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#EU4Youth

EU4YOUTH

Achievements Report

2021

This publication has been produced with the financial support of the European Union.

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FOREWORD

In declaring 2022 as the **European Year of Youth**, the European Union (EU) reconfirmed its commitment to investing in young people – to foster the potential of youth and create opportunities for them to grow, develop and prosper. This commitment applies not only to EU Member States, but also extends to the EU's external actions.

Young people are key to building resilient, sustainable and integrated economies. Youth participation and the promotion of active citizenship also play a crucial role in consolidating pluralistic, democratic societies. EU4Youth is a regional programme aimed at supporting youth education, employability and engagement in the EU's Eastern partner countries.

The EU4Youth team is proud to present this **third annual Achievements Report** of the EU4Youth programme, which covers the different components and projects under EU4Youth in the Eastern Partnership (EaP). The strategic agenda for the EaP was renewed in 2021. With its new objectives and targets leading up to 2025, the emphasis on supporting young people was reinforced through the New Deal for Youth. The 2022 European Year of Youth, announced by European Commission President von der Leyen, adds to the political emphasis on connecting youth with education, employment, research and innovation as well as participation and leadership opportunities.

The regional nature of the EU4Youth programme was highlighted in March 2021 during the first edition of the **EU4Youth Days**. The EU4Youth Days provide an opportunity for youth stakeholders, partners, project implementers and beneficiaries from across the EaP to come together to discuss and advance youth objectives. The second edition of the EU4Youth Days, initially planned for March 2022, was going to serve as a platform for sharing the main highlights of the current report. Shortly before the finalisation of this report, the event was postponed due to the Russian aggression

against Ukraine and related developments in the region. This Achievements Report will now be shared with the relevant stakeholders through different channels.

The EU4Youth programme again operated in an **uncertain political and public health context** in 2021. Political developments on a national and regional level have been a source of instability in the region; these include the Russian aggression against Ukraine launched on 24 February 2022 (the largest conventional military invasion in Europe since World War II), the political repression in Belarus and continuous tensions following the war between Armenia and Azerbaijan in Nagorno-Karabakh and the surrounding territories in 2020. The effects of instability are felt even more strongly by vulnerable population groups, particularly young people. Young people constitute a large proportion of the directly affected populations in all of these countries: from mobilised, wounded or dead young soldiers in Armenia, Azerbaijan and Ukraine, to rapidly growing populations of internally displaced persons (IDPs) and refugees – including a significant number of active young citizens migrating to other countries in the region and to EU Member States in search of basic security.

In this challenging context, the programme demonstrates the EU's commitment and efforts to continue supporting young people in the EaP, however the EU4Youth team recognises the need to engage with the key stakeholders. Adjustments are required in order to better serve the region's youth, especially in light of the needs arising from the multiple crisis situations.

In 2021, the continued restrictions due to the COVID-19 pandemic also made implementation processes difficult; projects had to adapt and find new ways to reach young people through virtual means. Nevertheless, the programme successfully mitigated the challenges and continued to excel at supporting young people, as shown by the results achieved in 2021 (see [Chapter 2](#)).

The latest cohort of EU4Youth large grant projects (which began in 2019–2020) have come into their element this year. This has been reflected in the increase in the number of skill-building activities

organised and beneficiaries reached, as well as the activities designed to develop the legislative environment for youth employment and entrepreneurship. The EU4Youth Alumni Network and the policy dialogues facilitated within the Youth Engagement Roadmaps project are other pillars in the EU4Youth programme. They support the advancement of youth education, employability and engagement in the Eastern partner countries.

It is important to stress that this report presents the results of the programme in 2021, and the cumulative impact made on supporting young people in the region since the start of EU4Youth in 2018. The recent developments in Ukraine in 2022, and the widespread humanitarian, political and economic instability that have resulted from them, will have an effect on the implementation context and on the opportunities available for further building on the results and recommendations made in this report.



Highlights of the EU4Youth programme since 2018

Competence development activities

EU4Youth has helped over 28 000 young participants gain new skills through 1 330 face-to-face competence development activities organised by the EU4Youth projects since 2018.

Increased confidence to find a job

82% of EU4Youth end beneficiaries agreed that the support they received increased their confidence to find a job.

Mentorship

Nearly 3 000 young people received mentorship through EU4Youth, such as on career orientation or on developing a business.

Internships and apprenticeships

In addition, 841 young people have taken on an internship or apprenticeship facilitated by EU4Youth.

Financial support to start a business

368 young people received financial support since 2018, 67% of which were women, and 82% of which were disadvantaged youth.

Starting your business

116 start-ups have been opened since 2019 with support from EU4Youth large grant projects.

Increased confidence to start a business

86% of the young people who received a grant and/or mentorship agreed that the support increased their confidence to open a business.

Youth involved in national policy developments

32% of the end-beneficiaries that are no longer receiving support said EU4Youth helped them to become active citizens.

Capacity building of youth structures

146 youth groups and structures have been supported or established by EU4Youth projects, including new regional and local youth hubs.

Taking stock and going forward

Reviewing the achievements of the EU4Youth programme so far, this report provides an opportunity to take stock of previous recommendations that have been implemented and to develop new recommendations. In [Chapter 3](#), the policy recommendations made in the previous edition are reviewed in the context of the programme's achievements and the wider policy context, and the progress made towards advancing opportunities for young people are highlighted. Building on this analysis, new recommendations have been developed according to the three pillars of the EU4Youth programme. These key focal areas for the coming years will enhance and strengthen support for young people in the Eastern partner countries through EU4Youth.

EU4YOUTH RECOMMENDATIONS BASED ON 2021 RESULTS

Education and Employability



- Strengthen the educational ecosystem with a **stronger focus on work-based learning**
- Promote the **recognition, validation and certification of transversal skills**
- Focus more strongly on support mechanisms for **career guidance and job matching**

Entrepreneurship and Employment



- Further invest in the development of **entrepreneurial skills** and initiatives to **promote entrepreneurship education** including specific opportunities for young people displaced within and outside of the EaP region due to repression or war in their own country
- Support the entrepreneurial potential of young people to promote innovations for **the digital and the green economy**
- Further build on a **positive business environment**
- **Support Public Employment Services** in developing more targeted youth employment measures, building further on the experience and expertise provided by EU Member States in the context of the Youth Guarantee

Engagement and Empowerment



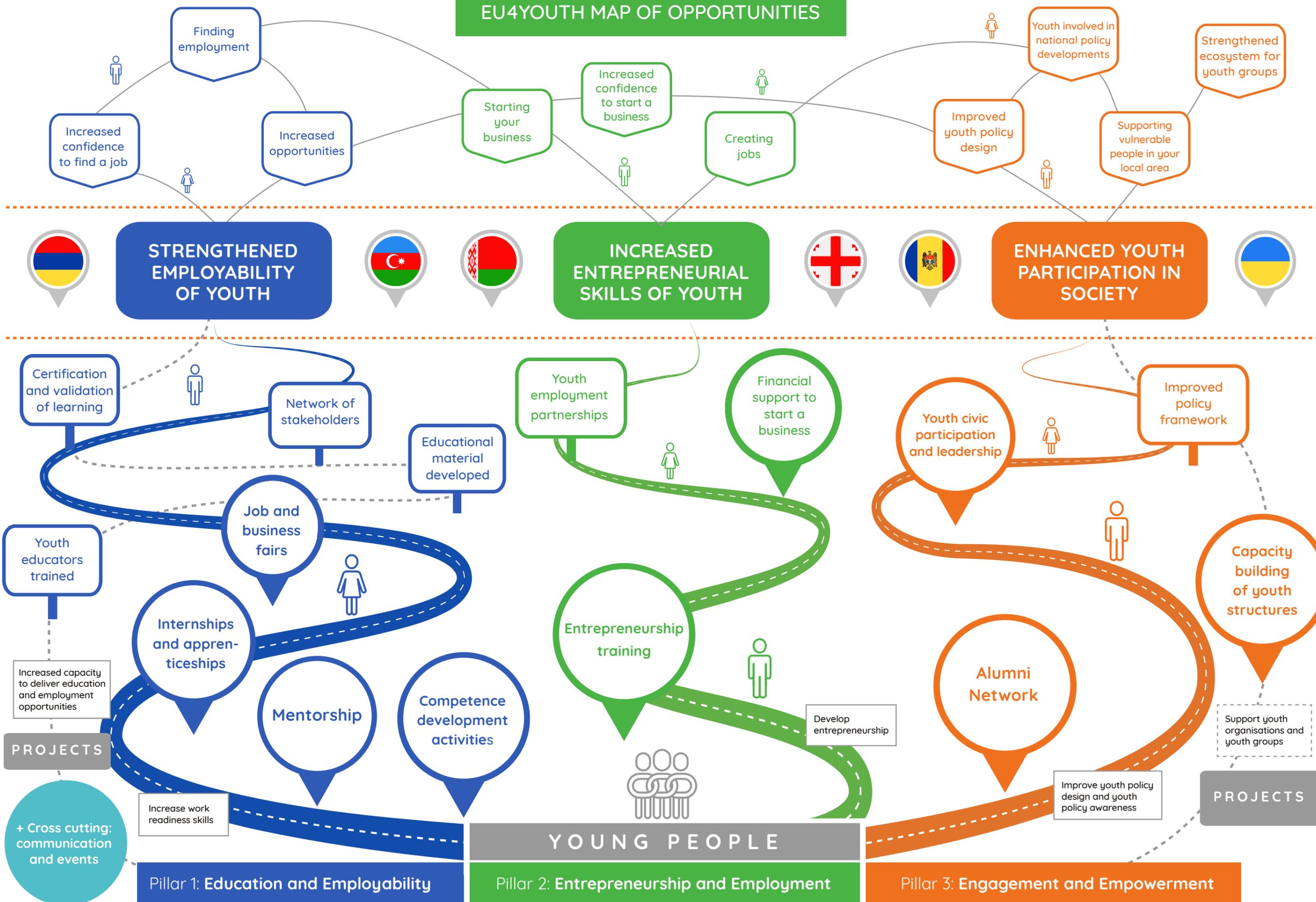
- Advance initiatives for **more meaningful youth engagement in policymaking**
- Invest in **sustainable, dedicated safe spaces** that allow young people to access information and services as well as to actively engage and participate
- **Strengthen professional psychosocial support opportunities** for young people given the overall unstable and violent environment in the region, co-create programmes aimed at peaceful co-existence and resilience together with young people

Special thanks to...

As a regional multi-country and multi-stakeholder programme, EU4Youth reaches a large number of different stakeholders and partners. The EU4Youth team would like to extend a warm thank you to all our partners for their fruitful cooperation, especially to the European Commission's Directorates-General (DGs) for Neighbourhood and Enlargement Negotiations (NEAR), Education and Culture (EAC), Employment, Social Affairs and Inclusion (EMPL), the European Training Foundation (ETF), the EU Delegations in the Eastern partner countries, the national and local authorities, and the EU4Youth project implementing teams. A special thank you goes to the young beneficiaries themselves, who with courage and stamina took up the opportunities to develop and grow through EU4Youth to become the changemakers in their local, national or regional communities.



EU4YOUTH MAP OF OPPORTUNITIES





CHAPTER 1: Introduction

Youth is, and continues to be, a strategic priority for the European Union (EU). Commission President von der Leyen has announced 2022 to be the European Year of Youth¹. Within the framework of the European Neighbourhood Policy and under its Eastern Partnership (EaP) dimension, the regional EU4Youth initiative is one of the core programmes focusing on supporting the development of more active participation of young people in both democratic life and the economies of the Eastern partner countries.

Policy context

Since its launch over a decade ago, the **Eastern Partnership** has played an important role in bringing the EU, its Member States and the Eastern partner countries closer together. In terms of youth, the new long-term objectives announced in March 2020, further defined in July 2021 and confirmed at the 6th Eastern Partnership Summit in December 2021² include a clear focus on investing in young people. To this end, the **New Deal for Youth**³ of the post-2020 policy agenda of the Eastern Partnership focuses on two main dimensions: an economic dimension, which includes more comprehensive and holistic support particularly in the areas of youth employment and employability, and a dimension aimed at increasing young people's participation in society, the economy and politics by encouraging them to acquire leadership and entrepreneurial skills.

Young people have needs and interests today, while they also form the basis of tomorrow's society. They are vital for building stronger, more legitimate, peaceful and democratic societies around the world⁴. However, youth are also one of the most vulnerable societal groups, confronted with socio-economic and political exclusion, poverty and lack of opportunities. Especially in the Eastern partner countries, young people face challenges in terms of securing employment, education and socio-political participation. This is exacerbated by a mismatch between skills and training and labour market needs or opportunities⁵.

The Eastern Partnership (EaP) is a joint policy initiative created by the EU, its Member States and six Eastern partner countries (Armenia Azerbaijan, Belarus, Georgia, the Republic of Moldova* and Ukraine). Launched in 2009, it aims at strengthening and deepening political and economic relations between the EU and its Eastern neighbours through a number of strategic policy areas and initiatives.

¹ https://europa.eu/youth/year-of-youth_en

² EaP Summit, Joint Declaration, <https://www.consilium.europa.eu/media/53527/20211215-eap-joint-declaration-en.pdf>, accompanied by a National Declaration from Azerbaijan, <https://www.consilium.europa.eu/media/53528/20211512-national-declaration-of-azerbaijan.pdf>

³ European Commission and High Representative of the Union for Foreign Affairs and Security Policy, Joint Staff Working Document SWD (2021) 186 final (2.7.2021), https://eeas.europa.eu/sites/default/files/swd_2021_186_f1_joint_staff_working_paper_en_v2_p1_1356457_0.pdf, pp. 4

⁴ 'Youth in external action: Council adopts conclusions', <https://www.consilium.europa.eu/en/press/press-releases/2020/06/08/youth-in-external-action-council-adopts-conclusions/>

⁵ FRSE Thematic Reports (2021), 'Youth Policy in Eastern Partnership countries and the Russian Federation', https://issuu.com/frse/docs/youth_policy_online-2, pp. 60–61

* Hereinafter referred to as 'Moldova'.

As part of the new long-term policy goals of the EaP, the New Deal for Youth proposed by the EU concentrates under its economic dimension on four main areas⁶:

- 1. bridging the gap between the labour market and the education sector;**
- 2. increasing support for youth employability and youth entrepreneurship;**
- 3. implementing active labour market measures, inspired by the EU Youth Guarantee;**
- 4. setting up a dedicated mobility and exchange programme.**

Under the dimension of civic engagement and active citizenship, youth participation and leadership remain at the focus. This includes the opportunities offered through Erasmus+ and European Solidarity Corps programmes, support for inclusive and evidence-based youth policy, skills development through non-formal and informal learning, including through volunteering and cooperation projects. In this context, also the Civil Society Fellowships scheme and the Young European Ambassadors initiative are set to be strengthened. While it is foreseen that an EaP Youth Forum will be organised every other year, it is to become a milestone event under a more structured youth policy dialogue that would further involve the youth councils from Eastern partner countries and linking to the experience and practice of the EU Youth Dialogue.

Supporting the mobility of young people is one of the Top 10 Targets of the renewed EaP Policy agenda⁷, with the aim to facilitate 70 000 individual mobility opportunities for students and staff, researchers, young people and youth workers, among other through the Erasmus+ youth strand, the European Solidarity Corps and the regional EU4Youth initiative.

The renewed policy focus targeting young people in general, and the disadvantaged in particular, is a key part of the larger policy objectives and targets for building and strengthening resilience in the Eastern partner countries beyond 2020. More specifically, the emphasis aims at investing in competitive and sustainable economies and digital transformations, as well as supporting economic recovery following the devastating effects of the COVID-19 pandemic⁸.

The Eastern Partnership renewed agenda for recovery, resilience and reform, which includes the New Deal for Youth, will be supported by a EUR 2.3 billion economic investment plan, and has the potential to mobilise up to a further EUR 17 billion in public and private investments for the region. The long-term objectives reconfirmed at the EaP Summit, held in December 2021 in Brussels, are shown in the following figure.

⁶ As proposed in the Joint Communication JOIN (2020) 7 final (18.3.2020), 'Eastern Partnership policy beyond 2020', https://eeas.europa.eu/sites/default/files/1_en_act_part1_v6.pdf

⁷ European Commission and High Representative of the Union for Foreign Affairs and Security Policy, Joint Staff Working Document SWD (2021) 186 final (2.7.2021), https://eeas.europa.eu/sites/default/files/swd_2021_186_f1_joint_staff_working_paper_en_v2_p1_1356457_0.pdf

⁸ European Commission and High Representative of the Union for Foreign Affairs and Security Policy, Joint Staff Working Document SWD (2021) 186 final (2.7.2021), https://eeas.europa.eu/sites/default/files/swd_2021_186_f1_joint_staff_working_paper_en_v2_p1_1356457_0.pdf

STRENGTHENING RESILIENCE

Together for:



GOVERNANCE PILLARS:

- together for accountable institutions, the rule of law and security;
- together for resilient, gender-equal, fair and inclusive societies;
- strategic communication.



