

The Impact of the Support Offered to Young People under the Operational Programme Knowledge Education Development

II THEMATIC REPORT

Information brochure



MINISTERSTWO
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MAIN CONCLUSIONS

79% of participants worked at the time of the study and 20% studied at school or university.

The percentage of working people increases and the percentage of learners decreases as time passes from the end of participation in the project.

95% of support participants are satisfied with participation in the project.

The most frequently used forms of optional support were internships and apprenticeships, which were used by 2/3 participants.

Significant improvement of the situation on the labor market and low financial attractiveness of support causes growing problems with recruitment and retention of participants.

The challenge is to increase the possibility of adapting the support to the individual needs of the participants.

INTRODUCTION

- This brochure summarizes the results of the second thematic report from the long-term study entitled “The Study of The Impact of the Support Offered to Young People under the Operational Programme Knowledge Education Development”.
- The report includes the results of the following surveys:
 - **Computer-assisted telephone interviews** with 1490 people who ended their participation in the Programme between January 2016 and May 2018, financed by the YEI or European Social Fund (ESF).
 - **Computer-assisted web interviews** with 517 project coordinators
 - **8 Focus group interviews** with support participants, representatives of intermediate bodies and project coordinators
 - **16 Individual In-depth Interviews** with employers in which trainees took internships, apprenticeships, etc.
- Support, which is the subject of the analysis, was addressed to people aged 15-29, not in employment, education or training (NEET).
- The report consists of 6 main thematic areas:

STRUCTURE OF PARTICIPANTS

CHARACTERISTICS OF
SUPPORT FORMS

ASSESSMENT OF SUPPORT
QUALITY

PARTICIPANTS'
ACHIEVEMENTS

FITTING TO THE NEEDS OF
EMLLOYERS

ASSESSMENT OF
PROGRAMME
IMPLEMENTATION

STRUCTURE OF PARTICIPANTS AND IMPLEMENTATION PROGRESS

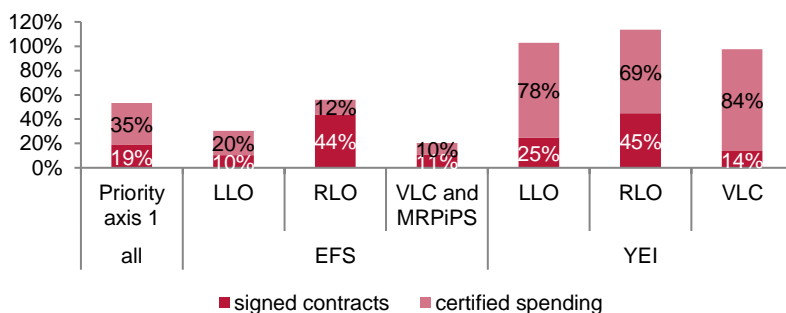
- Between January 2016 and May 2018, 233 thous. youth participated in activation projects under PO WER, including 147 thous. in projects financed from YEI funds and 85 thous. from the ESF.
- The majority of participants (87%) were people activated by LLO (Local Labor Office).
- Women were over a half (56%) of all participants
- In LLO projects, the share of long-term unemployed was significant, and VLC (Voluntary Labour Corps) projects were targeted mainly to disadvantaged youth.

233 thousands people participated in the projects; 87% were activated in LLO projects

Poland is the 4th country in the EU in terms of the use of YEI funds

- 61% of support participants had secondary or post-secondary education, and 28% - higher education
- Poland effectively manages YEI funds - at the end of April 2018, 78% of funds were already spent, and for the rest of funds contracts were already signed.
- Almost half of all Priority axis 1 of OP KED funds have not yet been contracted.

OP KED funds spending



CHARACTERISTICS OF SUPPORT FORMS

- Internships and apprenticeships were the most popular facultative form of support provided by LLOs (64% of participants). Grants for setting up a company (16%) and trainings (9%) were also frequently used.
- The majority of VLC and RLO (Regional Labour Office) projects included at least two forms of optional support: training / courses allowing to acquire new knowledge and internships / apprenticeships aimed at gaining practical skills and experience.
- The type of support offered in the LLO projects depends on the month of joining the project; in the later months of the year, participants receive shorter support, it is also more difficult to access.

2/3 of participants benefited from internship or apprenticeship

Women more often benefited from internships (76% vs. 51% men) and men – from trainings (25% vs. 13% women) and grants (19% vs. 10% women)

- Vouchers for training, internship and employment in LLO and RLO projects were granted to less than 2% of participants. Representatives of LLO pointed to their limited attractiveness and greater formalities.

- VLC offered the most comprehensive support (on average 11 forms versus 2.4 in LLO and 4.7 in RLO projects).

- LLO coordinators see the need to add new forms of "soft support" such as psychological support, legal advice, or highly-rated in VLC projects stylist services.

ASSESSMENT OF SUPPORT QUALITY

- Around 95% of support participants were satisfied with the participation in the project. In the case of RLO projects, the percentage of definitely satisfied was lower (53% against 61% in total).

