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From: The Employment Committee  
To: Permanent Representatives Committee

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Subject: EMCO Review of the implementation of the Youth Guarantee -  
Country-specific conclusions

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With a view to the Council on 10 December 2019, delegations will find attached the country-specific conclusions on the Review on the above subject as transmitted by the Employment Committee (EMCO).

# EMCO Review of the implementation of the Youth Guarantee

16 October 2019

## Country-specific conclusions

### **BELGIUM**

Overall, Belgium is well advanced in implementing the Youth Guarantee but there are still areas where challenges remain. Belgium has a very good overall performance in attracting NEETs to its regional Youth Guarantee schemes. Outreach activities to vulnerable and inactive NEETS have improved, yet challenges remain. Belgium needs to continue efforts towards establishing a systematic NEET tracking system in cooperation with the education sector, and further develop provision of individualised guidance, including to the most vulnerable job seekers. Monitoring and evaluation policies are in place, while partnerships have been reinforced, tailored to vulnerable job seekers, and adapted to take on board regional needs. However, there is scope for drawing synergies from institutional and operational collaborations.

The traineeships that exist in the different regions and communities are good measures to provide young job seekers with hands-on work experience. However, it should be ensured that the most vulnerable young people can also participate in traineeships.

## **BULGARIA**

Bulgaria has advanced in the implementation of the Youth Guarantee, although some challenges remain. A number of initiatives have been taken to improve coordination mechanisms, strengthen partnerships, reduce the share of early school leavers, improve outreach, expand traineeship opportunities and provide support and training to youth mediators.

Outreach and activation measures need to be further strengthened to increase the coverage of the Youth Guarantee, which is still very low. Although Bulgaria is placing special attention on putting in place an integrated approach, especially for vulnerable groups, factors of inactivity still need to be better addressed, as do some regional disparities. The quality and sustainability of jobs provided through the Youth Guarantee need to be improved, as do the quality and labour market relevance of education and training opportunities. It is therefore important for Bulgaria to quickly implement the planned initiatives to increase coverage and outreach to vulnerable groups. Implementing a solid monitoring system could help improve the overall effectiveness of the Youth Guarantee scheme.

Traineeships comply to a large extent with the Quality Framework for Traineeships and provide quality work experience for young people.

## CZECH REPUBLIC

In the context of low youth unemployment levels, the Czech Republic is making further progress in implementing the Youth Guarantee but a number of challenges remain. A wide range of ALMP measures are in place to support young job seekers, and a high ratio of public employment workers to job seekers allows for a more effective individualised approach.

However, the measures taken are often not youth-specific and are delivered on a project basis. Efforts should therefore be made to ensure the universal, systematic and sustainable delivery of the Youth Guarantee.

Despite the fact that efficient partnership are in place at national and regional level, closer cooperation is required between employment and social policies as well as between PES and relevant institutions to strengthen outreach and provide NEETs with individualised measures. Improving the monitoring system is also an issue, especially as regards the collection of follow-up data.

Current legislation on traineeships in the Czech Republic only partly complies with the QFT. Though traineeships are effective with regard to employment outcomes, revising the legislation could be considered, with a view to increasing their attractiveness for those furthest from the labour market.

## **DENMARK**

Denmark has a very advanced and well-established system for implementing the Youth Guarantee which shows strong political commitment. The system is decentralised, which allows for the offers to be more in line with local needs. The scheme is built on a strong partnership approach which allows for a tailor-made approach to offers, meaning that each young person gets offered an appropriate mix of measures in the fields of education, social assistance, healthcare and work. There is effective registration, which is linked to benefit entitlements, and comprehensive and effective monitoring is in place. However, there are concerns over the outreach to inactive unregistered NEETs who do not receive any benefits, and the share of early leavers from education and training has increased in recent years. More efforts should be made to prevent this from happening. Concerning traineeships, the level of compliance with the Quality Framework for Traineeships is high.

## GERMANY

The implementation of the Youth Guarantee in Germany is very advanced. There have been continuous efforts to improve the Youth Guarantee with a number of initiatives in place, such as the youth employment agency service point, the expansion of the instrument for assisted training, and the local youth empowerment programme. The new IT system is expected to improve support for case management. The Alliance for Further Training has been renewed and the lifelong vocational guidance offer has been extended. Germany has pursued enhanced cooperation between the federal government, the *Länder* and the public employment services. Yet, regional differences exist, and cooperation in rural areas could be improved.