INVESTMENT PILLARS:

- together for resilient, sustainable and integrated economies;
- together for environmental and climate resilience;
- together for a resilient digital transformation.

Before the renewed policy framework, youth, education and employment was also one of the 20 Deliverables for 2020. Building on the previous projects of the Youth in Action programme (2007–2013) and the dedicated EaP Youth Window, the 2020 agenda focused on investing in young people’s skills, entrepreneurship and employability. The Youth and Education Package (2017–2020), worth EUR 405.8 million, was created to support mobility and people-to-people contacts. It included actions such as eTwinning Plus, Erasmus+ Youth

and Higher Education, the European Solidarity Corps and the EU4Youth programme.

In 2019, the development of the new policy agenda began, to look beyond the objectives set for 2020. On the occasion of the 10-year anniversary of the EaP, a large structured consultation was launched to develop the new long-term policy objectives (which were confirmed during the EaP Summit in December 2021).

EU YOUTH STRATEGY

In the European Union, the EU Youth Strategy⁹ is the framework for the EU youth policy cooperation for 2019–2027. It aims at fostering young people’s participation, social and civic engagement and empowerment. Centred around the ‘engage, connect and empower’ principle, the strategy also relates to how the EU can support young people in the Eastern Neighbourhood by drawing on best practices and successful activities in the EU, such as the EU Youth Dialogue and mobility exchanges under Erasmus+.

The Youth Strategy is closely associated with the EU’s strategic priorities in terms of the Next Generation EU recovery programme, in which

upskilling and reskilling (particularly for young people) is a focal point. The reinforced Youth Guarantee¹⁰ in the EU is a further commitment by Member States to work with public employment services to ensure young people are offered employment or training within four months of becoming unemployed or leaving education.

These EU policy initiatives occur in tandem with the support provided in the EaP region and act as a joint learning opportunity and inspiration for young people and policymakers in terms of building a more empowering society in the EU and beyond¹¹.

The EU4Youth programme

EU4Youth is a flagship regional programme that aims at increasing the employability and active participation of young people in the six Eastern partner countries. The programme’s objective is to increase investment in young people’s skills, entrepreneurship and employability, and to encourage their active participation in both democratic life and the labour market. The initiative is particularly focused on disadvantaged youth with specific attention given to gender equality and women empowerment.

KEY FACTS

- ✓ Launched in 2017
- ✓ Led by the European Commission’s Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR), working closely with the Directorate-General for Education, Youth, Sport and Culture (DG EAC), the Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), the European Education and Culture Executive Agency (EACEA), the European Training Foundation (ETF) and EU Delegations
- ✓ Budget: EUR 52.08 million
- ✓ Aim: Increase young people’s skills, employability, entrepreneurship, engagement and empowerment
- ✓ Target: Young people, especially disadvantaged youth, in Eastern partner countries

⁹ https://europa.eu/youth/strategy_en

¹⁰ <https://ec.europa.eu/social/main.jsp?catId=1079&langId=en>

¹¹ As emphasised in the Council conclusions on the implementation of the EU Youth Strategy (2019-2021), <https://data.consilium.europa.eu/doc/document/ST-14427-2021-INIT/en/pdf>

Objectives

The regional EU4Youth programme is structured around three key pillars.

1. EDUCATION AND EMPLOYABILITY



Strengthening the employability of young people in the region through the targeted development of skills. This includes capacity building to create more education and employment opportunities and activities to provide and improve work-ready skills and foster youth employability.

2. ENTREPRENEURSHIP AND EMPLOYMENT



Increasing the entrepreneurial skills of young people involves educating both organisations and youth about (social) entrepreneurship. Understanding what young people need to secure employment and improving youth policy design through evidence-based policy recommendations are a key part of this pillar.

3. ENGAGEMENT AND EMPOWERMENT.



Enhancing young people's participation in society through increasing youth awareness in terms of national policy developments. This will contribute to improvements in youth policy design and help to strengthen young people's capacity in terms of civic participation.

Implementation

To deliver on these objectives in the region, the EU4Youth programme has a number of different implementation methods.



Small grants under the EaP Youth Window implemented by the European Commission's DG EAC / EACEA for 101 small projects in the region starting in 2017 and 2018 and involving over 600 organisations from 37 countries, including the six Eastern partner countries and 31 Erasmus+ programme countries (EUR 11 million). The projects focused on capacity building for youth organisations and youth workers, including mobility activities and capacity building activities. The last 14 projects will end in 2023.



Large grants have supported regional projects, mainly in the areas of employability, skills development and youth (social) entrepreneurship. In 2018, six projects were launched for a period of 2–3 years. In 2019–2020, four additional projects were launched (total budget EUR 14.5 million). As a central part of phase III, a new grant scheme has been launched to start in 2022 for additional ~15 projects (total budget EUR 8 million)¹². The focus of this new generation of regional EU4Youth grant projects will be on youth employment and entrepreneurship topics. This includes equipping young people, particularly disadvantaged ones, with digital competencies and the development of social entrepreneurship in green and digital economies.



Scholarships for the College of Europe (Natolin campus, Poland) will support cross-cultural post-graduate studies for an estimated 75 young people from the Eastern partner countries (EUR 2.1 million).

¹² Phase III has a total budget of EUR 15.12 million, which includes co-financing from the EU and the Ministry of Foreign Affairs of Lithuania.

Technical assistance (via service contracts or under a delegation agreement with EU Member State agency) projects include:



- ✓ **EU4Youth Coordination and Support** (EUR 4.8 million) to ensure the smooth coordination of the overall EU4Youth programme, and in particular the large grants launched in 2018 and 2019-2020 by supporting their monitoring, communication and visibility. This service contract further coordinates the EU4Youth Alumni Network, provides sectoral expertise for better alignment with policies and initiatives and supports key thematic activities for young people.
- ✓ **Youth Engagement Roadmaps** (EUR 2.2 million) to promote youth participation, youth employment partnerships and youth social entrepreneurship. It supports the development of evidence-based policy responses to the challenges faced by young people and to involve them in the policy discussions. The project uses policy roundtables and promotes the tool of policy labs in the region to facilitate youth engagement in policy making.
- ✓ **Youth Employment and Entrepreneurship** (EUR 4.4 million) as part of the EU4Youth phase III delegation agreement. This component covers activities for capacity building among public employment services and other stakeholders to address youth employment issues, promoting youth involvement and facilitating knowledge transfer and exchange with the EU experience on the Youth Guarantee.

EU4Youth key milestones 2021

Over the past year, the EU4Youth programme has again operated in an uncertain political and public health context. Despite this, the programme has made progress and successfully mitigated challenges in order to continue supporting young people in the six Eastern partner countries.

The regional developments identified in the report a year ago and elaborated in this section continue to challenge the implementation of EU4Youth projects. The COVID-19 global pandemic continued throughout 2020 and 2021, causing uncertainty in terms of physical restrictions that were introduced to prevent overloading the public healthcare system. The attention of policymakers was redirected towards the public health situation and the eventual recovery from its negative economic effects. For young people this meant continued distance learning, with limited opportunities to physically meet peers and a tougher environment

for finding employment, or starting and operating a business e.g. as a result of the grant projects. EU4Youth overall had very limited possibilities in terms of organising and attending events in person and has encountered serious challenges when timing the implementation of activities and engaging with stakeholders on the ground.

Further ongoing developments in the region, including the hostilities following the Nagorno-Karabakh conflict between Armenian and Azerbaijani forces in September 2020¹³, the tensions due to the build-up of Russian military forces along Ukraine's eastern border, and the situation in Belarus following the presidential election in August 2020 continue to hinder the full implementation of the EU4Youth activities.

¹³ European Civil Protection and Humanitarian Aid Operations (October 2021), https://ec.europa.eu/echo/where/europe/armenia-and-azerbaijan_en

In June 2021, Belarus announced to suspend its participation in the EaP. Relations between Belarus and the EU remain strained, and the EU has imposed restrictive measures and sanctions against Belarus¹⁴. This left EU4Youth's activities in Belarus with limited possibilities for advancing policy discussions on youth. However, whenever possible, cooperation continued within the projects

KEY EU4YOUTH EVENTS

The EU4Youth events and activities are built on a network of partners, implementers, national governments, European institutions and other key stakeholders. **The EU4Youth Coordination and Support team (EY)** is integral to delivering the objectives of the programme and reinforce this network through active coordination and information sharing.

The milestone EU4Youth event of the year was the first ever **EU4Youth Days** (22–26 March 2021). This inaugural event brought representatives from the EU, the partner countries, and the projects implemented in the region together with policymakers and young people to discuss the EU4Youth programme's achievements, the challenges faced by youth, and advance the strategic priorities of the New Deal for Youth.

The **EU4Youth Alumni Network** continued its mentoring and advocacy activities through mid-term meetings in all countries in March, before a final event in July marked the closure of this pilot phase. For the **Study on the Impact of the COVID-19 Pandemic on the Education Systems in Eastern Partnership Countries** by EU4Youth together with the European Training Foundation (ETF), a series of national key stakeholder meetings were held in February and March 2021 and a webinar was conducted at the end of June.

During 2021, a series of both **country-based and thematic roundtables** were organised within the

on a technical level with the organisations and beneficiaries concerned. The new EU decision (December 2021) on the financing of the special measure in favour of the Republic of Belarus for 2021¹⁵, should be helpful to address some of the constraints the population, including youth, has been facing.

countries to provide space for discussions on youth policy as part of the **EU4Youth: Youth Engagement Roadmaps (GOPA) project**. Participants included members of relevant national ministries, organisations and associations, as well as EU and youth representatives. Following a selection procedure and training of facilitators, a series of two **policy labs** per Eastern partner country took place between May and November. The project also organised **capacity-building trainings** in cooperation with national youth councils and other representative youth organisations of the countries on advocacy and tools for participation.

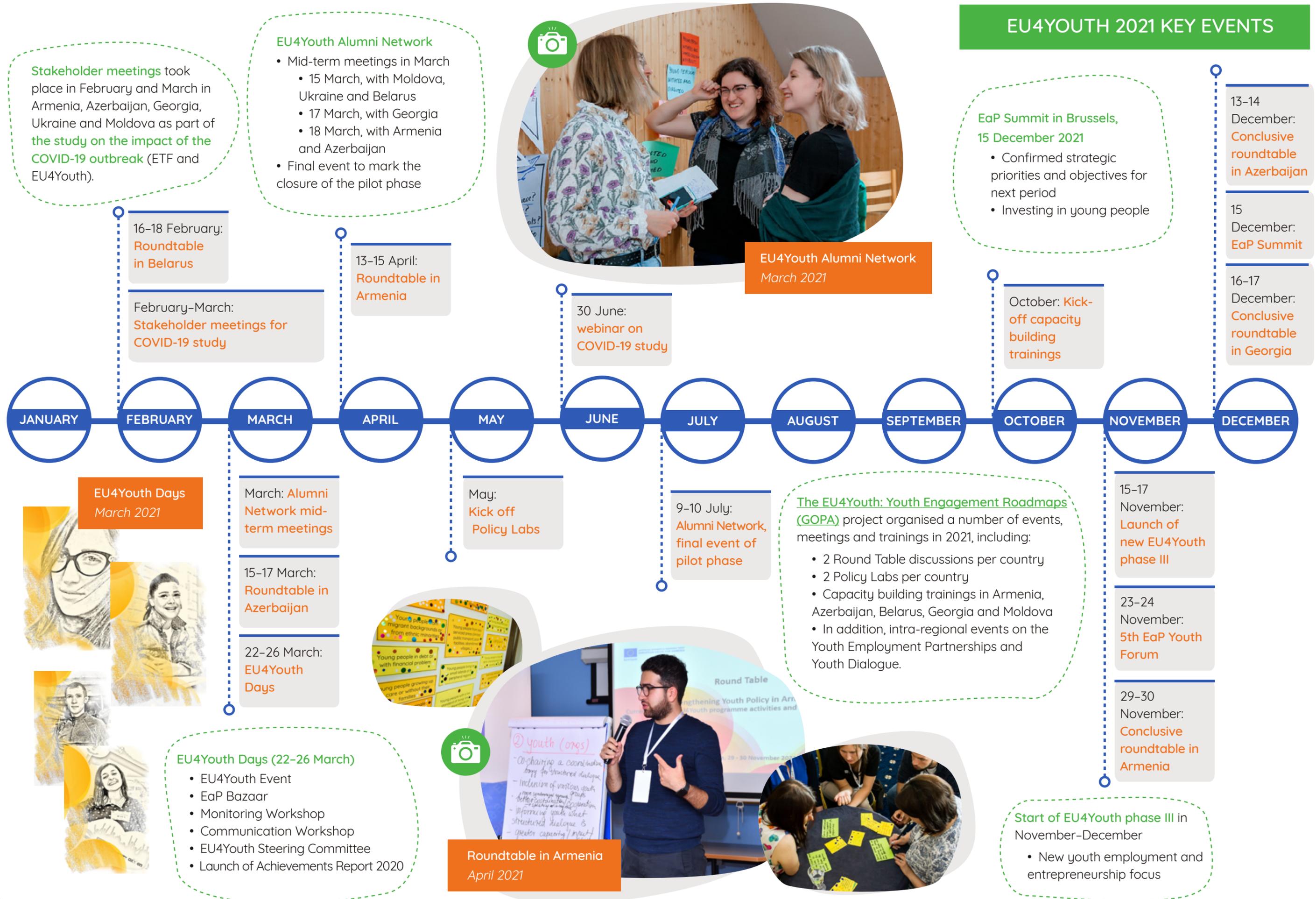
Towards the end of the year, the **5th Eastern Partnership Youth Forum** was a key event to exchange on the state of play and further development of youth policy in the region. The event was organised under the title 'Youth Participation in Democratic Processes' by the Slovenian EU presidency in cooperation with the European External Action Service, DG NEAR, DG EAC and SALTO Eastern Europe and Caucasus region resource centre as an official side-event of the EaP Summit in December.

In December, the **6th EaP Summit** brought five Eastern partner country leaders together with EU Member State leaders to reaffirm the strategic cooperation and priorities for the region beyond 2020, including those under the two key dimensions of the New Deal for Youth.

¹⁴ <https://www.consilium.europa.eu/en/policies/eastern-partnership/belarus/>

¹⁵ https://ec.europa.eu/commission/presscorner/detail/en/ip_21_6794

EU4YOUTH 2021 KEY EVENTS





CHAPTER 2: EU4Youth Achievements

The results achieved through the EU4Youth programme can be measured in a number of different ways: by the stories of the young people taking part, the progress of the activities of the various EU4Youth projects, and by the lasting impact of the support reported by the beneficiaries. Using all these elements, this chapter presents the aggregated results achieved in 2018–2021 under EU4Youth, excluding the Phase I small grants¹⁶ implemented in 2017–2018. More information on how the data in this chapter was collected and what monitoring means in the context of the EU4Youth programme is available in the annexes.

Education and employability

In order to **strengthen the employability of youth**, the EU4Youth programme focuses on two main areas. Firstly, on increasing the work readiness skills of young people through competence development activities, mentorships, internships/apprenticeships, and jobs and business fairs. Secondly, on increasing the capacities for delivering education and employment opportunities to young people by developing educational materials, certifying vocational and non-formal learning and training youth educators.

Skills development remains the **most popular type of support** received by EU4Youth beneficiaries across all countries and age groups. Since 2018, a total number of 28 263 end beneficiaries of EU4Youth grant projects (out of a total of 32 463¹⁷) have participated in competence development activities. Since 2020, a 50% increase in the total number of beneficiaries has largely been driven by the increase in competence development activities organised by the latest generation of EU4Youth projects.



87% of EU4Youth beneficiaries are participants in competence development activities



Since 2018, over 28 000 young people have taken part in trainings, workshops and skill-building events



In 2021, the total number of beneficiaries increased by 50%

¹⁶ Implemented by the Directorate-General for Education and Culture (DG EAC) and the European Education and Culture Executive Agency (EACEA) in 2017–2018.

¹⁷ The 'total beneficiaries' includes participants in face-to-face competence development activities, mentorship programmes, internship placements and people who received start-up financial support from the EU4Youth large grant projects. It is important to note that some beneficiaries may benefit from multiple types of support, and/or might be counted as participants in several different competence development activities (for example, attending a training and also receiving start-up financial support). Furthermore, young participants in the EU4Youth: Youth Engagement Roadmaps (GOPA) project are not included in this count.

The EU4Youth follow-up survey has been launched on three occasions to collect feedback from end beneficiaries on the impact of the support they received.



