



STRONGER SOCIETY

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Ukraine 



EU4Youth

# Empowering Young People in the Eastern Partner Countries

EU4YOUTH ACHIEVEMENTS REPORT 2019

July 2020



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# Executive Summary

The lack of opportunities for young people is considered to be a root cause of instability and vulnerability. Economic development and prospects for young people, especially in terms of employability, employment and civic engagement, are key factors to stabilise societies in the Neighbourhood region where long-term unemployment remains an issue. The share of young people who are not in employment, education or training (NEETs)<sup>1</sup> has reached concerning levels, particularly in Armenia, Georgia and Moldova, where this has risen above 25%.

In light of the persisting economic and social challenges hindering youth education, employment and civic participation, the EU has targeted young people to improve their prospects and opportunities within their local communities. Ever since the European Neighbourhood Policy (ENP) was first launched, youth, education and training, and regional cooperation in the sphere of youth, including in civil society, have been high on its agenda. The launch in 2011 of the Eastern Partnership Youth Window (EPYW) of the Youth in Action Programme marked an important milestone in the development of international youth cooperation and capacity development of EaP youth organisations. Through these priorities and actions, the EU aims to support its Eastern neighbours in addressing structural, societal and market challenges and leading them towards a diversified and sustainable economy.

During the 5th Eastern Partnership Summit (2017), the President of the European Commission, Jean-Claude Juncker, announced the endorsement of the **20 Deliverables for 2020**<sup>2</sup> to bring tangible benefits to the citizens of the EaP neighbours. One of the high priorities identified by the Commission was the investment in young generations, which is reflected on Deliverable 18. For this deliverable, it is stated that “Investment in young people’s skills, entrepreneurship and employability will be substantially strengthened, with a particular focus on leadership, mobility and quality of formal and non-formal education.” In response to this, the EU created the ‘**Youth and Education Package**’ and as part of it launched the EU4Youth Programme.

The overall **objective of the EU4Youth Programme** is to foster the employability and employment of young people and their active participation in society and economy, by supporting them in becoming leaders and entrepreneurs, by developing skills needed in the labour market and strengthening youth employment opportunities, by equalising educational opportunities and reaching out to disadvantaged youth, and by ensuring coordination and mutual support among all the activities of the EU4Youth Programme and related activities and policy processes. It comprises grants to youth, youth organisations and youth workers as well as a horizontal support component.

1 <https://bit.ly/3dsn11r>

2 Eastern Partnership - 20 Deliverables for 2020 Focusing on key priorities and tangible results

In September 2018, the **EU4Youth Coordination and Support** project was established under the EU4Youth Programme, with the overall purpose to assist the programme’s implementing bodies, the participating organisations and the young people taking part in the EU4Youth projects, in raising the quality of implementation and impact of EU4Youth activities and actions. It acts as a knowledge hub based on its expertise and experience with programme management, and contributes to the links and synergies between European Union and Eastern Partnership youth policies and programmes. This means continuously building and channelling the knowledge and lessons learnt from EU4Youth Programme implementation into the contexts of youth policy cooperation, policy development and programme development.

This first **Achievements Report** brings together an overview of the work performed under the EU4Youth grant schemes as well as key outputs of EU4Youth Coordination and Support in the period 2018-2019. These results are collected within the framework of the monitoring activities conducted by the EU4Youth Coordination and Support team and allow measuring the progress of the EU4Youth Programme against its own objectives and against the 2020 Deliverables for the EaP.

This first Achievements Report presents some interesting results of the EU4Youth Programme, of which the top 5 key achievements can be summarised as follows:

## TOP 5 KEY ACHIEVEMENTS 2018-2019 EU4Youth Programme

1. Over **8,000 young people** participated in competence development activities; 63% were women and 46% were disadvantaged youth. This means that the programme is fully on track to reach the target of 18,300 young people to benefit from competence development actions by June 2022.
2. Almost **300 young people** were mentored; 59% of mentees were young women. Preparations by grant holders are in place to reach the target of mentoring 2,080 young people by June 2022.
3. Almost **250 young people** received financial assistance through micro-grants; 67% were young women and 88% were disadvantaged youth. This means that the programme has already surpassed its target of providing financial assistance to 225 young people by June 2022.
4. **17 structures** promoting youth integration have been established/supported. The programme is well on track to support a total of 27 structures promoting youth integration by June 2022.
5. Launch of the **EU4Youth Alumni Network** to streamline all beneficiaries of EU Mobility programmes and youth networks in the EaP countries to increase the outreach and inclusion of disadvantaged youth groups.

Given the reporting period considered for this report (i.e. 2018-2019), the quantitative results mentioned above have been achieved by the six grants under phase 1 of EU4Youth. In line with this, both the results and target values are expected to increase significantly with the launch of the four new recently awarded grants under phase 2.

The report also reflects upon the **data and intelligence** gathered by the Coordination and Support team. The results of an intensive mapping exercise, bringing together youth projects funded by EU and non-EU donors in the six EaP countries, will serve as a basis for the further work to be conducted by the EU4Youth Coordination and Support team. The exercise is a first step in collecting data and evidence on best practices and will allow to define synergies that can be created or gaps that need to be filled in ensuring the better employability and active participation in society and the economy of young people. Early results of this exercise have shown that Georgia and Moldova are the top two beneficiaries of non-EU financial support, thus creating a range of opportunities for mutually reinforcing and complementary (EU and non-EU) projects. Among the target groups considered for this study, it has also been observed that youth organisations and youth workers receive the least direct EU funding in comparison to other groups (e.g. disadvantaged youth, young leaders and entrepreneurs, etc.), something that may have to be addressed to strengthen their capacity building.

Building further upon the results and insights presented in the report, the EU4Youth Coordination and Support team also developed three main recommendations to further level up the achievements of the EU4Youth Programme:

- A **stronger focus on bottom-up engagement of disadvantaged youth** can overcome internal barriers to participation that this group of young people encounter. It is recommended to develop a tailored mechanism building on the enthusiasm and voluntary spirit of youth, to engage disadvantaged young people and encourage them to be more active. The Alumni Network, created in February 2020 within the framework of the EU4Youth Coordination and Support project, will be a first pilot project to work on this approach.
- **Sectoral and cross-sectoral cooperation** will be key in creating synergies and complementarities between EU4Youth projects, but also between EU4Youth projects and other donor-funded projects. Continuous efforts need to be in place to ensure that information on existing opportunities for coordination are known in order to avoid inefficiencies in resource allocations. Among others, the data collected through the mapping exercise could bring additional insights in this respect.
- Funding should be a starting point and not an end in itself. **Sustainability of results, ensuring that actions will continue to yield results even after funding has ended**, will be key to reach final policy objectives. In this respect, it is recommended to create a mechanism through which local and national authorities can continue to build on what has already been achieved during the projects and that best practices and knowledge are shared.

The EU4Youth Coordination and Support team will also continue to collect additional information related to the grantees' activities and related youth policy fields through the **monitoring visits and regular communication** with the grant implementers and youth policy and youth work stakeholders as well as to monitor regularly political, social and economic processes related to the youth field in the Eastern partner countries.

It goes without saying that none of this work, presented in this report or planned for the near future, can be done without the commitment of the different grant holders of the EU4Youth Programme and the support of important partners such as DG NEAR, DG EAC, EACEA, DG EMPL, the ETF and the External Action Service. Our gratitude goes to all of them as their contribution has been very valuable in the development of this report.

# 1. The EU4Youth Programme

## 1.1 Policy context

Ever since the European Neighbourhood Policy was launched in 2003, youth, education and training as well as regional cooperation in the sphere of youth, have been high on its agenda. The Eastern dimension of the ENP was emphasised and empowered significantly by a new EU initiative – the **Eastern Partnership**, which was launched officially in May 2009, with its geographical coverage including Armenia, Azerbaijan, Belarus, Georgia, the Republic of Moldova<sup>3</sup> and Ukraine. It continues to pay a special focus on youth and youth related issues within the framework of Platform 4 ‘Mobility and people-to-People contacts’ within the set-up of the Eastern Partnership architecture.

The Youth in Action Programme (2007-2013) was the first EU youth programme which dedicated a special part of its budget to cooperation with countries from outside the Union<sup>4</sup>. This Action supported youth exchanges, training and networking activities. Supporting young people in the EaP countries was first identified as an EU funding priority<sup>5</sup> in the revised ENPI Regional East Programme (2010-2013)<sup>6</sup>, which aimed at promoting active youth citizenship and the participation of young people and youth organisations in the development of democracy. Later in 2011, the European Commission launched a dedicated **Eastern Partnership Youth Window (EPYW)** under the Youth in Action Programme. The purpose of this was to support EaP countries in responding to the needs of disadvantaged youth (employability, skills development, lifelong learning, social inclusion and active citizenship), and to promote youth work development. In practice, the Window offered additional financing for volunteering, youth exchange and youth workers’ training projects. The overall budget of the Eastern Partnership Youth Window for 2012-2013 was €31.5 million, of which €12.5 million was allocated to the Education, Audiovisual and Culture Executive Agency (EACEA) for financing projects put forward by Eastern Partnership countries, and €19 million was divided among the National Agencies of the Youth in Action programme for financing projects put forward by beneficiaries from the participating countries.

For the first time in the history of cooperation between the European Union and the Eastern Partnership Countries, such high amounts were allocated for the development of international youth cooperation. For the first time also, it became possible to support applications directly submitted by organisations from the Eastern Partnership countries. It can be stated that the Youth in Action Programme contributed to an important increase in the number of partnerships and projects implemented with the participation of young people from Eastern Partnership countries and that its successor, the Erasmus+ Programme’s youth strand is, to a large extent, based on the human and organisational capital developed between 2007 and 2013 within the Youth in Action Programme.

3 Hereinafter referred to as “Moldova”.

4 The Action 3.1 Cooperation with neighbouring partner countries

5 i.e. Sub-priority 4.3: Youth and Culture

6 <https://bit.ly/381TOJT>

The **evaluation of the EPYW** revealed key elements which were identified as success factors to effectively address the needs of youth, such as setting clear targets for disadvantaged youth, engaging with civil society, and promoting cooperation with stakeholders (e.g. national and local authorities, NGOs and other donors). These findings served as valuable lessons for future EU initiatives in the Eastern Partnership.