In general, the assessment of the quality of traineeships is positive and the provision of training is successful. Germany has made progress with the promotion of training preparation and vocational training support for foreigners and the integration of young people with a migrant background and refugees, and those efforts need to continue.

## ESTONIA

Estonia has made progress in implementing the Youth Guarantee scheme, which is based on a good, yet improvable, level of coordination between relevant institutions and well-developed early intervention schemes. Progress has been registered in outreach strategies, personalised guidance and timeliness of offers. Yet, the increasing NEET rate is a matter of concern.

Continued expansion of the pilot tracking system and investment in prevention measures could help provide services to the high proportion of inactive NEETs who are not currently benefiting from the Youth Guarantee, including those facing multiple barriers.

Monitoring and evaluation systems are in place and have driven significant adjustments to the programmes implemented. Overcoming protection data issues could help in further improving them. The ‘work practice scheme’, which largely complies with the Quality Framework for Traineeships, has proved effective in improving the employability of young people, though more transparency is needed to ensure that the scheme provides true learning opportunities for young people. Introducing legislation on open-market traineeships could be considered.

## **IRELAND**

Ireland has made further progress in the implementation of the Youth Guarantee. Thanks to the reforms implemented in the past, PES are now more focused on activation services and the Further Education and Training sector is now more labour market oriented. According to the YG monitoring framework, Ireland performs very well in terms of delivering sustainable outcomes. Partnerships are well structured at both national and local level and the monitoring system is well developed.

However, some challenges remain. Since the focus remains on job seekers, inactive NEETs are not benefiting from the Youth Guarantee. It will therefore be key to scale up existing measures and closely monitor the measures that Ireland is planning to develop in order to improve outreach and reduce early school leaving. Additional measures should be considered to reach out to those furthest away from the labour market. Efforts are also needed to reduce the time span within which offers are made.

In 2018 Ireland launched a new comprehensive work-based training program, the Youth Employment Support Scheme, which is mostly aligned with the Council Recommendation on a Quality Framework for Traineeships. Some further improvements could, however, be considered in terms of written agreements.



## **GREECE**

The implementation of the Youth Guarantee is advancing, with improvements taking place in the context of a broader reform agenda. The Youth Guarantee action plan has been revised and a number of new measures and initiatives are being pursued to improve activation policies, including measures to improve the functioning of the public employment services. The effectiveness of partnerships has improved but further efforts are needed to improve the delivery mechanism with a view to activate NEETs faster. New initiatives are being pursued, such as the policy design initiative 'ReBrain Greece'. Media campaigns are being pursued as part of outreach activities for NEETs but further efforts are still needed to reach out to non-registered NEETs. The profiling system which is being put in place, along with the monitoring and evaluation systems (currently at the design stage), should further increase the effectiveness of ALMPs. Efforts to address the quality of activation initiatives have been acknowledged, while the involvement of international organisations is welcomed. The new certification system for Continuous Vocational Training and the setting up of continuous monitoring of training action are also welcomed.

## SPAIN

Implementation of the Youth Guarantee in Spain is advancing and good progress has been made in reaching out to a larger proportion of NEETs and attracting them to the national scheme. The system for implementing the Youth Guarantee is very comprehensive, with a wide range of stakeholders and efforts made to include them all in the process. The Action Plan for Youth Employment 2019-2021, whose goals include reducing youth unemployment, increasing activity rates and promoting training, is a good policy instrument. On outreach and registration, various measures at state level have been introduced to help with the registration of young people, and positive steps include using social media to increase the visibility of the Youth Guarantee and the introduction of youth mediators. A simplified process for registration and access to measures is also a promising initiative. However, as many measures are new, their effectiveness remains to be seen. Challenges include the need for greater outreach to the inactive, low-skilled and most vulnerable, and the remaining disparities in implementation across the country, especially regarding the use of an individualised approach and the quality of measures. Problems might arise regarding information sharing and coordination of efforts between different stakeholders at state, regional and local level. Traineeships are largely in line with the Quality Framework for Traineeships. Improvement might be needed in the areas of providing mentors, limiting the duration of traineeships, ensuring transparency with regard to hiring practices, and better adapting the offers to employer and target group needs.

## FRANCE

The delivery of the Youth Guarantee in France is well advanced. It has improved since the last review thanks to operational and financial efforts aimed at improving coverage and increasing cooperation among relevant organisations involved in delivery. The Youth Guarantee has high coverage. France has developed a comprehensive range of measures which also focus on vulnerable groups. New additional measures include an agreement between the state and the regions for NEETs and job seekers, as well as stronger partnerships with employers. France has also continued to promote existing successful practices and introduced new outreach initiatives, including for ‘invisible’ NEETs aged 16-24 and for young people. Two new initiatives have been introduced, on compulsory training for every young person aged 16-18 and on universal national service.

Monitoring of delivery still needs to be tackled, but a new monitoring system is being put in place that is expected to be in full operation in 2020.

France has reinforced its legislative framework for quality of traineeships with a view to preventing abuse and exploitation of trainees, and linking the possibility of traineeship to an educational curriculum. However, the share of traineeship offers given to Youth Guarantee beneficiaries could be improved.

## CROATIA

Progress has been made by Croatia in the implementation of the YG. However, a number of challenges remain before visible progress can be made. Partnerships between PES and education and training institutions are being developed. Measures have recently been undertaken to foster permanent employment opportunities. Efforts are being made to improve and fully roll out the promising NEET tracking system. A number of initiatives are also in the pipeline that may improve outreach and expand training opportunities, notably by integrating a lifelong learning strategy in the Youth Guarantee.

Yet, ALMP measures need be fine-tuned to the specific needs of young people, outreach strategies need to be further developed and regional disparities in the availability and required design of measures need to be better addressed. The capacity of local PES systems is also an issue for providing all NEETs with effective personalised guidance and activation. The well-developed monitoring and evaluation system could be better exploited to define new measures and to make efficient use of available funds.

As for traineeships, EMCO welcomes the efforts made to promote the new ‘traineeship incentive’. Further action should be undertaken to enhance the quality of the traineeships provided and to improve their employment outcomes in order to fully comply with the QFT, in particular as regards learning objectives, duration and validation of traineeship periods.

## ITALY

Italy is advancing in the implementation of the Youth Guarantee scheme, which is comprehensive and based on a partnership strategy, combined with a strong profiling methodology providing for a personalised approach and individual pathways. Still, levels of unemployed youth and NEET rates are the highest in the EU, and large disparities across the northern and southern regions persist. In terms of outreach, which still is a challenge, the new measure devoted to outreach and activation of the most vulnerable youth (Plan 1D) has been introduced and looks promising. Awareness-raising and campaigns, the setup of a dedicated webpage, and the use of public media to disseminate best practices and available measures also appear promising in increasing the scope of the project: they go beyond youth themselves, as the families of youth can also be targeted by these activities, and this might improve registration and the uptake of measures. Personal services are well developed thanks to a strong profiling methodology, and result in individual pathways. Challenges include the fact that implementation may suffer from the high complexity of the system, and possible difficulties managing the large number of projects on a local and regional level. In this context, PES capacity needs to be strengthened and a national strategy might be needed. Regarding traineeships, Italy has specific traineeship legislation, and the most recent guidelines for traineeship quality should further help address the risk of renewal and substitution effects.

As regards the CSR, Italy is making progress in terms of youth employment policies, but results in terms of the impact on outcomes are still missing. The recently introduced 1D measure looks promising, but time is needed to see whether it will be effective in practice

## CYPRUS

The implementation of the Youth Guarantee in Cyprus is advancing. Particular improvements have been noted in the reinforcement of the public employment services, especially in terms of their effectiveness and in further strengthening activation. Improved cooperation and partnerships for the youth outreach measures have been acknowledged, including improved cooperation with social services. Partnerships between ministries have been strengthened and new partnerships have been developed through the implementation of two projects focused on the delivery of the Youth Guarantee, namely the Youth Guarantee Peer Support to Cyprus Project and the Outreach Project. The permanent reinforcement of the public employment services in order to maintain a sustainable service constitutes a challenge, as do information exchange between the partners involved in the implementation of the Youth Guarantee and the further reduction of the high levels of NEETs.

A number of traineeships have been introduced and planned, and the monitoring and evaluation tool to monitor the results is still at the early stages of operation. The traineeships available and compliance with the requirements of the Quality Framework for Traineeships could be improved.