- ✓ Training is the most popular form of support received, followed by financial grants and mentorship.
- ✓ Younger people (15–20-year-olds) tend to participate in more trainings. However, the percentage of beneficiaries that have received financial grants increased with age.
- ✓ A total of 76% of the respondents indicated that they had received one type of support, 18% had received two types, and 6% had received three or more types. Of the younger respondents, 87% received only one type of support, while almost a third of older participants received more than one.

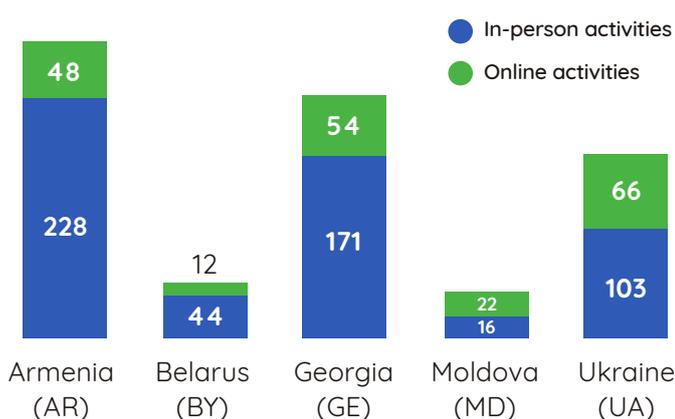
A. Increased work readiness skills

Competence development activities

Activities that improve the skills of young people are central to the work of the EU4Youth projects. Every training, workshop, study visit, youth camp, consultation and skills building event helps young people to learn, develop and practice skills needed to improve their employability (both in terms of personal development and business or entrepreneurship).

In 2021, a total of **764 competence development activities** were conducted by 8 EU4Youth large grant projects...
...with over **14 000 young participants**

Number of face-to-face and online competence development activities, 2021 (N=764)



562

of these activities were face-to-face

In-person activities:

10 397

participants



202

activities were held online

Online activities:

3 848

participants¹⁸

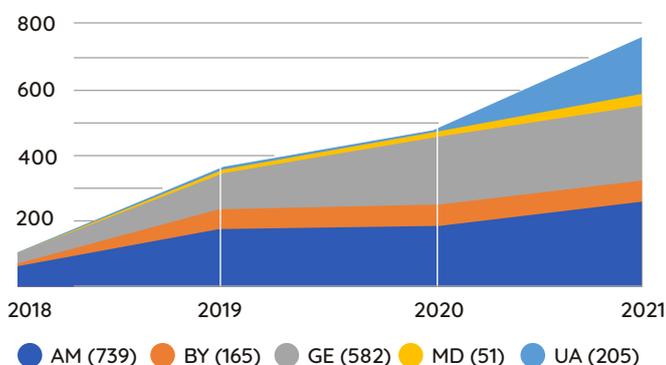
A total of **63%** (479) of the competence development activities **focused specifically on entrepreneurial skills**. These activities involved 61% (8 623) of the total number of participants.

¹⁸ An additional 15 357 users of the learning platform in the EU4Youth: SAY YES – Skills for jobs (World Vision) project were also active this year and have been since the start of the project. They are not counted among the online participants.

For the latest cohort of EU4Youth grant projects, 2021 was the most active year in terms of implementation, as the most restrictive COVID-19 measures were eased. Despite some of the COVID-19 protocols that remained, a large proportion of the activities could be organised in person¹⁹.

Since the start of the pandemic in 2020, the EU4Youth projects have had to find new ways to engage with beneficiaries virtually and run the competence development activities remotely. This meant shifting to online meetings when necessary

Number of face-to-face and online competence development activities, 2018–2021 (N=1 742)



and engaging more frequently with beneficiaries via virtual means.

Since the launch of the regional EU4Youth programme in 2018, **1 330 competence development activities** were organised face-to-face and reached in total **28 263 young participants** in person.

This met, and exceeded, the aggregate target of 25 005 in-person activity participants set for the EU4Youth programme.

Out of the total competence development activities in 2021...

60%

60% (8 559) of the participants were women, showing how successful the projects were at attracting both young men and women

35%

(5 006) of the young participants were from a disadvantaged status²⁰, reflecting a good measure of social inclusion.

UKRAINE

Project: EU4Youth – Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine

“What’s important is that I’m my own boss now. I own my business and I have plans for the future.”

- Olexander Korenev

Olexander was fleeing from the conflict zone searching for a safe place. EU4Youth helped him to launch his own successful business - a car repair service.

¹⁹ The projects also organised some hybrid events, where the audience could join either in person or online. When the majority of the audience was present in person, it was counted as an in-person event. When the majority was an online audience, it was counted as an online event.

²⁰ It is important to note that it is not always easy for the organisers to identify participants from a disadvantaged background, as the definition includes social and economic circumstances. For more information, please see the annexes.



Mentorship fosters the skills of young people using tailored advice. It is a powerful tool for providing support to young people on developing their business and coaching them on new skills. It can also provide motivational support and encouragement adapted to the individual circumstances of the mentee.

Mentorship programmes began in 2018



In 2021 alone, **74 new mentors** were recruited and **417 new mentees** took part



Since 2018, the EU4Youth grantees have engaged a total of **410 mentors** and nearly **3 000 mentees**

The EU4Youth large grant projects²¹ reported that demand for mentorship grew during the pandemic and opportunities to connect mentors and mentees also grew very quickly. When the pandemic restrictions were in force, mentoring provided a much more agile and flexible approach to building skills thanks to the mentor-mentee relationship, compared to training activities.

The mentorships included topics such as starting an enterprise, public relations and marketing, social media management and accounting. Another element concentrated on building the confidence of the young entrepreneurs and giving them advice on the next steps to take and how to proceed in uncertain business times.



Thanks to partnerships with private companies, the projects offered young people the opportunity to gain work experience through internships and apprenticeships.

From 2018 to 2021, **841 young people** took part in internships and apprenticeships...



...of which **70% (592)** were young women



...and **54% (451)** were from a disadvantaged background.

In 2021, 36 young people in Georgia, 27 in Armenia and 1 in Belarus were able to gain first-hand work experience through an internship or apprenticeship.

²¹ Seven projects include a mentorship scheme: EU4Youth: Fostering potential for greater employability (Danish Red Cross); EU4Youth: Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine (Danish Refugee Council); EU4Youth: Employability and Stability (SOS Children's Villages); EU4Youth: Social Innovation Impact – A Strategic Partnership (Alaturi De Voi); EU4Youth: Social Entrepreneurship Ecosystem Development - SEED (CENN); EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute (GSI)); EU4Youth: Social Entrepreneurship in Armenia and Georgia - SEAG (Mercy Corps).



Job and business fairs

The EU4Youth projects encourage young people to connect with employers in their area and learn about employment opportunities. Job fairs for young people to attend and develop their employment awareness are an effective way to achieve this. Fairs can also be focused on businesses, especially young start-ups and entrepreneurs. They provide participants with a chance to showcase their business and products in front of potential investors and donors, while also raising awareness about the EU4Youth project that has supported them.

From 2018 to 2021,
31 job and business fairs were organised



In 2021,
9 job and business fairs were organised...



...reaching over
2 500 attendees

B. Increased capacity to deliver education and employment



Educational material developed

Training young people is not only relevant within the EU4Youth projects, it can also support a wider circle of educators and learning providers. With this in mind, the EU4Youth projects developed educational resources and curricula to ensure a broader reach of the trainings and skill-building activities.

In 2021, **36 new educational resources** were developed, from university-level courses to manuals for school children.



Since 2018, EU4Youth projects have developed **76 different educational resources**, including manuals, curricula, study guides and an e-learning course.

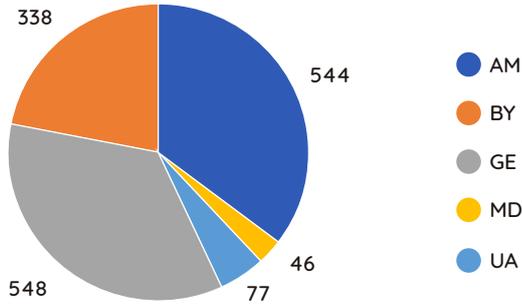


A total of **87 resources** have been put into practice, which includes the translation of the original curricula and documents.

Youth educators trained

Expanding the network of educators supports the sustainability of the actions. Training the trainers is a crucial part of passing on the relevant skills and competences so that young people can achieve their education and employment goals.

Youth educators trained, 2018–2021 (N=1 553)



In 2021, an additional **130** trainers were trained within the projects...

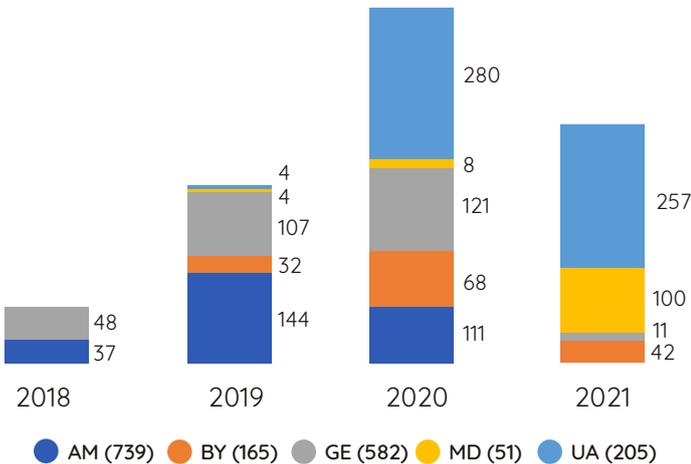


...adding to the total of **1 553** youth educators trained through the EU4Youth programme since 2018.

Network of stakeholders

In order to create an ecosystem of actors involved in furthering youth development, the projects have regularly involved stakeholders from the countries in question to participate in the activities and engaged with them in advocacy. Involving stakeholders – such as government agencies, NGOs, civil society associations and companies – in (non-) formal education systems, employment mechanisms and internships as part of the EU4Youth projects, is a particularly effective way of growing the network.

Number of stakeholders involved in (non-) formal education, employment mechanisms and internships, 2018–2021 (N=1 374)



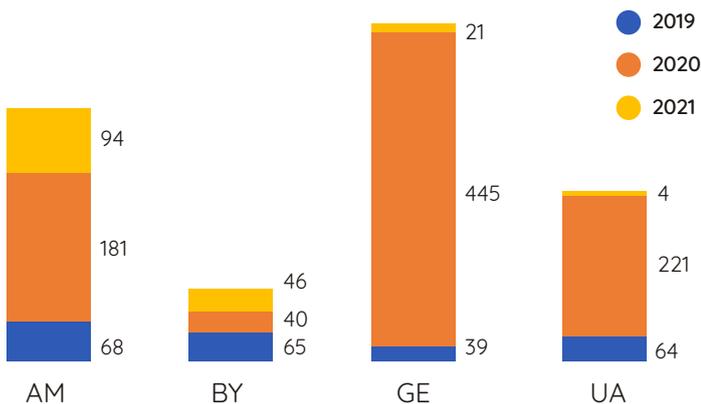
In 2021, nearly **400 new stakeholders** were engaged in EU4Youth projects, most of those in Ukraine and Moldova were involved through the EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute (GSI)) project.

Certification and validation of learning

The EU4Youth projects have contributed to the further validation and certification of learning, especially in the fields of non-formal learning.

In 2021, 165 young people received certification from trainings they attended dedicated to the development of vocational skills. These most recent young job seekers joined the 1 288 young people who have received certification within the project between 2019 and 2021.

Number of young job seekers who completed certification and/or validation processes, 2019–2021 (N=1 288)



The EU4Youth projects under phase I were the most active in terms of the certifications provided. The large numbers of certificates received in 2020 are represented in orange in the chart. In terms of the distribution of the job seekers by demographic, nearly 80% were from disadvantaged backgrounds, and 73% were women.

A good practice in involving the private sector in the certification was demonstrated in **EU4Youth: SAY YES – Skills for jobs (World Vision)**. The team was able to involve private sector actors in measuring the impact and effect of the courses on agriculture

and agrotourism developed within the programme. The project started the discussion on short-term courses for students and adults (as an alternative to the normal 3-year courses) that would be better suited to the labour market.

Project: EU4Youth – School Garden for Agricultural Entrepreneurship

“We work in the garden, learn organic farming methods, and we will try to promote and sell our products.”

- **Artsiom Shakunou**

Supported by the EU4Youth project, Artsiom and other pupils from the Jurcava school in Belarus opened a school-based enterprise manufacturing healthy snacks and sweets.



BELARUS

All these activities focus on **strengthening youth employability**. To assess the impact they made, we can look at the EU4Youth survey responses related to increased confidence, improved employability and finding a job.

Increased confidence to find a job



In the EU4Youth survey of end beneficiaries, 82% (1 534) of the respondents agreed that the support they received **increased their confidence to find a job**. Nearly 50% of the respondents indicated that they strongly agreed with the idea that the support they received increased their confidence.

- ✓ The respondents in Ukraine reported the highest levels of confidence;
- ✓ The older the respondents were, the more confident they became around finding a job after receiving the support;
- ✓ Disadvantaged young people were less confident than their fellow participants about finding a job after receiving the support;
- ✓ All types of support led to an increase in confidence: internships, mentorships and grants were associated with the highest confidence levels reported.

According to the survey, **after the end beneficiaries received the support:**

- ✓ 23% (285) of them started to look for a job;
- ✓ the 21–25-year-olds were the most likely to look for a job;
- ✓ almost 50% of those doing an internship started looking for a job, while 38% of those engaged in a mentorship started looking for a job;
- ✓ Those coming from a situation of precarity (i.e. unemployed, not in education, employment, or training (NEET)) were the ones who most looked for a job after support ended.

Finding employment

- ✓ 68% (195) of those looking for a job were able to find one;
- ✓ across the different years of the survey, there is a clear improvement, with the percentage of jobs found for the third edition (Dec. 2021) as high as 81% of those who were looking for a job, compared to 56% in the first edition (June 2020);
- ✓ the youngest respondents (15–20-year-olds) were the ones who had the most difficulty in finding one.

Increased opportunities

- ✓ Of those not in school before receiving support, 9% (122) started going to school (and may still be receiving support);
- ✓ respondents from Ukraine (16%) and Belarus (13%) had the highest rates of those starting in education (compared to only 3% of Armenian and 4% of Georgian respondents);
- ✓ 21% of the respondents not at school beforehand who received a mentorship went to school afterwards;
- ✓ In the latest edition of the survey, 18% (94) went from a precarious situation (i.e. unemployed, not in education, employment, or training (NEET)) to being employed or engaged in training.
- ✓ The main reasons for not looking for a job or going to school after receiving support varied by age of the respondents;
- ✓ Insufficient opportunities were a more important barrier for younger respondents (15–25-year-olds) than for older ones (26–35-year-olds), where family responsibilities and financial constraints were more significant.

Entrepreneurship and employment

In order to **increase the entrepreneurial skills of youth**, EU4Youth actively contributes to developing the entrepreneurial capacities of young people through entrepreneurship trainings and financial start-up grants. The work of the

EU4Youth: Youth Engagement Roadmaps (GOPA) technical assistance project on youth employment partnerships also contributes to fostering youth entrepreneurship and employment.

A. Developing entrepreneurial capacities

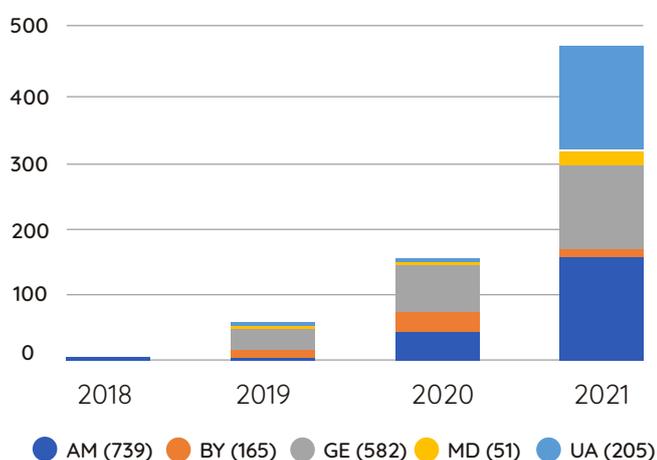


While the focus of the latest cohort of EU4Youth grant projects is on social entrepreneurship and distinctive social missions, their activities also look at building broader business skills in traditional areas. This includes training on marketing, financing, developing a business plan and fundraising.

One challenge encountered by the large grant implementers was a **lack of entrepreneurship education** among beneficiaries, especially among vulnerable groups regarding financial planning and income generation. In response, the projects focused on equipping the beneficiaries with these skills in order to give them the basic tools needed to start a business.

In 2021, 479 competence development activities were focused on entrepreneurship, an increase of **over 200%** compared to the 216 activities focused on entrepreneurship organised in 2018–2020.

