other guidelines, the Youth Guarantee scheme should be based on a partnership-based approach involving all relevant public authorities, social partners, education institutions, guidance centres etc. The scheme should secure early intervention and offer supportive measures for labour market integration.</p> |
| Estonia | 2. ESF Program “Developing Youth work quality” | 2008 | <p>This scheme aims to raise the employability of young people through high quality youth work. This shall in part be achieved by placing greater emphasis on the training received by social and youth workers. This will provide such workers with greater knowledge and competency when both interacting with young people in a general sense and specifically aiding them in joining the labour market.</p> <p>In addition, further resources will also be provided to aid the trainers of youth workers including access to foreign expertise and further trainer materials such as electronic equipment etc. in order to maximize their educational capacity. Furthermore, greater recognition and reward should be attached to youth work in order to increase the sector’s appeal to potential workers and experts as well as increasing the attractiveness of those participating to potential employers.</p> <p>Finally, the program envisions the creation of a ‘youth barometer’, an annually updated database which tracks various aspects of youth life in order to ensure that both relevant policy can be created and that workers in the sector have access to the most recent and relevant information thereby increasing their effectiveness.</p> |
| | 3. ENTRUM - Youth Entrepreneurship Development Programme | 2010-2014 | <p>The aim of this program is to promote the development of an entrepreneurial mind-set and provide free education about entrepreneurship to young people in Estonia. Its goal is to train at least 2 000 people (approximately 15% of all Estonians aged 14-19 years old) in all 15 counties between 2010 and 2014.</p> <p>ENTRUM aims to address the lack of entrepreneurial culture among young people and help address the high rate of youth unemployment. It provides young people with a first-hand experience of turning ideas into action for personal development and inspires them to contribute to their community.</p> |
| Finland | 2. Children and Youth Welfare Plan | 2013 | <p>The Children and Youth Welfare Plan is aimed at developing child and youth protection through the creation of safe spaces in the Finnish cities, promoting at the same time the practice of sports and cultural and leisure activities, in order to facilitate a healthy growth of children and young people. Furthermore, this program aims to foster youth participation not only in the local communities, but also in the political activities. The plan has to be approved by the Municipal Councils, and shall be reviewed at least once every four years. In addition, the Plan also contains measures to support families in the task of education, and to</p> |

| Country | Program Name | Established Year | Program content |
|----------------|---|------------------|--|
| | | | promote welfare policies concerning children. |
| | 3. Youth Guarantee (Youth Employment & Education Program) | 2013 | This program was launched at the beginning of 2013. The goal is that every unemployed person under the age of 25 and every graduate under the age of 30 will be guaranteed to get either work, education or other placements that help their employment in the time frame of three months of their graduation or time of unemployment. The goal is that by the end of 2020, over 90% of the age group of 20-24 year-olds have a degree after the obligatory grammar school. The government will fund this program by 60M€ per year. The program will be implemented by a cooperation of the Ministry of Employment and the Economy, the Ministry of Education and Culture, the Ministry of Social Affairs and Health as well as the Centre for Economic Development, Transport and the Environment (ELY-keskus). |
| France | 1. Second Chance Schools | 2007 | The creation of the “écoles de la deuxième chance” - “second-chance schools” - came after a law was adopted by the French Parliament regarding the prevention of delinquency on 5th March 2007. These second-chance schools were then specifically addressed by the decree of the 13th of December 2007. They concern young people aged under 26 who left formal education without any degree or professional qualification. They differ from traditional schooling because their methodology is based on both the social and professional integration of young people who are selected solely on the level of their motivation. The process is highly individualized according to the different profiles and it aims at granting basic knowledge in French, Mathematics and Computer Science, as well as social and civic skills necessary for successful professional integration. The ones who benefit from these schools are able to enrol in a professional course with a team of advisors and train in a partner company. What is especially useful, and can lead to more successful outcomes, is that the length of the programs is unlimited, determined only by the time it takes the young people to gain the knowledge and skills necessary for their sustainable professional integration. |
| | 2. Honest jobs | 2013 | The objective of this scheme is to boost access to jobs for young people living in sensitive urban areas (called “zones urbaines sensibles” ZUS) where the unemployment rate is twice as high as the rest of the territory, by creating “frank jobs”. The only criteria to fulfil in order to benefit from these jobs is that applicants must be aged under 30, live in sensitive urban areas (ZUS), and to be unemployed for more than 1 year. This scheme concerns mainly the private sector and does not strive towards the elaboration of a durable professional project. |
| | 3. Youth Guarantee | 2013 | On the 1st of October 2013, the French government legislated according to its powers conferred by Article 37 and 37-1 of the French Constitution of 1958, related to the regulatory powers and experimental regulatory decisions made by the government. The nature of experimental regulatory laws implies that they are implemented in the short-term, and they are likely to be protracted if the experimental period demonstrates successful implementation. The program “Garantie Jeunes”, according to the decree of the 1st of October 2013, will be instituted in an experimental capacity until the 31st of December 2015. This program aims at permitting young people from troubled backgrounds to strive towards autonomy through the organization of a global social and professional support process. More precisely, local assignments form the basis of this support scheme with the purpose of acquiring diverse professional experiences, in order to be able to elaborate and strengthen a professional project. This scheme concerns young people from 18 to 25 years old, described as “NEETs” - those “not in education, employment or training”. It is arguable that this scheme is just another short-term process to try to fix and hide the large-scale unemployment, especially amongst young people. Moreover, the tendency to encourage undertaking many different local jobs, with a maximum period contract of 1 year only, is unlikely to lead to a consistent professional project. |
| | 4. Young initiatives Project for the creation of company | 2005 | The PIJ scheme offers financial aid to people aged between 18 and 30, for the creation or part-exchange of a company. It is based in some DOM-TOM regions (collectivités d’Outre-mer), namely, Martinique, Guadeloupe, Guyane, Réunion and Mayotte. The maximum amount for the subvention is 7320€ which is tax-free. |
| Germany | 1. Alliance for Youth | 2014 | State-funded program that organizes activities around the topics education and extracurricular learning and training opportunities, participation opportunities in the political and public sphere, facilitating the changeover from the school to the working world, |