## LATVIA

Implementation of the Youth Guarantee in Latvia is advancing well. The new strategic approach is very welcome. As far as partnerships are concerned, the institutional setup and cooperation are well established and recent efforts have been made to foster more cooperation between PES, municipalities and social services. Outreach measures have been stepped up and are being implemented in cooperation with local governments and NGOs, with a variety of programmes for different NEET target groups. Regarding personalised services, a NEET profiling system has been developed, individual action plans prepared, and mentoring services made available. However, challenges remain as regards attracting more employers to provide employment offers, reaching out to NEETs who face multiple barriers and addressing dropout rates among registered NEETs. Further efforts are also needed to strengthen the link between employment and social services. Furthermore, there is scope for improved data gathering on NEET status and retention initiatives with regard to education. The ESF project, which aims to prevent early school leaving, started in 2016 and looks promising. Traineeships are not offered in the framework of the Youth Guarantee, only as part of ALMP measures. Latvia is more focused on workplace learning as part of its education system. These ALMP measures have traineeship characteristics and partly comply with the Quality Framework for Traineeships in terms of working conditions and learning context, but there is scope to improve the definition of learning objectives and recognition of experience.

## **LITHUANIA**

The implementation of the Youth Guarantee in Lithuania is well advanced and has made further progress thanks to a variety of measures adopted to improve partnerships with stakeholders, implement a one-stop-shop approach, improve the NEET profiling system, step up outreach measures, and expand the offer of services tailored to the needs of different NEET target groups. The strategy's design is underpinned by a solid monitoring and evaluation system.

The YG scheme's coverage of NEETs remains well above the EU average, yet reaching out to young NEETs facing multiple barriers, especially those who are mobile, remains a challenge.

Attention should be paid to ensuring the long-term sustainability of the schemes introduced and allocating adequate national resources.

Traineeships in Lithuania are broadly compliant with the Quality Framework for Traineeships, yet there is scope to further increase the quality of those provided under the YG. Further engaging employers could help increase the attractiveness and effectiveness of traineeships.

## **LUXEMBOURG**

The implementation of the Youth Guarantee is well advanced. Since the last review, Luxembourg has enhanced its holistic partner-based approach, with strong partnerships involving all relevant actors, including social partners. This has been facilitated by the one-stop-shop approach hosting all services to ensure the delivery of the Youth Guarantee. Luxembourg has made good progress in providing good quality offers for young people, including by opening the second House of Orientation. Yet, there is scope to further improve registration and outreach activities, especially for NEETs aged 25-29 and young people with a migrant background. Monitoring and evaluation are important and need to continue.

Progress on the availability of quality traineeships is needed and thus the forthcoming agreement on a legal framework for traineeships is welcome.



## HUNGARY

Youth Guarantee implementation in Hungary is well advanced. It has been effectively implemented, with local PES offices providing Youth Guarantee services throughout the country. The share of timely and positive exits from measures is among the highest in the EU, and partnerships are well established and effective. There are an increased number of activities in terms of outreach and activation. Positive indicators in this area include a very low recycling ratio, which indicates that offers are of good quality. Based on previous experiences, Hungary has improved a significant number of measures, which reflects continuous efforts to improve their effectiveness. Nevertheless, there remains scope for further improvements, including with regard to cooperation with social partners and youth organisations, outreach measures (with a large number of inactive NEETs not covered), and monitoring in terms of long-term data and results from follow-up in the labour market. Training offers should be made more flexible and adaptable. Personalised services could be improved, possibly through the profiling system, which could benefit from further refinement. There is no specific legislation on traineeships, which are linked to employment contracts and reported under employment in the Youth Guarantee scheme.

## **MALTA**

The implementation of the Youth Guarantee scheme in Malta is well advanced and remains effective in terms of timeliness of offers, sustainability of outcomes, and quality of services delivered. Progress has been made in reducing the number of NEETs, but outreach has been recognised as a challenge. Malta has put in place several measures to reach out to a higher number of NEETs. The strong preventative approach used by Malta is in principle preferable to ex-post activation. However, Youth Guarantee coverage remains low and there is scope to step up and strengthen the measures aimed at reaching and supporting those facing multiple barriers and at further addressing the large group of early school leavers. An effective monitoring and evaluation system is in place, though an independent evaluation could be considered to inform future strategies. Under the Youth Guarantee, high-level quality traineeships are offered that comply with both the Quality Framework for Traineeships and national law.