Number of stakeholders involved in (non-) formal education, employment mechanisms and internships, 2018–2021 (N=1 374)



✓ Nearly 60% of the respondents from the 2021 edition of the EU4Youth survey indicated that the support they received focused on general entrepreneurial skills, social entrepreneurship skills, and/or green entrepreneurship skills. A total of 26% of the beneficiaries selected more than one skill.

✓ The older respondents tend to focus more on entrepreneurial skills than the younger survey respondents did. Younger respondents focused more on digital skills than the older respondents.

Financial support to start a business

A central part of entrepreneurship is supporting young entrepreneurs with financial assistance in the form of micro-grants so that they can realise their business plans. All four EU4Youth projects that started in 2019-2020 focus on social entrepreneurship and include a grant component to foster the creation of this type of business in the region.



368 young entrepreneurs supported

67% were young women

82% were disadvantaged youth

In the EU4Youth: Social Entrepreneurship in Armenia and Georgia (SEAG) (Mercy Corps) project, grant competitions were held in Armenia and Georgia to select business ideas for funding. The project team was able to reallocate savings made due to the pandemic to support more businesses than originally foreseen. One initiative

of the project was to offer support during the grant process by helping the applicants to develop their business ideas into concrete plans. Those shortlisted were given further training on business plan development to help them complete the application.



Project: EU4Youth – Social Entrepreneurship in Armenia and Georgia (SEAG)

“We have been trying to build a knowledge cafe for 3 years and have achieved significant results, but the support of EU4Youth was crucial to start construction last year.”

- Nana Bagalishvili

Nana and her friends wanted to expand their social enterprise. EU4Youth supported them with new knowledge and skills, as well as a grant which allowed them to move to a new, larger building.



GEORGIA

In the EU4Youth: Social Entrepreneurship Ecosystem Development (SEED) programme for Green Growth in Borderline Communities (Caucasus Environmental NGO Network (CENN)),

three grant competitions were held and a business acceleration programme for the beneficiaries – the GREENcubator – was provided. As a result, 27 companies with distinctive social and green missions in Georgia and Armenia were selected. They cover areas such as sustainable waste management, ecotourism and agriculture. Most of the businesses supported are start-ups, developing from scratch, though some are small established

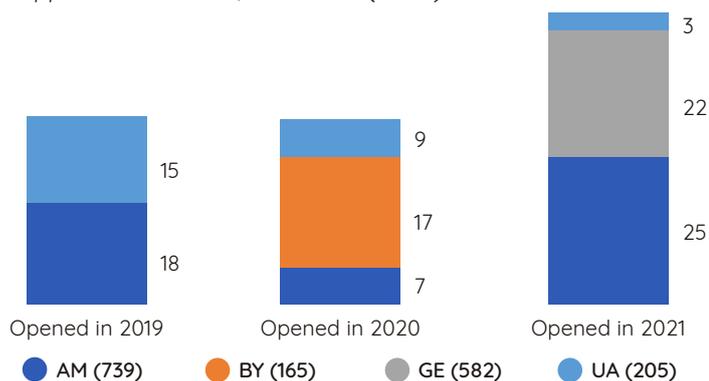
businesses. In addition to the start-ups supported, they also created the online Idea Bank²², a digital platform designed to connect entrepreneurs from the South Caucasus with potential investors.

Under the EU4Youth: School Garden for Agricultural Entrepreneurship (Green Cross Belarus) project, eight business ideas were given assistance in 2021: six in Belarus and two in Ukraine. The project provided consultations to the businesses, helping them to develop their companies, grow their produce - from herbal teas to dried fruits - and then market and sell their final products.



As a result of the grants issued by the EU4Youth projects, 50 start-ups were opened in 2021. A total of 116 start-ups have been established since 2019 with the financial support from EU4Youth projects. The longevity of the start-up is a good measure of the outcome of the financial support. Regarding the financial grants issued in the previous years of EU4Youth, out of the 66 start-ups opened, 65 were still running after more than a year. Only one business had to shut as a result of COVID-19 in 2020.

Number of start-ups opened and running for 3 months, with the support of EU4Youth, 2019–2021 (N=116)



Keeping a business open during the COVID-19 pandemic presented additional challenges for the young entrepreneurs. The EU4Youth projects provided support in terms of coaching and helping the business to adapt, for example by working on digitising the service offering, finding alternative ways to do business to mitigate the circumstances, or by postponing certain aspects of the business until physical restrictions were lifted.

In the EU4Youth: Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine (Danish Refugee Council) project, the majority of the grants were issued before the pandemic, however the last cycle (issued during the pandemic) was affected and the businesses involved were not able to operate fully - especially those linked to the food and beauty industry.

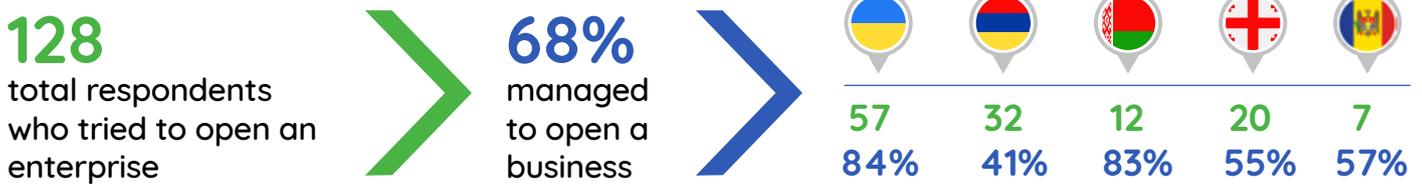


Another beneficiary in Armenia in the EU4Youth: Employability and Stability (SOS Children’s Villages) project started a small bakery/café. When COVID-19 restrictions came, the shop had to close, but with support from the EU4Youth project, the business was able to move online. Orders were taken and the goods were delivered to the customers, or they could pick them up on site.



Whilst 116 start-ups were opened with direct financial support from the large grant implementers during the project, the **EU4Youth survey** also tells us about the beneficiaries **who started a business after receiving support**. The survey results include beneficiaries who did not receive financial grants through the projects, but instead started their business after receiving other types of support.

Across the different editions of the EU4Youth survey, **128 respondents** tried to open a business, with **68% succeeding**.





Project: EU4Youth – Social Entrepreneurship in Armenia and Georgia (SEAG)

“ Thanks to the project, I was able to get back on my feet, more determined, experienced, stronger, and more motivated than ever before.”

- Samvel Mirzakhanyan

With the EU4Youth SEAG project’s support, Samvel started out producing honey in his village in Armenia, and is now about to sell his products in two shops in Dubai.



ARMENIA

²² <https://ideabank.cenn.org/>

Type of support received by respondents who tried to open a business



Information 7



Internship 10



Advisory 19



Mentorship 22



Training 72



Grant 75



✓ More than 70% of the respondents aged between 26 and 35 were able to open an enterprise.

✓ According to the survey data, it was more difficult for those from a disadvantaged background; 51% of disadvantaged respondents did not succeed, whilst 75% of the other respondents did.

✓ From all 128 respondents who tried to open a business, Mentorship (82%) and Advisory (79%) are the supports that allowed, on average, the most people to open a business.

✓ Digital skills (71%) and general entrepreneurial skills (62%) allowed on average more people to open an enterprise.

✓ From the beneficiaries who did not manage to open a business, half of the respondents said the main obstacles were a lack of funding.

A total of **86** respondents reported that they opened an enterprise



74% of them are still running



22% of the businesses were temporarily suspended, for example due to COVID-19



71% of the businesses have been open for more than 6 months

Among those who opened a business, 56 had previously received a grant through EU4Youth. However, 30 survey respondents **had not received a grant from EU4Youth**. Instead, over half of these young people had participated in trainings through the projects, while the other half of this group had received support in the form of mentorship (19%), advisory (15%) and participation in an internship/apprenticeship (8%).

This shows that while the EU4Youth projects reported funding 116 start-ups directly, the number of businesses created after receiving support from the projects could in fact be much higher. Only around half (56) of the 116 start-ups created with direct EU4Youth support were reported in the survey, and an additional 30 businesses created by respondents who did not receive EU4Youth financial grants. The survey itself had an average response rate of 12%, indicating room for further potential businesses set up after receiving other types of support.

Creating jobs

Start-ups allow entrepreneurs to realise their business ideas and create employment for themselves. However, they can also create employment opportunities for other young people.

Most of the EU4Youth-supported new start-ups did not employ further people.



However,
30%
of them employ
between 1-4 people



5%
employ between 5-10
people, and 2% employ
more than 10 people

Increased confidence to start a business

A total of **86%** (337) of those who received a grant and/or mentorship agreed that the support **increased their confidence in opening a business.**

✓ The levels of confidence to open a business increase with the age of the respondents.

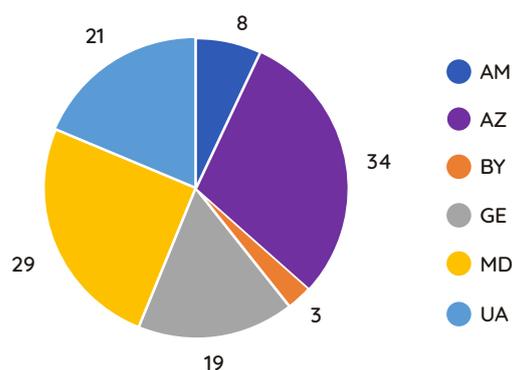
✓ Advisory and Grants were the most important type of support in terms of increasing confidence to open a business.

B. Youth employment partnerships

Youth employment partnerships

A total of 114 stakeholders were involved in the youth employment partnerships events that were organised as part of the [EU4Youth: Youth Engagement Roadmaps \(GOPA\) project in 2020-2021](#).

Various stakeholders (Public Employment Agencies, Ministries of Labour, Youth Ministries, education and training providers, national youth councils and other youth organisations, young entrepreneurs as well as business sector representatives) have been engaged in the policy events and discussions held at national and EaP intra-regional level during the project.



Number of stakeholders involved in youth employment partnerships, 2020-2021 (N=114)

Engagement and empowerment

In order to **enhance youth participation in society**, the EU4Youth programme focuses on developing and improving youth policy and the policy frameworks in place. Youth policy aims at creating the right conditions and opportunities for young people and at safeguarding their rights, both to an education and to full participation in society on equal terms with other social groups²³.

The EU4Youth Alumni Network and youth civic participation and leadership activities contribute to young people's participation in the development and revision of policy. EU4Youth also contributes to increasing the capacity of youth organisations and youth groups, in particular concerning youth engagement in policymaking and in view of establishing models of more structured youth dialogue.

A. Youth policy recommendations

Improved policy framework

The EU4Youth projects not only work to equip young people with skills and provide them with employment opportunities, they also improve the relevant legislative frameworks to create a more favourable environment for youth education, entrepreneurship, employment and participation.

During 2021, the EU4Youth projects have been holding consultations and proposing policy strategies and legislative recommendations on these topic. In total, the EU4Youth projects have produced **71 legislative recommendations**.

A few of these recommendations are detailed below.

The [EU4Youth: Social Innovation Impact - a strategic partnership \(Alaturi de Voi\)](#) project's advocacy expert was involved in writing the Moldova National Financing and Mentoring Programme for Social Enterprises 2021-2025 and the National Programme for the Development of Social Entrepreneurship 2021-2025.

[EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine \(Gustav Stresemann Institute -GSI\)](#) submitted 10 government recommendations at a national level and 5 at a local level.

As part of the [EU4Youth: Social Entrepreneurship in Armenia and Georgia - SEAG \(Mercy Corps\)](#) policy component, the team submitted two white papers to the Government of Armenia and National Assembly on draft legal policy on Social Entrepreneurship and Social Entrepreneurship development in Armenia, legal and taxation aspects.

²³ FRSE Thematic Reports (2021) 'Youth Policy in Eastern Partnership countries and the Russian Federation', https://issuu.com/frse/docs/youth_policy_online-2, pp. 9.

Improved youth policy design

A number of these strategies and legislative recommendations have been accepted (i.e. national authorities have shown a commitment to developing them).

✓ A total of 20 of the recommendations have been accepted: 3 in Moldova, including those proposed by the EU4Youth: Social Innovation Impact - a strategic partnership (Alaturi de Voi) team and by the EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute-GSI) project, and 17 in Ukraine (proposed by the GSI project team).

✓ In Moldova, the EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute-GSI) organised a number of advocacy activities, including public consultations, a national conference and an awareness raising campaign. As a result, they were able to have social enterprises included among the beneficiaries of the state subsidies in the field of job creation and maintenances for the unemployed, especially for people with disabilities and other disadvantaged groups.



Project: EU4Youth - Unlocking the potential of young social entrepreneurs in Moldova and Ukraine

“ We were able to maintain jobs and payment levels for our young disabled employees and staff from other disadvantaged categories in rural areas.”

- Dumitru Braga,
manager of ‘Floare de cires’ social enterprise

The EU4Youth EUnlocking project held online legal consultations for social entrepreneurs in Moldova, which helped them to unlock state subsidies for their businesses.



MOLDOVA

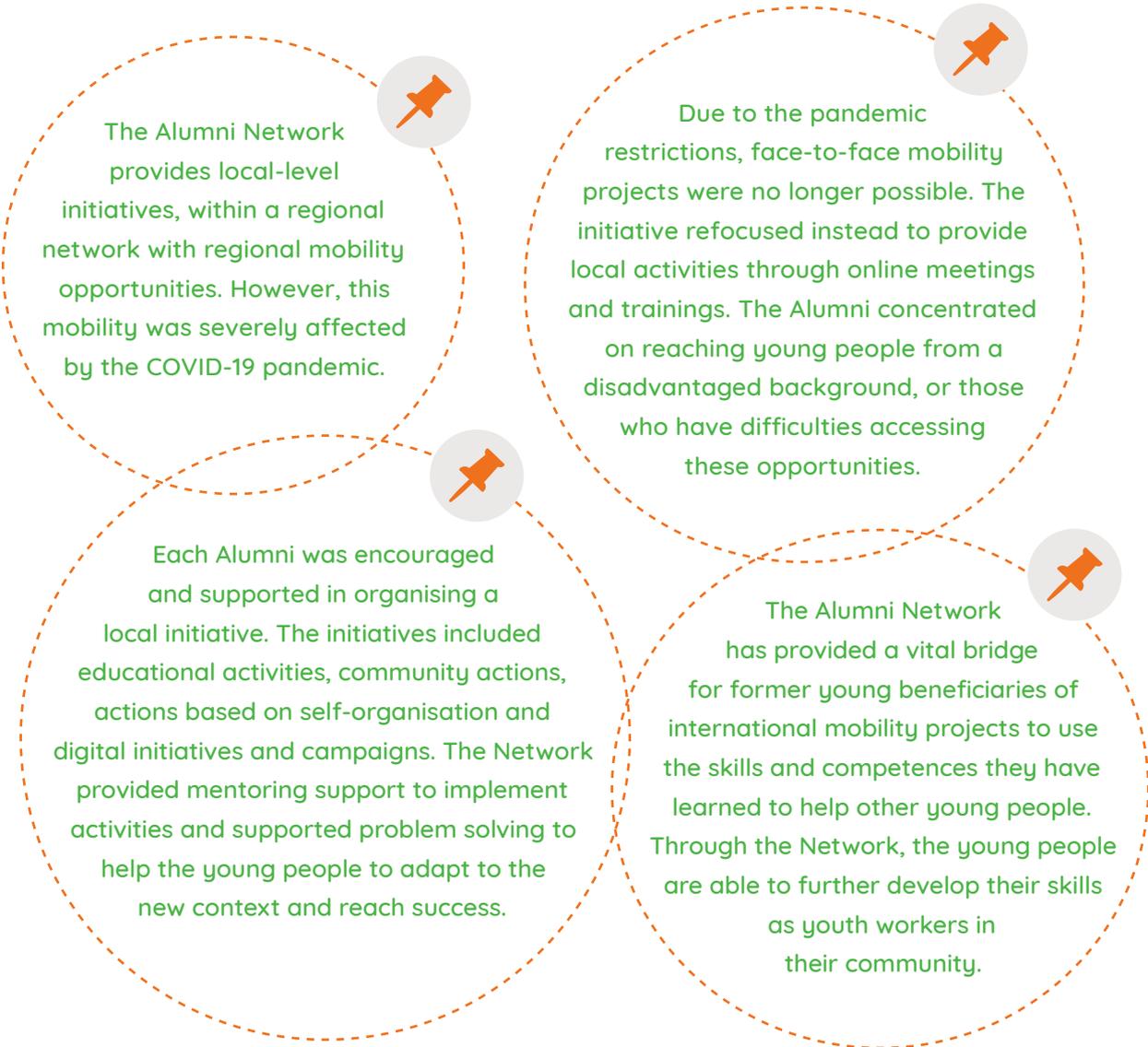
B. Enhanced youth participation in policy development



Alumni
Network

The EU4Youth Alumni Network began in February 2020 as a pilot initiative aimed at strengthening the inclusion of disadvantaged youth. This was to be achieved by volunteers from among the beneficiaries of EU mobility programmes in the Eastern partner countries and from existing youth networks, such as the Young European Ambassadors, the Eastern Partnership (EaP) Civil Society Fellowship, the Erasmus+ Youth in Action programme, the European Solidarity Corps and the EU4Youth programme.