95% of participants were satisfied with the participation in the project

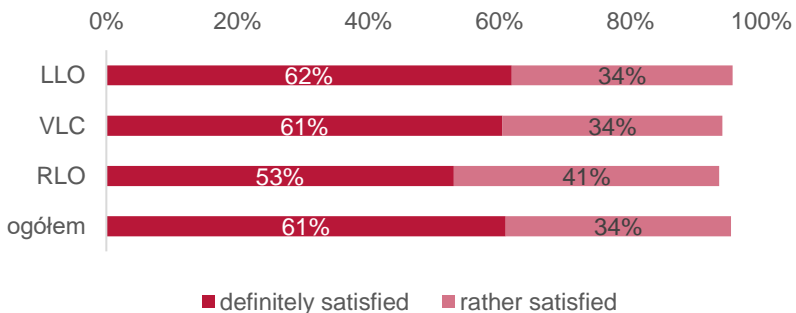
- 84% of participants stated that before starting to participate in the project, their individual needs were identified. In interviews, however, they pointed to problems with adapting support to their needs.

84% of job offers received by participants were in the form of an employment contract; the majority of them were fixed-term contracts.

63% of participants who received a job offer rated the remuneration as fair

- Participants who completed the internship in the LLO projects in 74% of cases received a job offer in the same company. In other projects, it was about 50%.
- The biggest advantage of the trainings was the opportunity to acquire new knowledge, but only half of the participants assessed it as raising the chances of finding a job.

Percentage of people satisfied with participation in the project



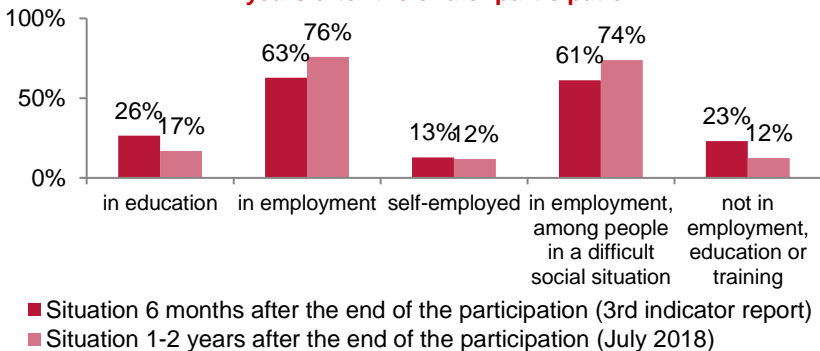
PARTICIPANTS' ACHIEVEMENTS

The percentage of people in education or employment at the time of the survey was 84%

- 20% of the support recipients studied at school or university in July 2018 (at the time of the survey).
- The percentage of participants in employment in July 2018 was 79%.
- 11% of the respondents were self-employed in July 2018.
- Participation in internship or apprenticeship of people with shorter professional experience was associated with better employment rates.
- Coordinators indicated as the most effective the same forms of support as the participants. At the same time, the coordinators assessed their effectiveness higher.
- The participants highly appreciated the impact of the projects on their skills and motivation.

The percentage of working people increases and the percentage of learners decreases as time passes from the end of participation in the project.

Status of participants who ended participation in the project between 07.2016 and 06.2017, in 6 months and in 1-2 years after the end of participation



FITTING TO THE NEEDS OF EMLLOYERS

- Most of employers positively assessed the cooperation with labor market institutions, reporting benefits for the company and support with recruiting relevant employees.
- Employers also positively assessed internship participants; however, in some cases internships were aborted by participants as well as by the employers.
- Most of employers did not report problems with fulfilling commitments to hire trainee after the internship. Coordinators found legal instruments for execution of such requirements ineffective.
- Employers rarely cooperated with other institutions to find trainees and employees.

Some problems reported by employers

- Too modest scholarships for interns
- Limited influence on starting dates and length of internships
- Burdensome procedures during applying for support
- Lack of possibility to influence earlier preparation of unemployed youth to better fit their needs, i.e. via trainings or courses
- Lack of regular information from LLO about available forms of support, i.e. via newsletter.

ASSESSMENT OF PROGRAMME IMPLEMENTATION

- 36% of RLO projects were implemented in partnerships (0% of LLO's and 3% of VLC projects).
- Most of coordinators gained experience in other professional activation projects from ESF in the past.
- In most cases cooperation between institutions was based on earlier relations between the private company and NGO.

92% of coordinators implemented projects for youth activation in the past

VLC coordinators most often (84%) reported problems with participant recruitment

- 65% of coordinators reported problems with participant recruitment.
 - According to the 53% of LLO coordinators, limited interest in activation projects was a result of the general lack of motivation to work. That reason was mentioned by 83% of VLC coordinators and 91% of RLO project coordinators.
- Problems with recruitment mainly concerned people with disabilities and long-term unemployed in case of LLO and RLO projects.

Reasons of recruitment problems:

