

Employability and Skills Anticipation Policies: a Social ROI Approach

WP 1. Active Employment and Training Policies: Synthesis Report

LIFELONG LEARNING PROGRAMME

TRANSFER OF INNOVATION, MULTILATERAL PROJECTS, LEONARDO DA VINCI

Project number n° 2011-1-PT1-LEO05-08605

Table of contents

Introduction.....	4
I. Labour market situation	5
1.1 Demography and working age population	5
1.2 Employment and unemployment.....	7
II. Active Employment and Training Policies	11
2.1. Public Expenditure and Participants in ALMPs.....	11
2.2. ALMPs in the Partners’ Countries.....	13
III. Key Initiatives for employability	24
3.1. United Kingdom: the Work Programme and Sector-based Work Academies	25
3.2. Portugal: Apprenticeship Courses and the “Impulso Jovem” Programme	30
3.3. Spain: Employment Workshops and “Own Time” Programme.....	31
3.4. Czech Republic: Requalification	33
3.5. Latvia: Preventive measures for unemployment reduction.....	34
Conclusions and next steps	36
Annex 1.....	38
Annex 2.....	39

Tables

Table 1: Total Population (inhabitants in 2010 and 2012) and by Age Groups (% in 2012)	6
Table 2: Fertility Rate (2007 and 2011)	6
Table 3: Emigration and Immigration (2007 and 2011)	6
Table 4: Activity Rate (%) by Age Groups (2007 and 2012).....	7
Table 5: Employment Rates (%) by Age Groups (2007 and 2012).....	8
Table 6: Unemployment Rate (%) by Age Groups	9
Table 7: Unemployment Rates (%) by Age Groups and Education Level	9
Table 8: Persons registered with Public Employment Services (PES).....	10
Table 9: Number of Job Vacancies and Job Vacancy Rate (annual data 2008-2011).....	10
Table 10: Labour Market Policy (LMP) Expenditure by Type of Action (% of GDP)	12
Table 11: Participants in LMP Activation Measures (categories 2-7).....	13
Table 12: Training Measures in Partners' Countries	16
Table 13: Employment Incentives Measures in Partners' Countries*	19
Table 14: Job Creation Measures in Partners' Countries*	22
Table 15: Selected Key Initiatives for Employability in Partners' Countries	24

Graphs

Graph 1: Employment Rates (%) in EU (2011).....	8
---	---

Introduction

The WP1 aims to gather information on active employment and training policies in each country involved in the partnership (PT, UK, ES, CZ, and LV). Each partner provided a country report reviewing the most important active employment and training policies currently implemented at national level.

Employability and active labour market policies are thus core concepts for the review. For that reason a brief definition of these concepts is provided as a general framework for selecting the measures, programs or initiatives presented and discussed.

Employability generally refers to a person's capability for gaining and maintaining employment. This ability to be employed includes the ability to gain initial employment, to maintain employment and make 'transitions' between jobs and roles within the same organization, and the ability to obtain new employment if required, being willing and able to manage their own employment transitions between and within organisations (Hillage and Pollard, 1998)¹.

Employability depends not only on the individuals' knowledge, skills and attitudes but also on the labour market rules and institutions. The concept incorporates the dual aspects of labour supply and demand ('duality of employability' discussed by Brown and Hesketh, 2004)². The current economic crisis demonstrates that global economic factors can and do have a significant impact on the likelihood of an individual getting or securing a job regardless of their skills, credentials and social status.

At the European policy level, this concept was set out as one of the four pillars of the European Employment Strategy, first adopted by the Member States in 1997. It aimed to prevent long-term unemployment and to facilitate access to the labour market, including employment guidelines designed for developing training and skills, combating age barriers and reviewing tax and benefit systems. In the Lisbon Strategy 2000–2010 and the Europe 2020 strategy for more growth and jobs, higher employability is seen as a precondition to achieve the targets for an increased employment rate, whereby employability is translated into: improving and adapting general and vocational training to new conditions and forms of work; the implementation of lifelong learning principles; the definition of specific targets for educational levels.

Active labour market policies (ALMPs) are government programmes that intervene in the labour market to help the unemployed and other target groups find work. According to Calmfors (1994)³, ALMPs comprise three basic subcategories: job broking with the purpose of making the matching process between vacancies and job seekers more efficient; labour market training in order to upgrade and adapt the skills of job applicants; and direct job creation, which may take the form of either public-sector employment or subsidisation of private-sector work. Each type of labour market policy may work through several different channels.

¹ Hillage, J. and Pollard, E. (1998). *Employability: Developing a framework for policy analysis. Department for Education and Employment Research Brief N.85*, November.

² Brown, P. And Hesketh, A. (2004). *The Mismanagement of Talent: Employability and jobs in the knowledge economy*. Oxford: Oxford University Press.

³ Calmfors, L. (1994). *Active Labour Market Policies and Unemployment: A framework for the analysis of crucial design features. OECD Economic Studies N.22*, Spring.

Although labour market interventions address common concerns and target groups, it is interesting to recognise the variety of national labour markets. For that reason, the report briefly introduces recent labour market trends and emphasises particular mismatches and needs which are top priorities for national public authorities. This first section is based on main labour market indicators and statistical data for 2007 and afterwards to compare countries labour market performance in recent years.

Taking into account major employability concerns in today's labour market, section 2 provides a comprehensive picture on active employment and training policies currently implemented in Czech Republic, Spain, Latvia, Portugal and UK, based on the previous WP1 national reports.

Finally in section 3, two key initiatives for employability in each country are further detailed, as specific measures, programs or initiatives with a strong (potential) contribution to employability. These initiatives were selected and proposed by the project partners for evaluation in the next WP according to the Social ROI methodology.

This synthesis report strongly relies on previous partners' inputs for WP1, based on desk research and national consultations, if and when required (experts, national authorities, policy makers, VET providers at national, regional or local level). Further comparative statistical analysis on labour markets is supported in Eurostat main indicators and data. By exploring an analytical approach, most prominent features and challenges for active employment and training policies are referred to be discussed within the project in the next stages.

I. Labour market situation

1.1 Demography and working age population

Labour market is strongly affected by demographic changes. Increasing population aging and migration flows influence labour supply and skills dynamics and pose new challenges to employability.

On January 2012, the population in the EU27 was estimated at 502.5 million. From 2010 to 2012, the population in EU27 grew by 1.3 million, with an annual rate of +2.7 per 1000 inhabitants, due to a natural increase of +1.0‰ (0.5 million) and a net migration of +1.7‰ (0.9 million). Among partner countries Latvia, Czech Republic and Portugal registered some decrease in total population (Table 1). The population decrease in these countries finds the main causes in low fertility rates as well as in a negative net migration.

In 2012, 27% of the total population in EU27 was less than 25 years old and 17.8% was aged 65 or more. In Portugal and Latvia aging groups (65 years old and more) were higher than the European average, representing in these countries, 19.5% and 18.6% of the total population, respectively. Portugal and Spain also had the lowest weight of young population (0-24 years old) (around 25%) while UK showed the highest value (30.6%) (Table 1).

Table 1: Total Population (inhabitants in 2010 and 2012) and by Age Groups (% in 2012)

	2010	2012	0-14	15-24	25-49	50-64	65-79	80 and +
EU27	501,084,516	502,467,790	15.6	11.7	35.4	19.5	12.9	4.9
Czech Republic	10,506,813	10,505,445	14.7	11.5	37.2	20.4	12.4	3.8
Spain	45,989,016	46,196,276	15.2	10.1	39.3	18.0	12.2	5.2
Latvia	2,248,374	2,041,763	14.3	12.6	34.4	20.1	14.1	4.5
Portugal	10,637,713	10,542,398	14.8	10.8	35.6	19.4	14.2	5.3
UK	62,026,962	63,256,141	17.5	13.1	34.4	18.2	12.1	4.7

Source: Eurostat.

Between 2007 and 2011, fertility rates decreased in all partner countries, except in the UK. Fertility rates in these countries were lower than the EU average rate. Only UK registered a higher rate while Latvia, Portugal and Spain showed the lowest values (around 1.3 in 2011) (Table 2).

Table 2: Fertility Rate (2007 and 2011)

	2007	2011
EU 27	1.556	1.557
Czech Republic	1.437	1.426
Spain	1.391	1.358
Latvia	1.405	1.336
Portugal	1.329	1.356
UK	1.901	1.963

Source: Eurostat.

In terms of migrants movements we can point out Spain, Czech Republic, Portugal and Latvia as countries with negative net migration in 2011. From 2007 to 2011, emigration flows increased significantly while immigration reduced almost in the same proportion particularly in Spain, Czech Republic and Portugal. Latvia, although with negative net migration, showed an increased population inflow in this period. In 2011, only UK registered a positive migration balance (+215,341 persons) (Table 3).

Table 3: Emigration and Immigration (2007 and 2011)

	(number)			
	Total Emigrants		Total Immigrants	
	2007	2011	2007	2011
Czech Republic	20,500	55,910	104,445	27,114
Spain	227,265	507,742	958,266	457,649
Latvia	4,133	30,380	3,541	7,253
Portugal	26,800	43,998	46,300	19,657
UK	317,587	350,703	526,714	566,044

Source: Eurostat.

The working age population in these countries represented 28% of the EU working age population in 2011, UK and Spain having the highest proportion (13% and 10% respectively).

In 2012 the activity rate (age group 15-64) in EU27 was 71.8% while in the partners' countries varies between 76.3% in UK and 71.6% in Czech Republic. As Table 4 also shows youth activity rates (age group 15-24) decreased from 2007 to 2012. The causes of this general decline can be either the increase of schooling or the lack of employment opportunities. From 2007 to 2012, Spain and Portugal showed the most significant fall in youth activity rates (-9 p.p. and -4 p.p. respectively). Only UK had a youth activity rate higher than the EU27, with 61.7% in 2007 and 59.3% in 2012. Czech Republic had the lowest values (31.9% and 31.3% in the same period).