The **2015 European Neighbourhood Policy Review**<sup>7</sup> identified lack of opportunity, particularly for youth, as one of the root causes of instability and vulnerability in the Eastern partner countries. Youth employability and civic engagement are fundamental to stabilise societies. Almost all Eastern partner countries are characterised by high youth unemployment rates. Labour market failures are driven by structural flaws such as skills gaps and inequality through low participation of women in the labour market. The revised ENP has placed regional stabilisation (i.e. political, economic and security-related) at its core. In this context, it has placed at the top of its priorities the **investment in young people’s skills, entrepreneurship and employability** to further support the Eastern neighbours moving towards a diversified and sustainable economy.

In 2017, the Eastern Partnership Summit endorsed a set of **20 deliverables for 2020** to assess the tangible results delivered to citizens.<sup>8</sup> As part of the key deliverable on mobility and people-to-people contacts, the **Youth and Education package** (2017-2020) amounting to €405.8 million was announced. Aimed at supporting young people’s skills development, equal access to education and improved youth employment and employability, the package is made up of several different actions one of which is the **EU4Youth Programme** with a total of €46.2 million for 2016 to 2020.

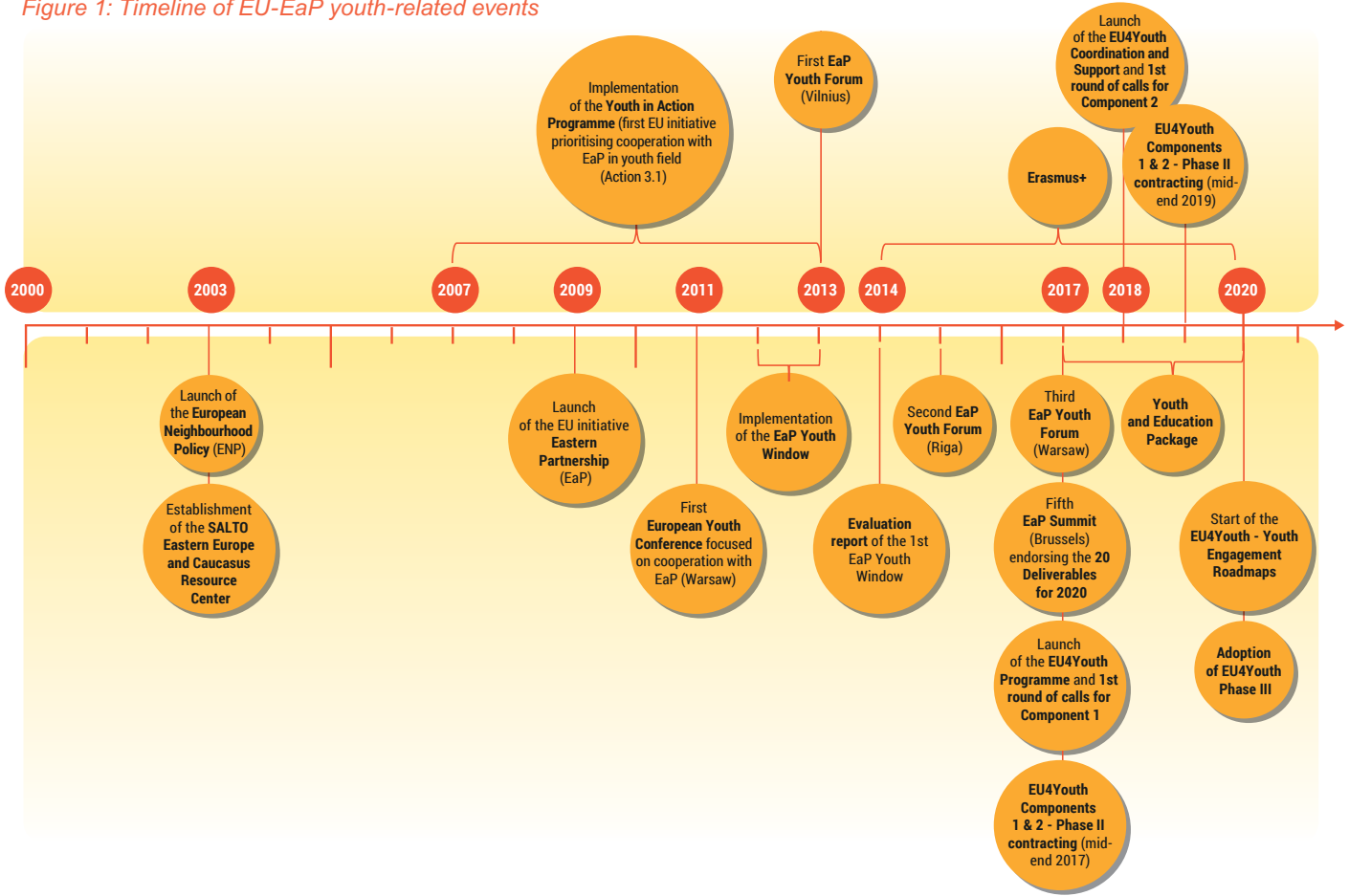
This programme translates this political commitment in action and since then contributes within a holistic combination of tailored instruments to the key priority area related to **youth employment, employability and civic engagement issues**. Other actions within the Youth and Education package include: the Erasmus+ programme (€132.4 million for 2017-2020); substantial support programmes at bilateral level (€188.6 million); the European School in Georgia<sup>9</sup>; strengthened cooperation between schools; specific EaP Platform and Panels to steer policy level discussions; stakeholder engagement with EU Member States, specialised agencies and especially the European Training Foundation (ETF); and Twinning and TaieX instruments when relevant.

7 SWD(2015) 500 final – 18/11/2015

8 <https://bit.ly/3euBuC1>

9 The European School in Georgia was launched in September 2018 by Commissioner Johannes Hahn as a pilot. During 2020, it is expected that a fully-fledged new school will be ready to provide a European focused teaching curriculum and offer high quality teaching to the young students of the Eastern partner countries as well as an opportunity to gain a better understanding of the key principles and values held by the EU-funded project and their benefits to the region.

Figure 1: Timeline of EU-EaP youth-related events

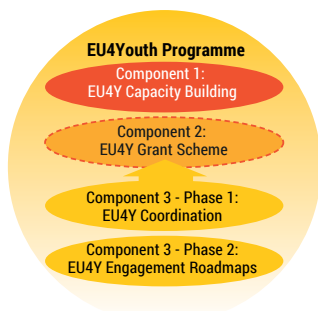


The specificity of the Youth and Education package is its comprehensive approach to respond to young people’s needs and aspirations by implementing an integrated set of actions addressing civic engagement, opportunities for mobility in the sphere of education and strengthened employability and employment. One of the main priorities incorporated in the programme is contributing to gender equality in both political and economic life as well as social inclusion specifically for disadvantaged youth who often find themselves excluded.

### 1.2 EU4Youth Structure

The EU4Youth Programme, phases I and II, financed under budget years 2016, 2017 and 2018, is made up of **three complementary components**<sup>10</sup>, each tackling a specific need and with different instruments available. Further funding of about €16.2 million is envisaged under budget year 2020 for a third phase, subject to Commission approval later this year.

Figure 2: EU4Youth Programme and its components



10 <https://www.euneighbours.eu/en/east/stay-informed/projects/eu4youth>

### Component 1: Capacity Building – Eastern Partnership Youth Window (DG EAC / EACEA - €11M)

- *Civil society fellowships for youth* – encouraging youth organisations to become more active in policy making;
- *Partnerships for entrepreneurship* – promoting entrepreneurship education and social entrepreneurship;

Under component 1, DG EAC launched three calls for proposals – in 2016, 2017 and 2018, from which 34, 51 and 17 projects were awarded respectively – and now has a current portfolio of 102 small projects divided between Civil Society Fellowships and Partnerships for Entrepreneurship. These projects aim to increase capacity building of youth organisations and youth workers and are relatively small in size, as they are implemented at local level by local NGOs.

### Component 2: Grant scheme focusing on disadvantaged youth and youth entrepreneurship, (DG NEAR - €14.5M)

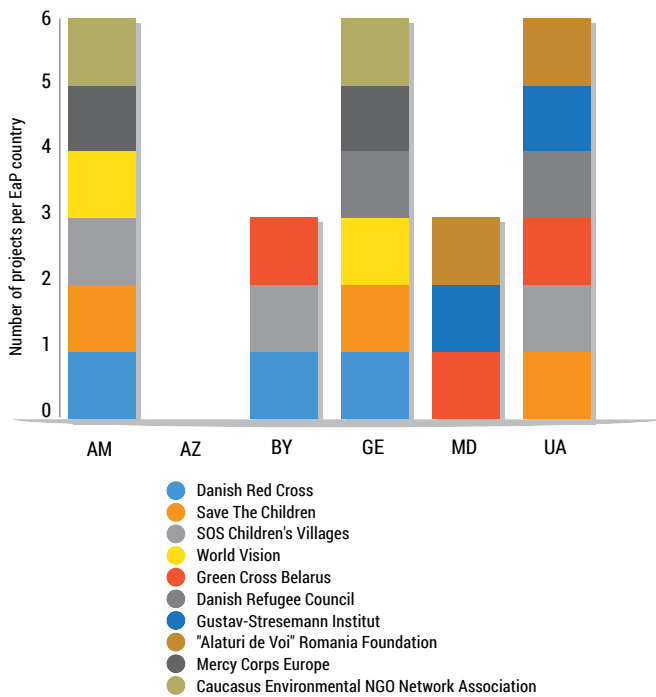
Grant schemes under component 2 so far include 10 large projects: six projects launched in 2018<sup>11</sup>; and four new ones launched in late 2019/early 2020. In addition to facilitating educational and training opportunities, these grants also focus on supporting young people to implement their entrepreneurial ideas (bearing in mind the most attractive economic sectors to youth, i.e. innovation and green economy) and assisting leaders in the education field. The second call was addressed on social entrepreneurship in particular.

11 Each grant is implemented in 2-3 countries, thus the total number of projects in Figure 3 is superior to six.

In their design, the grants not only aim at increasing educational and employment opportunities, but also at ensuring that these efforts will trigger a larger effect (rather than just benefiting individual beneficiaries) with a **potential systemic impact** and inspire the youth reform outlook at national level. Component 2 is focused on providing solutions at national level in the fields of youth entrepreneurship, employability and participation. All grants under component 2 – and the programme alike – address two cross-cutting issues: **gender balance**, which is dealt with by ensuring that many young women have the opportunity to participate in EU4Youth actions, and **disadvantaged youth**<sup>12</sup>, which is also a key target group as will be seen in the next chapters.