## **THE NETHERLANDS**

The Netherlands is very advanced in implementing the Youth Guarantee. This is visible in the very low NEET rate of around 4 %, which is well below the EU average. Implementation is based on partnerships between various ministries, local government bodies, social partners and other actors. Focus has moved away from youth unemployment in general to supporting youth in vulnerable positions and preventing school dropouts. New legal responsibilities for schools and municipalities have led to expanded mandates for municipal offices to improve their collaboration with informal organisations and with schools. Decentralised implementation and the above-mentioned changes have enabled more integrated support services for youth. The challenge is to target the specific problems of youth in more vulnerable situations. On traineeships, the Netherlands complies with the main elements of the Quality Framework for Traineeships. A significant number of trainees can be considered as employees since they have an employment relationship, and therefore working conditions are generally respected. In certain sectors, however, open-market traineeships are still being used and therefore encouraging the appropriate use of traineeships remains necessary.

## AUSTRIA

Austria is very advanced in implementing the Youth Guarantee, as is evident from the availability of comprehensive nationwide programmes, including some which focus on avoiding becoming NEET and the integration of young people in vulnerable situations, e.g. those with low skills, and migrants. Austria has effective monitoring and evaluation systems in place, as well as reporting and tracking systems allowing proper assessment of delivery. A number of pilot projects are ongoing. Compulsory education until 18 has been in place for some time now and is providing the first results. Despite the very good performance in implementing the Youth Guarantee, some challenges remain to be tackled, including outreach to hard-to-reach young people with multifaceted problems, youths with a migrant background. The effects of ongoing projects on these groups will be monitored.

Internships that are part of certain ALMP offers (e.g. during production school) have requirements that are laid down in the respective guidelines. Regarding open-market traineeships, there is no specific legislation; they are mainly regular employment contracts. Neither of the two types are counted as traineeship offers within the Youth Guarantee. It is necessary to make sure that traineeships comply with the Quality Framework for Traineeships.

## **POLAND**

The Youth Guarantee is well established in Poland, complemented by a good monitoring system and a strong partnership framework in which youth NGOs are taking part. Some progress has been made since 2017 in delivering the Youth Guarantee. As regards the plans to further increase coverage, also in the context of a comprehensive strategy, outreach activities need to be further strengthened, notably with regard to NEETs and disadvantaged groups, given the diversity of the individuals involved. Personalised guidance and activation are key to ensuring the provision of comprehensive support, as are the inclusion of quality upskilling and reskilling measures relevant to the labour market, on which more focus should be placed. In terms of quality of reporting, there remains a relatively high proportion of unknowns on the situation of those leaving the Youth Guarantee scheme in 2018.

While compliance of traineeships with the Quality Framework for Traineeships is ensured, efforts to further increase their supply and quality need to continue.

## PORTUGAL

In Portugal implementation of the Youth Guarantee is well advanced and has contributed to lower youth unemployment and NEET rates. Portugal has established a broad network of partners at national and local level. In terms of outreach, the new national outreach strategy is in place and efforts to implement the strategy and provide information are largely underway. There are various channels of communication with NEETs in place, some of which are very up-to-date with the latest technology, such as updated websites, use of mobile phone applications, social media, etc. As regards personalised guidance and activation, there is a wide range of measures and tools in place, which is especially important in reaching youth furthest away from the labour market and education. An effective monitoring system is in place which provides all the data required for follow-up. Outreach challenges remain; for instance, additional efforts are needed to reach a larger number of non-registered young unemployed and inactive young people. Further efforts are needed to improve partnerships in order to optimise network cooperation and operation, while coordination of efforts at local level and involvement of local authorities should also be improved. On traineeships there is a clear legislative framework and the setup is largely in line with the Quality Framework for Traineeships, with significant results deriving from the professional traineeship measures for both ALMPs and open-market traineeships.

## ROMANIA

Romania is advancing in implementing the Youth Guarantee but a significant number of challenges remain. In general there have been limited improvements. The new INTESPO project is a positive development in terms of outreach, which remains a challenge, and its potential to improve personalised guidance and activation. This project, which has introduced an innovative approach by putting in place integrated teams which cover employment, education and social services, alongside improved profiling, might in turn improve the provision of tailor-made offers to youth. Significant effort has been made to improve the quality of offers but training does not yet match the needs of the targeted beneficiaries, especially for NEETs with a low level of education. Challenges also remain with regard to partnerships with employers, monitoring (especially of the effectiveness of measures undertaken), and needs for follow-up data regarding the Indicator Framework, on which more attention should be focused. To improve outreach, greater use of social media and web information could help improve coverage and information supply to inactive NEETs. If the INTESPO project leads to positive results and outcomes, care should be taken to translate it into more permanent mechanisms and services. In view of the high share of NEETs with low skill levels, and even though adequate second-chance education legislation is in place, further efforts are needed to provide tailor-made programmes, in order to allow youth to obtain basic qualifications and improve their employability. Regarding traineeships, legislation ensures adequate protection of trainees, and skills acquired during traineeships are certified, indicating a solid implementation framework.