Table 4: Activity Rate (%) by Age Groups (2007 and 2012)

	15-24		15-64		25-64		65-74	
	2007	2012	2007	2012	2007	2012	2007	2012
EU27	44.2	42.6	70.4	71.8	76.3	77.8	7.4	8.5
Czech Republic	31.9	31.3	69.9	71.6	78.3	79.5	7.1	7.3
Spain	47.8	38.8	71.6	74.1	76.2	80.2	3.5	3.8
Latvia	43.0	40.1	72.8	74.4	81.6	82.3	19.1	11.8
Portugal	41.9	37.9	74.1	73.9	80.8	80.8	23.7	19.8
UK	61.7	59.3	75.5	76.3	78.9	80.2	11.6	14.8

Source: Eurostat.

At the same time, the activity rates for population aged 65 to 74 years old slightly augmented in EU27, Czech Republic, Spain and UK. Showing the highest activity rates in older age groups (around 20% in 2007) Portugal and Latvia reduced these values in 2012 (especially Latvia). In 2012, Portugal still had the highest activity rate for population aged 65 to 74 years old: 19.8%.

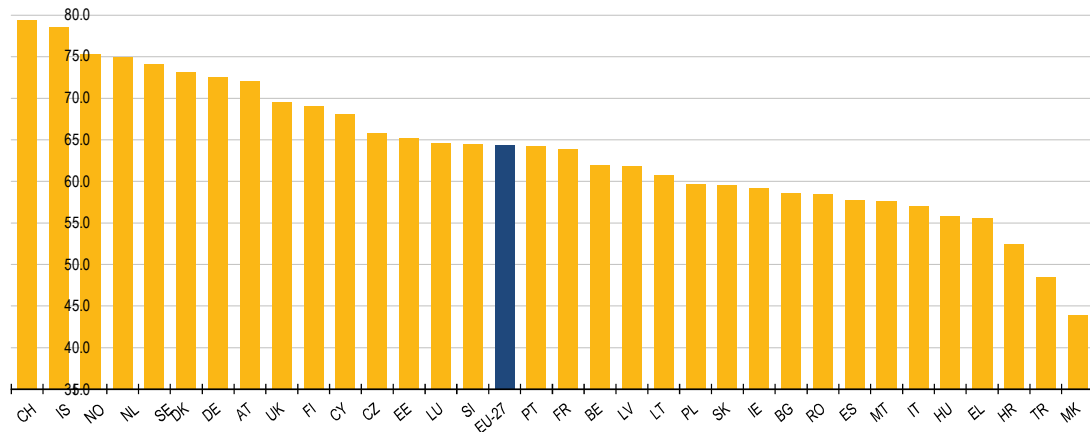
1.2 Employment and unemployment

In 2011 the picture of the EU labour market was still being determined by the financial and economic global crisis started in 2008.

The EU employment rate (15-64 years old) slightly improved by 0.1 p.p., up to 64.3 %. It was unchanged for men at 70.1 % and rose to 58.5 % (+0.3 p.p.) for women. However comparing with 2007, the employment rate in EU27 decreased 1 p.p. (Table 5).

Concerning the partners' countries, in 2011, UK and Czech Republic registered higher employment rates than the EU27 while the remaining showed employment rates below the European average (Graph 1).

Graph 1: Employment Rates (%) in EU (2011)



Source: Eurostat.

From 2007 to 2012, employment rates decreased in all age groups, though being the most expressive in young age groups (15-24 years old) (Table 5). Young people employment rates are still very different among countries. For instance, in 2012, the UK rate (46.8%) was 2.5 times higher than the Spanish rate (18.2%).

Table 5: Employment Rates (%) by Age Groups (2007 and 2012)

	15-64		15-24	
	2007	2012	2007	2012
EU27	65.3	64.1	37.2	32.8
Czech Republic	66.1	66.5(b)	28.5	25.2(b)
Spain	65.6	55.4	39.1	18.2
Latvia	68.3	63.1	38.4	28.7
Portugal	67.8	61.8	34.9	23.6
UK	71.5	70.1	52.9	46.8

Source: Eurostat. (b) break in time series.

At the same time unemployment is largely increasing in Europe. The average unemployment rate for EU27 augmented 3.3 p.p. since 2007. In 2012, its annual average reached 10.5% (Table 6).

However the partners' countries show considerable differences. Unemployment rate (age group 15-64) is particularly high in Spain (25% in 2012). Portugal and Latvia registered 16% and 15% of unemployment rate in 2012. Unemployment in Czech Republic (7% in 2012) and UK (8% in 2011) is far from these values.

Table 6: Unemployment Rate (%) by Age Groups
(annual average 2007, 2011 and 2012)

	15-64			15-24		
	2007	2011	2012	2007	2011	2012
EU27	7.2	9.7	10.5	15.7	21.4	22.9
Czech Republic	:	6.7	7.0	:	18.1	19.5
Spain	8.3	21.7	25.0	18.2	46.4	53.2
Latvia	6.5	16.2	14.9	11.9	31.0	28.4
Portugal	8.9	12.9	15.9	20.4	30.1	37.7
UK	5.3	8.0	:	14.3	21.1	:

Source: Eurostat. : Not available.

Young people have been particularly hit by unemployment in all countries. As we may see in table 6, youth unemployment rates are generally twice the unemployment rates and followed the general trend of worsening during this period. In 2012, half of the young people aged 15 to 24 years old were unemployed in Spain. Among these countries, Portugal has the second highest youth unemployment rate in 2012: almost 38%. Even in Czech Republic and UK, which have the lowest unemployment rates, 1/5 of the young people had no job.

Unemployment rates vary by education levels (Table 7). Generally high educated young people (15-24) and adults (25-64) experience lower unemployment rates.

Table 7: Unemployment Rates (%) by Age Groups and Education Level
(annual average 2007, 2011 and 2012)

Age groups		ISCED 0-2			ISCED 3-4			ISCDE 5-6		
		2007	2011	2012	2007	2011	2012	2007	2011	2012
15-24	EU27	20.1	28.2	30.3	13.4	18.6	20.0	11.4	16.7	17.9
	Czech Republic	31.2	45.3	48.9	8.6	15.2	16.1	8.8	12.3	12.6
	Spain	20.4	53.2	59.9	16.6	41.5	49.7	13.6	35.0	39.8
	Latvia	16.8	40.1	44.1	9.4	31.9	26.5	:	14.3	13.7
	Portugal	16.2	32.6	39.4	14.8	27.2	35.5	25.9	29.0	39.1
	UK	26.4	36.2	37.2	11.0	18.9	18.8	7.5	12.0	12.6
25-64	EU27	9.2	14.8	16.8	6.1	7.6	8.2	3.6	5.1	5.6
	Czech Republic	19.1	21.6	25.5	4.3	5.7	5.7	1.5	2.6	2.6
	Spain	9.0	26.4	31.2	6.8	19.3	21.9	4.8	11.7	14.0
	Latvia	8.8	27.5	22.6	5.4	16.9	16.6	3.7	6.9	6.1
	Portugal	8.0	13.3	16.0	6.8	10.9	14.5	6.6	8.0	10.5
	UK	6.0	10.4	10.3	3.6	6.1	6.0	2.1	3.7	3.6

Source: Eurostat. : Not available.

The number of registered jobseekers in Public Employment Services (PES) increased significantly in all countries between 2007 and 2010 (Table 8), most of them being unemployed. In Spain there were around 5.5 million persons registered in PES in 2010, 74% of them were unemployed. The long-term unemployed represented 36% of the registered unemployed. In Portugal, 44% of unemployed persons registered in PES in 2011 were long-

term unemployed.

**Table 8: Persons registered with Public Employment Services (PES)
(2007, 2010 and 2011)**

		(total number – stock)		
CAT_REG		2007	2010	2011
Registered jobseekers (total)	Czech Republic	391,989	531,037	509,163
	Spain	3,018,073	5,499,846	:
	Latvia	66,211	177,869	147,401
	Portugal	481,890	645,322	639,655
	UK	838,675	1,473,040	:
Registered unemployed	Czech Republic	391,989	531,037	509,163
	Spain	2,039,004	4,060,756	:
	Latvia	61,151	177,195	146,117
	Portugal	410,013	558,638	550,613
	UK	838,675	1,473,040	:
Registered long-term unemployed *	Czech Republic	:	:	:
	Spain	666,912	1,461,841	:
	Latvia	14,919 (e)	52,374	65,940
	Portugal	177,435	233,083	242,029
	UK	:	:	:

Source: Eurostat.

: Not available. (e) estimated. * Registered long-term unemployed (>6 months if aged <25, >12 months if aged 25+).

The number of job vacancies has been decreasing in recent years in almost all countries (Table 9). In Czech Republic and Latvia the number of job vacancies in 2011 was only one third or less of the vacant jobs in 2008. Even UK, which has the highest number of jobs vacancies (and the highest job vacancy rate), registered a fall in the total number of vacant jobs between 2008 and 2011. It also should be noticed the enormous existing gap between the number of job vacancies and job seekers registered in PES.

Table 9: Number of Job Vacancies and Job Vacancy Rate (annual data 2008-2011)

		2008	2009	2010	2011
Number of job vacancies*	Czech Republic	135,080	46,592	32,779	35,990
	Spain	:	77,530	169,500	132,340
	Latvia	10,329	2,356	1,996	2,960
	Portugal	15,720	11,582	12,886(b)	12,221
	UK	617,500	442,750	471,250	467,750
Job vacancy rate (%) *	Czech Republic	3.2	1.1	0.8	0.9
	Spain	:	0.6	1.2	1
	Latvia	1	0.3	0.3	0.4
	Portugal	0.6	0.4	0.4(b)	0.4
	UK	2.2	1.6	1.8	1.7

Source: Eurostat. : Not available; (b) break in time series; (d) definition differs, see metadata; (p) provisional. * NACE_R2 Industry, construction and services (except activities of households as employers and extra-territorial organisations and bodies).

II. Active Employment and Training Policies

The European Employment Strategy, providing a common framework for the EU countries to coordinate their employment policies, introduces common priorities and targets. In the framework of the Europe 2020 strategy for smart, sustainable and inclusive growth, the guidelines for employment are intrinsically linked with the guidelines for economic policies in each Member State and at European level.