The ten grants are implemented in 5 of the 6 EaP countries (see Figure 3).

Figure 3: Number of projects per EaP country



12 "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

In spite of the fact that registration requirements in Azerbaijan have been simplified, there are still some persisting challenges to implementing foreign grants due to tight government control. This has pushed many large organisations to move out of Azerbaijan, which has made it difficult to find a suitable candidate NGO for grant implementation (lead or partner) under Component 2. In addition, due to the high volume of applications, the selection procedure is very strict and only candidates presenting proposals of the highest quality are eligible for grants. Further information on the specific grants can be found in the overview on page 7.

**Component 3 (DG NEAR - €4.5M)**

- **Phase I: EU4Youth Coordination and Support (€2.5M).** This service contract component focuses on ensuring a smooth coordination among EU4Youth components, and supporting DG NEAR on the monitoring and visibility of the grants implemented under component 2.
- **Phase II: Youth Engagement Roadmaps (€2.0M)** - This service contract will support EaP countries in developing and implementing effective and evidence-based policy responses to recurring challenges to youth and foster youth involvement in policy-making.

In September 2018, the **EU4Youth Coordination and Support** project was established with the overall purpose to assist the EU4Youth Programme's implementing bodies, the participating organisations and the young people taking part in the EU4Youth projects in raising the quality of implementation and impact of EU4Youth activities and actions. It acts as a knowledge hub by continuously building and channelling the knowledge and lessons learnt from EU4Youth Programme implementation into the contexts of youth policy cooperation, policy development and programme development in a flexible and transparent way to address needs of the EU and EaP stakeholders, and to contribute to the coherence between EU4Youth Programme implementation and EU's and EaP's youth policies. Key activities include evidence gathering through monitoring of EU4Youth projects, mapping of existing youth initiatives and thematic studies; dissemination of results through well-developed communication channels; and organisation of knowledge building and networking events such as thematic workshops, alumni network and stakeholder events.

The **Youth Engagement Roadmaps** project started in December 2019 and plays a support role for youth capacity building and for actions aimed at reforming youth policy design and fostering participation and cooperation. The project will aim to improve the design of youth and youth related policies and to increase awareness among young people from the EaP region of policy developments in their countries as well as empower and provide them with opportunities to engage with local stakeholders, public experts and EU representatives in the design of youth related policies.



### 1.3 Structure of the Report

The purpose of this report is to provide a comprehensive overview of the aggregated progress achieved within the EU4Youth Programme throughout the period February 2018<sup>13</sup> to December 2019. Monitoring conducted under the *EU4Youth Coordination and Support project* is focused exclusively on projects defined under components 2 and 3, falling under DG NEAR. The smaller projects falling under Component 1 of the EU4Youth Programme have not been within the scope of the monitoring work done until now. Options to also include key figures from these projects in future reporting are currently being studied.

Chapter 2 focuses mainly on the results achieved by the six large grants implemented under phase I, whose target group is not only youth in general but also vulnerable and disadvantaged young people as well as young women. The large grants launched under phase II in late 2019/early 2020 do not figure in the statistical parts of this report as they are only in start-up phase.

In addition, this report has been produced within the scope of **component 3**, which focuses on monitoring and visibility. As such, it provides not only a monitoring update but some complementary outputs under component 3, as well as also some tangible real-life cases of how citizens from the Eastern partner countries have benefited from these grants (i.e. success stories) and expected outputs under the second component 2 grants phase.

In chapter 3, the report reflects upon the **data and intelligence** gathered by the Coordination and Support team. The results of an intensive mapping exercise, bringing together youth projects funded by EU and non-EU donors in the six Eastern partner countries, will serve as a basis for the further work to be conducted by the EU4Youth Coordination and Support team.

Finally, chapter 4 builds further upon the results and insights presented in the report and reflects on main challenges to be overcome and formulates concrete recommendations for reaching EU4Youth objectives.

<p><b>Enhancing Youth Education, Employment and Participation in Conflict-affected Areas</b></p> <p><b>Lead implementer:</b> Danish Refugee Council  <b>EU Budget:</b> €1.50 million  <b>Coverage:</b> Georgia and Ukraine  <b>Implementation:</b> 2018 - 2020  <b>Objective:</b> To enhance the livelihoods of internally displaced and conflict-affected youth</p>	<p><b>Employability and stability</b></p> <p><b>Lead implementer:</b> SOS Children's Villages  <b>EU Budget:</b> €1.50 million  <b>Coverage:</b> Armenia, Belarus and Ukraine  <b>Implementation:</b> 2018 - 2021  <b>Objective:</b> To create better prospects for employment and entrepreneurship for disadvantaged youth</p>	<p><b>Fostering potential for greater employability</b></p> <p><b>Lead implementer:</b> Danish Red Cross  <b>EU Budget:</b> €1.33 million  <b>Coverage:</b> Armenia, Belarus and Georgia  <b>Implementation:</b> 2018 - 2021  <b>Objective:</b> To support access to employment of marginalised youth groups</p>	<p><b>SAY YES - Skills for jobs</b></p> <p><b>Lead implementer:</b> World Vision  <b>EU Budget:</b> €1.47 million  <b>Coverage:</b> Armenia and Georgia  <b>Implementation:</b> 2018 - 2021  <b>Objective:</b> To contribute towards the (self)-employability of youth</p>	<p><b>Better skills for a better future</b></p> <p><b>Lead implementer:</b> Save The Children  <b>EU Budget:</b> €1.50 million  <b>Coverage:</b> Armenia, Georgia and Ukraine  <b>Implementation:</b> 2018 - 2020  <b>Objective:</b> To contribute to greater employability and advocate for coherent and cross-sectorial youth policies</p>
<p><b>'School Garden' for Agricultural Entrepreneurship</b></p> <p><b>Lead implementer:</b> Green Cross Belarus  <b>EU Budget:</b> €1.50 million  <b>Coverage:</b> Belarus, Moldova and Ukraine  <b>Implementation:</b> 2018 - 2022  <b>Objective:</b> To foster employability and participation of youth residing in disadvantaged rural areas</p>	<p><b>Social Entrepreneurship in Armenia and Georgia (SEAG)</b></p> <p><b>Lead implementer:</b> Mercy Corps Europe  <b>EU Budget:</b> €1.49 million  <b>Coverage:</b> Armenia and Georgia  <b>Implementation:</b> 2020 - 2022  <b>Objective:</b> To foster the entrepreneurial potential of young people in the field of social entrepreneurship</p>	<p><b>Social Innovation Impact – a strategic partnership</b></p> <p><b>Lead implementer:</b> "Alaturi de Voi" Romania Foundation  <b>EU Budget:</b> €1.49 million  <b>Coverage:</b> Moldova and Ukraine  <b>Implementation:</b> 2020 - 2022  <b>Objective:</b> To foster the empowerment of the entrepreneurial potential of young people in the field of social entrepreneurship</p>	<p><b>Unlocking the potential of young social entrepreneurs in Moldova and Ukraine</b></p> <p><b>Lead implementer:</b> Gustav-Stresemann-Institut e.V.  <b>EU Budget:</b> €1.49 million  <b>Coverage:</b> Moldova and Ukraine  <b>Implementation:</b> 2020 - 2022  <b>Objective:</b> To Improve the capacity of youth-owned social enterprises (SEs)</p>	<p><b>Social Entrepreneurship Ecosystem Development (SEED) Programme for Green Growth in Borderline Communities</b></p> <p><b>Lead implementer:</b> Caucasus Environmental NGO Network Association  <b>EU Budget:</b> €1.49 million  <b>Coverage:</b> Armenia and Georgia  <b>Implementation:</b> 2019 - 2022  <b>Objective:</b> To develop the entrepreneurial potential of young people in the field of social entrepreneurship</p>

13 Earliest start date of grants within Component 2.

## 2. Achievements of EU4Youth

This chapter aims at providing an overview of the main results achieved throughout 2018-2019 while reflecting on the challenges and success factors which can effectively contribute towards reaching the programme's goals.

Firstly, an overview of the developed monitoring framework (section 2.1) will be presented, followed by the results achieved (section 2.2) and the specific activities that have contributed to achieving the 2020 targets (section 2.3).

### 2.1 EU4Youth Monitoring Framework

A high priority task for the *EU4Youth Coordination and Support project team* was to develop a comprehensive monitoring framework determining the expected chain of results within the programme (i.e. the intervention logic) as well as the measurement variables (i.e. indicators) effectively reflecting the progress achieved.

The intervention logic (see Figure 5) provides an overview of the activities within the programme and how these are linked to the expected outputs, outcomes and, ultimately, impacts. This overview reflects the entire EU4Youth Programme as it maps the activities and expected results of the different components. As illustrated in the intervention logic, activities and results can be clearly categorised in one of three pillars: education and employability, entrepreneurship and participation and leadership. These pillars are in fact complementary. For instance, the pillars concerning education and participation refer to tailored skills development and youth civic participation; once this is achieved,

it will lead to youth employability and empowerment thus further promoting entrepreneurship across the young community.

While the initial monitoring framework was developed only for the grants awarded under phase I of the EU4Youth Programme, the EU4Youth monitoring framework has been recently revised in order to reflect the recently awarded grants of Component 2 (Phase II) and their focus on social entrepreneurship, as well as the new service contract within Component 3 (Phase II), which is focused on youth engagement roadmaps. Also elements linked to Component 1 have been further integrated in the Intervention Logic. However, data with regard to the projects under component 1 are not collected by the *EU4Youth Coordination and Support team* and are thus not presented in this chapter.

Taking the intervention logic as the basis, a list of performance indicators was defined and extensively discussed with a number of stakeholders (i.e. DG NEAR, European Training Foundation and the grant holders) throughout the end of 2018 and the first half of 2019. These iterative discussions – specially with the grantees – allowed to leverage from their field knowledge and expertise to define the indicators while ensuring that they are both collectable and relevant to the Programme.

In addition, various other tasks have been put in place in order to strengthen the quality of the monitoring activities. A Monitoring Workshop was held in February 2020 (Tbilisi, Georgia) during which the team presented the reasoning behind the intervention logic and how the indicators were



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defined; grantees were also encouraged to provide feedback on the monitoring framework and brainstorm on how this could be improved in light of the activities implemented on the ground and expected results. In view of improving the collection of data on outcome indicators, a follow-up survey is also expected to be launched in June 2020 and it will target the final beneficiaries of Component 2 grant schemes.