The first phase of the pilot brought together **60 young people** (10 from each Eastern partner country) to become youth actors in their community (with the support of a mentor).



Building on the success of the first pilot cycle, the Alumni Network began a new cycle in October 2021. 15 Alumni per country were active in 5 out of the 6 Eastern partner countries, and Russia, with approximately 90 young Alumni in total taking part in this second cycle. The experience, skills and the know-how that had been developed in the first

phase could be transferred to new Alumni. This is one of the most important assets of the Network: it can create its own mechanisms and educational paths to serve even more young people. New trainings will be initiated alongside the activities, to provide the Alumni with the exact skills and knowledge that they need.

Supporting vulnerable people in your local area

The first cycle, from spring 2020 to July 2021, in the six Eastern partner countries²⁴ involved:

62
Alumni



41
local initiatives,
with
463
activities
organised



889
total
beneficiaries



665
disadvantaged
youth reached

Youth civic participation and leadership

In 2021, a series of meetings, roundtables and trainings were organised through the [EU4Youth: Youth Engagement Roadmaps \(GOPA\)](#) project to discuss the opportunities and challenges young people experience and the strategic priorities under the New Deal for Youth. The project is supporting policy development and policy dialogue, promoting in particular youth participation in policymaking, youth employment partnerships and youth social entrepreneurship in the Eastern partner countries.

During the policy events conducted from mid-2020 to the end of 2021, 2 063 young people took part...



...and 66% (1 363) of the participants were young women

To facilitate the participation of young people in political decision-making and policy formulation processes at all levels, the [EU4Youth: Youth Engagement Roadmaps \(GOPA\)](#) team co-designed for the European Commission a draft [concept note on developing Youth Dialogue in the Eastern Partnership](#). This goes in line with the post-2020 EaP policy agenda which foresees more structured dialogue with young people, modelled on the existing EU Youth Dialogue. In order to assess the existing ecosystems for youth participation in each Eastern partner country, the project team led a round of informal consultations with National Youth Councils and other youth platforms, and organised a series of roundtable discussions followed by

[capacity building trainings](#) on advocacy and tools for participation in Moldova, Armenia and Georgia.

In total [12 roundtables](#) were held in the 6 partner countries. For example, this included one in Belarus in February 2021, which provided an opportunity for Belarusian youth, civil society organisations and researchers to reconnect with each other and their EU partners in the midst of a challenging political situation. The roundtable meetings allow for exchanges on EU youth practices and policies (such as the EU Youth Dialogue and the Youth Guarantee) and on youth social entrepreneurship to raise awareness around these subjects.

²⁴ Additional Alumni and beneficiaries in Russia, coordinated by SALTO EECA, are not included in this count.

The project also organised **12 Youth Policy Labs** in 2021 as an innovative way to facilitate dialogue and exchanges among young people and other stakeholders, including government, business and higher education institutions. These smaller-scale events enable young people to play an active role in all phases of the policy cycle by adding a grassroots perspective to discussions with policymakers. Key themes addressed included youth employment, youth policy participation and

challenges linked to the digitisation of society and the green economy.

A comparative **Youth Survey** has also been finalised by the **EU4Youth: Youth Engagement Roadmaps (GOPA)** project. It will provide reliable data on the state of affairs in the field of youth participation and youth employment in each of the Eastern partner countries and the region as a whole.

Youth involved in national policy developments

As an outcome of the EU4Youth programme's support of youth participation:



- ✓ **32% of the beneficiaries** no longer receiving support said the projects helped them to become active citizens;
- ✓ among the younger respondents, over **54% became active citizens** (compared to only 18% of the 31–35-year-olds).

C. Increased capacity of youth organisations and youth groups

Capacity building of youth structures

Establishing or supporting youth structures and youth groups (both governmental and non-governmental ones) helps to promote youth integration and participation in society.

In 2021, the projects reported an additional **43 youth structures** and youth groups that have been supported.



Since the start of the programme in 2018, a total of **146 youth groups** have been supported or established by EU4Youth projects...



... including, for example, the **57 educational institutions** supported through the **EU4Youth: School Garden for Agricultural Entrepreneurship (Green Cross Belarus)**, which includes **2 incubators** for trainers, **14 local incubators** and **41 schools** across Belarus, Ukraine and Moldova.

The EU4Youth projects have also created dedicated spaces for young people and youth groups in the form of regional hubs. These locations, sometimes associated with other organisations and sometimes fully owned and

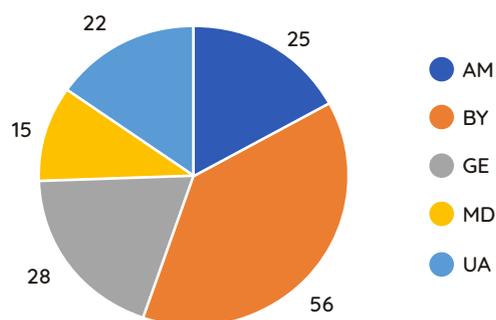
operated by young people, provide a space for co-working, events, exhibitions and fairs. They are vital for young people, particularly in rural and disadvantaged communities.

Six Rural Innovation Knowledge Hubs in Georgia and Armenia were set up by the EU4Youth: Social Entrepreneurship Ecosystem Development - SEED (CENN) project in cooperation with local civil society organisations. They provide youth co-working spaces in vulnerable regions.

Eco-hubs and six social entrepreneurship labs were established in remote regions of Ukraine as part of the EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute (GSI)) project. They serve as centres for trainings, consultations, capacity building sessions and other supports provided by the project.

Social Innovation Laboratories in Moldova and Ukraine were set up in the EU4Youth: Social Innovation Impact - a strategic partnership (Alaturi de Voi) project. These community hubs promote social entrepreneurship and offer support to young people that want to apply for the grant competition.

Number of youth structures and youth groups supported/established, 2018–2021 (N=146)



Project: EU4Youth - Social Entrepreneurship Ecosystem Development (SEED) Programme for Green Growth in Borderline Communities

Hub activities and topics are crucial and up to date. Environmental issues are important and youth engagement is necessary to tackle climate change and other problems.”

- Larisa Karslyan

Rural Innovation Knowledge Hubs have been launched in Georgia with EU support. The Hubs provide a space for young people to develop entrepreneurial ideas, learn about different social or environmental issues, or build an active civil society in their communities.

Cross-cutting: Communication and events

Communication is a cross-cutting component that is vital for **ensuring the visibility of the actions** and reporting the positive impact. EU4Youth projects operate under the central branding of the EU4Youth programme, while also producing their own communication products to promote their activities. This includes creating news articles, videos, social media posts and graphics, as well

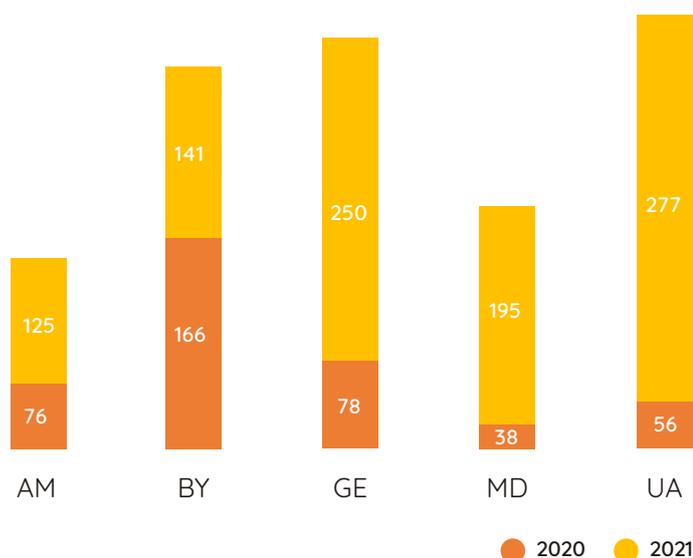
as physical branding elements such as banners, posters, leaflets, etc. The content is disseminated in person, on the EU4Youth channels, through the EU4Youth webpage and on partner social media channels (EU Neighbours East). The unique communication products are counted, as well as the engagement and reach they create in the countries or on the web.

A. Grantee communication



In terms of communication materials developed by the grantees, 2021 has seen a large increase in the number of items developed, mainly driven by the communication activities of the second generation of EU4Youth grant projects. With their implementation in full swing, the need for supporting communication materials²⁵ has multiplied, leading to over **980 unique communication materials** being developed in 2021.

Number of communication materials produced, developed and distributed, 2020 (N=414) and 2021 (N=988)

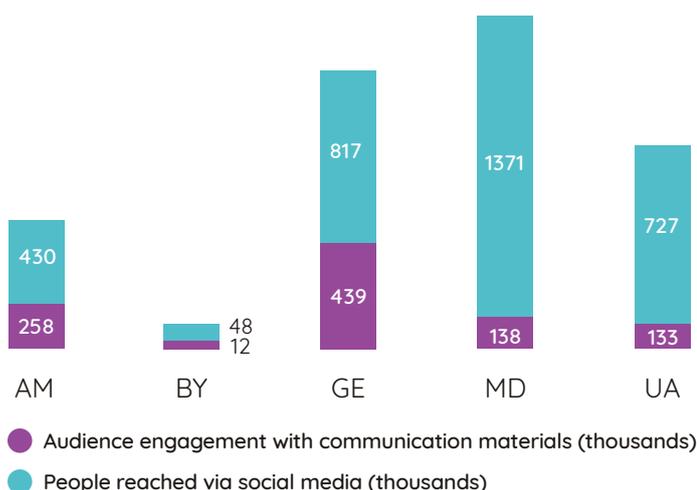


The outcome of the communication is measured in terms of the engagement and reach²⁶ of the material. From the 980 communication materials developed, **over 980 000 engagements** were reported. The reach of the project materials is **nearly 3.4 million** across the five countries, with nearly 1.4 million people reached on social media in Moldova alone through the combined actions of the EU4Youth projects.

²⁵ This figure includes the communication materials developed by the large grant implementers (nine were active in 2020–2021).

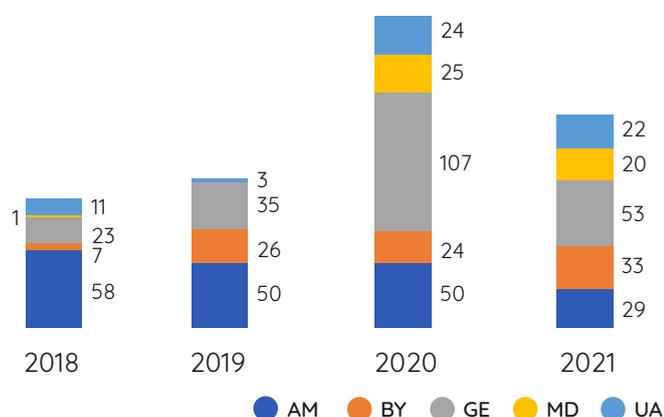
²⁶ Engagements are reported in terms of copies distributed, page views online of the material and/or social media comments, likes, shares. Whereas social media reach corresponds to the number of social media users who received a post or an event update to their newsfeeds of project-related updated. As this is an indicator of audience size, it is much larger than the engagement indicator

Engagement (in person and online) and social media reach of communication materials in thousands, 2021



In addition to competence development activities organised for the young beneficiaries, the EU4Youth projects also organise and actively participate in events to raise awareness of the project among the general public. In 2021, EU4Youth was involved in **157 awareness raising events**²⁷ across the countries, reaching 6 283 young people through the events, plus an approximate 756 000 additional viewers generated from the TV show

Number of awareness raising events, 2018–2021 (N=601)



The outcomes of the surveys sent to the end beneficiaries revealed some interesting details about engagement levels:



✓ **over 70% of end beneficiaries** no longer receiving support from the EU4Youth projects are engaged on a long-term basis and want to be contacted again – especially those who agreed that the support helped them start a business or build their confidence around finding a job;

✓ 86% of the respondents said they found **applying for support easy** (they were equally distributed between participants from rural and urban areas, and those from a disadvantaged background).

EU4Youth’s presence on social media in Belarus is noticeably smaller. One reason for this is there was only one project actively operating in Belarus in 2021 – **EU4Youth: School Garden for Agricultural Entrepreneurship (Green Cross Belarus)** – whose target demographic is slightly younger youth and school children. The other countries are covered by more than one project and have a wider social media focus.

and radio shows in which the **EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute (GSI))** project participated in 2021. Information sessions on social entrepreneurship for bloggers and journalists, to support a better understanding and representation of the topic in the media, were also organised by this project.

The events in 2021 contributed to the **601 wider events organised since 2018**, which have reached nearly 23 730 young people, not including the additional 756 000 specifically through the TV and radio show.

²⁷ In the case where the event was held online and including multiple countries, the event was counted once in each country.

B. Programme communication

The **EU4Youth Coordination and Support Team (EY)** plays a central role in supporting the various EU4Youth projects with their visibility, coordinating the promotion on the EU channels and helping the projects to further develop their communication capacities. The team is also involved in organising wider programme communications and events.

The **EaP EU4Youth Days** was the highlight event of the year for the EU4Youth programme. Taking place on 22–26 March 2021 and using a virtual format, the week of events provided an opportunity to gather stakeholders, project representatives and beneficiaries of the EU4Youth programme to look back on the achievements and advance the priorities for future EU–EaP strategic cooperation and the New Deal for Youth. Over **300 participants** came together to share good practices and challenges related to young people in the EU and its Eastern partner countries.

The event was divided into sessions tailored to specific audiences. This included capacity building, monitoring and communication workshops for the EU4Youth grant implementers, a virtual knowledge sharing platform in the EaP Bazaar for EU4Youth beneficiaries and the EU4Youth Steering Committee. The EU4Youth conference held on the third day brought together young leaders, national and European policymakers and civil society representatives for a wider discussion on EU4Youth’s achievements and youth policy in the region. The event was streamed on Facebook in order to reach a wider audience.

During 2021, the EU4Youth projects have been able to gain closer relations and foster further cooperation between them. This was especially notable in terms of events; the projects’ feedback on being invited and attending each other’s sessions when relevant was very positive.

During the EU4Youth Days, the capacity building workshops also allowed the projects to share their experiences, discuss best practices and enhance methods for cooperation.

The **EU4Youth Awards** were developed and launched in 2021 to recognise the excellent work done within the EU4Youth programme. Among other achievements the Awards recognised **15 EU4Youth graduates** for their accomplishments as well as those grant projects that were reaching their end of implementation. The winners of the EU4Youth Social Impact Prize were chosen through a combination of public and jury voting system, and they were granted a place in the EY SkillUp Your Future mentorship programme.

The EU4Youth newsletter is another important communications tool. It keeps stakeholders updated on the latest developments of the programme and upcoming events. A further 5 were produced and delivered in 2021; a total of **12 newsletters** have been delivered since the start of the programme in 2019.

In terms of the outcome of communications, the EU4Youth surveys revealed that:



✓ EU4Youth has a **very large multiplier effect** among beneficiaries; 93% of the respondents said they shared information about the EU4Youth project with others.

- The multiplier effect is higher when the application process is easy; mobility programmes were considered as the most difficult to apply for.

✓ In terms of visibility, over **60% of the respondents were able to identify the EU** as the organisation funding the EU4Youth projects.

- The younger the respondents, the less apparent the EU's involvement seems to be; 53% of the 15–20-year-olds did not identify the EU as a funding organisation (among the older groups this figure was around 30%).
- The EU's involvement was also less clear to rural respondents and those from a disadvantaged background, which reinforces the importance of the projects' local connections.



EU4YOUTH DAYS 2021



Capacity building workshops





CHAPTER 3: EU4Youth – taking stock and going forward

It is important not only to look back at what has been achieved, but also to look forward and see how young people in the Eastern partner countries can be further supported and encouraged to find their dream job, build a stimulating career, create their own business and/or get actively involved in their local, regional or national communities.

This chapter will look at each pillar of the EU4Youth programme and assess the progress that has been made on the recommendations formulated in the 2020 Achievements Report and how further progress could be made in the next period. It is important to note that the recommendations have been created based on the achievements of the programme in 2021 and are designed to further enhance opportunities for young people in the partner countries. However, the future implementation of these recommendations must take place within the

regional context, which remains politically unstable and presents many challenges.

It must be noted, albeit yet not fully predictable, the consequences of the Russian aggression against Ukraine, that started shortly before the finalisation of this report and which seems to be evolving into becoming the largest military invasion in Europe since World War II, are expected to be felt directly in all of the Eastern partner countries and will affect the lives and choices of the young people.