The quantitative goal set within the context of implementing the EU 2020 strategy is to achieve an employment level of 75 % in the age group of 20–64 by the year 2020. However since 2008 the employment rate in EU27 is decreasing: from 70.3% to 68.5 in 2012. In this context a set of diversified labour market policies (LMP) is in place. These consist of public interventions aimed at reaching an efficient LM functioning and correcting disequilibria in LM by acting selectively to favour particular groups of persons, such as the unemployed, persons employed but at risk of involuntary job loss and inactive persons who would like to enter the labour market. LMP include three types of labour market interventions which are: LMP measures or activation measures, LMP services and LMP supports.

As stated by the partnership, this project is focused on ‘active employment and training policies, in each partner country, contributing to a greater relationship between the VET systems and qualifications (supply) and the labour market needs (demand)’ (p.40).

In that sense, each country report provided a review of main activation labour market measures being currently implemented. The activation LMP measures include the categories of training, job rotation and job sharing, employment incentives, supported employment and rehabilitation, direct job creation, and start-up incentives (measures 2-7).

LMP services (covering all services and activities of the public employment service – PES - together with any other publicly funded services for jobseekers) and LMP supports (covering financial assistance that aims to compensate individuals for loss of wage or salary - out-of-work income maintenance and support, i.e. mostly unemployment benefits - or which facilitates early retirement) were considered out of the scope of this review, unless they are used as a complement of a particular activation LM measure.

In this section, we will firstly introduce a brief comparative analysis of public expenditure and participation in active labour market policies (ALMP) based on Eurostat indicators. Then relevant activation LMP measures in each partners’ countries are presented and analysed.

2.1. Public Expenditure and Participants in ALMPs

Data on public expenditure by LMP (Table 10) show an increasing proportion of GDP dedicated to LMP measures (categories 1-9) between 2007 and 2009. Spain registered the highest public expenditure in LMP in percentage of GDP (almost 4% in 2010). In Portugal 1.5% to 2% of the GDP has been spent in LMP.

**Table 10: Labour Market Policy (LMP) Expenditure by Type of Action (% of GDP)
(2007-2011)**

LMP_TYPE		2007	2008	2009	2010	2011
Total LMP (categories 1-9)*	EU27	1,61(e)	1,62(e)	2,18(e)	:	:
	Czech Republic	0,45	0,42	0,71	0,70	0,56
	Spain	2,18	2,60	3,79	3,95	:
	Latvia	0,46	0,48	1,34	1,25(e)	0,69
	Portugal	1,54	1,52	2,06(b)	2,08	1,91
	UK	0,48	0,52	0,72	:	:
LMP activation measures (categories 2-7) **	EU27	0,46(e)	0,47(e)	0,54(e)	:	:
	Czech Republic	0,12	0,11	0,16	0,22	0,18
	Spain	0,63	0,61	0,66	0,68	:
	Latvia	0,11(e)	0,08(e)	0,27(e)	0,51(e)	0,33
	Portugal	0,37	0,41	0,63(b)	0,58	0,46(b)
	United Kingdom	0,05(e)	0,04(e)	0,04(e)	:	:

Source: Eurostat. : Not available. (e) estimated; (b) break in time series; *Include LMP services (measure 1); activation LMP measures (categories 2-7) and LMP supports (measures 8-9); ** Activation LMP measures, for the unemployed and other target groups, which include the categories of training, job rotation and job sharing, employment incentives, supported employment and rehabilitation, direct job creation, and start-up incentives.

In EU27 the public expenditure on activation measures for the unemployed and other target groups (categories 2-7) represented ¼ of the total public expenditure in LMP, as % of GDP (Table 10). Spain and Portugal have the largest proportions of GDP allocated to activation measures. Latvia augmented it significantly from 2007 to 2010. However in 2011 Latvia, Portugal and Czech Republic reduced the % of GDP allocated to activation measures.

Using detailed data on public expenditure by categories of activation measures (Annex 1) we found that:

- Training has the highest proportion of GDP allocation at European level - around 0.2% in EU27 - and in each country. In particular Portugal shows the largest public expenditure on training, as % of GDP – 0.43% in 2009 and 0.32% in 2011.
- Employment incentives are the second most represented measure at European level: 0.13% of GDP in 2009. Spain shows the highest value, twice the European value: 0.26% in 2009 and 2010.
- Supported employment and rehabilitation, direct job creation, start-up incentives and job rotation and job sharing are the least represented measures in terms of public expenditure. However it should be noticed that Latvia augmented significantly the public expenditure on direct job creation and Spain has the highest public expenditure allocation to start up incentives – 0.12% of GDP in 2010 – well above the European average (0.04%).

Considering participants in activation measures, as shown in table 11, Spain show the highest number – almost 3 million persons in 2010 – although it has been decreasing since 2007. In 2010, about 50% of the jobseekers registered in PES were participating in activation measures. In Portugal activation measures involved approximately 30% of the job seekers registered in PES in 2011.

Participants in activation measures increased significantly in Latvia. In 2011 there were

almost five times more participants in activation measures than in 2007. In Czech Republic the number of participants in activation measures remained stable between 2007 and 2011. In UK it decreased between 2007 and 2009.

**Table 11: Participants in LMP Activation Measures (categories 2-7)
(2007-2011)**

(total number – stock)

	2007	2008	2009	2010	2011
EU27	11,830,314(u)	11,059,926(u)	11,059,990(u)	:	:
Czech Republic	59,719	54,147	51,952	64,596	58,252
Spain	4,256,636	3,410,374	3,179,345	2,980,774	:
Latvia	6,113	5,444	11,925	30,226	28,979
Portugal	156,833	166,425	204,156(b)	201,783(u)	186,574(b)
UK	82,152	86,413(e)	67,768(e)	:	:

Source: Eurostat. : Not available. (e) estimated; (b) break in time series; (u) low reliability.

Detailed data on participants by categories of activation measures (Annex 2) show that:

- At European level, employment incentives have the highest number of participants, although being decreasing between 2007 and 2009; training is the second most participative measure with 3.5 million participants in 2009 in UE27; the least represented measure is job rotation and job sharing at European level and in all countries (except Spain).
- In Portugal, Spain and Latvia the number of participants in training measures augmented considerably from 2007 to 2010. Portugal shows the highest proportion of participants in activation measures enrolled in training - 41% in 2010.
- In Spain the number of participants in employment incentives measures represented almost 70% of the total number of participants in activation measures in 2010. In UK, in 2009, it amounted to 56% of the total number of participants in activation measures and in Portugal, 44% in 2010.
- Supported employment and rehabilitation measure shows the highest proportion of participants in Czech Republic: 50% of total number of participants in activation measures.
- Participants in direct job creation increased in all countries between 2007 and 2010, especially in Latvia and Czech Republic but dropped again in 2011.
- Participation in start-up incentives also augmented at European level and in all countries during this period. However it still represents a small percentage of participants in the overall activation measures (ranging from 0,3% in Latvia to 12,3% in Spain).

2.2. ALMPs in the Partners' Countries

A brief overview of some active labour market measures currently available and implemented in partner countries is summarised in tables 12, 13 and 14. These comprise a

wide variety of measures included in three main categories: training, employment incentives and supported employment and rehabilitation, job creation and start-up incentives.

A diverse set of beneficiaries is being targeted such as first job seekers, young unemployed and (long-term) unemployed. Facing growing youth unemployment rates and long-term unemployment periods, which are affecting a wide range of age groups, these countries show a considerable number of LM interventions to promote job seeking, continuous skills improving, occupational internships and hiring incentives.

Most of the ALM measures are particularly concerned with employability by responding to educational gaps, skills needs and transitions problems, especially from education or unemployment to employment. However transitions within the labour market to meet new job requirements seem to be less represented as well as job rotation and job sharing measures.

Available ALM measures also suggest some common orientations such as:

- strengthening the initial education and vocational training since higher qualification levels improve opportunities for accessing and keeping a job;
- promoting continuous skills improvement and retraining due to increasing difficulties for job placement for young people lacking adequate skills; long-term unemployed with deteriorating skills; workers facing restructuring processes or working in sectors with low perspectives of economic recovery;
- linking employment incentives measures with work experience and vocational training;
- encouraging job creation by self-employment support and start-up incentives either in new and fast growing economic activities or in socially useful activities;
- enhancing entrepreneurship incentives – financial and technical support - and related training to develop entrepreneurial skills.

Particular challenges for active LM interventions seem to be:

- better matching labour demand and supply by improving LM information and anticipation systems in order to reduce the coexistence of high unemployment rates with the lack of qualified workforce in some sectors and to tap the job potential in expanding and emergent economic activities;
- improving employability levels, in particular of young people, by developing employability skills and implementing “youth guarantee” schemes;
- boosting lifelong vocational guidance and career management support through better and innovative public employment services;
- improving education and training systems and their responsiveness to individuals and employers needs by providing flexible and accredited training provision;
- reduce LM segmentation and unequal opportunities in accessing LM, job keeping and career development;
- providing well targeted interventions for vulnerable groups and linking social assistance and activation measures especially to prevent social exclusion and poverty risk of the most disadvantage groups;
- enhancing and support mobility in national and international labour markets;

- favouring regional development by supporting local business and employment creation.