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| | | | including Expert Forums, Workshops and day-long conferences. Participants in these events typically stem from the fields of youth education and help, schools, politics, science, civil society, economy, science and media. The aim of their meetings is to develop opportunities for the youth and foster a greater youth policy. |
| | 2. Push for earlier chances | 2011 | Program by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth that supports 600 smaller local programs, which want to give young people a good start. It offers not only advice, training financial support for such programs and their organizers but also a platform for them to advertise. |
| | 4. German Academic Exchange Service | 1925 | Founded initially as a private student initiative in Heidelberg in 1925, the DAAD is now based in Bonn. By its own accounts, the DAAD is the biggest organization of its kind worldwide. The federally funded and state-funded national agency encourages and facilitates the exchange of students and scientists. Since its foundation, it has supported almost two million academics. Besides giving out stipends and grants, the DAAD also strengthens international values in German universities, promotes the German language abroad, supports developing countries in improving their current forms of higher education, and advises decision-makers of cultural, educational and developmental policy. With over 250 programs, the DAAD sponsored approximately 120,000 Germans and foreigners around the world in 2013. The service includes everything from exchange semesters for young students to PhD Studies; from internships to guest lectures. The international services of German higher education facilities are supported by the foundation through marketing, publications, events and vocational training. Its budget is drawn mostly from public offices but also from private donors and organisations: -184 million from the Department for Foreign Affairs -101 million from the Ministry for Education and Research -40 million from the Ministry for scientific cooperation and development -the total in 2013 amounted to just under 500 million euros |
| | 5. German-French Youth Encounter | 1963 | Initiated by former Chancellor Konrad Adenauer and French president Charles De Gaulle, the DFJW was founded in 1963 in the Elysee Treaty. It has offices in Paris and Berlin. It is funded in part by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth and had a budget of 24.8 million euros in 2013. As of 1963, the program has made it possible for 8.2 million Germans and French to participate in approximately 300,000 exchange programs. The program aims to bring together German and French Youths in order to foster greater understanding between the countries and make them aware of their neighbour's culture. The program organizes and sponsors the following: -Vocational education & training -Pupil Exchange -Student Exchange -Extracurricular Youth Encounters -Language Courses -Intercultural Learning -Tri-national Programs with other nations |
| | 9. Youth work international - experience multiculturalism | 2008 | Supported by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth, the JiVE program encourages intercultural dialogue and multicultural cooperation amongst young people. In particular, the target audience of this particular program is the social group of underprivileged young people with a migrant background. JiVE aims to help them in their challenges, by structurally connecting international youth work with migration issues and organizations concerned with migration. In the long run, the program aims to achieve equality of opportunity regardless of background and inclusion of youths with a migrant background in German society to benefit not only the youth but also the Germany of tomorrow. |
| | 11. Strengthen the youth | 2014 | Initiative by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth that aims to foster greater integration of the underprivileged youth. In order to do this, the program considers education key and wishes to give the social group in question greater access to education and extra help that they may need. Underprivileged youth is defined as children with socialization and |

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| | | | integration issues, with difficult family situations, young people with addictions or who have previously been in trouble with the law. These backgrounds worsen their situation and possibilities, often leading to dropping out of school, losing orientation and motivation. That is why a higher attention to each individual case is required, as well as to adapt to the individual. Overall, the aim of the program is thus to give youths with a tumultuous background a second chance at achieving an education and thereby pave the way for higher education and good employment. |
| | 13. Service Point Youth Participation | 2001 | Founded in 2001, the Service Point was created as a three-year project of the Foundation of Democratic Youth (Stiftung Demokratische Jugend), a state-funded organization. The project itself is funded by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. The aim of the project is to make youth participation available at all levels and to connect the youth with each other, for example through youth parliaments. Since its pilot-phase the SJB creates activities at national and regional level. In their so-called Infoscout-Network, individuals in all corners of Germany have come together to exchange information about activities and events in order to encourage participation, both digitally but also in person at conventions. An important part of the SJB is that the youths have the possibility to get a qualification for their work. Furthermore, they are offered seminars on topics such as project and event management, which prepares them to then actually create and complete events of their own. Today, the SJB has 12 regional offices and 1,200 members. |
| Greece | 6. Scientific Support of new farmers | 2010 | This Program of the General Secretariat of New Ages, „Scientific Support of the New Farmers,,, has been already included in a multi-axis framework, in order to promote the „Green Development,, in Greece, the decentralized policy for the young people, as well as any cooperation on central or peripheral levels. The purpose is to cooperate with university communities in order to make the new farmers more competitive by teaching them new methods or proposing them more innovative techniques for all the stages of the agricultural production. The program has already been started from October 2010 and it was first addressed to young people in Argolida, Achaia, Karditsa, Lakonia, Salonica and Serres municipalities. The universities chosen to take part in the cooperation are: Higher Technological Educational Institute of Piraeus (Department of Automate Machines), the Higher Technological Educational Institute of Messologi (Department of Mechanology and Water Resources) and the Technological Educational Institute of Larissa (Department of Animal Productivity). |
| | 8. Youth and Voluntarism | 2011 | The Greek Government and the Secretariat have organized programs which are renewed every year with the aim of giving young people in Greece the chance to work during their vacation. |
| Hungary | 1. Programme for supporting young people to become entrepreneurs | 2014 | At the beginning of 2014, the Hungarian government started a new program which aimed to help young people become independent entrepreneurs. The goal of the program is to support those planning to establish micro-enterprises by developing their entrepreneurial skills, offering them specialized education, consultancy services, training and mentoring. Supported activities include preparation, legal issues, compulsory services and other practical activities. The program was established by the National Public Employment Organization. 8.3 million Hungarian Forints were provided to finance it. Young people applying for the support must meet the criteria of: -Being aged between 18-35 -Having proof of permanent residence in the central region of the country -Having an entrepreneurial attitude and realistic ideas for the future business activities -Having no direct or indirect majority stake in any other company or be its owner |
| | 4. Kontakt Foundation | 1999 | Founded in 1999, this public organization offers young people vocational guidance, consultancy and mentoring in order to develop a higher standard of living for them. Its supportive activities include education and training, skills development and knowledge dissemination. One of the main fields of its interest is the maintenance of the social equality of disadvantaged groups of young people to help them enter the labor market. The foundation offers many programs, such as individual counselling (e.g. work and career guidance), guidance group sessions, key skills development training, learning techniques training (both for individuals and groups), job search techniques training and job interview simulations. |
| Ireland | 1. Intreo - Employment | 2012 | Intreo, a service from the Department of Social Protection, provides information regarding employment and income supports in a |