The full list of performance indicators (i.e. output, outcome and impact) can be found in Annex 1: List of EU4Youth Performance Indicators. Nonetheless, it is important to note that only some of these indicators – the **key performance indicators** – are truly important to effectively analyse the progress achieved by the grant scheme. Some of these focus on the immediate results of the grants (i.e. outputs), while others reflect the **lasting effects** of their activities (i.e. outcomes) and therefore the extent to which they enable **self-sustaining development** which does not rely on continuous funding.

Due to the fact that the grant scheme's implementation started only in 2018<sup>14</sup>, there is still little data regarding the medium-term results achieved (i.e. outcomes). As such, although this report also provides an overview of the programme's contribution towards the 2020 targets (section 2.3), it focuses mainly on the immediate results achieved.

## 2.2 Results achieved

In line with the intervention logic, this section provides an overview of the results achieved under each of the three key pillars: education & employability, entrepreneurship, and participation & leadership. Some activities may also directly contribute to more than one pillar. For instance, competence development activities focused on entrepreneurship relate to skills development (i.e. education) whilst promoting entrepreneurial initiatives.

### 2.2.1 Education & employability

Throughout the reporting period, the grants supported a total of **8,419 young people** through two main non-formal education programmes: competence development activities and mentorship schemes.

**Competence development activities** focus on two key topics: (1) **Life skills** in order to increase youth employability and making them apt to join the labour market – covered topics include drafting CVs and cover letters, communication and interview skills, IT and English courses; (2) **Entrepreneurship** activities on social entrepreneurship, employability, active citizenship and leadership – this also includes Entrepreneurship Schools<sup>15</sup> through which young people are encouraged to develop their business plans.

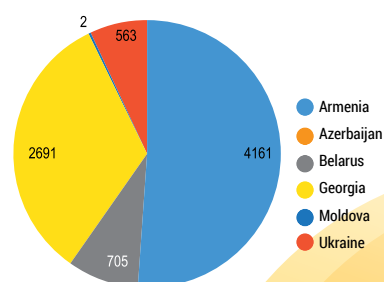
<sup>14</sup> The first grants from component 2 to be implemented started in February 2018.

<sup>15</sup> Two Entrepreneurship Schools have been developed in Georgia under the project "Enhancing Youth Education, Employment and Participation in Conflict-affected Areas".

Since February 2018, the grants have organised **576 competence development activities** for a total of **8,122 young participants**, of which 5,148 were young women and 3,748 were disadvantaged young people. As illustrated in Figure 4, the large majority of these activities were attended by Armenian and Georgian youth. In spite of the political instability experienced in these countries (e.g. government restructuring in Armenia and Georgia and the Velvet Revolution in Armenia), the grantees were able to overcome these challenges by:

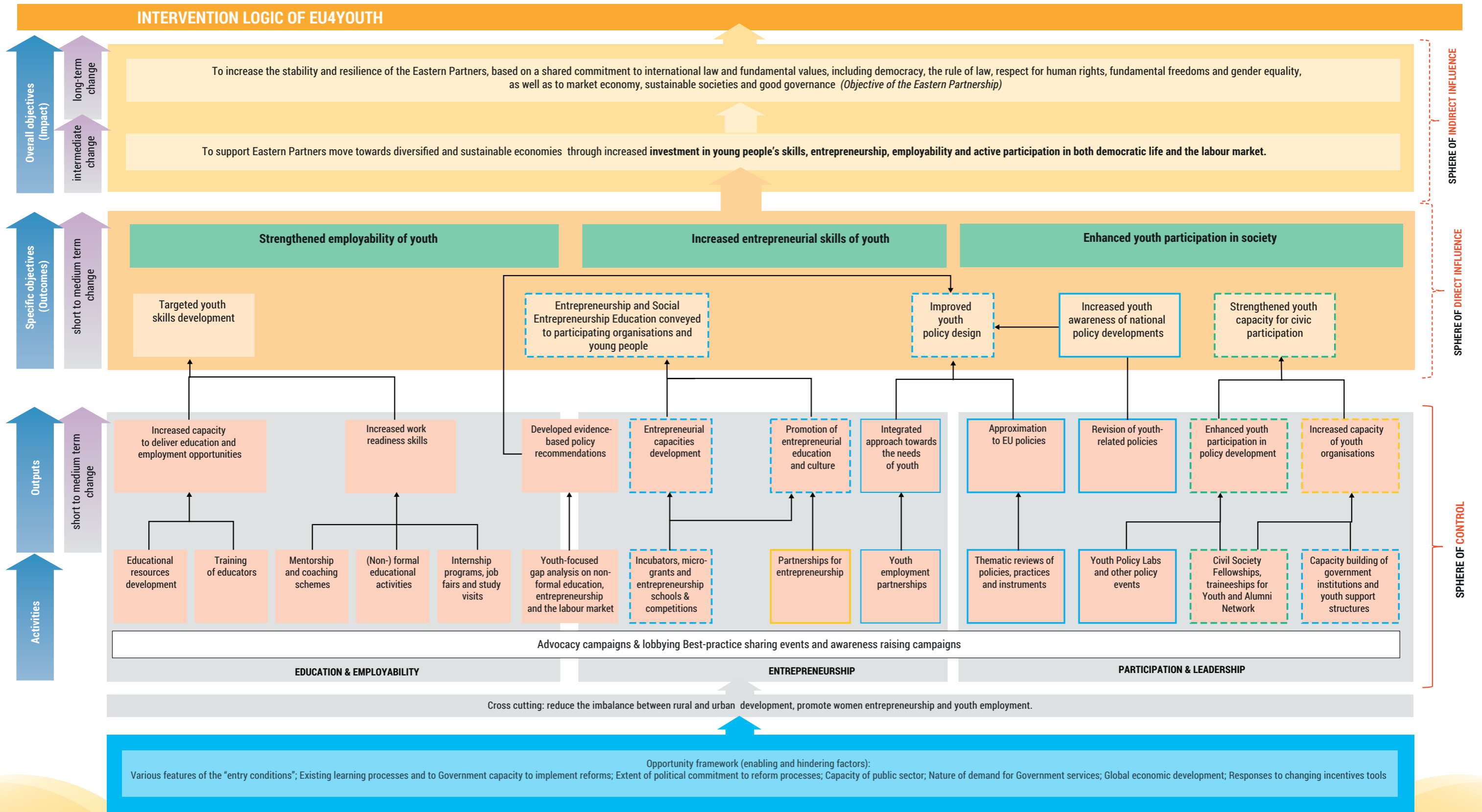
- **Successfully raising awareness and interest of target youth.** For instance, the project Better Skills for a Better Future (Save The Children) adopted an extensive EU visibility strategy combining media coverage, visibility materials (e.g. stickers, notebooks, pens, bags, etc.) and social media posts which had a total reach of 293,965 and 128,148 young people in Armenia and Georgia, respectively. The project Fostering potential for greater employability (Danish Red Cross) opted for a more tailored and targeted approach through which information sessions on project activities were organised in several high schools, universities, public places and among NGOs, thus further promoting learning opportunities to young people.
- **Coordinating field activities with the private sector and other stakeholders** within the sector of youth. For instance, in order to provide legislative recommendations to the Government of Armenia to regulate web-based learning (WBL), the project SAY YES – Skills for jobs (World Vision) established a dedicated working group with the support of the ETF. In order to ensure alignment and avoid the overlap of activities, all four EU4Youth grantees<sup>16</sup> which are active in Armenia meet once every 2 months.
- **Engaging in dialogue and cooperation with national authorities.** Due to the change in the Armenian government, Better Skills for a Better Future (Save The Children) and SAY YES – Skills for jobs (World Vision) started rebuilding relationships with key government stakeholders. Meanwhile, also in Armenia, local authorities have already supported the establishment of three Youth Clubs (Ijevan, Sevan, Gavar) within the project Fostering potential for greater employability (Danish Red Cross).

Figure 4: Youth participation in competence development activities per country (number of participants)



<sup>16</sup> Danish Red Cross, SOS Children's Villages, Save The Children and World Vision

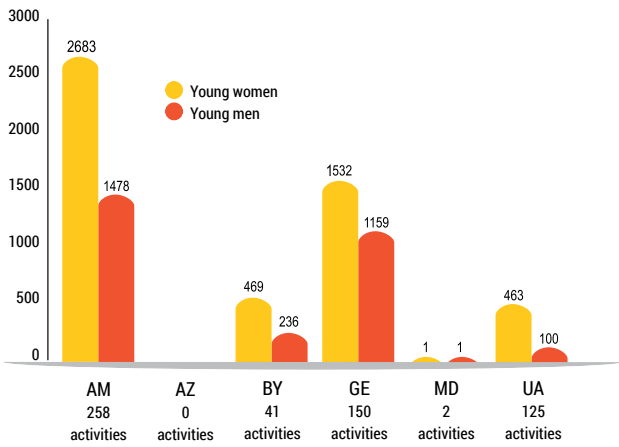
Figure 5: Intervention Logic of the EU4Youth Programme



"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

- Legend:
- Only Component 1
  - Only Component 3
  - Components 2 and 1
  - Components 2 and 3
  - Components 1 and 3

Figure 6: Participation in competence development activities per country (number of participants)



The data reported reflects the Initiative’s **cross-cutting focus** on ensuring inclusiveness of both young women and disadvantaged youth. Almost half (46%) of the participants in

competence development activities were disadvantaged youth while young women accounted for 63% of the total participants. As shown in Figure 6, all covered countries reported that the majority of participants were young women.

**Success story 1:**

An interesting success story regarding competence development activities occurred under the project ‘School Garden’ for Agricultural Entrepreneurship (Green Cross Belarus), which launched a large-scale initiative in Gomel, Belarus, to teach and encourage young people to explore how watermelons can easily grow. This case is particularly important as it is a clear example of how youth employability can be improved and leveraged to promote one of the country’s most important economic sectors: agriculture.

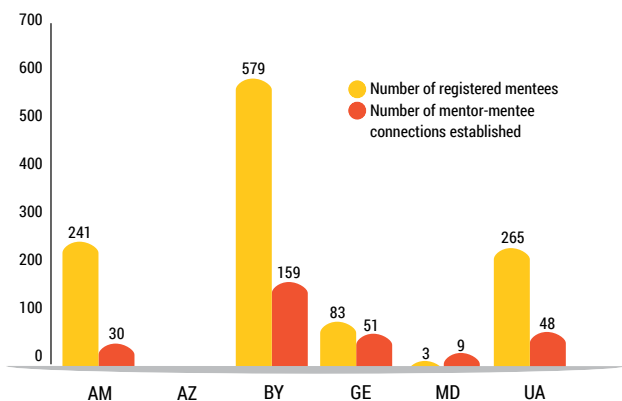
**Mentorship schemes** enable direct engagement by encouraging young people to generate and validate ideas, prepare business cases, plan resource management, etc., whilst being coached by qualified trainers who accompany them during the experience.



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Figure 7 illustrates that in spite of the large number of young people who received end-to-end mentorship during the mentorship programme, there was an even larger amount of youth who did not have the chance to participate. This clearly reflects the need to further develop similar programmes in the Eastern Partner Countries, particularly in Armenia, Belarus and Ukraine.

Figure 7: Registered and actual young mentees per EaP country

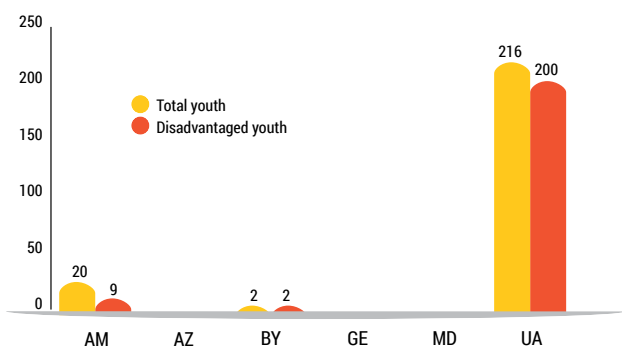


### 2.2.2 Entrepreneurship

In addition to non-formal education on entrepreneurship, the grant schemes also include specific activities aimed at increasing youth interest, knowledge and opportunities for (self-) employment. This section provides the key results achieved through financial assistance provided to young entrepreneurs, internship opportunities and job fairs.

**Financial assistance** was provided to 242 young entrepreneurs by means of micro-grants (max. €1,000) upon revision of their business plans. As illustrated in Figure 8, disadvantaged youth was successfully targeted as it represents 88% of all beneficiaries of financial support. It is also important to note that 67% of beneficiaries were young women entrepreneurs.

Figure 8: Financial assistance beneficiaries



The main contributor to these results was the project implemented by the Danish Refugee Council (DRC) which facilitated financial support to 177 young people.

As shown in Figure 8, Ukraine was the main beneficiary of this due to the fact that DRC has provided 100% of its EU4Youth micro-business and agricultural grants to Ukraine.

#### Success story 2:

A common challenge across the Eastern partner countries is the lack of access to finance for SMEs and aspiring entrepreneurs, especially young people. Thanks to the project Employability and Stability (SOS Children's Villages), a young entrepreneur was able to turn her old garage into a new bakery business in Yerevan.

#### Success story 3:

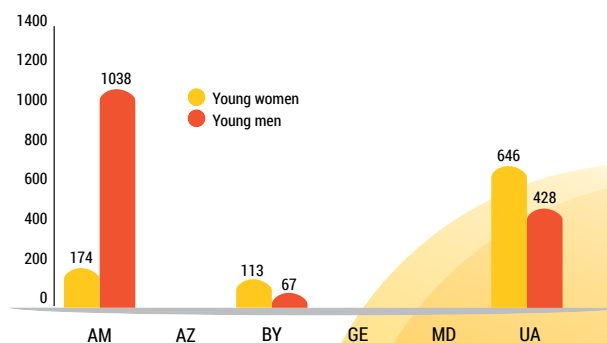
Through the project Better Skills for Better Future (Save The Children), young people had the opportunity to receive entrepreneurship courses and be selected for a micro-grant. This was the case for Yevhen Fedyk from Ukraine who was able to gain the necessary confidence during the courses and received financial support to start his own company.

#### Success story 4:

Yet another real-life example of how EU4Youth micro-grants have benefited the life of young people is the case of a young Ukrainian who used to work as a miner in Donetsk. After receiving funding from the project "Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine" to purchase barber's equipment, he was able to open his own local business.

**18 Job fairs** provided the opportunity for 2,466 young job seekers to be informed of employment opportunities. The fairs were organised within the scope of the projects SAY YES - Skills for jobs (World Vision), Fostering potential for greater employability (Danish Red Cross) and Better skills for a better future (Save The Children). Within the scope of the latter, the initially planned number of fairs in Ukraine was only four, but five additional fairs were organised due to the high need and interest from young people to attend such events.

Figure 9: Youth participation in job fairs





### Sweet dreams come true

Alla Soghomonyan, one of the grant winners of the EU4Youth project 'Employability and Stability in Armenia, Belarus and Ukraine' launched her new 'AllSweet' bakery in the Arabkir district of Yerevan, having turned her old garage into a beautiful shop, thanks to EU support.

“ I didn’t even believe there was such an incredible project that could have this huge influence on my life. I had a lot of difficulties in my life, my children and how to make ends meet for all of us. Now I have a great change in my life, change in the manner of thinking and acting, and I believe that my business will grow and become successful.”

Alla Soghomonyan

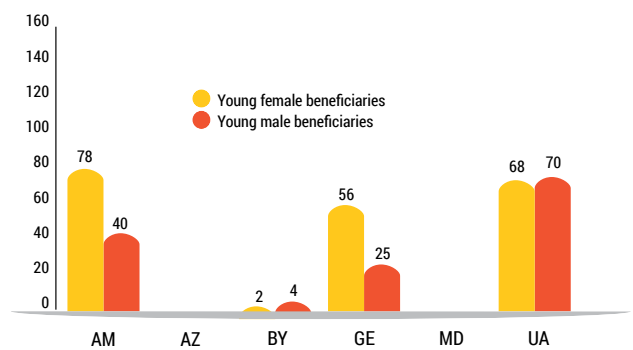
As illustrated in Figure 9, young women in Ukraine accounted for approximately 60% of participants.

On average, 38% of the total participants across the Eastern partner countries were young women, while only 12% of the total participants were disadvantaged youth.

These job fairs facilitated networking between youth and potential employers, and this is reflected by the number of youth who benefited from internship opportunities.

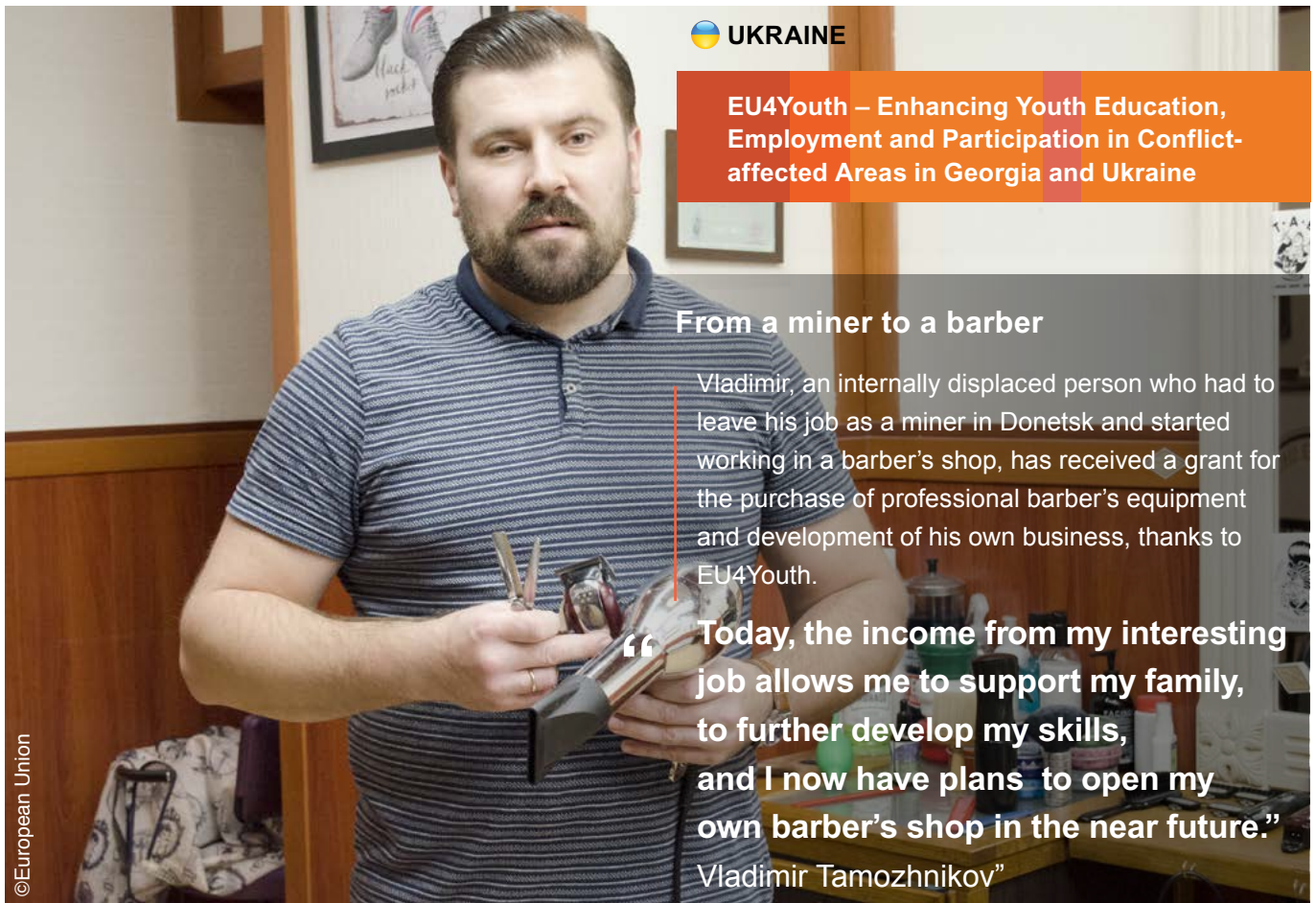
**Internship opportunities** were granted to 343 young people of which 60% were young women and 47% were disadvantaged youth. The three projects contributing to this were *Better skills for a better future* (Save The Children), *Employability and Stability* (SOS Children’s Villages) and *Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine* (Danish Refugee Council). As illustrated in Figure 10, these grants provided internship opportunities mainly to youth in Armenia, Georgia and Ukraine. It is also important to note that not only large companies were invited to be at these job fairs but also local companies as well as non-profit organisations.