Table 12: Training Measures in Partners' Countries

	Measure/Programme and Target Groups
Czech Republic	<p>Requalification means the acquisition of new skills or extension of current skills, including their maintaining and refreshing. Requalification is also a qualification for a natural person, who has no qualifications received yet. Requalification is provided by Labour Office or by employers or any other certified training centre. It can be organised by any of the mentioned institution and might be paid by the Labour office in case the unemployed person was suggested by Labour office to take such course. Requalification organised by the labour office are trying to address the gap on the labour market and provide trainings for all qualifications which are currently needed at the labour market. Work-oriented retraining programs could eliminate the shortcomings of current qualifications. Participation in these programs can replace the non-existent work experience and/or remove any prejudices of employers towards unemployed people.</p> <p>Retraining programs do not work only to fill the needs of employers. In the labour market, there are still many barriers that prevent full participation, even though people's qualification is sufficient. That might be problem with transportation, childcare, lack of work experience, discrimination or badly conducted surveys of employers.</p> <p>The importance of retraining programs depends on analysis of the regional labour market situation. If the problem is persisting lack of jobs, then retraining programs have very limited success and the aim should be focused on creating jobs. Although it should be noted that the economy creates new jobs, even in times of general lack of jobs. Even then retraining programs are useful, by helping the most disadvantaged people as the basis for equal opportunities in the local labour market.</p> <p>Target group is really wide, but most benefiting persons are those, who didn't work for some time (mothers on maternity leave, long term unemployed, young people without experience, people older than 50).</p>
Spain	<p>Training, requalification or professional retraining included in the professional training subsystem aimed to promote and provide training according to the needs of the companies, workers and unemployed. The training offer linked to the Vocational Certificates acquisition, structured in training modules offer the partial accreditation accumulating for the vocational competences acknowledge in the frame of the National System of the Vocational Training and Qualifications. Besides, it allows the learning recognition by the professional experience accreditation and the vocational training linked to the National System of Qualifications and Professional Training. People without professional qualification. Persons with especial training needs or difficulties for job placement or professional requalification. People in the rural scope.</p>
Latvia	<p>Overall, 48.2 million lats were used for the labour market policy measures in 2011. The biggest funding was granted to salaried temporary jobs or the measure Work practice with a scholarship and measures for improving skills, which includes professional training, requalification, and improving qualification, measures for improving competitiveness and career consulting. ¾ of the financing in this field were granted to these measures. The rest of the financing was granted to the subsidised employment and the measure to foster lifelong learning Training programmes for attracting adults to lifelong learning, as well as measures for starting entrepreneurship or self-employment.</p> <p>Other measures during this time period were implemented to the following extent: professional training, requalification, and improvement of qualification</p>

of the unemployed – 8.6 thousand unemployed; persons having started training with an employer – 1 thousand, in measures for specific groups of persons – 1.5 thousand, the measure Work practice with a scholarship – 50.6 thousand, complex support measures – 11.6 thousand, informal education – 26.1 thousand, measures for starting commercial activity or self-employment – 272 unemployed persons.

Improvement of measures of the active labour market policy continued in 2011:

- the principle “money follows the unemployed” was improved in the training coupon principle, namely, the unemployed person chooses the study institution, and the SEA pays a specific amount for the studies;
- new measures targeted at the unemployed youth have been developed and implemented – Jobs for youth and Support to youth voluntary work with an aim to develop the practical working skills of the youth, thereby enhancing their competitiveness on the labour market;
- the implementation of the measure introduced during the crisis Work practice with a scholarship has been concluded in local governments; as of 1 January 2012, this measure has been replaced with salaried temporary social service.

SEA is implementing preventive measures to reduce unemployment:

- career consulting;
- training programmes to involve adults in lifelong learning.

Career consulting for clients better helps understanding their professional disposition. By means of the number of clients served, it is the most significant preventive measure to reduce unemployment.

In order to gradually change the emphasis from operative short-term measures reducing the social impact of crisis to traditional employment policy measures, implementation of the following measures was commenced in 2010:

- training programmes for involving adults in lifelong learning;
- acquisition of the first and second level professional higher education programmes.

In the measure *Training programmes for involving adults in lifelong learning*, the training coupon system is used, with the aim to foster accessibility to lifelong learning. The target group: employed and self-employed persons (except state civil service employees) having reached the age of 25 years and younger than the age necessary for receiving the state old-age pensions. In 2010, 5155 employed persons started studies, thus using 0.9 mill. lats, but in 2011 – 15 418 persons, using financing in the amount of 2.6 million lats.

Meanwhile, after starting the measure *Acquisition of the first and second level professional higher education programmes* due to administrative complications and high costs it was no longer continued in 2010.

Within the labour market development context, the education system has an important role, in particular emphasising the importance of lifelong learning. Introduction of the lifelong learning principle is stressed also in the Latvian National Reform Programme for implementing the EU 2020 strategy.

Latvia has undertaken to foster continuous improvement and development of the inhabitants' knowledge, skills, and competences by ensuring a accessibility to lifelong learning, so that in 2020, 15 % of the population (aged 25–64) were continuously engaged in a learning process. This proportion in 2011 was 5.1 %, while in 2013, it is planned to reach 12.5 per cent.

Introduction of the lifelong learning principle is implemented in a number of ways:

- development of a framework structure of national qualifications and equating their level to the European qualifications structure, thus encouraging a transition to such education supply that is based on learning outcome;

	<ul style="list-style-type: none"> – ensuring evaluation of knowledge, skills, and professional competence gained outside formal education; – a second chance education offer as a compensation mechanism for reducing the number of those having ended education prematurely; – support to improving qualification of employees according to the employers' requirements necessary within the sectors for the employee training.
Portugal	<p>Professional internships: Targeted to young people 30 years old or less, and to unemployed, aged more than 30 years old, the professional internships provides an opportunity for skills development in work-based contexts. The internship must last 9 months, not renewable, and be in the private sector. During this period, the intern will benefit from financial support, which amount depends on the qualification level of the individual (between level 2 to level 6, 7 or 8 from the NQF). The professional internships aim to improve employability of first job seekers and young unemployed (less than 30 years old) and facilitate transitions from education to employment. The measure promotes a first and close contact with business and the world of work and an opportunity to evidence and develop work-based skills.</p> <p>Impulso Jovem – Employment Passport measures: The Impulso Jovem, employment passport measures aim to (1) induce youth employment in new economic activities; (2) improve youth employability by developing work-based skills; (3) retrain for new and fast-growing jobs; (4) promote economic competitiveness and productivity growth.</p> <p>Active Life: Targeted to unemployed persons, preferably those (1) being registered in the PES for more than 6 months, receiving unemployment benefits and without basic education; (2) having both households members unemployed; (3) or having lone parents households, this measure provides educational and vocational pathways during the period of job search. Individuals may access to short vocational training modules (defined by the NQC), and/or recognition of prior learning processes (RVCC). The Active Life programme aims to improve the employability by using job search periods for unemployed' skills improvement and recognition of their prior learning.</p>
UK	<p>There is a strong emphasis in UK policy on equipping the unemployed with the skills they need to find work in a competitive labour market. The majority of providers delivering The Work Programme offer services involving training and skills development.</p> <p>Sector-based work academies were launched in August 2011 and offer pre-employment training, work placements and a guaranteed interview for recipients of Jobseeker's Allowance or Employment and Support Allowance (work-related activity group), in sectors with many local vacancies.</p> <p>As well as formal training, the UK Government believes in harnessing the power of volunteering to help unemployed people into work. Work Together is a Great Britain wide initiative that aims to encourage those looking for work to consider volunteering as a way of improving their employment prospects. The voluntary and community sectors play a significant role in supporting the delivery of Work Together, and both local and national organisations are encouraged to become involved where possible.</p>

Source: WP1 Country reports.

Table 13: Employment Incentives Measures in Partners' Countries*

	Measure/Programme and Target Groups
<p>Czech Republic</p>	<p>Socially useful jobs: socially beneficial jobs mean jobs that are established by the employer after an agreement with the Labour office, reserved for applicants who cannot find work by any other way. Socially efficient workplace is also a job that has been set up by Labour office after agreement with the job applicant for self-employment. The Labour office may provide contributions for the socially useful work.</p> <p>Support employment with disabilities: to natural persons with disabilities shall be provided increased protection in the labour market. There are several ways how to achieve this:</p> <ul style="list-style-type: none"> – <u>Work rehabilitation:</u> Vocational rehabilitation is a continuous activity aimed to obtain and maintain suitable employment for persons with disabilities, which is applied and covered by Labour office. Work includes rehabilitation counselling activities focused mainly on the choice of profession, choice of employment or other gainful activity, theoretical and practical training for employment or other gainful activity, procurement, maintenance and change of employment, change of occupation and the creation of appropriate conditions for employment. – <u>Protected jobs:</u> Protected job is a job created by the employer for a person with disabilities on the basis of a written agreement with the Labour Office. Protected jobs must be operated for at least 2 years from the date agreed in the agreement. The creation of protected job can be followed by providing the employer labour office's contribution. – <u>Contribution to support the employment of people with disabilities:</u> Employers that are employing more than 50% people with disabilities from the total number of employees shall receive a contribution to support the employment of such persons. These contributions are provided by the Labour office. Contributions are provided to the employer monthly in amount of salary costs actually incurred by an employee who is a person with disabilities, including social security and contribution to the state employment policy and public health insurance.
<p>Spain</p>	<p>Employment opportunities and hiring incentives: measures to promote hiring and support of the job keeping contributing to reduce the unemployment rates, to improve the employment quality and to foment the social cohesion. These measure include:</p> <ul style="list-style-type: none"> – Promotion of the indefinite duration contracts for targets with higher job placement difficulties, improving the incentives measures and preparing more adequate requirements to the labor market conditions. – Enhancement of contracting actions as guarantee of incomes for decreasing the social exclusion risks of long-term unemployment condition. – Actions focused to foment the employment in emergent economic activities and with potential of employment generation. – Actions of support to job keeping together with employability improvement measures addressed to employees with indefinite duration contract. – Actions of information and advising to companies for contracting promotion. – Support to the contracting by Public Administrations and non-profit Institutions of unemployed people, especially in long-term unemployment condition. <p>Target groups: Youth. People in long-term unemployment condition. Handicapped. People in risk of social exclusion. Victims of gender and domestic violence. 55+ (job keeping). Workers affected by Collective Dismissal Procedure. Persons reincorporated to their job after temporary contract suspension</p>