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| | and Income Supports | | single location online. It offers practical, tailored employment services and supports for job seekers and employers. It is designed to provide a more streamlined approach and to better suit the technological age, particularly for the target audience of youth unemployment. It provides expert assistance and advice on employment, in addition to self-service facilities which provide information regarding training and personal development opportunities. It meets individual needs, assisting the user's transition into the workforce. For employers, vacancies can be advertised nationally and across the EU, and financial support can be accessed. |
| | 2. JobBridge | 2011 | Since its launch in 2011, 30,360 placements have commenced through the National Internship Scheme, JobBridge, 69% of whom are aged 20-34. It is a Government initiative offered to jobseekers who have a live claim, have been in receipt of welfare support or have been signing for Social Insurance Contribution credits for at least 3 months. It provides the opportunity to enhance their current skills and develop new ones and the placements last for 6 or 9 months. JobBridge breaks the cycle where jobseekers are unable to get a job without experience, either as new entrants to the labour market after education or training or as unemployed workers wishing to learn new skills. It gives people the opportunity to gain valuable experience in the private, public, voluntary, and community sectors, bridging the gap between study and employment. Interns receive an allowance of €50 per week on top of their existing social welfare entitlement. |
| | 3. The Work Placement Programme - Department of Social Protection | 2009 | The Work Placement Programme brings employers and the unemployed together for a nine month, unpaid work experience placement. It is supported by the Irish Government. Those unemployed or who have not secured paid work are able to gain valuable experience developing skills within a workplace setting. The incentive of the program is to provide an edge against the competition when subsequently applying for jobs, to decrease unemployment by enhancing the skills and career prospects of the individual. If an applicant receives certain social welfare payments, they may be allowed to retain their payment whilst on placement. |
| | 4. Youth Guarantee | 2014 | The youth guarantee would offer a young person aged 18 to 24 a job, work experience, an apprenticeship, training, or combined work and training, within a defined period of time after leaving school or becoming unemployed. It is recommended by the European Commission that the youth guarantee should be offered to young people within 4 months of becoming unemployed. It would cost an estimated €273m to implement in Ireland, according to National Youth Council of Ireland. From the successful schemes in Austria, Sweden, and Finland, it was found that Youth Guarantee is more effective for young people who were new to the labour market than for the long-term unemployed. The Government would need to provide job subsidies and incentives to employers to take on young people, and there should be additional support for the long-term unemployed, perhaps working in cooperation with another scheme. |
| | 5. Youth Work (Part of National Youth Council of Ireland) - Development Plan | 2003 | With funding from the Department of Children and Youth Affairs, the National Youth Work Development Plan, 2003-2007, subsequently aimed to enhance personal and social development through voluntary participation in less institutionalized forms of education - in addition to vocational training - to provide a statutory framework for the provision of youth work programs and services. The central principal is "voluntary participation"; the rights of individuals to participate is paramount; for those who do, the Development Plan aims to meet three primary goals: to optimize the benefits youths receive from youth work programs and services; to promote and enhance social inclusion and cohesion; and to enhance developmental infrastructure to support national and local-level coordination. |
| Italy | 1. AMVA - Apprenticeships and Handicrafts | 2007 | This program has been promoted and financed by the Ministry of Work and Social Policies. The Program's aim is to increase the number of internship under contract in order to decrease the level of unemployment in Italy. The aim of this program is the fostering of the access in the job market of disadvantaged young people. |
| | 3. Youth Enterprise | 2014 | "Giovane Impresa" is an initiative created by the "Dipartimento della Gioventù" (Department of Youth) and is financed by the Fund of Youth Policies (Fondo Politiche Giovanili). Giovane Impresa is a portal aimed at spreading and developing entrepreneurial skills amongst young persons. This is essential to encourage the formation of new entrepreneurial initiatives and create work opportunities. The portal is divided into seven areas that create an informative path able to guide youth in the fundamental phases |

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| | | | of the development of a company, facing all aspects relative to its legal and fiscal status and its economic activities. The portal is targeted at students aged 18-35, both end-users of the portal able to freely consult its contents, and protagonists of the initiative able to interact with other users through the online forum and ask questions to specialist consultants. |
| | 4. Youth in Action | 2006 | <p>"Agenzia Giovani" is a public organization with both organizational and financial autonomy, supervised by the Italian Government and the European Commission. It was created by the Italian Parliament by "Decisione 1719/2006/CE" of the European Parliament and the Council which launched the "Youth in Action program" in the years 2007-2013.</p> <p>The program's aims are outlined as follows:</p> <ul style="list-style-type: none"> -Supports active citizenship of youth -Develops solidarity and promotes tolerance among youth in order to enhance social cohesion -Promotes knowledge, understanding and cultural integration of youth from different countries -Contributes to the development of support programs and the activities of youth -Supports the development of civil society and organizations in the youth sector -Facilitates the cooperation in the youth sector and the local, national and European levels. |
| | 5. Italian Implementation of Youth Guarantee | 2014 | As the other European Union member states, Italy is also applying the Youth Guarantee Plan; a specific implementation plan for Italy entered into force on May the 1st 2014. The plan allows young people who enroll in the program to be followed through an orientation process, customized according to their skills and to their needs. The offer differs slightly according to the Region. Reports are issued weekly on www.garanziaiovani.gov.it . By 31st of July 2014, 147,130 young people had registered; most of them live in Sicily (18%), in Campania (16%) and in Lazio (7%); 53% are mostly males; 12,728 have already gone through the first orientation interview. The plan is also addressed to young people who live in Italy but are not Italian citizens; 4,934 of whom have registered to this date. |
| | 6. Sicily region Youth Plan | 2014 | The Sicilian Region has allocated 20 million Euros for the project, "Giovani in Sicilia", with the aim to promote 2000 types of internship for unemployed young people aged between 25 and 35. The initiative aims to decrease the level of unemployment among young people in the Region. All the internships last 6 months and they are paid for an amount of 500 Euros each month. The company receives benefits when hiring interns; depending on the type of contract that is offered, they range from 3.000 to 6.000 Euros. |
| | 7. NOP GAS (Governance System Actions) | 2007 | The PON GAS aims to support institutional and governmental capacity, in particular in meeting European goals related to lifelong learning and employment, and to promote and strengthen innovation, quality and integration of education, training and work within Italy. PON is related to young people who just finished their studies and are entering the work market. |
| | 8. DJ - Diversity on the Job | 2007 | The Department of National Office Against Racism and Discrimination (UNAR) promotes experimental intervention so as to promote the access to work for disadvantaged subjects. The project "DJ" - Diversity on the job - is financed by the Ministry for Work and Social Policies. |
| Latvia | 1. GADAM- National Youth Policy Programme for 2009-2013 | 2009 | <p>The National Youth Policy Program was approved in August 2009. It was developed to implement the goals and tasks set out in the Youth Policy Guidelines for 2009 to 2018.</p> <p>Several parties are involved in the development and implementation of the youth policy: the Ministry of Education and Science as the coordinating body of the youth policy, other ministries and local government entities, youth organisations, youth initiative groups, as well as associations and foundations, trade unions, employer organisations, religious organisations, political parties, business enterprises, youth researchers, and other institutions whose target audience is youth.</p> <p>In order to ensure coordination of the youth policy, a Youth Advisory Council has been established. According to the Youth policy guidelines for 2009 to 2018, the priority areas for youths are: health and well-being; creativity and culture; employment and entrepreneurship; youth and the world; education and training; volunteering; participation; social inclusion.</p> |
| | 2. The National Youth | 2014 | The key ministries involved in the integration of youth into the labor market and educational system are the Ministry of Welfare (the MoW), the leading institution for active labor market policy and the Ministry of Education and Science (the MoE), which is |