Education and employability

Skills development remains an important objective under EU4Youth, as the need for better and more efficient youth employment remains high in the partner countries. Results from the Youth Survey conducted under the **EU4Youth: Youth Engagement Roadmaps (GOPA)** project clearly show that the COVID-19 pandemic has had a devastating impact on youth employment and that young people in the partner countries remain highly financially dependent on their families.

The EaP Summit in December 2021 reconfirmed the fact that education reform remains a strategic priority: education and training modernisation is required at all levels. The promotion of employability skills is one element that needs further emphasis. Skills development remained high on the agenda in 2021 within the EU4Youth framework, and work continued on the recommendations formulated in the 2020 Achievements Report.

The first recommendation focused on **skills that match the requirements of the labour market**. Large grant implementers identified young people who lacked very basic soft skills – like problem-solving, creativity or critical-thinking – at an early stage of the EU4Youth programme. The EU4Youth large grants have been strongly focused on the development of soft skills – alongside the development of harder ones, such as digital or financial skills. These projects have proven to be successful, but more structural investments will be needed.

The study on the impact of the COVID-19 pandemic on primary and secondary education and vocational education and training (VET) systems and structures in Eastern partner countries conducted by the **EU4Youth Coordination and Support Team (EY)**, clearly confirmed that the public health crisis further amplified the existing shortcomings regarding education systems. It demonstrated the need for a continuous provision of quality education regardless of external circumstances.

This standard of education, especially in VET, should be developed in **partnership with employers** to ensure that it is aligned with the skills and competencies needed in the labour market. **Work-based learning**, through apprenticeships and accompanying mentorships, has already proven its relevance in the different EU4Youth projects implemented. The further development of such partnership models, particularly apprenticeships, should be encouraged through the involvement of EaP partner countries in the **European Alliance for Apprenticeships** (EaFA)²⁸.

EU4Youth should build on the support provided by the European Training Foundation (ETF) in the region in the area of work-based learning and identify areas for potential collaboration. For example, this could include initiatives to further develop: exchanges on implementing work-based learning aspects of VET policies; the facilitation of innovative partnerships with private and public sectors; youth friendly and youth-led information campaigns to improve the overall relevance and attractiveness of VET. The youth employment component under EU4Youth's ongoing phase III could help address challenges and opportunities in this context.

Emerging digital work trends in the Eastern partner countries need to be further understood, and opportunities should be sought for young digital workers and entrepreneurs²⁹. A recent study from the ETF shows the potential of fast-developing platform economies in remote areas. Workers from all six partner countries already access international Russian- and English-language web-based platforms. The strong digital skills that allow people to jump on the opportunities these new economies offer are of vital importance³⁰. Creating stronger digital inclusiveness to enable more disadvantaged young people to seize opportunities in this area is therefore important. Digital work possibilities will become even more crucial during the evolving crisis and in post-crisis situations, where large numbers of e.g. displaced young people from Ukraine as well as Belarus will be faced with numerous challenges to find jobs in already limited labour markets in the neighbouring countries, or to continue with their education. Special measures will need to be designed to support these vulnerable groups of young people on the move, within and outside of their country of origin.

²⁸ <https://ec.europa.eu/social/main.jsp?catId=1554&langId=en>

²⁹ https://www.ilo.org/global/publications/working-papers/WCMS_794543/lang--en/index.htm

³⁰ ETF (2021), 'The future of work – New forms of employment in the Eastern Partnership countries: Platform work', <https://www.etf.europa.eu/en/publications-and-resources/publications/future-work-new-forms-employment-eastern-partnership>

A stronger focus on the development of digital skills is included in phase III of the EU4Youth programme. The grant scheme under this phase will concentrate on fostering young people's digital skills – as well as those needed for the green transition and entrepreneurial and career management skills. All of these have been identified as relevant to the labour markets in the different partner countries. The call for new grants was launched in January 2022 and the new projects selected will need to build on the expertise gained under the previous ones, ensuring that partnerships between education systems and employers are further nurtured. This should also help to develop opportunities for young people, in the form of 'hands on' learning in quality internship programmes, and continue to build a strong ecosystem in which all actors acknowledge the value of skills development.

The second recommendation was on the further development of the **validation and certification of non-formal and informal learning**. The EU4Youth programme still plays an important role in facilitating discussions on the value of outcomes from non-formal and informal learning, especially for young people transitioning from education to work. While young people can offer little in the way of prior work experience, valuable skills (particularly transversal skills) could be obtained from youth work activities, such as volunteering, other forms of civic engagement or international mobility. Promoting better recognition, validation and certification for skills and tools in this context (such as the Youthpass) can be the first steps in connecting youth work experiences to ongoing developments on validation of non-formal and informal learning in the context of national qualification frameworks.

The technical assistance support provided in phase III of the EU4Youth programme will further engage with these elements during 2022 and in the years to come.

The validation and **certification of new curricula** that are more in line with labour market needs is an additional aspect that remains important in this context. Important steps were taken regarding this by different grant projects in 2021. The **EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute (GSI))** project managed to sign a memorandum of understanding with four universities in Ukraine, and the course on social entrepreneurship that was developed under this project is being integrated into the curriculum of these four universities. Cooperation with universities has also been set up within the framework of the **EU4Youth: Social Entrepreneurship Ecosystem Development (SEED) programme for Green Growth in Borderline Communities (CENN)**, and the overall evaluation of these courses was positive. It will be important to find sustainable solutions so that these programmes can continue beyond the lifetime of the projects, as the costs associated with implementing the courses are partially covered by the projects.



Within the scope of the **EU4Youth: Social Innovation Impact – A Strategic Partnership (Alaturi de Voi)** project, training programmes in the field of social entrepreneurship have been developed for Moldova and Ukraine by replicating courses already implemented by Alaturi de Voi in Romania. Official recognition for these training and certification programmes has been delayed in Moldova because the relevant legislation is not yet in place. The project team has developed a partnership with the Academy of Public Administration of the Republic of Moldova in order to introduce the courses into their curricula. A procedure has been set up for adapting the teaching materials to the requirements of ISO 29990:2010, allowing them to be officially approved and listed in the training package of the Academy.

Career guidance can play an important function in terms of supporting educational choices and facilitating a more fluid transition to work. Progress on this aspect was limited in 2021. Career development services can be further developed in

partnership with local businesses, for instance by setting up quality internships that allow students and recent graduates to gain real insights into potential jobs. **Involving youth organisations** in the promotion of more intra-regional exchanges and supporting networking on career guidance topics between Eastern partner countries may bring also added value.

Further work by EU4Youth should build on the evidence base provided by the country reviews of career development support systems conducted in late 2021 by the ETF and International Labour Organization (ILO)³¹. One important finding, besides the need for capacity building, is that the work should also focus on building trust and creating the right image around public employment services (PES). The **EU4Youth: Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine (Danish Refugee Council)** identified the fact that young people generally perceived state-owned services to be of low quality. The project managed to increase trust in PES among the target group. This changed the behaviour of the beneficiaries and increased their acceptance of the services on offer. The example

shows there is a clear need for **modern and youth-friendly services**, including digital and personalised solutions based not only on available vacancies but also on the aspirations of young people and opportunities for learning skills or for upskilling. Such opportunities will need to be further tailored to the needs and evolving realities of young people being displaced within the region. EU4Youth, together with key stakeholders, would need to further reflect on the best channels and platforms to support these groups.

³¹ <https://www.ilo.org/skills/areas/skills-policies-and-systems/lang--en/index.htm>





Recommendations for 2022

✓ Strengthen the educational ecosystem with a **stronger focus on work-based learning**.

- Further build on existing practices and expertise in the context of developing strong partnerships with the private and public sector and encourage the exchange of good practices in terms of implementing the work-based learning aspects of VET policies.
- Develop stronger links between educational programmes and real skills-based needs in the labour market, paying particular attention to the development of strong digital skills in order to support full digital inclusiveness for disadvantaged youth, including those displaced seeking refuge from the Russian aggression against Ukraine and repressions imposed to civil society in Belarus.

✓ Promote **the recognition, validation and certification of transversal skills**.

- Invest in flexible validation and certification mechanisms for both non-formal and informal youth learning experiences (in close collaboration with different stakeholders, including youth workers and youth NGOs).
- Develop sustainable solutions for the integration, validation and certification of new, relevant market-related curricula.

✓ Focus more strongly on support mechanisms for **career guidance and job matching**.

- Strengthen professional career guidance and mentorship services to help secondary school students plan for future educational pathways and work opportunities.
- Intensify capacity building for PES and networking in this context (learning from and also linking up with the existing model established by the European network of Public Employment Services), and make sure newly arriving groups of young people (refugees and IDPs) can equally access PES support measures, both in the EaP and other EU Members States.

Entrepreneurship and employment

Over the course of 2021, 50 enterprises were established with the financial support of the EU4Youth programme. With over 8 600 young participants taking part in activities focusing on entrepreneurial skills in 2021 alone, the effect on actual entrepreneurship figures in partner countries is probably even higher. Employment in general and entrepreneurship in particular remain important areas of focus for EU4Youth. Micro and small enterprises can be considered as

a major job-creation engine. Investing in quality opportunities for youth entrepreneurship and self-employment can therefore be an important tool for sustainable economic growth and social development, offering self-reliance to young entrepreneurs and decent job opportunities to the community as a positive spill-over effect. In fact, youth-led enterprises can trigger significant momentum for youth-led job creation.

Promoting entrepreneurship and strengthening the business environment can therefore be seen as important factors that contribute to avoiding further brain drain in the partner countries. Recommendations in the 2020 Achievements Report and work conducted throughout 2021 concentrated on both these elements. In addition, it remains important that, alongside creating a favourable entrepreneurship/business environment, the right framework needs to be in place to guarantee strong support mechanisms for young job seekers through well-developed youth employment partnerships (YEPs).

One important recommendation focused on **further integrating the development of entrepreneurial skills into formal and non-formal education**. Integrating youth entrepreneurship into education programmes in schools can create interest and inspire young people to develop their ideas and start their own businesses. The EU4Youth projects show that young people's interest in entrepreneurship can be triggered through educational offerings.

As discussed in the previous section, interesting partnerships have been set up with formal education institutes like universities. Guaranteeing the sustainability of these education initiatives and partnerships remains difficult without governmental support and recognition. The **EU4Youth: Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine (Danish Refugee Council)** project has studied different government programmes and identified the Estonian entrepreneurship education programme ('Edu Ja Tegu' or 'Deed of Success') as a good practice. The programme encourages an enterprising spirit among both students and teachers and offers activity-based entrepreneurship courses for all levels of education: programme monitoring and research studies; trainings and seminars; programmes for mini-companies; a business idea development programme; dedicated training programmes for teachers. Although all these elements are also present in the EU4Youth projects to some extent,

the endorsement by the Estonian government was an important element for the sustainability of this programme. EU4Youth projects therefore need to further investigate how governmental support and recognition can be incorporated.

Further initiatives on non-formal education and training offers for entrepreneurship skills are to be expected in 2022 with the start of phase III of the EU4Youth grant projects. Promoting the better integration of entrepreneurship education in key formal education partnerships and the possible added value of regional EU-funded initiatives should be further explored. Overall, **green skills and the green economy** do not yet feature prominently as a thematic priority in the actions implemented under EU4Youth. They will receive more attention in phase III of the EU4Youth grant projects, which is a timely, indeed urgent, development.

Creating a positive business environment that allows people to develop their business ideas was the subject of another recommendation in the 2020 Achievements Report. During 2021, EU4Youth projects invested in enabling national governments, and helping them to develop more refined policy frameworks, particularly with regard to social entrepreneurship.

Under the different projects, legal analyses of the social entrepreneurship situation in Moldova, Ukraine, Georgia and Armenia were conducted, policy papers on the subject were produced, and concrete recommendations were formulated to advance the legal status of social enterprises in each of the countries. It can be assumed that these efforts contributed to some concrete results. In Moldova a National Programme for the Development of Social Entrepreneurship was developed for the period 2021–2025, and the EU4Youth projects made important contributions to it. In Ukraine, some businesses have now been granted 'non-commercial' status. This is the first time that this type of recognition has existed in Ukraine; previously there was no legal framework for social entrepreneurship in the country.

The concrete achievements show that close cooperation with national governments, and authorities in general, can have a positive impact. As mentioned by different project implementers, challenges still remain, often due to the instability of political situations and the ongoing political conflicts that make working in certain regions even more difficult. Stability and well-anchored commitments from national governments are vital to building positive business environments. A fact that nevertheless seeks an alternative when public services deteriorate massively in the event of war (as in Ukraine) and political stability declines.

Focusing on social entrepreneurship, EU4Youth project implementers also highlighted the fact that putting a legal framework in place is an important prerequisite for creating a positive environment. However, it is also important to bear in mind that the idea of social entrepreneurship is not yet commonly acknowledged by the broader public and can even carry strong negative connotations in some cases. In the past year, therefore, projects have also invested in developing wide-ranging awareness campaigns to encourage a stronger demand side for this type of entrepreneurship. Working on both fronts – government and business – allows the topic to take centre stage.

Creating a positive business environment requires a dedicated approach, one which focuses on the most vulnerable and disadvantaged groups. Certain young people (those living in rural areas, internally displaced persons (IDPs), etc.) face serious obstacles when they try to find decent employment opportunities. Young women and men can act as catalysts for economic growth and

development in rural economies, but only if they have access to decent work. Ensuring that a variety of quality jobs are available in rural areas is not just important for young people's personal wellbeing, it's also key to reducing poverty and high rates of emigration.

Preparing the ground for strengthening partnerships between all stakeholders involved in youth employment and creating stronger **youth employment partnerships** (YEPs) has continued within the framework of EU4Youth in 2021. This work will facilitate greater employment opportunities for young people, and it pays particular attention to youth not in education, employment or training (NEET), rural youth, IDPs, single parents and other disadvantaged youth groups. A series of three online, intra-regional workshops took place to foster discussions on youth employment in the Eastern partner countries, promoting active labour market measures in line with the Youth Guarantee, the EAfA and the European network of Public Employment Services.



Further developments are needed, particularly in the context of strengthening PES for specific, youth-focused interventions. Evidence from the Youth Survey shows that PES are used by very few young people in their search for a job. It is important to mention that the Youth Guarantee and YEPs models have caught the attention of EaP governmental stakeholders during the national roundtables co-organised by EU4Youth service contractors, some governments (e.g. Azerbaijan) have even expressed their willingness to co-fund a pilot initiative

When further developing capacity building support for PES with more targeted youth employment measures, the **experience and expertise from EU Member States** in the context of the **Youth Guarantee** should be mobilised, taking into account

best practice examples of partnership models and directly involving young people in all phases of the intervention cycles. **Intra-regional networking on youth employment** issues has great potential for mutual learning; it should be integrated, to the largest extent possible, with existing work by the ETF and links should be created with the European network of Public Employment Services.

The EU4Youth phase III component on youth employment will focus more closely on these aspects: policy dialogues on developing cross-sector partnerships will be facilitated and the setting up of selected pilot measures covering specific Youth Guarantee aspects – including mapping, outreach, and cross-cutting issues like mobilising partnerships and improving monitoring – is envisaged.



Entrepreneurship and Employment

Recommendations for 2022

- ✓ Further invest in the development of **entrepreneurial skills** and initiatives to **promote entrepreneurship education** including specific opportunities for young people displaced within and outside of the EaP region due to repression or war in their own country.
 - Integrate entrepreneurship education into formal education.
 - Focus more closely on green skills and the green economy.
- ✓ Support the entrepreneurial potential of young people to promote innovations for the **digital and the green economy**.
- ✓ Further build on a **positive business environment**.
 - Provide technical and legal support to relevant institutions and promote informed coalition-building (and campaigns) to create a vibrant exchange of expertise and collaboration between social partners.
 - Follow up on recommendations provided through the different EU4Youth projects, focusing on those with the most policy-impact potential or on where governmental bodies have declared an interest in piloting the schemes.
- ✓ **Support Public Employment Services** in developing more targeted youth employment measures, building further on the experience and expertise provided by EU Member States in the context of the Youth Guarantee.

Engagement and empowerment

‘Empowered young people are the key to strong democracy, responsible politics, the protection of human rights and building resilience,’ stressed Minister Logar in his opening address of the 5th EaP Youth Forum organised on 23–24 November 2021 by the Slovenian Presidency³². The importance of youth participation was reconfirmed at the EaP Summit in December 2021.

Results from the Youth Survey conducted under the **EU4Youth: Youth Engagement Roadmaps (GOPA)** project show that efforts still need to be made to increase the engagement and empowerment of young people in the partner countries. Overall, according to the survey results, very few young people are aware of the existence of organisations/institutions working on youth issues in their countries (only 13% in Azerbaijan and Armenia, and a slightly more positive 35% in Georgia). Figures for the actual participation of young people are also very low. Besides participating in elections through voting, overall, young people show little interest in taking up a more engaged role. In addition, according to the survey respondents, youth participation in decision-making processes is also low in all six countries. Georgian youth have the highest performance rate of the six countries, with 18% participating at local, 6% at regional and 5% at national level.