	<p>due to maternity leave and other reconciling family and work measures.</p> <p>Opportunities for groups with special needs: measures of job placement addressed to people with special difficulties for accessing and keeping a job. Special attention should be paid to gender violence victims, domestic violence victims and handicapped or people in risk of social exclusion. Regarding to handicapped, the hiring will be encouraged both in the ordinary employment and in protected employment through the Special Employment Centers. Also the hiring of people in risk of social exclusion will be promoted through the job placement companies.</p> <p>In this regard, the aim is to design and develop measures that contribute to reduce barriers for accessing the labor market and reducing the activity rates, job placement and employment rates. These measures include:</p> <ul style="list-style-type: none"> _ Dissemination plans of the different actions and measures set in this scope including their sensitization and dissemination. _ Specific actions for training people with special training needs or with difficulties for job placement and professional re-qualification. <p>Handicapped work people are those with special difficulties for their job placement and they are included in one of the following groups: People with cerebral palsy, people with mental illness or people with intellectual disability or with a 33% accredited disability. People with physical or sensorial disability or with a 65% accredited disability.</p> <p>Target groups: Women victims of gender violence. Victims of domestic violence. People with certain disability. People in social exclusion condition.</p>
Portugal	<p>Estímulo 2012: Targeted to unemployed persons, registered in the public employment service (PES) for at least 6 months, this measure provides a financial support to employers hiring for a full-time job contract. The employer must also provide vocational training to the individual, namely: (1) tutored on-job training, for at least 6 months; (2) external training, by an accredited training provider, corresponding at least to 50 hours during the normal work schedule. The Estímulo 2012 aims to promote the labour market return of the unemployed with major difficulties, by employment incentives, and simultaneously to improve and better match the existing skills to the available jobs and employers needs. A new edition of this measure is now in place (Estímulo 2013) which introduced some changes.</p> <p>Impulso Jovem - Promoting hiring by the reimbursement of the Single Social Tax: Targeted to young unemployed, aged 18 to 30 years old, who are registered in the PES for at least 4 months, the Impulso Jovem provides a financial support to employers hiring for a full-time job contract. The financial support comprises a total or partial reimbursement of the TSU, which is paid by the employer to the social security system: 100% of the TSU, if the work contract is permanent; 75% of the TSU, in the case of a fixed-term contract. The reimbursement cannot exceed 175E by month and is depending on the following conditions: the work contract must be at least for 18 months; it must correspond to a job creation; the firm's employment level must be kept during the length of the financial support. The Impulso Jovem aims to (1) boost the youth employment; (2) reduce the labour market segmentation; (3) encourage the hiring of long-term young unemployed.</p> <p>Employment-Insertion Contract: The Employment-Insertion Contract provides financial support to unemployed persons, receiving unemployed benefits, to carry out socially useful activities in public or private non-profit organizations, for a maximum period of 12 months. The Employment-Insertion Contract aims to (1) reduce skills deterioration after long out-of-work periods; (2) improve employability of long-term unemployed; (3) respond to local and regional labour market needs especially on socially useful work activities.</p>
UK	<p>The UK government is committed to helping disabled people to compete in the labour market and find work where possible. As such, it operates specialist employment programmes for disabled members of the population who are of working age.</p>

	<p>Work Choice provides disabled people who have complex barriers to employment and more intensive support needs with a comprehensive service covering all stages of their journey into work, particularly when other DWP employment provisions might not be suitable. People with a disability, health or mental condition who require support to gain or retain employment can apply for an Access to Work grant to help them pay for things like:</p> <ul style="list-style-type: none"> _ specialist equipment _ travel when they are unable to use public transport _ a communicator for a job interview <p>Part of UK employment policy is to support organisations that facilitate entry to work for specialist groups. Remploy is a UK charity which is heavily funded by government. As well as being the UK's leading employer of disabled people in its extensive network of factories, the organisation provides a range of employment services to jobseekers and employers alike, including:</p> <ul style="list-style-type: none"> - <i>Remploy Employment Advisors</i> to work with jobseekers to develop their skills, find suitable opportunities and help with job applications - <i>Free access to resources</i>, such as newspapers, internet and telephones - <i>Development and recruitment activities</i> to help jobseekers get and keep a job suitable for them - <i>Free recruitment support</i> for employers, including a work experience programme that enables employers to try candidates before hiring them _ <i>Disability training</i> to ensure employers are aware of any issues relevant to employing people with disabilities
--	--

*including supported employment and rehabilitation.

Source: WP1 Country reports.

Table 14: Job Creation Measures in Partners' Countries*

	Measure/Programme and Target Groups
<p>Spain</p>	<p>Self-employment and enterprise creation: actions and measures addressed to promote the business initiatives by self-employment or social economy, or focused to employment generation, creation and promotion of any type of business activity and the local economic development. These measures include:</p> <ul style="list-style-type: none"> – Entrepreneurship measures linked to emergent economic activities and with potential for job generation, especially those related to renewable energies, sustainable tourism, cultural, social and health industries, dependents, new technologies, eco-business or buildings renovation. – Promotion of strategic productive or emergent activities or with potential of job generation. – Other support lines, for example, to widen the support addressed to direct investments and to include support for market studies and feasibility plan. – Reinforcement of specific guidance measures and assessment for self-employment and entrepreneurship addressed to people registered in the public employment services (and, specifically for long-term unemployed people or those who need a professional re-qualification). – To promote the entrepreneurship capacity of the active population, especially youth, by training and social economy. – To promote special measures to favor the self-employees as well as SMEs with difficulties. – Training measures, dissemination and promotion of the self-employment and the creation of companies, cooperatives and labor associations linked to the employment promotion. – To favor the electronic processing in the area of companies creation. – Actions for reinforcing the business planning and managing among self-employees and in the scope of social economy. Introduction of Social Responsibility practices. – To promote the feasibility plan of the projects (self-employed and from social economy) and the start-up of the activity. – To boost the entrepreneurship actions in emergent economic activities and with potential for employment generation in the frame of the social economy and the self-employment. – Support to the entrepreneurship generation by assessing activities to the entrepreneurs, actions addressed to promote and improve the funding Access and the training actions in the frame of the business creation. – Development of specific actions for promoting the re-qualification and job placement of self-employees due to activity cessation. <p>Target groups: Youth. 45+. Women. People with disabilities.</p>
<p>Portugal</p>	<p>Support for self-employment for beneficiaries of unemployment benefits: This measure provides financial and technical support to unemployed persons who are able to create at least their own full-time employment, through business creation or acquisition of capital shares of an existing business. The financial support comprises full or partial payment of the total amount of unemployment benefits, alone or with guaranteed and subsidized credit accumulation. The technical support consists of monitoring and consulting services once the project is approved. This measure aims to promote self-</p>

	<p>employment and business creation, by using unemployment benefits and credit access.</p> <p>Incentives to Business Creation: Providing financial and technical support to business creation, these incentives include access to special credit lines with guarantee and a subsidized interest rate. The project shall be of a small business: cannot exceed 10 new jobs and a total investment of 200 000E. Half of its promoters have to be recipients of the program, by creating their own full-time job and jointly owning more than 50% of the capital share. The technical support comprises monitoring and specialized consultancy services for project development once approved.</p> <p>The Incentives to Business Creation aim to (1) support entrepreneurship and the creation of small enterprises for profit; (2) encourage job creation by a broad range of target-groups: unemployed and first job seekers (aged 18 to 35 years old); but also, low-income independent workers and inactive population.</p> <p>Entrepreneurship Passport: Targeted to young people, first job seekers or unemployed, with a first high education degree, the Entrepreneurship Passport provides a broad range of support measures , including entrepreneurship training, consulting services, and financial aid for business plan and implementation. The Entrepreneurship Passport aims to encourage entrepreneurship and job creation by high-educated young people, supporting new business ideas.</p>
<p>UK</p>	<p>Government policy supports unemployed people who wish to create their own work opportunities through self-employment. A New Enterprise Allowance is available across Great Britain and is designed to help unemployed people who want to start their own business. In 2013, a mentoring service will be available and provided by local partner organisations.</p> <p>In addition, Enterprise Clubs are a Great Britain-wide initiative which aims to support the development of a network of locally-led, community-based support targeted at unemployed people interested in self-employment.</p>

* including start up incentives.

Source: WP1 Country reports.

III. Key Initiatives for employability

The second part of each country report was focused on two key measures, programs or initiatives selected from those presented previously (Table 15).

To select the initiatives, the following criteria were suggested: having in mind the above definition of employability, both initiatives show a (strong) impact on the employability of the beneficiaries; the beneficiaries could be unemployed, in particular youth and long-term unemployed; employed people trying to maintain employment by preparing for new job requirements; or labour market entrants looking for initial employment; the key stakeholders of the initiatives are identifiable and can be easily involved in the project; evidence and data on the initiatives, concerning input, output and outcome measures, exist and are accessible or can be collected.

Table 15: Selected Key Initiatives for Employability in Partners' Countries

Country	Key initiatives	Target groups
UK	The Work Programme	Long-term unemployed; employed at risk of unemployment
	Sector-based Work Academies	Unemployed people (anyone who is over 18 and claiming Jobseekers Allowance or Employment and Support Allowance)
Portugal	Apprenticeship Courses	Young people under the age of 25 years old and having already completed the 3rd cycle of basic education or equivalent.
	Impulso Jovem	Young people/ first job seekers
Spain	Employment Workshops	Unemployed +25 years old (in particular women and long-term unemployed)
	"Own time" Programme	Women +50 years old living in cities of less than 50.000 inhabitants
Czech Republic*	Requalification	Target group is wide, but most benefiting persons are those who didn't work for some time (mothers on maternity leave, long-term unemployed, young people without experience, people older than 50).
Latvia	Preventive measures for unemployment reduction	Employed persons particularly those at risk of unemployment

Note: *The Czech Republic Report included also the „Community Services” measure which was cancelled by the constitutional court in late November 2012.

The country reports then provided a detailed summary of each initiative, based on the questions:

- What are the activities involved? (describing the measure, program or initiative and establishing the scope)
- Who the activities are relevant to? Who are the target group/ beneficiaries? How many people are involved? (identifying the key stakeholders)
- What are the intended outcomes? What evaluation/measurement has currently been done? What monitoring is in place? (mapping and evidencing outcomes).

These initiatives will be reported in this section. Meeting the above criteria and providing information will be useful for the purpose of WP2: ‘measuring the Social ROI of active employment and training policies and promoting the involvement of different stakeholders’.

3.1. United Kingdom: the Work Programme and Sector-based Work Academies

The Work Programme

The Work Programme was launched in June 2011 throughout Great Britain. Part funded by the European Social Fund, it provides tailored support for benefit claimants who need more help to undertake active and effective job seeking. It is delivered by private, public and voluntary sector organisations that are given complete autonomy to decide how best to meet beneficiaries’ needs while meeting specified minimum standards. According to the Coalition Government, the Work Programme ‘represents a step change for Welfare to Work in [the UK], creating a structure that treats people as individuals and allows providers greater freedom to tailor the right support to the individual needs of each claimant’.