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| | Guarantee Implementation Plan (YGIP), 2014 -2018 | | responsible for education and youth policy in Latvia. Both ministries will be responsible for the implementation of the Youth Guarantee Plan. Educational institutions, non-governmental organizations, and different experts, including youth coordinators and social services, are the key partners who work with young people in municipalities and improve their access to the labor market or education. The State Employment Agency (SEA) is responsible for providing support to unemployment youth and for implementing active labor market policy measures. The SEA provides training and employment measures, job-search assistance and career guidance, amongst other things. |
| Lithuania | 1. Youth Guarantee initiative implementation | 2014 | It is aimed at achieving a social rehabilitation and preparation for employment in the labor market system, promoting a better integration into the labor market and the educational system in order to develop young people skills. It is also developed through collaboration between various stakeholders, distinguishing the title role of the Public Employment Services, as well as education systems and vocational training and, with them, social services, local authorities and social partners and third sector organizations. Its goals are: - Improve the employability: second chance programs (youth who have early school leavers are returned to education or training) and training courses. -Promote entrepreneurship: unemployment benefits for entrepreneurs, fostering entrepreneurial culture (guidance and training in schools) and other measures (microcredits, business incubators, etc.). -Improve the intermediation: vocational guidance, employment information and assistance in finding employment; Mobility programs and education programs, and promote the recruitment. |
| | 2. Youth Policy Development Programme for Municipalities 2010-2012 | 2010 | This Program is targeted to achieve the development of youth policies in municipalities in order to encourage the creation of youth organizations and activities to strengthen their relationship with local institutions, rural and urban communities and enhancing the role of municipal youth coordinators and municipal authorities in youth policies in order to improve youth work professionals and volunteer training. |
| | 4. National Youth Policy Development Program (2011-2019) | 2011 | The Program prioritised the improvement of the social inclusion of young people, with particular emphasis on young people not in employment, education and training (NEETs), the promotion of cross-sectorial cooperation as the underlying principle of integral youth policy, the exchange of good practices on social inclusion of young people and the promotion of the cooperation in the youth policy field between young people from European Union and Eastern Europe and Caucasus countries. Better youth employment opportunities will be ensured by creating favourable conditions for young people to participate in the labour market; economic and social entrepreneurship will be promoted and non-formal education will be developed seeking integration of formal and non-formal education; youth creativity and active participation of young people in society will be encouraged. Furthermore, the Program's goals are: - To ensure the development of social security, education and health care systems. - To develop a conscious, public-spirited, patriotic, mature, cultural and creative young individual, capable of being an active part of a diverse society. - To develop and coordinate the system of youth work and to ensure the development of youth employment infrastructure. - To create favourable conditions for consistent and high quality activities of youth organisations and organisations working with youth, - To ensure inter-institutional and cross-sectorial cooperation in developing coherent, fact and knowledge-based youth policy. Inter-institutional and cross-sectorial cooperation will be developed at the local, national and international level. |
| | 5. National Program for | 2008 | The objective of this Program was to develop a consistent and effective system of responsible business education for young people. To achieve the Program objective, the following tasks were envisaged: |

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| | Youth Entrepreneurship Education and Promotion (2008-2012) | | <ul style="list-style-type: none"> - To develop, introduce and improve entrepreneurship education measures. - To promote the starting and development of business by young people and young farmers. - To conduct monitoring of the youth entrepreneurship situation and entrepreneurship promotion as well as to inform the public authorities along with wider society about entrepreneurial opportunities in Lithuania. <p>The program was designed to tackle an insufficient understanding of business, the lack of adequate support for starting and developing businesses and the absence of effective, support, coordination or encouragement for entrepreneurship in Lithuania. The Ministry of Social Security and Labour coordinated and controlled the implementation of this program. Some of the measures taken for the Programme consisted of:</p> <ul style="list-style-type: none"> - Preparing and publishing programs and methodological materials for the integration of entrepreneurship education into the curriculum of general schools. - Developing a model of Lithuanian practical business training firms at schools. - Developing informal youth entrepreneurship education through the implementation of youth projects as well as projects and organisations that are working with youth. - Providing youth with information on the opportunities to take up business as well as with professional guidance services. - Creating and develop an entrepreneurship information and mentoring network for youth. - Organising preparation of projects of youth business research and training as well as exchange of good practice. |
| Luxemburg | 1. The Luxembourg National Youth Council (CGJL) | 2013 | <p>The Luxembourg National Youth Council (CGJL) is the umbrella organisation of youth organisations in Luxembourg, working with youth aged from 12-35 years. The CGJL has 28 member organisations, which are active in a large variety of different areas in the youth sector. The CGJL is an organisation of, for and by young people and gives youngsters the opportunity to voice their opinions and to raise common concerns. The CGJL is a privileged discussion partner with the government and other official actors in decision-making and can as such do active lobbying for the opinions and interests of the Luxembourgish youth. It is very important that young people keep voicing their perspectives and as such it is a priority to ensure their voices are heard and understood. One of the main objectives of the CGJL is to increase participation of youth in society and in democratic life. To sustain this, the CGJL offers different thematic activities. Therefore efforts should be made to give young people the opportunity to discuss specific subjects with experts and politicians. The CGJL tries to defend the interests of youth on all levels and is therefore actively lobbying for the European Youth Pact. In meetings with members of the national and the European parliament, the minister responsible for youth and other important actors in decision-making, the CGJL uses the opportunity to explain the role of this important instrument within the Lisbon Strategy. Furthermore the CGJL is also promoting Youth Mainstreaming and Volunteering. The CGJL is a non-governmental organisation, led by an executive board and run by a fulltime staff, made up by four people: a secretary, an administrative person and two project officers. One of these project officers will be in charge of closely framing the volunteer throughout the activity.</p> |
| | 2. Initiatives to Reduce the Rate of People who drop out from School | 2003 | <p>Luxembourg has launched a series of initiatives aimed at reducing the rate of people who drop out of school. The strategies have been working quite well (17.2% in 2003-2004; 9% since 2008-2009). Things have improved thanks to a higher number of educators following those students at risk, within the framework of about 50 projects carried out at about 20 high schools. specific strategies include:</p> <ul style="list-style-type: none"> -Les démarches de l'ALJ envers les décrocheurs scolaires: People belonging to Action locale (Local Action) contact every single person who has dropped out from school, asking about the reasons and inquiring about their personal situation. They provide help and develop preventive strategies. -Les cours d'orientation et d'initiation professionnelle (IPDM/COIP): the programs are addressed to those young people over 15 years of age who do not have the skills to go on studying within the common education system, those who are not yet qualified to work and those who have dropped out from school. The courses provide active workshops and internships. -Les classes-relais ou classes "mosaïques": following the single student for a period between 6 and 12 weeks, these classes aim at |