Figure 10: Internship opportunities and beneficiaries



In addition to acquiring professional experience and bringing value to their CV, some of these beneficiaries were also able to find a job after they completed their internship thus increasing their stability and economic prosperity.

Under the *Employability and Stability* (SOS Children’s Villages) project, some of the disadvantaged young people looking for a professional occupation (i.e. internships, apprenticeships and jobs) were able to successfully find a job.



UKRAINE

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

**From a miner to a barber**

Vladimir, an internally displaced person who had to leave his job as a miner in Donetsk and started working in a barber’s shop, has received a grant for the purchase of professional barber’s equipment and development of his own business, thanks to EU4Youth.

“Today, the income from my interesting job allows me to support my family, to further develop my skills, and I now have plans to open my own barber’s shop in the near future.”

Vladimir Tamozhnikov”

**2.2.3 Participation & leadership**

The progress achieved with regards to youth participation can be looked at from two different perspectives: at government level and at beneficiary level.

**Youth Policy Reforms** are essential to ensure that the necessary structures are put in place to support and promote youth integration and civic participation in the economy and society. During the reporting period, a total of 17 youth structures were supported by the grantees. More specifically, Georgia and Belarus have shown significant progress, as 16 of these structures (10 and 6, respectively) have been supported/ established within the projects *Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine* (Danish Refugee Council) and *Fostering potential for greater employability* (Danish Red Cross).

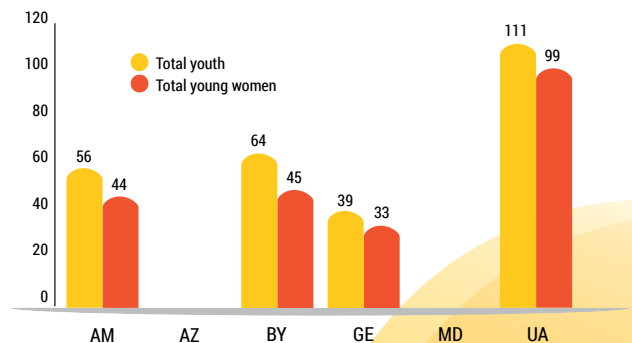
Furthermore, 103 legislative recommendation sets have been prepared in order to improve youth education, entrepreneurship and participation in Armenia. These evidence-based recommendations have been developed upon the findings from internal project evaluation activities.

**Success story 5:**

By conducting a labour market analysis and gender study which was performed within the project “Fostering potential for greater employability”, the Red Cross was able to identify concrete challenges to women’s employment in the high-tech sector and to develop potential solutions to this current issue.

**Certification and validation of skills** is a well-known asset that brings added value to CVs and can be a decisive factor for employers when selecting new candidates, thus being an important factor enabling youth participation in the labour market. For this reason, three of the ongoing grants include activities through which young beneficiaries not only complete trainings but also receive specific certification/diplomas confirming these achievements. As illustrated in Figure 11, young people in Ukraine were the main beneficiaries of these activities, especially young Ukrainian young women who accounted for 37% of beneficiaries.

*Figure 11: Number of youth completing certification and validation procedure*







### EU4Youth – Better skills for a better future



#### Unlocking business potential

Ukrainian Yevhen Fedyk wanted to start his own company. Entrepreneurship courses gave him confidence, and the grant he won became the starting capital. He received both within the framework of the EU4Youth programme, financed by the European Union.

“ My business is successful. I am confident in the future, I have a job”,  
Yevhen Fedyk

#### Success story 6:

An interesting success story related to youth participation is the creation of the SKYE Youth Clubs ('Skills and Knowledge for Youth Economic Empowerment') through the project SAY YES – Skills for jobs and how they have been able to involve youth in a number of educational, entrepreneurial and socialisation activities. In November 2019, one of these clubs organised the Youth Festival 2019 – a two-day event in Adigeni, Georgia, to promote the socialisation of young people in the region and raising their awareness to cultural diversity and tolerance.

An **EU4Youth Alumni network** has been set up under the coordination of the *EU4Youth Coordination and Support* team with the objective to strengthen the inclusion of disadvantaged youth groups from Eastern partner countries in accessing and benefiting from the opportunities offered to youth for mobility or other forms of civic engagement by the European Union as well as by other donors or local initiatives.

The network aims to streamline all beneficiaries of EU Mobility Programmes in the Eastern partner countries and existing youth networks, such as the Young European Ambassadors (YEA) networks, EaP Civil Society Fellows, EU4Youth programme beneficiaries, Beneficiaries of Erasmus+ Youth in Action programme and European Solidarity Corps programme into a unified network. During its initial stage in early 2020, 60 young people (10 from each Eastern Partner country) were

selected to participate in the network<sup>17</sup>. The network members will participate in a number of activities, each of which contributes to the achievement of the final goals.

#### 2.2.4 Communication and Events

Communication, organisation of campaigns and events are activities that relate to all three identified pillars. Throughout the reporting period, continuous support was offered to the grantees through the generation and promotion of content for the [euforyouth.eu](http://euforyouth.eu) webpage and related social media channels as well as with their communication and visibility actions. **58 content items** were uploaded on the webpage (47 news, 5 event announcements, 4 success stories, 1 opportunity and 1 video).

To promote the local impact of EU4Youth projects, beneficiary-focused success stories have been developed and promoted. These success stories are developed with the support of local journalists, validated with EU Delegations and published on the [euforyouth.eu](http://euforyouth.eu) webpage. A selection of these success stories is also presented throughout this report.

<sup>17</sup> An additional 10 alumni from Russia were added, bringing the total to 70 participants. The participation of Russian alumni is funded by SALTO EECA as part of its geographical mandate covering the six Eastern partner countries and the Russian Federation.

### Supporting young women in IT

A labour market analysis and gender study have been conducted as part of the 'EU4Youth: Fostering Potential for Greater Employability' project. The results of the study on 'Access to the labour market in the high-tech sector: young women in Mahiliou and Babruisk' are significant in highlighting and finding solutions to the main problems related to women's employment in this sector.

“ Thanks to this project we can estimate the potential of vulnerable young people and give them life skills which will help them to find employment.”

Romania Skomoroshko,  
BRC deputy Secretary General

Additionally, an EU4Youth Communication Guide for Grantees was developed to better guide the projects in their communication and visibility activities as a part of EU4Youth Programme. To keep the EU4Youth stakeholders updated of the Programme's developments, newsletters have been produced and distributed in February, July and December 2019. Subscription to the newsletters has increased steadily (98 in February and 145 in December).

### 2.3 Progress towards the 2020 targets

The **20 Deliverables for 2020**<sup>18</sup> have laid out a number of concrete tangible results to be achieved for young citizens across the six Eastern Neighbours. Since its inception in early 2018, EU4Youth Component 2 grants have greatly contributed to supporting education, employment and civic participation of youth.

The table below presents an overview of the different deliverables within the scope of Component 2 grants and their state-of-play.

<sup>18</sup> <https://bit.ly/311Jsjp>


 GEORGIA & ARMENIA

EU4Youth – SAY YES Skills for Jobs



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### Youth clubs for community

23 new SKYE Youth Clubs have been set up in Georgia and Armenia, thanks to the support of EU4Youth. In November 2019, one of them organised “Youth Festival 2019”, a two-day event in the town of Adigeni, Georgia, with the aim of promoting the socialisation of young people living in the region and raising awareness of cultural diversity and tolerance.

Table 1: Overview of state-of-play of 2020 targets monitored under EU4Youth Programme

Target by 2020	State of Play	Achieved
Priority IV: Mobility and people-to-people contacts		
Partner Countries develop employment and transition strategies and skills-development actions	<i>Armenia:</i> <ul style="list-style-type: none"> <li>• <b>103 legislative recommendation</b> sets were developed</li> <li>• <b>17 structures established/ supported</b> promoting youth integration</li> </ul>	In progress
The percentage of vocational education and training graduates in employment or further study after six months is increased	<b>198 unemployed targeted youth from Armenia, Belarus and Ukraine became (self) employed</b> thanks to the projects <u>Employability and Stability</u> (SOS Children’s Villages), <u>Better skills for a better future</u> (Save The Children) and <u>Enhancing Youth Education, Employment and Participation in Conflict-affected Areas in Georgia and Ukraine</u> (Danish Refugee Council).	In progress
Reduced mismatch between skills and labour market demands	<b>396</b> young people in Belarus reported an <b>improved supply-demand match</b> of skills	In progress



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'EuroSchool' Azerbaijan 2016



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Young European Ambassadors' visit to the Republic of Moldova

# 3. Mapping of Youth Programmes

The EU4Youth programme is of course not the only programme funded by the EU or other donors with a focus on youth implemented in the Eastern Partnership region. In order to acquire a full overview of the resources and projects contributing to the empowerment of young citizens across the Eastern partner countries in recent years, a mapping database has been developed within the scope of the EU4Youth Coordination and Support project. This database provides a compilation of all projects benefiting young people (directly or indirectly) for which a financial commitment has been made during the **period 2014-2018** and whose allocated **budget is above €200,000**. Since several projects in the youth field are conducted on a small scale and with low budget, this mapping database provides an underrepresentation of the actual number of projects (and level of funding) dedicated to youth.

For the purpose of this mapping exercise, the target group consists of all **young people aged 16-35**. Among other variables, for each project recorded, the database indicates whether it is EU-funded, the specific donor(s), implementers, target groups, geographical coverage and budget. The database can be used to analyse a number of different aspects of youth support in the Eastern Partner Countries – e.g. investment trends in the youth field, the extent to which different target groups are supported, key stakeholders and donors, etc. – as such, it is expected to support further tailoring of the EU4Youth Programme and EU policy-making.

During the last few years, there has been an increasing trend in EU and non-EU support to empower young people to actively participate in society and the labour market. Although this support is not always declared to be specifically targeting young people, there are certain target groups and sectors whose progress has an undeniable positive effect on the young generations, e.g. education, culture, civil societies, agriculture, etc. Including such projects in the mapping database also contributes to the early identification of potential synergies and cross-sectorial cooperation. The sections below provide an overview of the general findings from the mapping exercise, the sectors supported and target groups benefiting from the mapped actions. This chapter ends with a set of reflections on opportunities to be explored.