How it works:

Those who are long-term unemployed, or at risk of becoming so, are referred to a Work Programme service provider to receive support to enter the job market. There are eighteen Prime Providers delivering 40 contracts across 18 regions of the country. There are two prime service providers in each region (three in larger regions), selected by a rigorous tendering process. Participants follow a programme of training/support specified by the provider to help them develop skills and access work.

The following are example Prime Providers of the Work Programme:

Intraining

Intraining is a leading national training and employment skills provider. It operates a wide range of skills and employability programmes and employs over 800 members of staff, operating from a network of over 20 regional offices.

To deliver the Work Programme, Intraining works closely with participants and local employers to give those who have been unemployed for more than 6 months (19+) the best chance of finding a job and keeping it. This includes giving participants access to offices and interventions that will help them move closer to finding work. When participants are job-ready, they are able to use Intraining’s facilities to search for the right opportunities and get support in applying for those opportunities. Once they have found work, Intraining continue to support participants with the aim that they remain employed for a long time.

Services offered by Intraining include:

- NVQs and apprenticeships in a range of subjects
- Local skills-specific training
- Basic skills, e.g. literacy and numeracy
- Employability skills, e.g. team working and communications
- Work placements and voluntary work

G4S Welfare at Work

G4S Welfare at Work exists to 'support tens of thousands of unemployed people into employment across the UK'. It was awarded three 'Work Programme' contracts by the Department of Work and Pensions and through these aims to help over 120,000 people find stable work in Kent, Surrey and Sussex, Greater Manchester, Cheshire, Warrington and North East Yorkshire and the Humber.

There are three main elements of G4S's model:

- **Job brokers:** Job brokerage is necessary for finding an individual work and can include:
 - o Identifying realistic jobs
 - o Building motivation and confidence
 - o CV writing and application form filling
 - o In-work benefit calculations
 - o Sourcing vacancies
- **Knowledge bank:** Many people require additional support to access employment. This can include:
 - o English language training
 - o Debt and housing advice
 - o Health and disability support

In Work Partners: To help those who secure employment to stay in work. This can include:

- o Career advice and in-work training
- o Occupational health services
- o Mediation with employers

The Work Programme is characterised by three main principles; 'Clear incentives to deliver results', 'Freedom for service providers' and 'Long-term commitment'.

Clear incentives to deliver results

Providers are paid primarily for the results they achieve, and incentives are designed to encourage service providers to help participants find work and stay in employment. There are three main types of payment that are available for each participant. A small *start fee* is provided for each new participant in the early years of the contracts, but this is reduced each year and eliminated after three years. Providers can claim a job *outcome payment* after a participant has been in a job for three or six months, depending on how far they are from the labour market. This period recognises the fact that some participants would have moved into jobs anyway, without support. After this, providers can claim *sustainment payments* every four weeks when a participant stays in work longer.

The Work Programme supports a wide range of participants including those who are at risk of long-term unemployment and others who are disabled or have a health condition. Participants receiving different benefits will access the programme at different times; some will be required to attend, and others will be able to volunteer. Participants must all be receiving an out-of-work income-replacement benefit at the time they are referred.

Some participants need more help to get into work than others, so service providers are paid more for helping those furthest from the labour market into work. This differential pricing ensures that providers have strong incentives to help all their clients, rather than focusing on easier to help customers at the expense of the most vulnerable.

Work Programme incentives are designed to encourage high performance from, and competition between, service providers. Participants are randomly allocated to a provider in

their area and market share is shifted to the best-performing providers over the lifetime of the contracts. The key performance measure for providers is the number of job outcomes as a percentage of the number of people who have started on the programme in the previous 12 months.

Service providers are also required to meet minimum performance levels. The DWP publish estimates of the job outcomes that are expected for each of the main participant groups if they had not joined the programme, and providers are required to deliver results at least ten per cent higher than this 'non-intervention level' or face the possibility of losing their contracts. Additional incentive payments for high performance will also be available from the fourth year of the contracts.

Freedom for service providers

The Work Programme gives providers the flexibility to design their own programmes using their experience and creativity. Rather than asking providers to make one-size-fits-all services work for a wide range of participants, they are encouraged to offer personalised support that fits the local labour market. This approach enables providers to form partnerships with other organisations such as local authorities, health service providers and colleges that have an interest in helping people to move into work and to stay in work.

Minimum service offers from each provider are communicated to participants when they are referred to the Work Programme. These are published on the Department for Work and Pensions website to help increase service transparency and accountability. As an example, the provider Reed promised that Work Programme participants will:

- Meet with a personal Employment Adviser within ten days of joining the programme
- Receive a full assessment of their needs and skills
- Have their progress reviewed by their adviser at least once every four weeks
- Receive support to develop a tailored CV and job goals
- Receive financial advice and support to show how they will be better off working
- Be able to access e-learning, job search support and vacancies through Reed's online portal
- Receive support once they are in work and have access to an Employment Coach after 10 weeks of employments
- Have the opportunity to let Reed know about their experiences through consumer surveys
- Have a detailed history of their progress if they leave the programme before finding employment

Long term commitment

The Work Programme is a long term commitment for both participants and providers. Participants stay on the programme for up to 2 years, which enables providers to build strong and constructive relationships with them. At the beginning of the programme, providers committed to take referrals for five years. These long term contracts enable Prime Providers to build relationships with supply chain organisations and other partners.

Evaluation of the Work Programme:

Beyond basic data on early entrants to the scheme (28,600 in June 2011), very little data regarding the uptake and performance of the Work Programme is publicly available.

The Department of Work and Pensions is due to release detailed statistics on the Programme at the end of November 2012. These will include monthly and cumulative numbers on:

- _ Job outcomes paid to providers;
- _ Total sustainment payments paid to providers; and
- _ Number of individuals for whom a provider has been paid one or more sustainment payments

In addition, The Institute of Employment Studies are leading a multi-stranded evaluation of the Work Programme, including an evaluation of the approach to commissioning the Programme (through Prime Providers and sub-contractors) and an evaluation of the Programme itself. The research, which will use both quantitative and qualitative methods, will last for 3 years and be conducted by a consortium of by a consortium of research organisations, including the National Institute of Economic and Social Research, Inclusion, the Social Policy Research Unit at the University of York and GFK-NOP.

Until the above data can be accessed, the majority of the evidence that is available regarding the impact of the Work Programme is case-study based. DWP details the experiences of a range of participants of the programme on its website. These highlight cases of positive impact, but give no sense of the scale of change, or how the performance of the Programme compares to that of other employment initiatives. Moreover, evaluation to date has focused on whether or not individuals have entered sustained work through the Work Programme or not. There has been no exploration of the wider impact of this, e.g. on personal wellbeing, or of the 'softer' outcomes of the Programme, e.g. the value of upskilling or associated increase in confidence. To understand the true impact of the Work Programme, these elements must be explored further.

Sector-based work academies

Sector-based work academies are designed to help those who are ready for work and receiving benefits to secure employment. As with other initiatives, the aim is to move unemployed people into lasting paid work that enables them to stop claiming government support. The emphasis with work academies, however, is on working with businesses to train unemployed people, thereby producing employees with sector-relevant skills and reducing risk for prospective employers. They are driven by sector-demand to meet the requirements of our customers and employers.

How it works:

Sector-based work academies are available to anyone who is over 18 and claiming Jobseekers Allowance or Employment and Support Allowance. Referrals are made by Jobcentre plus. Participants remain on benefit while they are on the scheme and Jobcentre Plus pays any travel and childcare costs incurred. There is no direct cost to an employer for sector-based work academies as the costs are covered by government funding.

Placement at a sector-based work academy can last up to six weeks. There are three components:

- **Pre-employment training:** To ensure that people looking for employment have the essential skills to succeed in the workplace, sector specific training courses are developed that meet the needs of the local labour market. This is done collaboratively between Jobcentre Plus, local colleges and training providers and local businesses. The training is fully funded through the Skills Funding Agency and delivered by Further Education colleges and training providers. The training will enable participants to undertake units on the Qualifications and Credit Framework.

In some cases, local businesses deliver the training themselves, but this is without public funding.

- **Work experience placements:** Participants are guaranteed an opportunity for unpaid work experience as part of the scheme. This enables them to develop their skills and have the opportunity to work in a real environment. Employers are asked to treat participant them as regular employees as far as possible whilst recognising that they may initially need additional coaching and supervision. In its guidelines for employers, DWP asks that they: Explain to participants what they need them to do; Inform participants of management and reporting arrangements; Facilitate positive working relationships; Provide an overview of their business and its values and culture; Give a tour of the workplace; Provide guidance on using any equipment; Provide guidance on health and safety; Explain standard workplace practices such as, security procedures, dress code, sick leave/absences, lunch and break times.
- **Guaranteed job interview:** As part of the scheme, participants are guaranteed a job interview. Whilst this will not necessarily lead to a job, it provides them with essential interview experience.

It is hoped that the combination of relevant training, experience of a real workplace, and interview experience will increase the likelihood of participants accessing sustained employment within the sector in which they attend the academy.

The following is a case study showing the impact of sector-based work academies from an employer's perspective⁴:

Wates Construction in partnership with their social enterprise partner, Atom Community Regeneration has found using sector-based work academies an excellent way to find the right people for their regeneration projects. Working closely with the Skills Funding Agency and Liverpool College they were able to decide on exactly the right sort of training required for their supply chain partners and in doing so were able to effectively recruit from the outset.

After two weeks of skills training in a local college and part-time work experience for a further two weeks which included a guaranteed job interview on completion, Wates and their supply chain partners interviewed 15 people of which 11 were offered employment opportunities.

The Project Director from Wates Construction said. "The combination of training and site experience has delivered exactly what we wanted. It has saved us valuable time not having to do the training ourselves and our recruits have hit the ground running. All candidates are showing great potential and I am confident that a solid career in construction is ahead of them."

Evaluation of sector-based work academies

DWP releases general statistics regarding take-up of the sector-based work academy scheme and the demographic breakdown of participants. Between the launch of the scheme in January 2011 and May 2012, there were 14,340 starts on sector-based work academy pre-employment training.

Beyond case study analysis, there appears to be very little other publicly available information regarding the performance of sector-based work academies or the outcomes they achieve for participants, employers and the communities in which they operate.