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| | | | helping him/her either go back to his/her previous class or to one which is more suitable. The outcomes are very positive. -École de la 2e chance (E2C): this second-chance school is suited to those people between 16 and 24 years of age who have dropped out before gaining a diploma or who cannot find an occupation. |
| | 3. National Implementation Plan of Youth Guarantee | 2014 | The national implementation plan of the EU project "Youth Guarantee" contains three different tracks for the youth: "C'est parti pour la vie professionnelle" ("To start with career": an orientation project which assists people in finding an internship or a job), "De retour en école ou en apprentissage" ("Going back to school or to an internship": the projects of support organized by ALJ aimed at those people who have dropped out from school), "Découvre tes compétences et interest" ("Discover your skills and your interests": the project is organized by Service National de la Jeunesse and it aims at helping young people to discover their talents and plan for a possible future). |
| | 4. National Plan for Smart, Sustainable and Inclusive Growth | 2014 | This reformist program was part of the European Semester and it included measures to reduce unemployment. The main points concerning youth are the following. This project was initiated in 2012 in order to support young people (18-24 years of age) with poor CV records. It provides two months of specific training in a qualified center, followed by a one-month internship, which (when the feedback is positive) leads to employment in a firm, under contract (initially for the duration of one year, which can then be prolonged). During the internship phase, the young participants can also attend classes in order to gain further qualifications. |
| | 5. National Service for the Youth | 1964 | The organization was created in 1964 and it works with youth on four main topics: Soutien au travail avec les jeunes (Support to youth for work), Centres de jeunesse (Youth Centers: they organize several activities, including education on media and on sport), Favoriser la transition vers la vie active (Support the transition towards active life, which includes several projects), Développement de la qualité dans le travail avec les enfants et les jeunes (Improving the quality of the work with children and youth). The following data helps understand their work in 2013: 40.000 participations from young people to 1.900 activities, 2.800 participations to 200 formation activities, 220 partner organisations and institutions, 200 co-founded projects, 25 new publications. The SNJ helps in the implementation of the Law on Youth (2008) and in the creation of a center of resources for the field of youth. |
| Malta | 2. Young Enterprise Malta | 2013 | The targets of this program are young people aged between 16-19 years old. This program aims to eliminate the gap between the theoretical and practical implications of businesses by helping students implement business ideas. Through a series of simulations participants will receive much needed experience. This practical experience, will give students an introduction to real working life. This program is supported by volunteers, many of whom possess backgrounds in business. The second stage of the program is divided into two sections. The first is enterprise without borders, and it shows the importance of international trade and the practical skills to do business across the globe by encouraging participants to compete against each other to sell their products in the global market. The final part of this initiative is the Social Enterprise Program. This program will bring together the worlds of education, training, skills, work and community, to inspire the young community. |
| Netherlands | 5. The Netherlands Youth Institute | 2007 | Nederlands Jeugd Instituut is the Dutch national institute for compiling, verifying and disseminating knowledge on children and youth matters, such as child abuse, youth work, youth care and parenting support in Holland. Its main aim is to improve the development of children and young people by strengthening the quality and effectiveness of the services rendered to them and to their parents. |
| Poland | 3. Generation of the Future | 2012 | "Generation of the Future" is a new programme from the Minister of Science and Higher Education. It is aimed at young inventors, constructors, programmers, scientists and innovators studying at Polish universities who represent Poland in world competitions and contests. Within the framework of the programme, the Ministry of Science and Higher Education assumes to finance up to 50 projects. Each of them can take up to 2 years. Under the programme, students may receive individual support in the amount of up to PLN 100,000 or collective support up to PLN 500,000. They will be able to spend this money on covering the costs related to, among other things, trips for international competitions, preparation for competing with their peers from other countries, and the purchase of minor scientific and research equipment. |

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| | 4. Setting a Course for Culture / Culture Management | 2010 | "Setting a Course for Culture" and "Culture Management" are programmes that support the professionalisation and education of young people working in the cultural sector: managers, animators, employees of cultural institutions, students, graduates and young researchers. The programmes offer training from Polish and international experts, postgraduate studies in Cultural Marketing, consultation, a nationwide internship programme within cultural institutes, a competition for the best doctoral dissertation in the field of culture, and the Culture Action Internet project. |
| | 6. Young Poland | 2013 | Young Poland" is a scholarship program financed by the Ministry of Culture in Poland, which has been running since 2004. It was designed for artists under the age of 35 with outstanding achievements in their respective fields: music, film, photography, visual arts, dance, theatre, literature and art criticism. Grants are awarded through a competitive process. They may be used to fund the artists' own artistic projects, to purchase requisite instruments and equipment or to finance studies. Each year approximately 70 artists are supported under the program. |
| | 8. Your Career - Your Choice | 2012 | "Your Career - Your Choice" is a pilot project to be implemented in conjunction with selected district labour offices in Poland affected by considerable unemployment or with a large population of jobseekers below the age of 30. It is planned to support activities that will involve jobseekers in 23 districts. If the project succeeds, its range and scope can be expanded. The main objective of the project is to improve the employment prospects of young people in the labour market. Specific goals of the project include: -developing a standard working procedure for the operation of district (poviat) labour offices for unemployed people up to 30 years of age .testing innovative tools that serve to improve job seekers' entrepreneurial skills and independence. |
| | 9. University of Young Inventors | 2014 | "University of Young Inventors" is a program designed to strengthen the cooperation between schools and universities. It supports students of junior high schools and high schools in developing their scientific understanding and stimulating their innovation and creativity. Under the supervision of academic staff, students and their teachers will be able to take part in research projects, use university libraries and perform experiments in laboratories and, as a result, prepare scientific publications. The budget amounts to PLN 2 million, of which up to PLN 50,000 will go to each of the forty participants selected in the competition. The money will be used for, amongst other things, the purchase of small research equipment and reagents, as well as to cover the costs of scientific publications. The program will last until November 2015. |
| Portugal | 1. NGO Programme | 2014 | The NGO Programme in Portugal is to operate amidst the serious financial, economic and social crisis. Two opposing dynamics arose in recent years: on the one hand, greater social needs; on the other, a reduction in social benefits. These latter benefits have been the State's responsibility until now, threatening the Welfare State and instigating debate about the need for repositioning the role of the state. Against this backdrop, organisations within civil society have increasingly been called upon not only to cooperate with the state to meet social needs but also to question the way they themselves are organised. They work in the field in order to maximise human, technical and financial resources and guarantee high quality, efficient intervention. In addition, organisations and society in general are being asked to respond creatively to the crisis through greater involvement and accountability in the design and implementation of new initiatives and solutions. In agreement with the Portuguese government, a recent budget increase by the donor countries - Norway, Iceland and Liechtenstein -will benefit Young people who are unemployed, out of school or at risk. The areas in which the Portuguese NGO Programme is involved are as follows: -NGO participation and the implementation of a public policy design and instruments at the local, regional and national levels to increase the involvement of NGOs in political processes and decision-making -Human rights, minorities and areas relating to anti-discrimination in order to promote issues of the defence of democratic values which primarily include gender violence, intercultural dialogue and the fight against discrimination -NGO action and the strengthening of its effectiveness, particularly through training, organisational innovation and management, and the training of leaders, staff and volunteers |