## SLOVENIA

The implementation of the Youth Guarantee in Slovenia is advanced, with noticeable improvements since the last review of the Youth Guarantee in 2017. A particular strength of Slovenia's Youth Guarantee delivery is its comprehensive approach of bringing together different programmes whose target group is young people. Nonetheless, challenges remain, including in reaching out to hard-to-reach young people with multifaceted problems, who require personalised guidance and closer cooperation between public employment services, social workers and other actors, including schools. Concerns have been expressed regarding staff turnover in public employment services. Slovenia has achieved cooperation between all stakeholders involved in the design, implementation and monitoring of the Youth Guarantee, but needs to strive towards a more strategic approach rather than building on a project-based approach. Career Centres for Youth and learning workshops have been established. The OECD is carrying out a study, financed by the SRSS, on the situation of the long-term unemployed, including NEETs, which will feed into discussions on possible further improvements of policy actions.

Traineeships broadly comply with the Quality Framework for Traineeships, however the latter should also be applied to open-market traineeships.



## SLOVAKIA

Youth Guarantee implementation in Slovakia continues to advance and there are significant improvements in youth unemployment, even though regional disparities persist and the levels of unemployment among low-skilled youth still remain above average, as does the NEETs rate. Partnerships are developing and the participation of youth organisations is starting to improve. Close coordination between national, regional and local authorities would be essential for effective and personalised guidance services. Online services have been set up which bring together job seekers and employers, and also provide information on labour market needs and forecasts. Nevertheless, the rate of early school leavers is still high, with few exits into education from the Youth Guarantee, which indicates a lack of cooperation and coordination with education systems. Also, there is a decrease in coverage rates, mainly due to inactive NEETs outside the Youth Guarantee, which calls for better outreach to inactive NEETs. A more strategic approach for implementing the Youth Guarantee is recommended. There are some concerns that too many project-based measures rely on ESF funding, which may impact future long-term sustainability. There are above-average recycling rates, which casts doubts on the effectiveness of measures. An evaluation of Youth Employment Initiative (YEI) funded measures would be important to help improve the design of the measures. Traineeships are carried out under legislation which defines all necessary conditions for quality performance. However, the learning component might need to be strengthened.

## **FINLAND**

Finland has a well advanced Youth Guarantee scheme, based on a system of very effective one-stop shops and strong partnerships that have recently been further developed, especially at local level. Strong focus is also being maintained on personalised guidance and a holistic approach.

Outreach to young people in Finland starts in schools and serves as a means of prevention. However, the share of NEETs reached has been decreasing the past few years. It is therefore important for Finland to implement its plans to improve outreach, especially to the vulnerable, by increasing cooperation between all the relevant actors. Noticeable progress has been registered in the delivery of personalised guidance and activation, nonetheless the Finnish government is developing new measures to further improve services in this field.

The impact of the planned reform that will shift some services from PES to municipalities should be carefully monitored.

On the whole, work trials have proved effective in improving job and education opportunities for young people. However, for NEETs belonging to more vulnerable groups, they proved quite ineffective. In addition, there is a risk that work trials are replacing normal jobs. These issues should be taken into account and could be addressed with specific measures.

## SWEDEN

The implementation of the Youth Guarantee in Sweden is very advanced. Thanks to the Dua initiative, partnerships (which were already performing well) have developed further, and cooperation between municipalities and the public employment services has improved. Personalised guidance, individual assessment and activation strategies are also well developed.

Sweden is also introducing a joint IT system for PES and municipalities to ensure effective evaluation, though developing it fully may be challenging.

The issue remains broadening the range of outreach measures, in order to also cover inactive NEETs, young people with disabilities, and men and women with a migrant background. Efforts could also be increased to ensure consistency across regions in the quality of services delivered.

In the context of the Youth Guarantee, traineeships have had a positive impact on the integration of job seekers in the labour market, but are used less than other measures. While the regulation of traineeships offered under ALMPs ensures a high level of compliance with the Quality Framework for Traineeships, open-market traineeships lack specific legislation and have limited compliance with the QFT. However, trainees are generally considered as employees and are protected in accordance with Swedish labour law, health and safety at work legislation and collective agreements applicable at the workplace.