## 3.1 General findings

The mapping exercise has shown that during the years 2014-2018, a total of €1.95 billion have been allocated to projects implemented in the Eastern partner countries which benefit young people, directly or indirectly. With a total support of **€1.53 billion**<sup>19</sup>, the European Union institutions are by far the largest donor in this region representing a total of 79%, followed by non-EU donors (e.g. UN agencies, USAID, World Bank, etc.) with €343.1 million and finally the EU Member States which have contributed with a total of €69.1 million mainly through national development agencies and governmental bodies.

Figure 12: Financial support overview per type of donor

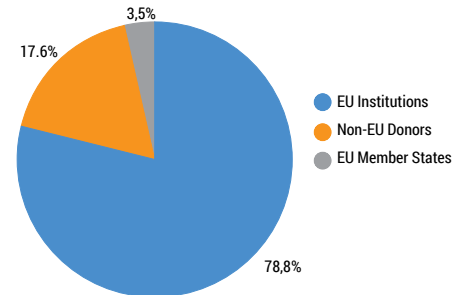


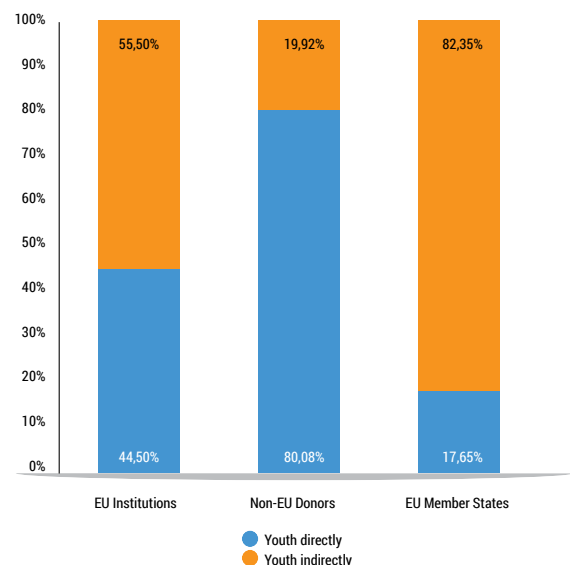
Figure 12 provides an overview of how important the support provided by these three types of donors is for the Eastern partner countries. Projects funded by EU institutions have an average budget of **€4.9 million**. Projects funded by non-EU donors have an average budget of €5.4 million, while projects funded by EU Member States have on average a budget of €1.3 million.

### 3.1.1 Benefiting youth directly and indirectly

The projects mapped during this exercise have been included due to their benefits for young people regardless of whether this was specifically set out in the project objectives or not. For instance, although cultural projects are mainly focused on contributing to stronger communities, such activities (e.g. theatre, cinema, music, etc.) will also inherently benefit young people due to their proportionately high interest and engagement in these topics.

As illustrated in Figure 13, while the EU Institutions show a rather balanced distribution (i.e. **55% vs 45%**), the figures for EU Member States and non-EU donors are off-balance.

Figure 13: Distribution of budget per projects (i.e. 351 in total) benefiting youth directly and indirectly

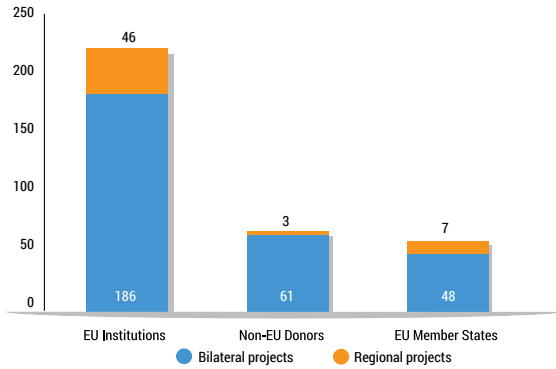


<sup>19</sup> Figures in bold relate to budget allocated directly from EU Institutions.

### 3.1.2 Regional and bilateral projects

Out of the total of 351 mapped projects<sup>20</sup>, 56 are regional (i.e. implemented in at least two EaP countries) and 295 are bilateral actions. The European Union has financially supported the vast majority of projects, having funded 82% and 64% of regional and bilateral projects respectively. A more detailed overview of this is shown in Figure 14.

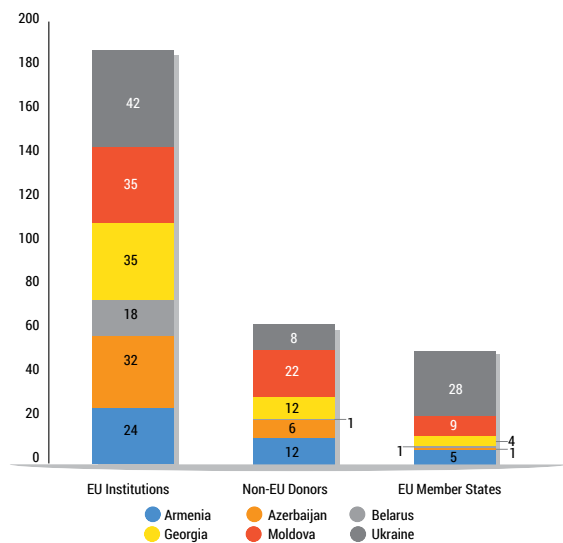
Figure 14: Distribution of regional and bilateral projects per type of donor (351 projects)



### 3.1.3 Geographical distribution: Bilateral actions

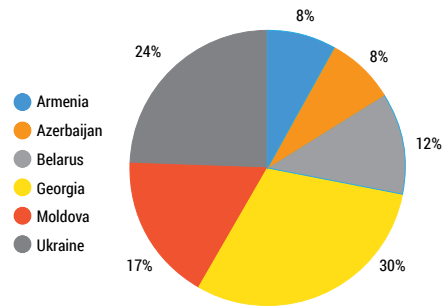
Regional projects are implemented in more than one country and therefore it is not safe to make assumptions regarding their budget split per country. Bilateral projects, however, are directly targeted at one specific country. The total of 295 mapped bilateral projects account for 78% (€1.53 billion) of the total financial support provided by the donors of which the European Union provided 76% amounting to **€1.16 billion** while EU Member States contributed with 4% (i.e. €59.9 million) and non-EU donors with 20% (€311.4 million).

Figure 15: Number of projects supported per donor type, in each Eastern Partner country



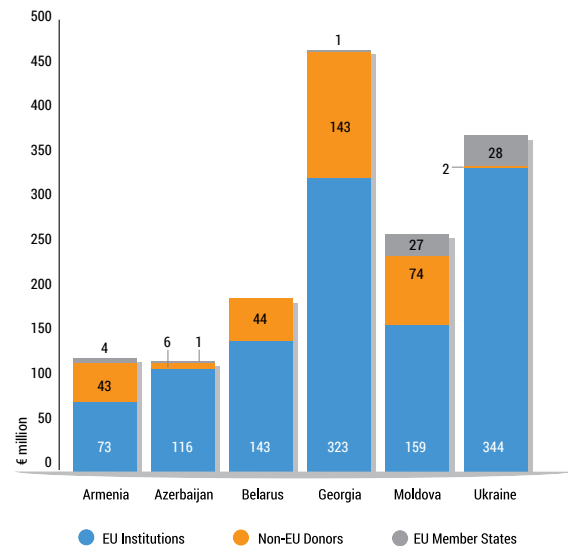
Georgia has received the highest amount through bilateral actions totalling €466.5 million (i.e. 30%) of which **€322.8 million** are EU-funded, followed by Ukraine and Moldova accounting for 24% and 17% respectively of the total budget.

Figure 16: Distribution of financial support through bilateral actions to the different EaP countries



EU Member States have provided bilateral support to all Eastern partner countries; Moldova and Ukraine were the largest beneficiaries having received €27.3 and €27.7 million respectively.

Figure 17: Distribution of financial support through bilateral actions to the different EaP countries, per donor type.

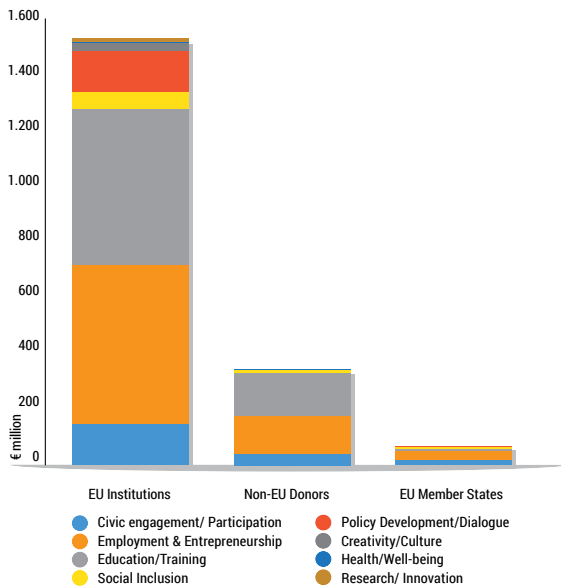


<sup>20</sup> Given the criteria applied (i.e. for the period 2014-2018 and for a budget above €200.000).

### 3.2 Supported sectors

For the purpose of this mapping exercise, eight sectors have been identified. This section provides an overview of the funds allocated to these different sectors. It is important to note that each project is assigned to one single sector, i.e. their main scope of work.

Figure 18: Distribution of financial support provided to the different sectors (absolute values)



As illustrated in Figure 18, ‘**Employment & Entrepreneurship**’ (€739.9 million) and ‘**Education/Training**’ (€724.1 million) are the sectors to which the three types of donors have provided the most support. EU Institutions dedicated a total of **€571.6 million** to employment and entrepreneurship, while **€563.4 million** were allocated to initiatives and projects aimed at improving education and training opportunities<sup>21</sup>.

Although a much larger budget is provided by the EU than by the other donors, it is important to note that in both cases the figures presented are an under-representation of reality given that the criteria applied for this mapping exercise excluded projects with a budget inferior to €200,000. This is particularly important in the context of projects focused on employment and entrepreneurship, where several small-scale projects are rolled out. Important non-EU funded projects include the Georgia National Innovation Ecosystem Project (€38 million) implemented by the World Bank, and Skills for Business (€12 million co-funded with the EU) conducted by GIZ in three EaP countries: Armenia, Azerbaijan and Georgia.

21 It is important to note that projects under the Erasmus+ programme have been excluded from the analysis due to their geographical scope not being limited to EaP countries. Given that the programme benefits organisations and participants from both EaP and EU countries, it is not possible to safely assume a budget split per country. Projects within the EU4Youth Programme Components 1 and 2 have been linked to either the sector of education/training or employment/ entrepreneurship.