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| | | | -Supporting youth employability and inclusion for projects directed exclusively or mainly at young people under the age of 30 who are either unemployed, out of school or at risk |
| | 2. Choices Program | 2010 | This programme is for people who lack the necessary opportunities for employment and therefore must relocate in order to pursue them. In particular, it is directed at families with socio-economic difficulties; it aims to provide them the same possibilities as others without by focusing on employability, inclusion, citizenship, in addition to promoting the rights of migrants and minorities. |
| | 3. Young Momentum Program | 2012 | This programme, created by Council of Ministers Resolution 51-A/2012, 14 July, 2012, is financially supported by the European Social Fund. It is targeted at long-term unemployed people aged 18-30 and comprises three strands: internships in firms with the purpose of providing work experience and training for young people aged 18-25 who have been unemployed for at least four months, and young people aged 25-30 who have been unemployed for at least four months after receiving a level 2-7 qualification less than three years prior. Support for enterprises to contract job-seekers aged 18-30, who have been unemployed for at least 12 months, are offered in the form of temporary cuts in employers' social contributions. There is support for the promotion of entrepreneurship among unemployed university graduates to help develop quality projects. Additionally, there is support for economic development and closer cooperation with enterprises, through the financing of firms to create jobs for young workers. |
| | 4. Young Artists Program | 1987 | This programme aims to help young people in broadcasting their art work. With this programme, young people can showcase their work in areas such as graphic design, photography, jewellery, fashion, music and video. Supported by the Portuguese government, is for young people up to the age of 30 and is completely free of charge. |
| Romania | 3. The program for the stimulation of the establishment and development of microenterprises by young entrepreneurs. (SRL-D) | 2011 | The purpose of the program is to support young entrepreneurs. Through the program they can receive grants worth up to 50% of their pre-planned budget within the limits of the eligibility criteria - up to 10,000 €. The program also includes tax exemption and relief of social contribution payments for a maximum of four employees for an undetermined period of time. |
| | 4. Romania Hub - Romania, the country of young entrepreneurs | 2014 | Romania Hub is an integrated program of assistance and entrepreneurial training. There are private and public consultations that provide informational support, technical assistance, and an institutional framework for the development of entrepreneurial abilities. These aim to increase local and international market competitiveness of SMEs for businesses, youth, students, entrepreneurs and potential entrepreneurs. |
| Slovakia | 3. Youth Community Program | 2014 | The main focus of this program is the development of such measures, which are a prerequisite for systematic and strategic youth policy at local and regional level, introduction of new trends in youth work at local and regional level, creation of sectoral youth policy at local and regional level; -strengthening the synergy effect among all active interested parties in care for youth at local and regional level, -strengthening the validation and recognition of the contribution of youth work and non-formal education at local and regional level, -the development of the dialogue between young people and those responsible for youth policy and youth participation in decision-making at local and regional level. |
| | 4. Support Youth Organisations | 2014 | The program's main focus is on: -Improving the quality of the connection between education and work for young people by developing the activities of youth |

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| | Programme | | <p>organisations</p> <ul style="list-style-type: none"> -Strengthening the strategic development of youth organisations as an important actor of youth work and youth policy -Creating opportunities for an active participation of youth organisations in fulfilling the objectives of the current national strategy for the youth -Creating conditions for the systematic development of the key competences of young people in an environment outside of school and family through specific activities of youth organisations -The development of the competences of youth leaders and youth workers -Creating opportunities for volunteering |
| | 5. Priority of Youth Policy Program | 2014 | <p>The program is concentrated on:</p> <ul style="list-style-type: none"> -Creating opportunities for the active participation of different actors in implementing the current national strategy for youth -Design interventions in youth work, which aim to strengthen the status of youth against the social exclusion, as well as the development of active citizenship of young people -Acquiring competences necessary for the personal development of young people, so that they can increase their employment possibilities -Strengthening formal and non-formal education for the youth -Facilitating the transition from school to work, strengthening the autonomy of youth and promoting entrepreneurship -Ensuring better recognition of skills acquired in the area of youth work for active social and professional life -Extension of the competences of youth workers -Cooperation between ministries and sectors - public sector entities, municipalities, NGOs and the business sector - in preparing activities of non-formal education in youth work considering the current needs of young people |
| | 6. Programmes for Youth 2014-2020 | 2014 | <p>The main focus of the programs is to support non-formal education for young people and to develop youth policy in Slovakia. The grants (provided from the state budget) under the different programmes will be given primarily to activities supporting young people with fewer opportunities, i.e. those who are disadvantaged for any educational, social, physical, psychological, economic or cultural reason, or because they live in remote areas. According to these criteria, the following programmes were determined:</p> |
| | 7. Services to Youth Program | 2014 | <p>This program supports the client-oriented organisations in the areas that significantly contribute to the objectives of current national youth strategy at the subregional and national levels, particularly in the field of youth participation, information for youth and volunteering.</p> |
| Slovenia | 1. MISSS (Youth Information and Counselling Center in Slovenia) | 1995 | <p>MISSS was founded in 1995, as a non-governmental non-profit organisation and it is:</p> <ul style="list-style-type: none"> -The National Youth Information and Counselling Service, collecting information for young people from all over Slovenia, as well as coordinating regional and local youth information centres in Slovenia. Currently, they are collaborating with 16 regional and local youth information and counselling centres throughout Slovenia. The local YIC, applying the European standards and principles of generalistic youth information work, disseminate information in their local space and provide advice in terms of choosing the right information. -A Local Youth Information and Counselling Centre. Along with its activities on the national level, MISSS operates as a local info-center in the the quarter of Dravlje in the northern part of Slovenian capital, trying to counsel youth and help them through various decisions and life planning. It disseminates information in the center, as well as via street work, workshops etc. In this centre young people can get help when they are searching for information, as well as professional advice or counselling in order to solve their dilemmas and to find out their specific interests. In case of larger problems, a professional therapist is also available. -Therapeutic Advisory Centre. Professional advisors help solve the more significant problems of young people - also available via phone or e-mail. Such advice is available for youth as well as for their parents and educators. It is also available as previously agreed by the therapist and the user. Such therapy sessions can be applied for by phone and are available each working day between 8 A.M. and 7 P.M. |