⁴ Taken from DWP's guide for employers, 'Sector-based work academies: How Jobcentre Plus can help you fill your vacancies more effectively'

3.2. Portugal: Apprenticeship Courses and the “Impulso Jovem” Programme

Apprenticeship Courses

The apprenticeship courses are ‘dual qualifications’ courses, at upper secondary education, targeted to young people under the age of 25 years old and having already completed the 3rd cycle of basic education or equivalent. These courses have a strong component of work-based training – around 40% of the time length, i.e. much higher than other VET courses – which is placed in the enterprise.

The apprenticeship pathway provides an opportunity to complete the upper secondary level of education and to get a vocational qualification (level 4 from the NQF). After graduation, young people may also pursue their studies on the education system (through a post-secondary non university course or through university). This VET modality is particularly aimed to:

- develop youth personal and technical skills for technical and professional jobs in particular occupational fields;
- meet labour market needs, based on a close connection with local and regional employers, which is promoted by a strong dual learning pathway - school / employer-based training;
- promote further studies at post-secondary and higher education levels.

Until December 2011, according to IEF, 21,036 young people were enrolled in apprenticeship courses and, by March 2012, more 2,603 were participating. Approved projects, in 2011, covered 25,000 students, which represent a total public expenditure of EUR 74 million (data from POPH).

Currently the revised regulatory framework of the apprenticeship courses (2012) strengthens the focus on labour market needs, especially by providing core vocational qualifications for export-based sectors, and increases the number of young people to be enrolled up to 30,000.

Expected positive impacts on youth employability are pointed out, as participants in apprenticeship courses seem to have higher estimated employment rates (56% for men and 40% for women, after 42 months from the beginning of the participation) compared to those participating in similar VET courses, namely in education and training courses (41% for men and 38.5% for women) .

Impulso Jovem

Coping with a deteriorating situation of youth unemployment, the Portuguese Government launched the ‘Strategic Plan for Youth Employability and SME Support – IMPULSO JOVEM’ (Governo de Portugal, 2012a), which comprises three types of interventions: (1) professional internships; (2) supporting hiring and entrepreneurship; (3) supporting investment.

Professional internships intend to enhance youth employability skills and foster more and better ‘qualified jobs’ for young people. The measure cover strategic activities, such as innovation and internationalisation, and a vast number of economic sectors: from

agriculture, industry and social economy to public administration and the associative sector. All these internships comprises at least 50 hours of vocational training, according to the NQC. After the internship, if a permanent work contract is signed, there will be an 'integration prize' which amount is variable, depending on the size of the enterprise, the remuneration paid and the duration of the contract. The 'integration prize' intends to enable job creation.

The Impulso Jovem also comprises multiple tools to support hiring and entrepreneurship: reimbursing social security contributions, in case of hiring for a full-time job; providing technical support for start-up initiatives; encouraging and sponsoring new business ideas; helping in obtaining financing, venture capital and microfinance; and funding youth cooperatives creation.

Facing considerable financing constraints, SMEs need to overcome the current situation by getting access to financial support and simultaneously adjusting its production model through innovation and internationalization. In that sense, investment aid aims to support SMEs towards business expansion and exports as well as increase youth employment prospects. It uses existing tools and new funding mechanisms.

According to the Portuguese Government, 89,303 young people will be benefiting from the Impulso Jovem (three interventions) in the coming years, the most participative measures being the Employment Passport, with 20,231 individuals, and the reimbursement of the social security contributions, with an estimated number of 17,825 beneficiaries (Governo de Portugal, 2012a:35).

3.3. Spain: Employment Workshops and "Own Time" Programme

Employment workshops

Employment workshops promoted by San Martín del Rey Aurelio City Council: "Women II", "New Technologies", "Digital Market", "Digital Market II", "Vocational Classroom", "Classroom for jobs"

The employment workshops are programs addressed to +25 unemployed aimed to provide training and the acquisition of professional competences by the labor activity performance.

Beneficiaries: Unemployed +25.

Target group: Women, Long-term unemployed.

Duration: one year.

During the life of this type of projects, the unemployed are trained in a specific job or position while performing activities related to them.

The City Council of San Martín del Rey Aurelio develops different activities concerning the labor job placement of the unemployed. The strategy has been to put in place training actions and labor practice through the employment workshops in the areas of marketing and technical vendor.

The training is focused on the own contents of the sale job and the labor experience. The participants are interviewed relating their knowledge and then local companies are prospected in order to seek jobs for them. The training in this job is focused in the knowledge and competences to acquire for improving their employability. So this

improvement is at two levels: first, training in the commercial scope and key transversal competences and second, labor information about their immediate environment.

So there is a convergence of two basic subcategories of the active employment policies:

- _ Management of the employment out of the public employment services,
- _ Training about the labor market in order to adapt the job seekers competences to the market vacancies.

It is important to outstand the wide transversal knowledge and competences provided by this job.

The commercial profile is demanded in multiple jobs and positions (engineer, architect, bank employees, management assistant, administrative or shop assistant). They improve their employability with training and practice in this job as well as with key competences: change adaptation, self-knowledge, analysis capability, learning capability, lifelong learning, management, communication, cooperation, creativity, problems resolutions, focusing to results, responsibility, tolerance, decision-making and teamwork.

Number of people involved during one year: 1 director pedagogue teacher, 12 participants, 120 unemployed.

Expected results: Training of 100% participants. Job placement: 70% work-participants. Job placement of 50% of unemployed.

Evaluation: Continuous evaluation of the participants. Final tests for getting the vocational certificate. Job placement of the participants. Monitoring the job placement of unemployed.

Average job placement around 75%.

“Own time” programe

Own time is a program for women over 50 years promoted by the Asturian Women's Institute in collaboration with the Councils of Women Asturian municipalities with fewer than 50,000 inhabitants. Coordinated and managed by Fundación Metal Asturias.

It is based on a participatory approach and involves discovering and developing all that we can be and do, with a positive attitude to the update and acquisition of knowledge, openness to new experiences and a new way of organizing, enjoying and taking the time. The contents are not just to inform but to form and transform especially social presence to achieve more participatory, more competent and more fruitful.

The proper time duration is three consecutive years and begins with Active Ageing module I, of monitoring required. Each year the Participants may make up to three optional workshops among those offered in each edition.

Currently it is being developed in 25 City Councils of Asturias region.

Women +50 years old living in cities of less than 50.000 inhabitants.

- _ To contribute to improving the quality of life and welfare of women +50.
- _ To promote social participation of women promoting the game and the relationship between the target groups, in an area specifically tailored to their needs and interests and promoting women's social networks.
- _ To promote the acquisition of habits favoring active aging.

- _ To stimulate interest in culture and knowledge from areas not based on formal breaking gender stereotypes and a vision of reality that includes the vision of women.
- _ To approach to the management of new technologies as communication tools, information and training.
- _ To promote the overall health of women, taking into account not only the purely biological, but also psychological aspects, social and cultural factors that are part of our lives.

3.4. Czech Republic: Requalification

Requalification

Requalification means the acquisition of new skills, or extension of current skills, including their maintaining and refreshing. Requalification is also a qualification for a natural person, who has no qualifications received yet.

The content and range of requalification is determined by actual level of qualification, health condition, skills and experiences of person that is going to be prequalified by gaining new theoretical knowledge and practical skills.

Requalification can be done only by accredited facilities and educational or medical institutions with accredited training programs. Requalification takes the form of education:

- _ Educational programs in continuing professional education;
- _ Special programs for obtaining a specific job skills;
- _ Educational activities in the framework of international programs;
- _ Educational programs focused on job seekers who receive extra attention in the mediation of employment;
- _ School programs for secondary education within the educational system;
- _ Other educational activities aimed to acquire new skills or to extend existing qualification.
- _ Individual educational programs and activities can be combined.

Requalification costs consist of the following costs:

- _ Direct costs of retraining (materials, salaries and other direct costs);
- _ Overhead costs incurred in the implementation of requalification;
- _ Cost of the partial retraining, which provides facilities for requalification or other educational institutions;
- _ Reasonable profit (up to 15% of the costs incurred);
- _ Cost of the equipment;
- _ Cost of personal protective equipment, detergents, cleaners, disinfectants and protective beverages provided to participants in retraining;
- _ Health insurance arranged for participation in retraining;
- _ Travel expenses;
- _ Accommodation expenses;

Development of the count of job seekers enrolled in requalification:

Year	2006	2007	2008	2009	2010	2011
Count of persons	63 366	73 326	58 290	49 792	84 661	75 897

Source: MPSV ČR, Analysis of situation on Labour market 2006-2011.

From this chart we can see that until 2008 the amount of persons in requalification programs was increasing. In 2008-2009 the amount had fall that was caused by implementation of retraining activities under each grant, regional and national projects, which were attended mainly by job seekers and also a high proportion of foreign workers, which decreased the pressure on qualifying people with difficulties to place on the labour market.⁵ In 2009, assigning requalification seekers was braked by the duty of labour offices to provide retraining according to Act 137/2006 Coll., of public procurement. In 2010 and 2011 there was an increase of candidates. The increase in the total number of enrolled candidates was mainly due to the implementation of the National Retraining and individual consultancy project, implementation of regional and individual projects and grant projects funded by the ESF.

The purpose of this tool is to help our target group to be get employed or re-employed. People with disabilities with some education can be prequalified and have a chance to be employed in different field. Young people can finish their education, uneducated can get education and some specialisation. People in the age group 50+ can extend their skills and get re-employed.

3.5. Latvia: Preventive measures for unemployment reduction⁶

The following are preventative measures for unemployment reduction:

- career consultations;
- raising of the qualifications, retraining and further education of persons employed by merchants and self-employed;
- facilitating the regional mobility of persons employed by merchants;
- facilitating the acquisition of the official language;
- training programmes for involving adults in lifelong learning;
- training programmes for employed persons subject to the risk of unemployment;
- and
- other measures anticipated within the framework of the European Union Structural Funds.

Career consultations include assistance with the planning of careers, determination of vocational suitability, as well as the acquisition of employment seeking and preservation skills.