One cannot force young people to actively engage and participate, but conditions that facilitate meaningful youth engagement can be improved. Young people need to have the right opportunities, capacities and information in order to take up an active participatory role

in policy dialogues. They need to feel that they are recognised and involved, and to see concrete results, in order to remain active. To achieve this, the results of the 5th EaP Youth Forum organised in November 2021 under the title ‘Youth participation in democratic processes’ should be taken into account when designing further support actions under the EU4Youth programme. Recognising that youth participation is a prerequisite for a healthy and democratic society, the Forum’s forthcoming report emphasises the need to promote participation in various forms and to ensure that it is well understood and supported, by building on evidence, applying best practices and using existing mechanisms³³. Moreover, the 2020 Achievements Report identified two main areas of development that are needed to ensure stronger youth participation in policy and society: a further integration of young people in policymaking through better quality youth dialogue, and structural support for youth centres and youth information structures.

Building more and better-quality youth dialogue to engage young people in policymaking asks for more systematic investments from national and local governments in youth councils and other representative youth structures in order to increase awareness, build the capacity of both young people and public officials, and strengthen or build platforms that have been earmarked for operational funding. Throughout 2021, different initiatives under the EU4Youth programme have contributed to supporting national stakeholders in the development of these structures.

³² <https://www.eap-events.eu/ehome/5th-eap-youth-forum/200542146/>

³³ According to preliminary information obtained before the final publication



In 2021, the **EU4Youth: Youth Engagements Roadmaps (GOPA)** project conducted two important initiatives in this respect. Firstly, the project team organised capacity building workshops for National Youth Councils and their members, focusing on policy cycles, advocacy opportunities and tools for participation. While a general approach was taken for all the workshops, the trainings were adapted to each country-specific context. These pilot trainings confirmed that there is a large interest in, and further need for, these types of capacity building.

Secondly, between May and December 2021, the **EU4Youth: Youth Engagements Roadmaps (GOPA)** project organised 12 policy labs (2 per partner country). These pilots clearly demonstrated this tool's potential for youth engagement in policymaking, potentially also paving the way towards more structured and targeted dialogues in a variety of key areas, including 'employment and entrepreneurship', 'digitalisation and green economy', and 'participation and non-formal education'. The priority areas, which were identified in agreement and direct collaboration with the national stakeholders, have been further fine-tuned and aligned according to the specific

country's context. Over 250 individuals participated in the policy labs, around 30% of them were youth representatives. The policy labs were seen as a good tool for initiating enhanced participation, mutual learning and dialogue across diverse groups of stakeholders, including policymakers.

To follow up on this successful pilot, the **Youth Policy Labs initiative** will be further developed throughout 2022. It is important that the policy recommendations developed during these labs are monitored regularly, ensuring further take-up in decision-making at different policy levels. Only concrete results can build the trust and capacity of the young people involved in these processes.

While policy labs seem to be a promising tool for developing youth engagement on topical issues, further investment in a more structured, long-term platform for dialogue is still required. Under phase IV of the EU4Youth programme, to be launched in the course of 2022, dedicated resources have been planned to further contribute to supporting national stakeholders in the development of youth dialogue mechanisms at different levels that build on and could connect with the current EU Youth Dialogue.

International donors could further encourage the structured, active involvement of young people by requiring the involvement of youth-led NGOs in project consortia. For example, World Vision started a new project (financed by the Armenian EU Delegation and involving six youth-led NGOs as full co-applicants) in order to increase ownership and sustainability.

At a more local level, the EU4Youth Alumni Network (EY) was further developed in the course of 2021. The network is successful in terms of reaching out to and involving young people living in more peripheral areas and engaging them through peer-to-peer learning in their local communities. Considering the increasing importance of youth dialogue under the New Deal for Youth, the initiatives supported under the Youth Alumni Network could be steered even more closely towards youth engagement at community level.

Furthermore, **successful strategies for facilitating youth participation** should include a balanced mix of offline and online channels. The digital world has become a second home for most young people and participatory processes should include new digital tools and formats. However, youth cannot be considered as one homogenous group, and young people of different ages and different backgrounds use a combination of different social media and both online and offline resources. Successful strategies for facilitating youth participation should therefore include a balanced mix of offline and online channels in order to guarantee a fully inclusive process. Moreover, digital skills need to be developed, with a particular focus on **digital (media) literacy**, as shortcomings in this area are becoming an increasingly serious problem for stability and democracy across the entire region. Based on the principles of 'information literacy', young people should be taught how to effectively find, identify, evaluate, and use information available in the internet, in any sort of media, including smartphones, video games, and other non-traditional sources.

Another core recommendation in the 2020 Achievements Report, **provide stronger structural support for youth centres and youth information structures to allow them to focus more closely on inclusiveness and active citizenship**, remains important because it

addresses a critical area in the partner countries. Youth engagement and empowerment needs to be built up from a local level. Young people need to be provided with dedicated spaces (physical as well as virtual), where they can come together in an open and safe environment that is accessible to everyone and benefit from professional support that guarantees enough guidance. Such spaces should allow young people to access information and services as well as provide them with opportunities to actively engage and participate.

Within different projects under the EU4Youth programme, various cooperative initiatives have been developed with existing youth centres. In places where youth centres did not exist, similar structures have been initiated. Under the **EU4Youth: Social Entrepreneurship Ecosystem Development (SEED) programme for Green Growth in Borderline Communities (CENN)**, centres have been developed in rural areas in Georgia (Gori, Akhmeta and Ninotsminda municipalities) and Armenia (Lori, Shirak and Tavush Regions) to host trainings and function as local community centres. Under the EU4Youth Alumni Network, national Info Centres for Erasmus+ Youth and the European Solidarity Corps have been engaged to help support initiatives conducted by the Alumni and their Mentors that target young disadvantaged groups. Through this approach, an effective and inclusive triangle composed of external youth workers, youth organisations and the young people themselves has been created, aiming at supporting the broader community of disadvantaged youth through joint efforts in 10-month cycles.

However, the sustainability of the collaboration structures that have been developed remains an issue. The EU4Youth: SAY YES - Skills for Jobs project (World Vision) decided at the initial design stage that their SKYE Clubs (which bring young people together for trainings and discussions) would continue to be hosted by the same institutions where they started within the project. Due to COVID-19, the host institutions were closed for more than a year, and alternatives had to be found for the clubs. The plan had originally been designed to give the institutions a sense of ownership and encourage them to continue to support the initiative, but the momentum was lost. The institutions did not experience the full potential of the SKYE Clubs. Nevertheless, the SKYE Clubs continued to operate as independent groups. Two SKYE Clubs are registered as youth NGOs (one in Armenia and one in Georgia), others regularly meet and implement their projects without being attached to institutions.

Overall, the recent and increasing conflicts in the region (Belarus, Ukraine) remain a growing concern. Young people are equally, if even not more, affected by the unstable political situations and ongoing Russian aggression against Ukraine. They also need to be heard and be able to take up an active role in the search for potential solutions, as they are in fact seen as those most affected and vulnerable in the given situation. The valuable experience gained in implementing EU4Dialogue, an initiative aiming at supporting conflict transformation in the South Caucasus and the Republic of Moldova, can also be used in other areas where there is an urgent need to strengthen young people's negotiation and peacebuilding skills. This would be highly relevant for those young people most affected by conflicts, such as in Ukraine or the Nagorno-Karabakh Region, in order to improve the quality of people's daily lives. In this context, EU4Youth could establish closer links with EU4Dialogue and other regional initiatives to promote greater **youth participation in peacebuilding and conflict resolution efforts.**





Recommendations for 2022

- ✓ Advance initiatives for **more meaningful youth engagement in policymaking**.
 - Monitor the policy recommendations developed within the framework of the large grant projects and through the policy labs to ensure that they are heard and addressed in future decision-making processes at a variety of levels (national/regional/local).
 - Further develop the policy lab approach by extending it to other institutional levels (from local to regional and national) and to domains that are not, traditionally, directly linked to youth but concern the community as a whole (environment, justice, the social sphere).
 - Invest in a more long-term, structured EaP Youth Dialogue.
- ✓ Invest in **sustainable, dedicated safe spaces** that allow young people to access information and services as well as to actively engage and participate.
- ✓ Strengthen professional psychosocial support opportunities for young people given the overall unstable and violent environment in the region, co-create programmes aimed at peaceful co-existence and resilience together with young people.

Conclusions / final takeaways

European Commission President Ursula von der Leyen announced 2022 as the European Year of Youth. Europe is striving to give more and better opportunities to young people in the EU in relation to their current needs and future prospects, but also to young people in its neighbouring countries. The EU4Youth programme, with its focus on education and employability, entrepreneurship and employment, and engagement and empowerment, contributes to offering various opportunities to young people and the development of youth policies in the Eastern partner countries.

Despite the various challenges faced by EU4Youth implementers, such as the ongoing pandemic and the political instability in the different partner countries, important achievements were reached in 2021 (as detailed in this report). Looking ahead, the phase III of the EU4Youth programme on youth employment and youth entrepreneurship that kicked off in 2021 will become fully operational over the coming months. In early 2022, funds were also committed to EU4Youth phase IV – youth engagement and empowerment – which will provide further support for developing and piloting more structured youth dialogue in the EaP and will give youth organisations and other youth structures additional opportunities.

As the EU4Youth programme develops, retaining an inclusive approach will be crucial. As mentioned in the 2020 Achievements Report, **ensuring social inclusion across all EU4Youth activities remains important**. All those involved should remain vigilant to ensure that they develop activities using a wholly inclusive approach. Following the suspension of Belarusian participation in the EaP, how EU4Youth activities can further include Belarusian youth without putting their security at risk remains to be seen. The hostile developments in Ukraine demand a continuous re-evaluation of how young people in the country can be best

supported within the framework of EU4Youth, though at the time of writing (February 2022) no explicit predictions on the course of the situation can be made.

As the adage says, ‘It takes a village to raise a child’. Reaching the objectives of the EU4Youth programme is no different. As clearly stated in the 2020 Achievements Report, synergies with other initiatives need to be created and maintained to ensure that all the investments made today will allow young people to grow to their full potential. The EU4Youth programme has established a strong coordination between the different implementing partners so they can attend each other’s events and build on the insights gained.

Within the EU4Youth framework some highly and mutually beneficial **strategic partnerships** have been developed with a number of key European institutions. The ETF provides valuable support and expertise in the field of career guidance. Initiatives from the Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), such as the European Alliance for Apprenticeships (EAfA) and the European network of Public Employment Services, provide important inspiration. In addition, newly established or further enhanced partnerships with SALTO EECA, the EU-CoE Youth Partnership, the European Youth Forum and the EaP Civil Society Forum, as well as the EaP Civil Society Facility and the EU4Culture project, are expected to bring unprecedented added value and have a major impact on the development of better informed and better coordinated support for young people in the EaP.

The enhanced cooperation with the **Young European Ambassadors** throughout 2021 should also be mentioned. This cooperation has, among other things, been of great importance in terms of further increasing the outreach and visibility of EU4Youth-supported actions and policy development.

The cross pollination with other EU4 initiatives is still in a premature stage but shows some potential. **The EU4Youth: Unlocking the potential of young social entrepreneurs in Moldova and Ukraine (Gustav Stresemann Institute (GSI))** project's team is looking into developing support in Ukraine for larger social enterprises under the EU4Business initiative. Several beneficiaries from the **EU4Youth: Social Entrepreneurship Ecosystem Development (SEED) programme for Green Growth in Borderline Communities (CENN)** received additional funding from other financial institutions or donors, which shows the viability and potential of the businesses started under the EU4Youth programme.

Nevertheless, further investments in developing these synergies and ensuring the sustainability of the initiatives taken under the programme will remain necessary. The benefits can also be felt beyond national borders: for example, by building cross-country networks of end-beneficiaries after the completion of the projects. The prospect of moving forward with more real, people-to-people

encounters and physical meetings should also facilitate coordination and networking.

Though the pandemic has taught us that progress can also be made by working in a virtual or hybrid context, meeting people in real life can help to **build trust and support stronger long-term relationships and networks**. This element remains particularly important for reaching out to the most disadvantaged and vulnerable groups.

2022 marks the fifth year of the regional EU4Youth initiative under the Eastern Partnership. Interesting success stories, promising results and exciting developments have been achieved. Yet the circumstances have become more difficult as tensions have increased in the region. Recent developments have shown the fragility of the successes achieved. We need to acknowledge the challenge proactively and continue to support young people in the region. We must support them so that they can reach their full potential as we concentrate on the overall objectives of the post-2020 EaP agenda in the New Deal for Youth.



ANNEXES

Annex A: Timeline of EU4Youth projects

Project name	Lead implementer	Countries	2018	2019	2020	2021	2022
Better skills for a better future	Save The Children	AM – GE – UA					
Fostering potential for greater employability	Danish Red Cross	AM – BY – GE					
Employability and stability	SOS Children’s Villages	AM – BY – UA					
SAY YES – Skills for jobs	World Vision	AM – GE					
Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine	Danish Refugee Council	GE – UA					
School Garden for Agricultural Entrepreneurship	Green Cross Belarus	BY – MD – UA					
Social Entrepreneurship Ecosystem Development (SEED) Programme for Green Growth in Borderline Communities	Caucasus Environmental NGO Network Association (CENN)	AM – GE					
Unlocking the potential of young social entrepreneurs in Moldova and Ukraine	Gustav Stresemann Institute (GSI)	MD – UA					
Social Innovation Impact – a strategic partnership	Alaturi de Voi Romania Foundation	MD – UA					
Social Entrepreneurship in Armenia and Georgia (SEAG)	Mercy Corps Europe	AM – GE					
Youth Engagement Roadmaps	GOPA	Regional					
EU4Youth Coordination and Support Team	EY	Regional					
Youth Employment and Entrepreneurship	CPMA Lithuania	Regional					

Annex B: Monitoring in EU4Youth

Chapter 2 provides an overview of the results achieved under the EU4Youth programme from 2018 to 2021. The information is presented in an aggregated form per country, and represents the data collected from the various EU4Youth projects implemented in that country in a given year. This annex provides more information on how the data is collected and the monitoring framework of the EU4Youth programme.

What results are presented?

The EU4Youth programme is guided by an intervention logic that provides an overview of the activities and how they are linked to specific output, outcome and impact objectives. This intervention logic is structured using three main pillars (the areas in which EU4Youth aims at making a difference for young people).



EDUCATION AND EMPLOYABILITY



ENTREPRENEURSHIP AND EMPLOYMENT



ENGAGEMENT AND EMPOWERMENT

Each of these categories contains specific key performance indicators (KPIs) that allow the EU4Youth team to monitor the progress of the programme against the set objectives. Though the monitoring framework was set up at the beginning of the programme, it is also able to evolve alongside needs and challenges that present themselves.

Phase III of the EU4Youth programme was launched in November 2021, and the framework was updated to recognise the additional objectives within the three pillars. This was accompanied with

additional KPIs to reflect the focus on green and digital skills in the upcoming third generation of EU4Youth large grant projects.

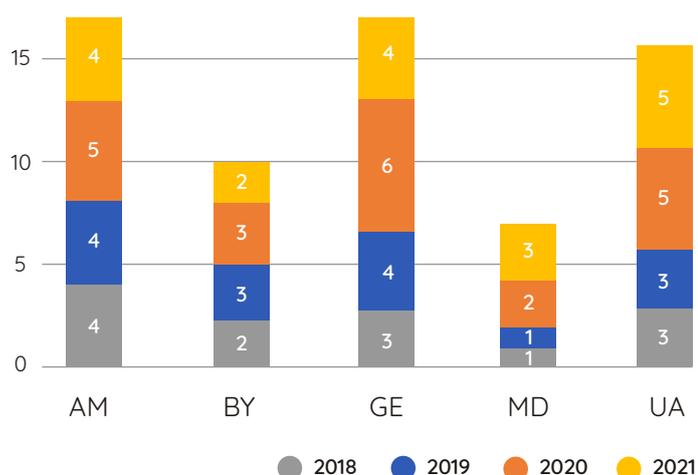
The ultimate aim of the monitoring framework is to be able to accurately situate the programme and its objectives within the wider environment and context. This means recognising where the programme makes a difference so synergies and cooperation mechanisms can be developed between the various elements that are working towards the same objectives.

Where does the data come from?

The results are collected from many different sources across the EU4Youth programme. The large grant implementers and service contractors report on quantitative indicators bi-annually, in addition to providing qualitative insights. Not all projects report on all indicators, it depends on the focus of their activities and which countries they

are active in. As there have been two phases of large grants, the number of projects reporting on the indicators varies according to the timeframe. The following figure gives an overview of the number of data sources per country per reporting period from the 10 large grant implementers.