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| | | | <p>-Youth to Youth Phone, is a hotline for young people that they can call and speak to peers who are trained in advising and counselling. It is intended for young individuals currently experiencing key, and often turbulent, stages of their development. Young individuals on the phonenumber are trained to answer their peers and either help solve their problems or simply to talk to them when they need to talk with a person of their own age. During the last few years, young people working on the phonenumber have also formed a specific form of a self-help group. The Youth-to-Youth Phone operates each working day between 3 P.M. and 5 P.M.</p> <p>-Social primary preventive programmes for young people. Includes several preventive programmes ("Children of the street", Alpine, Growing Up and Us etc.), mainly workshops for young people, which are simultaneously designed as preventive programmes, as well as an information dissemination tool. This is especially true in case of Youth-to-Youth Phone and in the case of the workshops "Growing up and us". The latter are designed as an informal discussion platform on the topics of sex, addictions, interpersonal relations etc. and are also a part of disseminating information on all of the above topics, as well as on the possibility of getting general information on the YIC.</p> <p>-Training and education. Mainly for teachers, parents, our collaborators, and, specifically, for local youth information workers.</p> <p>-In the field of youth information and counselling one of the most important activities is training for the local youth information workers. Training is performed using the common methodology of training for the information workers in the European countries. The methodology for the MBTC (Minimum Basic Training Course for Novice Youth Information Workers) has been provided by the ERYICA, under the patronage of the Council of Europe. After successfully completing the course, trainees obtain a certificate from the ERYICA.</p> |
| | 2. Youth Policy | 2010 | <p>The Youth Sector Act (2010) defines the youth sector, the status of youth organisations, national awards, the role of the National Programme for Youth and the activities of youth centres. The National Youth Programme 2013-2022 is the thematic guide to policy and programmes in Slovenia. It focuses on five key areas: Employment & Entrepreneurship; Housing; Health and Wellness; Society and the Youth Sector; Culture, creativity, heritage and the media. According to the Programme for Young People page on the Ministry website, youth work is an important work area of the youth programme. Youth and non-governmental organisations conducting youth work programmes on non-formal education and training in youth work, voluntary youth work, information and advice for young people, participation, active citizenship, human rights, international youth work, mobility and research can access financing. In May 2010 this act on public interest in youth sector was adopted. It is the first law that systematically regulates the youth sector. Before this only the Youth council Act existed. The Act on public interest in youth sector gives the base for preparing the first national programme for youth. The Office for Youth remains as the central organisation in public administration responsible for the youth sector. Gaining additional money for the youth sector from the European structural funds was also accomplished. With projects financed from the ESF further attempts will be made to facilitate participation of young people and to create a profile of youth worker etc.</p> |
| | 3. Techsoup Slovenia | 2009 | <p>TechSoup Slovenia is operated in partnership with MISSS (Youth Information and Counselling Center in Slovenia) and was launched with TechSoup Global in 2009. MISSS is a major youth center in Slovenia, having long working experience with the Microsoft citizenship programmes. It works through 16 youth centers in Slovenia supporting youth with diverse counseling and information programmes as well as other activities.</p> |
| Spain | 1. Emprendetur Young Entrepreneurs | 2012 | <p>The financial crisis has resulted in a global structural crisis that has adversely affected the tourism sector - one of the most important sectors for the Spanish economy. This prevented access to funding streams and slowed the necessary modernisation of facilities and equipment within the tourist sector. Furthermore the implementation of new technologies, the development of differentiated products and the competitiveness of quality systems, which are profitable for Spanish business and destinations, have all also been hampered.</p> <p>Taking these factors into account, the government approved the National Tourism Plan, including the Emprendetur Young Entrepreneurs Program, designed to ensure that Spain remains a leading destination. In this regard, the primary objectives are:</p> <p>-To facilitate the development of innovative business models to improve the competitiveness and profitability of the Spanish</p> |

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| | | | <p>tourism sector.</p> <p>-To promote tourism and to incorporate young innovative entrepreneurs.</p> <p>-To support the implementation of innovative projects developed by young entrepreneurs.</p> |
| | 2. Entrepreneurship and Youth Employment Strategy | 2013 | <p>The aims of this strategy are to improve the employability of young people as well as the quality and stability of employment, to promote equal opportunities for access to the labour market and to foster entrepreneurship. The key aspects of the strategy are the creation of incentives for hiring young workers and for business initiatives among young people, the adaptation of the education and training they receive to the reality of the labour market and reduction in the number of early school leavers. The strategy forms part of the National Program of Reform and is in line with the recommendations and initiatives adopted in this area by the European Union, especially the objectives of the Youth Guarantee recently proposed by the European Commission. In order to make all this possible, the strategy covers 100 measures aiming to integrate young people in the labour market, either as employees or through entrepreneurship. The measures are classified according to their impact and their timing. Firstly, there are 15 early-impact measures, or 'emergency measures' for the short term to encourage employment and entrepreneurship and to improve education and training and mediation in the labour market. There are also 85 medium to long-term measures which require a longer time to take effect and aim to correct the structural problems that affect employment for young people. They include measures to adapt education and training to the real needs of the labour market and to improve the guidance, support and information young people receive when seeking employment. There are also measures to encourage hiring, enhance flexibility and foster equal opportunities for finding work.</p> |
| | 3. The National Youth Guarantee Plan | 2013 | <p>This program was developed through collaboration between various stakeholders, distinguishing the title role of the Public Employment Services, as well as education systems and vocational training and, with them, social services, local authorities and social partners and third sector organisations.</p> <p>The program provides vocational guidance, information and assistance in finding employment, and also offers mobility and educational schemes. It increases participants' employability through 'second chance programs' - programs which enable early-leavers to return to education or training - and training courses, especially in languages, information technology and communications.</p> <p>Additionally, it promotes recruitment by reducing social security contributions by up to 100 percent. This is achieved by: hiring part-time; formative bonding; micro and self-contracting; first youth employment; incentives for trainee contracts; contract generation; enterprises in the social economy; as well as employment aid for the recruitment of young people and other recruitment incentives.</p> <p>The program also intends to promote entrepreneurship by providing unemployment benefits for entrepreneurs. It also encourages it through guidance and training in schools, and through other measures, which may include micro-credits or business incubators.</p> |
| | 4. Youth Employment Operational Program | 2013 | <p>This program intends to promote sustainable employment and a high level of labour mobility.</p> <p>It improves young people's skills, particularly those out of work, education or training, and those at risk of social exclusion, such as marginalised groups. It may therefore seek to promote equal opportunities for women in order to increase their employability.</p> <p>It encourages labour mobility and the employment of young people from an early stage, particularly those not employed and not incorporated into the education and training systems, as well as young people at risk of social exclusion and those from marginalised communities, taking into account all time the different situations and needs of women and men.</p> <p>The program supports entrepreneurship, fosters accountability, innovation and entrepreneurship of young people - particularly those who are not employed or are integrated systems of education and training, as well as those at risk of social exclusion and who come from marginalised communities - through analysing the needs and situations of women and men.</p> <p>It encourages hiring young people, particularly those who are not employed or are integrated systems of education and training, as well as those at risk of social exclusion and those from marginalised communities.</p> |