Career consultations shall be provided to persons in order to assist them to better ascertain their vocational direction, increase in depth the understanding of such persons regarding education and opportunities in the labour market and to ascertain the best appropriate vocational direction for the personality, value system and goals of a specific person. Both

⁵ Analysis of development employment and unemployment in 2008 [online]. [cit. 7. 11. 2012], Available: <http://portal.mpsv.cz/sz/politikazamest/trh_prace/rok2008/Anal2008.pdf> .

⁶ Source: Republic of Latvia Support for Unemployed Persons and Persons Seeking Employment Law

individual career consultations, which include also the provision of services in electronic form and group career consultations shall be implemented.

Measures, which are associated with rising of the qualifications of persons employed by merchants and self-employed, retraining and further education, shall be organized in order to maintain the ability of the referred to persons to be competitive in the labour market and to reduce the risk of unemployment setting in.

Measures for the facilitating the regional mobility of persons employed by merchants shall be organized in order to reduce the risk of unemployment setting in, which is associated with the movement of employed persons between place of residence and the workplace.

Training programmes for involving adults in lifelong learning shall be ensured in order that adults are given the opportunity to supplement and improve the knowledge and skills required for the working life.

Training programmes for employed persons subject to the risk of unemployment shall be ensured in order that such persons are given the opportunity of improving their vocational abilities and skills and promote sustainable retention of a permanent workplace.

Conclusions and next steps

Labour markets in Europe are still strongly affected by economic recession and delayed recovery, particularly in some countries. In this context, employability and activation measures are top priorities in employment policies. Also increasing population aging and migration flows influence labour supply and skills dynamics and pose new challenges to employability.

Facing a growing unemployment level, active labour market policies has been increasingly targeted to long-term unemployed and young people, improving employability, supporting access to jobs or a return to labour market. However the partners' countries show considerable differences in unemployment rates, being particularly high in Spain (25%) while in Czech Republic and UK unemployment rates are far from these values (7% and 8% respectively).

At the same time young people have been particularly hit by unemployment. In all countries, youth unemployment rates are generally twice the unemployment rates and have been worsening since 2007. In 2012, half of the young people aged 15 to 24 years old were unemployed in Spain. Portugal has the second highest youth unemployment rate in 2012: almost 38%. Even in Czech Republic and UK, which have the lowest unemployment rates, 1/5 of the young people had no job.

An increasing proportion of GDP has been dedicated to LMP measures (categories 1-9). In EU27 the public expenditure on activation measures (categories 2-7) represented $\frac{1}{4}$ of the total public expenditure in LMP, as a percentage of GDP. Spain and Portugal have the largest proportions of GDP allocated to activation measures.

Training has the highest proportion of GDP allocation at European level and in each country, being also the second most participative measure in EU27. In Portugal, Spain and Latvia the number of participants in training measures augmented considerably from 2007 to 2010. Portugal shows the highest proportion of participants in activation measures enrolled in training - 41% in 2010.

In general employment incentives have the highest number of participants. In Spain it represented almost 70% of the total number of participants in activation measures in 2010. In UK it amounted to 56% (2009) and in Portugal to 44% (2010).

Participants in direct job creation increased in all countries between 2007 and 2010, especially in Latvia and Czech Republic, and participation in start up incentives also augmented. Nevertheless these measures still represent a small percentage of participants in the overall activation measures.

Reviewing currently implemented ALM measures in Czech Republic, Spain, Latvia, Portugal and UK common orientations arise and particular challenges are expected to be met. Initial education and vocational training, continuous skills improvement and retraining have been particular concerns in activation measures. Developing a skilled and adaptable workforce will improve labour market performance and job prospects. Also job creation and business start-up incentives are in place to tap the job potential in new and fast growing economic activities or in socially useful activities. Particular measures have been targeted to the most vulnerable groups.

Further requirements in labour markets interventions seem to involve better matching labour demand and supply, improve employability levels, in particular of young people and

long-term unemployed, make vocational guidance and career management services more efficient and innovative, reduce LM segmentation and unequal opportunities, by providing well targeted interventions, and support mobility.

Improve employability and job prospects in the current economic context is however a difficult task. Employability generally refers to a person's capability for gaining and maintaining employment. It involves individuals' knowledge, skills and attitudes but also the labour market rules and institutions. The concept incorporates the dual aspects of labour supply and demand ('duality of employability'). Present labour market contextual factors, especially severe economic conditions and rapid structural change can and do have a significant impact on the likelihood of an individual getting or securing a job regardless of their skills, credentials and social status.

In the project next stages, selected key initiatives for employability in each country will be evaluated according to the Social ROI methodology. A special attention will be given to two important questions: to what extent these initiatives provided relevant and better employability skills to their beneficiaries? And how these skills meet employers' needs and actually improved beneficiaries' employment prospects?

Annex 1

Labour Market Policy (LMP) Expenditure by categories 2-7 (% of GDP) (2007-2011)

LMP_Measures (categories 2-7)		2007	2008	2009	2010	2011
Training	EU27	0,18(e)	0,18(e)	0,22(e)	:	:
	Czech Republic	0,01	0,01	0,03	0,04	0,01
	Spain	0,14	0,15	0,18	0,18	:
	Latvia	0,05(e)	0,03(e)	0,15(e)	0,25(e)	0,14
	Portugal	0,19	0,24	0,43(b)	0,40	0,32(b)
	UK	0,02(e)	0,02(e)	0,02(e)	:	:
Job rotation and job sharing	EU27	0,00	0,00	0,00	0,00	:
	Czech Republic	:(z)	:(z)	:(z)	:(z)	:(z)
	Spain	0,01	0,01	0,01	0,01	:
	Latvia	:(z)	:(z)	:(z)	:(z)	:(z)
	Portugal	0,00	0,00	0,00	0,00	0,00
	UK	:(z)	:(z)	:(z)	:(z)	:
Employment incentives	EU27	0,12(e)	0,12(e)	0,13(e)	:	:
	Czech Republic	0,03	0,01	0,03	0,05	0,04
	Spain	0,31	0,27	0,26	0,26	:
	Latvia	0,04	0,03	0,04	0,05	0,06
	Portugal	0,12	0,12	0,13	0,13	0,11
	UK	0,01(e)	0,01(e)	0,01(e)	:	:
Supported employment and rehabilitation	EU27	0,06	0,07	0,08	:	:
	Czech Republic	0,07	0,07	0,07	0,08	0,09
	Spain	0,02	0,03	0,03	0,04	:
	Latvia	0,00	0,00	:(z)	:(z)	:(z)
	Portugal	0,04	0,03	0,04	0,03	0,01
	UK	0,01(e)	0,01	0,01	:	:
Direct job creation	EU27	0,07	0,06	0,07(e)	:	:
	Czech Republic	0,02	0,03	0,04	0,04	0,03
	Spain	0,06	0,07	0,08	0,08	:
	Latvia	0,01	0,02	0,09	0,21	0,13
	Portugal	0,02	0,02	0,02	0,02	0,02
	UK	0,01(e)	0,01(e)	0,00	:	:
Start-up incentives	EU27	0,03(e)	0,03(e)	0,04(e)	0,04(e)	:
	Czech Republic	0,00	0,00	0,00	0,00	0,00
	Spain	0,09	0,09	0,10	0,12	:
	Latvia	0,01	0,01	0,00	0,00	0,00
	Portugal	0,00	0,00	0,00	0,00	0,00
	UK	:(z)	:(z)	:(z)	:(z)	:

Source: Eurostat. : Not available. (e) estimated; (b) break in time series; (z) not applicable.

Annex 2

Labour Market Policy (LMP) Participants by categories 2-7 (2007-2011)

(total number – stock)

LMP_Measures (categories 2-7)		2007	2008	2009	2010	2011
Training	EU27	3,357,974(u)	3,224,693(u)	3,556,690(u)	:	:
	Czech Republic	7,297	4,773	:	:	:
	Spain	267,014	271,332(e)	425,378(e)	378,448(e)	:
	Latvia	2,327	1,483	4,856	9,849	9,154
	Portugal	45,665	49,999	81,571(b)	82,547(u)	75,877(u)
	UK	20,500	21,735	:	:	:
Job rotation and job sharing	EU27	112,508(u)	123,400(u)	118,066(u)	130,320	
	Czech Republic	: (z)	: (z)	: (z)	: (z)	: (z)
	Spain	80,000	94,346	91,733	103,890	:
	Latvia	: (z)	: (z)	: (z)	: (z)	: (z)
	Portugal	: (n)	71	68	101	126
	UK	: (z)	: (z)	: (z)	: (z)	:
Employment incentives	EU27	5,675,855(u)	4,662,926(u)	4,396,215(u)	:	:
	Czech Republic	14,681	8,542	6,932	8,008	3,581
	Spain	3,595,303	2,587,895	2,223,175	2,058,840	:
	Latvia	2,478	2,329	1,888	2,136	4,185
	Portugal	78,017	83,093	86,153	88,044	77,194
	UK	36,730	40,224	38,152(e)	:	:
Supported employment and rehabilitation	EU27	881,939(u)	1,239,804(u)	1,296,080(u)	:	:
	Czech Republic	26,509	28,756	26,033	32,513	35,960
	Spain	60,735	66,829	69,691	72,019	:
	Latvia	29	23	: (z)	: (z)	: (z)
	Portugal	6,023	6,093	5,615	1,938	6,071
	UK	17,772	:	:	:	:
Direct job creation	EU27	1,113,449(u)	994,177(u)	934,445(u)	:	:
	Czech Republic	7,360	8,645	11,352	12,889	9,117
	Spain	:	:	:	:	:
	Latvia	1,279	1,583	5,124	18,138	15,406
	Portugal	22,717	21,059	24,642	24,087(u)	23,958(u)
	UK	7,200	8,300	7,960	:	:
Start-up incentives	EU27	688,266(u)	814,822(u)	818,495(u)	901,519(u)	:
	Czech Republic	3,872	3,432	3,160	4,103	4,705
	Spain	253,584(u)	389,972(u)	369,368	367,577	:
	Latvia	6,113	5,444	11,925	30,226	234
	Portugal	4,411	6,110	6,107	5,066	3,348(u)
	UK	: (z)	: (z)	: (z)	: (z)	: (z)

Source: Eurostat. : Not available. (e) estimated; (b) break in time series; (z) not applicable; (n) not significant; (u) low reliability.