Overview of the number of EU4Youth project data sources from the 10 EU4Youth projects, per reporting period and counted per country (N=67)



A further source of data for Chapter 2 was the follow-up survey of end beneficiaries launched by the **EU4Youth Coordination and Support Team (EY)** as an annual exercise to collect direct feedback on the impact of the support provided by the EU4Youth programme. The third edition of the survey was run during December 2021, reaching 524 end beneficiaries. A total of 1871³⁴ beneficiaries have taken the survey since the first edition in July 2020. The results from across the three editions are included in the chapter to show the impact the project has had on the young people in the region.

Disadvantaged status and social inclusion

Social inclusion remains a priority for the EU4Youth programme, with young people from a disadvantaged background a key part of the target beneficiary group. The average proportion of those identified as coming from a disadvantaged background did not change in 2021 (though it is important to note that it is not always possible to know if a beneficiary is from a disadvantaged background). The definition is intentionally broad, so it can better reflect the needs of young people.

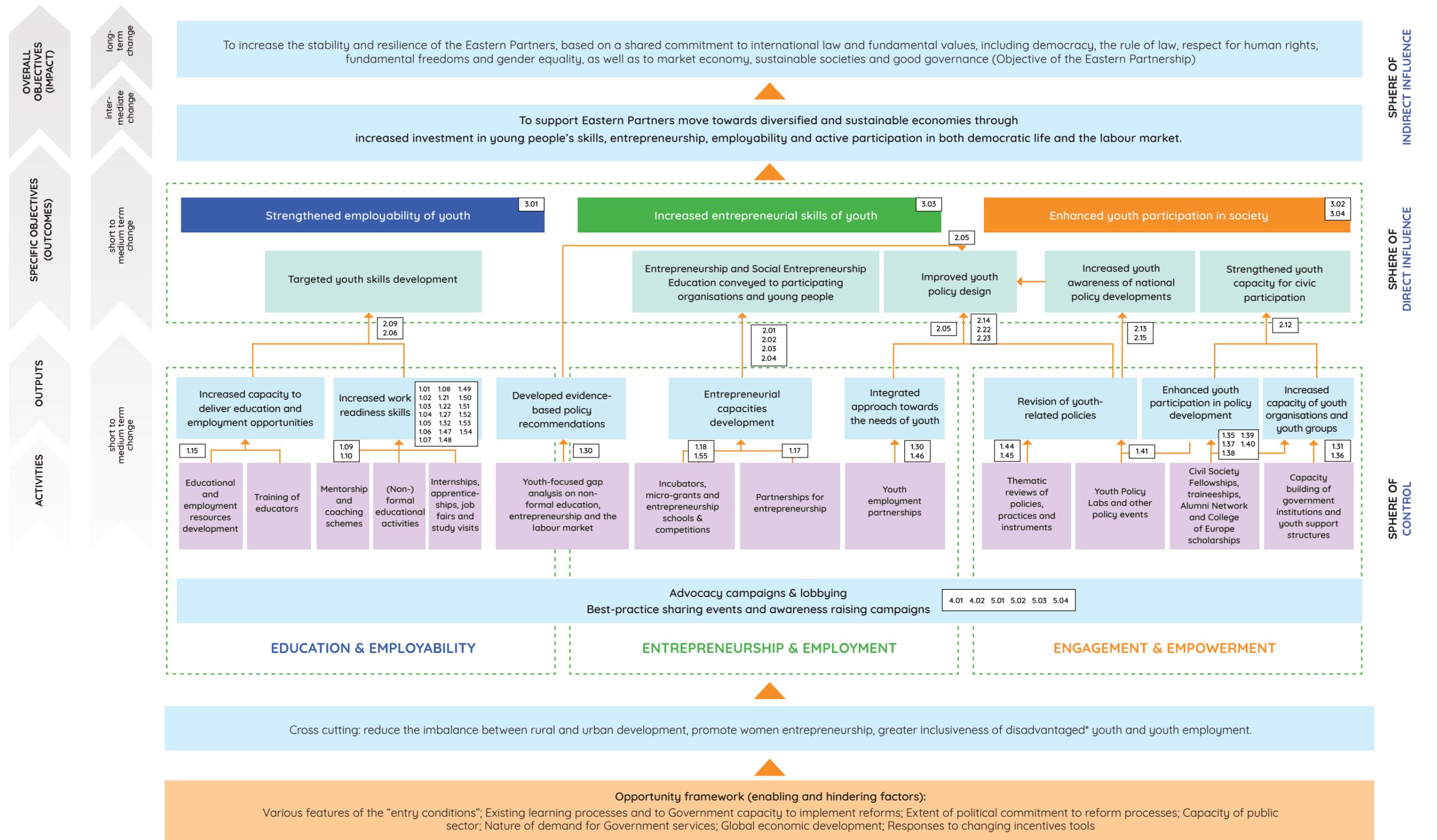
The conflict between Armenia and Azerbaijan, and the tensions in Ukraine have also had an

impact on the projects and beneficiaries. These events brought great uncertainty and anxiety to the beneficiaries, who were either directly affected or someone close to them was. Their motivation in terms of participating in the projects was negatively affected; many suffered from fatigue and were unable to continue. The project team recognised the situation and adapted to the context by reaching out to the beneficiaries more frequently, adapting deadlines to accommodate delays in submissions and providing a source of support to those in need.

‘Disadvantaged youth’ is defined in the Erasmus+ Programme Guide as: ‘All those young people experiencing personal difficulties/obstacles, limiting/preventing them from taking part in transnational projects. The obstacles/difficulties may be: mental, physical, sensory or other disabilities; education difficulties (learning difficulties, early-school-leavers, etc.); economic obstacles (low standards of living, low income, etc.); cultural differences (immigrants/refugees/their descendants, national/ethnic minorities, etc.); chronic health problems; social obstacles (discrimination due to gender, age, etc.); limited social skills, anti-social or risky behaviours, precarious situations, (ex-)offenders, (ex-)drug or alcohol abusers, young and/or single parents, orphans; geographical obstacles (people from remote rural areas, small islands or peripheral regions.’

³⁴ For respondents who were answered in more than one edition (and provided their email address), only answers from the final edition they participated in were counted.

INTERVENTION LOGIC OF EU4YOUTH



*All those young people experiencing personal difficulties/obstacles, limiting/preventing them from taking part in transnational projects. The obstacles/difficulties may be: mental, physical, sensory or other disabilities; education difficulties (learning difficulties, early-school-leavers, etc.); economic obstacles (low standards of living, low income, etc.); cultural differences (immigrants/refugees/their descendants, national/ethnic minorities, etc.); chronic health problems; social obstacles (discrimination due to gender, age, etc.); limited social skills, anti-social or risky behaviours, precarious situations, (ex-)offenders, (ex-)drug or alcohol abusers, young and/or single parents, orphans; geographical obstacles (people from remote rural areas, small islands or peripheral regions). Reference: Erasmus+ Programme Guide

Annex D: List of EU4Youth Programme Performance Indicators

The list of EU4Youth programme indicators is included in the following table. The indicators are organised by monitoring level (output, outcome and impact). The indicator rows in orange were added to the monitoring framework to reflect the focus of phase III.

No.	Indicators	Type	Level
1.01	Total number of competence development activities	Key	Output
1.01_1	# of face-to-face competence development activities	Non-key	Output
1.01_2	# of web-based (i.e. online) competence development activities	Non-key	Output
1.02	Total number of competence development activities focusing on entrepreneurship	Non-key	Output
1.02_1	# of face-to-face competence development activities focusing on entrepreneurship	Non-key	Output
1.02_2	# of web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output
1.47	Total number of competence development activities focusing on digital skills	Non-key	Output
1.47_1	# of face-to-face competence development activities focusing on digital skills	Non-key	Output
1.47_2	# of web-based (i.e. online) competence development activities focusing on digital skills	Non-key	Output
1.48	Total number of competence development activities focusing on green transition	Non-key	Output
1.48_1	# of face-to-face competence development activities focusing on green transition	Non-key	Output
1.48_2	# of web-based (i.e. online) competence development activities focusing on green transition	Non-key	Output
1.03	Total number of participants in competence development activities	Key	Output
1.03_1	# of participants in face-to-face competence development activities	Non-key	Output
1.03_2	# of participants in web-based (i.e. online) competence development activities	Non-key	Output
1.04	Total number of participants in competence development activities focusing on entrepreneurship	Non-key	Output
1.04_1	# of participants in face-to-face competence development activities focusing on entrepreneurship	Non-key	Output
1.04_2	# of participants in web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output
1.49	Total number of participants in competence development activities focusing on digital skills	Non-key	Output
1.49_1	# of participants in face-to-face competence development activities focusing on digital skills	Non-key	Output
1.49_2	# of participants in web-based (i.e. online) competence development activities focusing on digital skills	Non-key	Output
1.50	Total number of participants in competence development activities focusing on green transition	Key	Output
1.50_1	# of participants in face-to-face competence development activities focusing on green transition	Non-key	Output
1.50_2	# of participants in web-based (i.e. online) competence development activities focusing on green transition	Non-key	Output

No.	Indicators	Type	Level
1.05	Total number of women participating in competence development activities	Non-key	Output
1.05_1	# of women participating in face-to-face competence development activities	Non-key	Output
1.05_2	# of women participating in web-based (i.e. online) competence development activities	Non-key	Output
1.06	Total number of women participating in competence development activities focusing on entrepreneurship	Non-key	Output
1.06_1	# of women participating in face-to-face competence development activities focusing on entrepreneurship	Non-key	Output
1.06_2	# of women participating in web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output
1.51	Total number of women participating in competence development activities focusing on digital skills	Non-key	Output
1.51_1	# of web-based (i.e. online) competence development activities focusing on digital skills	Non-key	Output
1.51_2	# of women participating in face-to-face competence development activities focusing on digital skills	Non-key	Output
1.52	Total number of women participating in competence development activities focusing on green transition	Non-key	Output
1.52_1	# of women participating in face-to-face competence development activities focusing on green transition	Non-key	Output
1.52_2	# of women participating in web-based (i.e. online) competence development activities focusing on green transition	Non-key	Output
1.07	Total number of disadvantaged participants in competence development activities	Key	Output
1.07_1	# of disadvantaged participants in face-to-face competence development activities	Non-key	Output
1.07_2	# of disadvantaged participants in web-based (i.e. online) competence development activities	Non-key	Output
1.08	Total number of disadvantaged participants in competence development activities focusing on entrepreneurship	Non-key	Output
1.08_1	# of disadvantaged participants in face-to-face competence development activities focusing on entrepreneurship	Non-key	Output
1.08_2	# of disadvantaged participants in web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output
1.53	Total number of disadvantaged participants in competence development activities focusing on digital skills	Non-key	Output
1.53_1	# of disadvantaged participants in face-to-face competence development activities focusing on digital skills	Non-key	Output
1.53_2	# of disadvantaged participants in web-based (i.e. online) competence development activities focusing on digital skills	Non-key	Output
1.54	Total number of disadvantaged participants in competence development activities focusing on green transition.	Non-key	Output
1.54_1	# of disadvantaged participants in face-to-face competence development activities focusing on green transition	Non-key	Output
1.54_2	# of disadvantaged participants in web-based (i.e. online) competence development activities focusing on green transition	Non-key	Output
1.09	# of mentors	Key	Output
1.10	# of mentees	Non-key	Output
1.15	# of new formal educational resources developed	Non-key	Output

No.	Indicators	Type	Level
1.15_1	# of new formal educational resources put into practice	Non-key	Output
1.16	# of youth educators trained	Key	Output
1.17	# of stakeholders involved in (non-)formal education, employment mechanisms and internships	Non-key	Output
1.18	# of young entrepreneurs who received financial assistance	Key	Output
1.18_1	# of young women entrepreneurs who received financial assistance	Non-key	Output
1.18_2	# of young disadvantaged entrepreneurs who received financial assistance	Non-key	Output
1.55	# of young entrepreneurs who received technical assistance	Key	Output
1.55_1	# of young women entrepreneurs who received technical assistance	Non-key	Output
1.55_2	# of young disadvantaged entrepreneurs who received technical assistance	Non-key	Output
1.21	# of job fairs and business fairs	Key	Output
1.22	# of attendees in job fairs	Non-key	Output
1.22_1	# of women attendees in job fairs	Non-key	Output
1.22_2	# of disadvantaged attendees in job fairs	Non-key	Output
1.27	# of job seekers who completed certification and/or validation process	Key	Output
1.27_1	# of women job seekers who completed certification and/or validation process	Non-key	Output
1.27_2	# of disadvantaged job seekers who completed certification and/or validation process	Non-key	Output
1.30	# of policy strategies or legislative recommendations developed to improve youth education, entrepreneurship and participation	Key	Output
1.31	# of implemented capacity-building programmes implemented	Key	Output
1.32	# of participants in internships/ apprenticeships	Non-key	Output
1.32_1	# of women participants in internships/ apprenticeships	Non-key	Output
1.32_2	# of disadvantaged participants in internships/ apprenticeships	Non-key	Output
1.35	Total number of people who have participated in inter/intra-regional mobility activities other than trainings	Key	Output
1.35_1	Number of women participants in inter/intra-regional mobility activities other than trainings	Non-key	Output
1.35_2	Number of disadvantaged participants in inter/intra-regional mobility activities other than trainings	Non-key	Output
1.36	Number of institutions who have benefited directly from the project	Key	Output
1.37	Total number of individual beneficiaries	Non-key	Output
1.38	Total number of civil society fellows	Key	Output
1.39	Number of Alumni	Key	Output

No.	Indicators	Type	Level
1.40	Number of outreached disadvantaged youth through the Alumni Network	Key	Output
1.41	Number of participants in Policy Labs and other policy events	Key	Output
1.41_1	Number of young women participants in Policy Labs and other policy events	Non-key	Output
1.41_2	Number of young disadvantaged participants in Policy Labs and other policy events	Non-key	Output
1.44	Number of youth-related policy discussions	Non-key	Output
1.45	Number of policy recommendations developed	Key	Output
1.46	Number of stakeholders involved in youth employment partnerships	Key	Output
2.01	Total number of start-ups created that are still running after 3 months of being opened	Key	Outcome
2.02	Total number of start-ups created that are still running after 6 months of being opened	Key	Outcome
2.03	Total number of start-ups created that are still running after 1 year of being opened	Key	Outcome
2.04	Total number of jobs created by these start-ups which are still running	Key	Outcome
2.05	Number of accepted strategies and legislative recommendations to improve youth education, entrepreneurship and participation	Key	Outcome
2.06	Total number of unemployed targeted youth who became (self) employed	Key	Outcome
2.06_1	Number of unemployed targeted young women who became (self) employed	Non-key	Outcome
2.06_2	Number of unemployed targeted disadvantaged youth who became (self) employed	Non-key	Outcome
2.09	Number of targeted youth who report improved employability	Key	Outcome
2.09_1	Number of targeted young women who report improved employability	Non-key	Outcome
2.09_2	Number of targeted disadvantaged youth who report improved employability	Non-key	Outcome
2.12	Number of structures and youth groups (i.e. governmental and non-governmental) formed/supported promoting youth integration and participation into economy and society.	Key	Outcome
2.13	Number of young people aware of national policy developments	Key	Outcome
2.14	Number of policy strategies or recommendations implemented	Key	Outcome
2.22	Number of employers reporting increased awareness about decent work standards	Non-key	Outcome
2.23	Number of young people reporting increased awareness about decent work standards	Non-key	Outcome
2.15	Total number of youth participating in policy development after being in training activities with the project	Key	Outcome
2.15_1	Total number of young women participating in policy development after participating in training activities	Non-key	Outcome
2.15_2	Total number of young disadvantaged people participating in policy development after participating in training activities	Non-key	Outcome

No.	Indicators	Type	Level
4.01	# of communication materials produced, developed and distributed	Non-key	Output
4.02	# of young people reached through awareness raising events	Non-key	Output
5.01	# of face-to-face competence development activities focusing on entrepreneurship	Non-key	Outcome
5.02	# of audience engagements with the communication materials distributed	Non-key	Outcome
5.03	# of people reached via digital presence on websites	Non-key	Outcome
5.04	# of people reached via social media activities	Non-key	Outcome
3.01	Share of youth not in education, employment or training, total (% of youth population)	Key	Impact
3.02	Civic participation score	Key	Impact
3.03	Global Entrepreneurship Index	Key	Impact
3.04	Score for personal rights	Key	Impact

THIS PROJECT IS FUNDED BY THE EUROPEAN UNION

This publication has been produced with the financial support of the European Union. The contents of this publication are the sole responsibility of EY and can in no way be taken to reflect the views of the European Union.

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