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| | | | Additional goals include improving the quality and responsiveness of the labour market institutions and their coordination at a national and regional level through its modernisation, including the creation of the necessary structures for the implementation of the Youth Guarantee systems. |
| | 5. Siembra Program | 2014 | This program is aimed at helping young Spaniards living in Argentina who want to start or develop a cultural or social entrepreneurship project, as well as any other sort of start-up. The main goal of Siembra is to provide training and support to Spanish entrepreneurs in Argentina through mentoring them. The program is sponsored by the Spanish General Directorate of Immigration in cooperation with some other partners. The requirements to participate in the project include having Spanish passport and being aged between 18 and 35 with a learning attitude. |
| | 6. Youth Emancipation Program | 2005 | The overall objective of Programa de Emancipación Joven was to significantly reduce unemployment at a European level in five years (from 2010 to 2015). To achieve this, the program was focused on improving employability and entrepreneurship development, as well as promoting the adaptability of workers and strengthening equal opportunity policies. Furthermore, the measures taken in order to get results were measures to increase the employment of young people in response of the European Youth Pact, measures to improve the functioning of labour market institutions and measures to promote self-employment and the social economy. Likewise, the program was aimed at providing young people access to employment and decent housing and the essential elements of the agreement were employment, integration and social advancement, education, training and mobility and reconciliation of work-life and personal-life. |
| | 7. Argo Scholarship Program | 2014 | The Spanish Secretary of State for Education, Vocational Training and Universities is funding this program aimed at promoting the mobility and employability of graduated students by offering training in companies in Europe, USA, Canada, as well as Spanish and multinational companies based in Asia and Oceania. This provides the opportunity to experience the business world in an international context in order to improve their professional skills. ARGO is funded by the Ministry of Science and Innovation of Spain and is aimed at all graduates under 35, legally resident in Spain and who have obtained an official qualification from a Spanish university within the last three years. |
| | 8. State Program to Promote Talent and Employability in I+D+I | 2014 | The purpose of the State Program to Promote Talent and Employability in I+D+I is to contribute to the education and training of researchers, technologists, technical personnel and other professionals in the field of R&D. It is designed to enhance their capabilities and to facilitate their employment in both the public and private sectors, and to stimulate international mobility within the public sector, research centers, universities and the business sector. Ultimately this promotes and favors the interrelation between these sectors by fostering efficient cooperation. This program is funded by the Spanish Ministry of Economy and Competitiveness. |
| Sweden | 1. Job Guarantee for Young People | 2014 | The aim of the job guarantee is to offer young people special measures at an early stage during their unemployment so that they can find a job or begin a regular education programme as quickly as possible. Within the framework of the job guarantee for young people, participants may be offered intensified support, work placement schemes, education initiative and support to start their own business or vocational rehabilitation. |
| | 3. Creative Schools Initiative | 2008 | The government launched this initiative with the aim of strengthening cooperation between schools and professional cultural life and thus promoting the right of all children to culture and individual creativity. This initiative has been gradually expanded and now covers the whole of compulsory school, i.e. years 1-9, compulsory school for pupils with learning disabilities, special school and Sami school. As of 2013, Creative Schools also covers preschool class. Virtually every municipality has applied for funding at least once. |
| | 4. Youth Package | 2013 | Young people, people born abroad and people with disabilities are more likely to be outside the labour market. This is why the government carries out measures for these groups in particular, e.g. targeted labour market policy measures, education measures and measures to ensure a better transition from school to working life. In the Budget Bill for 2013, the government proposed a youth package for various measures during the period 2013-2016. For instance, to strengthen the link between school and working life, measures are being taken in the area of apprenticeship training and upper secondary vocational education. Moreover, in order |

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| | | | to make it easier for young people to enter the labour market and gain work experience, the government has essentially halved social security contributions for people under the age of 26. This applies to all young people, not just those who are unemployed. As a result, the costs of employing young people have been significantly reduced. Young people between the ages of 20 and 24 qualify for new first jobs quicker than other groups if they become unemployed. An employer who hires a person in a new first job does not pay employers' social security contributions, and in addition receives financial support equivalent to the employers' contribution. This means that, in practice, the salary costs for a new first job are halved. |
| | 5. Knowledge about Young People - LUPP | 2014 | The LUPP (a local follow-up of youth policy) is a survey that enables municipalities, urban districts or regions to gather knowledge on the living situation of young people in their area, as well as information on their experiences and opinions. The LUPP survey has been developed by the Swedish Agency for Youth and Civil Society in consultation with municipal representatives and researchers. This agency is a government agency that works to ensure that young people have access to influence and welfare. |
| United Kingdom | 1. Jobcentre Plus | 2001 | As part of the Department for Work and Pensions (DWP), Jobcentre Plus acts within the government's agenda for community and social welfare, providing community and social welfare services primarily to those attempting to find employment and to those requiring financial provision due to their being unemployed. It is the most visited recruitment website in the UK. The assistance it provides - provided primarily through in-person job-advisors - helps with living costs and other intrinsic costs which are central to the effort of achieving employment. Social-security benefits are provided for those without income from employment due to illness-incapacity, including drug addiction. Employers' Job vacancies are also advertised within the Labour Market System (LMS). Individuals' claims made online are prioritised so they are processed first. |
| | 2. Work Program | 2011 | The Work Program, a major aspect of the current UK Coalition Government's welfare reform, is the main-functioning government welfare-to-work scheme, introduced in 2011, replacing a range of programs which existed under the previous Labour government. The main task of the Work Programme is to get the long-term unemployed into work, a task which is outsourced to a range of public sector, private sector, and third sector 'primes', or providers. It is therefore available to anyone who is unemployed. The strength is that individuals can be mandated to take part if they still receive Jobseeker's Allowance after three months of not being in education, employment or training; after nine months if aged 18 to 24; after 12 months if 25 or over. It provides work experience and training for up to 2 years to help people find and stay in work. |
| | 3. The Help to Work Scheme | 2014 | If a participant finishes on the Work Program but remains unemployed and claiming jobseeker's allowance, they must participate in the Help to Work scheme. There are three subsequent paths, one of which must be taken: individuals must go to the jobcentre daily to discuss which activities would improve their skill-set and also the progress made in looking for work; they take up a Community Work Placement; or, they must accept intensive support from Jobcentre Plus which means the Jobcentre Plus scheme spends more time looking at how an individual can get back into work. The latter may involve training schemes, funding to cover travel costs or clothes for a job interview, or local work experience. Once one of these three activities is decided as appropriate, a report is provided from the Work Programme provider. |
| | 4. New Deal/Flexible New Deal | 1998 | New Deal for Young People (NDYP) received the greatest proportion of New Deal funding, in order to target unemployed youth - those aged 18-24 - who were unemployed for 6 months or longer. Eligibility is granted at the end of this six-month period, the end of which, participation becomes compulsory. The main target audience for the New Deal program was those 'not in employment, education and training' (NEETS), most especially those who have left school with no formal qualifications. The three key stages - 'the Gateway', 'Options', and 'Follow-Through' - offered a range of options: a six-month period of subsidised employment, work in the Voluntary Sector, or work in the Environment Task Force; or 52 weeks of full-time education or training. Employability increases through work experience; education and training provide a means of acquiring skills and qualifications. |
| | 5. New Enterprise Allowance | 2011 | New Enterprise Allowance (NEA) aims to promote self-employment as a way out of unemployment by encouraging individuals to start their own business with money, up to a total weekly allowance of £1,274, and support from the state - hence the, 'you're not alone', slogan - if they are recipients of certain benefits: Jobseeker's Allowance; Income Support as a lone parent; or Employment and Support Allowance, if in the work-related activity group. Loans are also available; allowances needn't be paid back. Applicants, |

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| | | | who must be aged 18 or over, are assigned a specialist business mentor who will write a business plan; if the plan is approved and, if the applicant starts working at their business for 16 hours or more per week, they can claim financial support. By March 2014, the scheme had created around 2,000 new businesses each month, a total of around 46,000 since 2011. |
| | 6. Universal Credit | 2013 | The Universal Credit aims to tackle, primarily, the dependency culture which has become a national crisis by 'making work pay'. In order to do so, the program's key mechanism means welfare support is withdrawn as the recipient's earnings increase. The Universal Credit's simple structure integrates the benefits of Income Support, income-based Jobseeker's Allowance, income-related Employment and Support Allowance, Housing Benefit, Child Tax Credit, and Working Tax Credit; by unifying these forms of means-tested benefits available for people out of work, people more easily move into work. Proposed by Ian Duncan Smith of the Conservative Party, the Universal Credit is often considered neo-liberal in that it focuses on limiting welfare support and state dependency, rather than increasing employment, and it thus receives criticism. |