Ranking third and fourth are the sectors of ‘**Civic engagement**’ and ‘**Policy development**’ with a total budget of €204.6 million and €152.5 million respectively. The European Union has contributed to these amounts with a total of **€146.9 million** and **€147.8 million** respectively. In order to foster active citizenship of young people across the Eastern partner countries, EU-funded projects tackle this matter on two fronts: bottom-up by motivating young people and providing them the necessary information regarding available opportunities and civic duties to enrich their potential as young citizens; and top-down by addressing the existing policy gaps and contributing to the creation of an inclusive policy framework which promotes and encourages the participation of young people in the policy development procedure.

Projects directed towards the promotion of ‘**Social Inclusion**’ receive a total of **€59.9 million** from the European Union, which represents 76% of the total funding dedicated to this sector. It is, however, important to note that social inclusion is often a cross-cutting priority as several EU-funded projects attempt to follow the guiding principles of ensuring gender equality of their beneficiaries and inclusion of less fortunate groups, such as disadvantaged people.

In addition to the EU-funded projects, other important non-EU donors and EU Member States have contributed to greater social inclusion such as the Swedish Government (i.e. €13 million to Belarus, Moldova and Ukraine), the Swiss Development Agency “Solidar Swiss” (€5 million in Moldova) and Swiss Caritas and Stiftung Kinderdorf Pestalozzi who each contributed €3 million in Moldova.

The three sectors receiving the least funding are ‘**Creativity/ Culture**’, ‘**Research/Innovation**’ and ‘**Health/Well-being**’ with a total support of €29.2 million, €13 million and €6.9 million respectively. Among these sectors, the European Union provides the greatest share of financial support, accounting for 94%, 98% and 100% of the total support that these sectors have received over the years 2014-2018. The main EU-funded project within the cultural sphere was the regional EaP Culture Programme II (€5 million) as well as various regional projects implemented in both Belarus in Ukraine. This sector receives further support as four of the six EaP countries are associated to Creative Europe and can compete with other EU partners for funding. Regarding projects aimed at improving the health and well-being of citizens, the main mapped actions are the Strengthening Air Quality Monitoring and Environmental Management Programme (SAQEM) in Belarus (€3.5 million). There are currently no EU projects supporting Azerbaijan, Moldova or Ukraine in this sector.

Figure 19 presents the distribution of financial support and how this is allocated to the different sectors in relation to the total budget provided by the three categories of donors. It is interesting to see that, in spite of the significant differences in financial support, all three types of donors have adopted the same priorities in terms of sectors.

Figure 19: Distribution of financial support provided to the different sectors (relative terms)

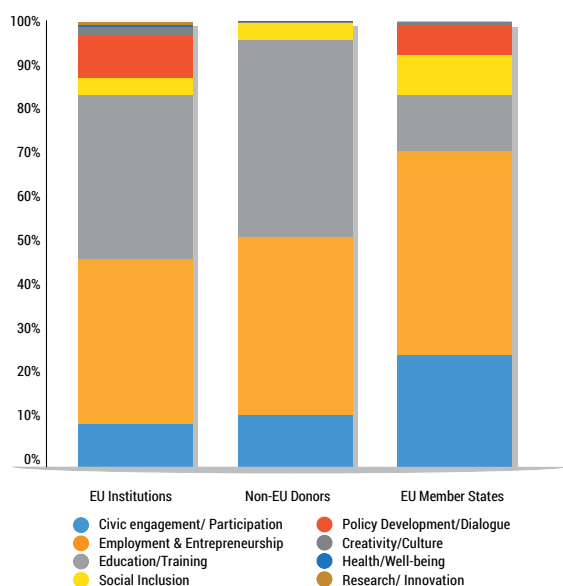
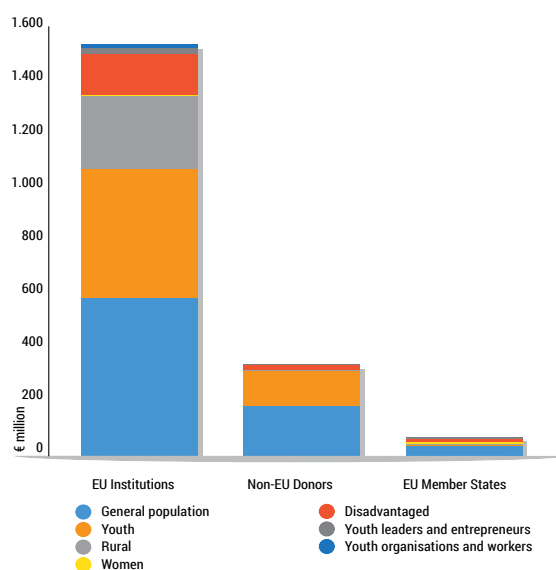


Figure 20: Distribution of financial support provided to the different target groups (absolute values)



### 3.3 Key target groups

For the purpose of this mapping exercise, seven different target groups have been defined: general population<sup>22</sup>; youth in general<sup>23</sup>; rural population<sup>24</sup>; women<sup>25</sup>; disadvantaged<sup>26</sup>; youth leaders and entrepreneurs<sup>27</sup>; and youth organisations and youth workers<sup>28</sup>. Similarly to the sectors, each mapped project is linked to a single target group and projects within the Erasmus+ programme have been excluded.

The target group receiving the most support has been ‘**Population in general**’ which is the case when a project does not specifically address a limited number of people but rather the overall citizens in a country. This group received a total amount of €813.9 million of which **€591.4 million** were provided by EU Institutions. ‘**Youth**’ which is a more limited target ranked second in financial support received, with a total of €618.5 million, of which **€480.4 million** were provided by the European Union institutions.

**Rural population** and **disadvantaged youth** ranked third and fourth with a total budget of €287.9 million and €181.2 million to which the EU Institutions contributed with **€272.8 million** and **€149.5 million** respectively.

Disadvantaged youth is a main target group for various projects within the EU4Youth Programme, Component 2. In addition, disadvantaged youth are also the key target of other major EU-funded projects such as the Georgian Educate, Employ, Advocate and Legislate for Equal Opportunities for People with Disabilities (**€46 million**, under the Skills4Jobs II Programme) and Inclusive Economic Empowerment of Focal Regions of the Republic of Moldova (**€23 million**).

In addition to the EU funding, disadvantaged people have also received support from other donors who have greatly contributed to improving the livelihoods of citizens, such as the Swiss Development Agency (€18 million to Moldova through the project Joint Equal Opportunity Initiative Phase II), the Danish Government (€7 million to Ukraine through the project Inclusion Labour Market for Job Creation) and GIZ (€6 million to Azerbaijan, Armenia and Georgia through the project Economic and Social Participation of Vulnerable Displaced and Local Populations in the South Caucasus).

The target groups receiving the least support have been **women and youth organisations/workers** with a total of €16.3 million and €11.5 million, to which the EU dedicated **€5.9 million** and **€11.5 million** respectively. However, it is reasonable to assume that this budget is a clear under-representation of the actual amount spent on these target groups. In spite of the low EU budget directly dedicated to women, gender balance is a cross-cutting priority which must be reflected across all EU interventions. Even if women are not considered as a project’s primary target, gender equality is still an issue which must be reflected in project activities and results.

Furthermore, youth organisations and youth workers benefit greatly from transnational Erasmus+ projects which have been

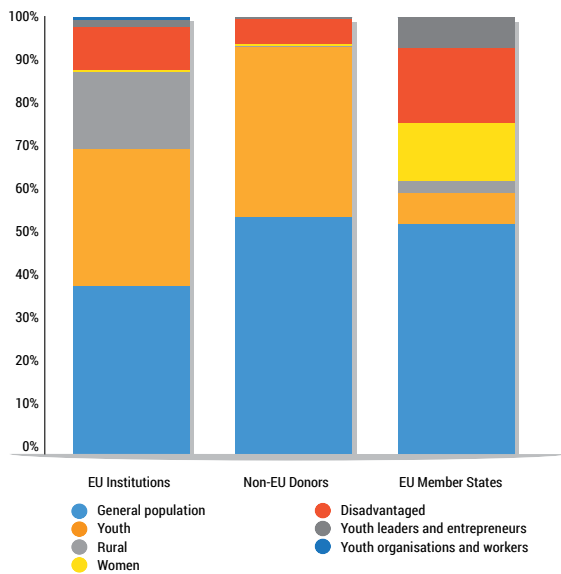
22 Refers to all citizens which by default also includes young people.  
 23 Refers to young people without making any distinction.  
 24 Refers to rural population in general.  
 25 Refers to women in general which by default also includes young women.  
 26 For the purpose of this analysis, the concept of “disadvantaged” is understood as per the Erasmus+ Programme Guide. This definition is in footnote 4 of this report.  
 27 Refers to young people with the potential to actively contribute to society, either on a social or economic level.  
 28 Refers to the active youth involved in these organisations.



excluded from this analysis due to the lack of data on country-level and the difficulty to make such assumptions. It is also often the case that small youth organisations receive a somewhat low budget (in comparison to other larger-scale projects) below €200,000 and therefore are not eligible for this analysis.

Figure 21 presents the distribution of financial support and how this is allocated to the different target groups in relative terms to the total budget provided by the three categories of donors. The figures show that the three donors do put their own accents on which target groups to focus on. While for all three donors general population and youth do get the largest share of funding, it seems that rural population benefits almost solely from EU-funded projects. From the total of €287.9 million allocated to people living in a rural environment, €272.8 million are a result of EU support. EU Member States have, on the other hand a more diversified targeting with relative importance given to women, youth leaders and entrepreneurs and disadvantaged youth.

Figure 21: Distribution of financial support provided to the different target groups (relative terms)



### 3.4 Tailoring EU support

The European Union is the largest donor across the Eastern Partner Countries, being responsible for **78.8% of the total youth-related financial support**. The mapping exercise has shown that ‘Education and Training’ and ‘Employment and Entrepreneurship’ have been the **sectors most supported** by the EU Institutions and non-EU donors, while EU Member States have mainly contributed to ‘Employment and Entrepreneurship’ and ‘civic engagement’. ‘Health and Well-being’ is the least supported sector. In the alignment to the EU Youth Strategy as well as considering recent developments related to COVID-19, this aspect could be better reflected in the support efforts for the Eastern partner countries.

The **least supported target groups** are women and youth organisations/youth workers. It is reasonable to assume that this budget is a clear under-representation of the actual amount spent on these target groups, as resources might be more scattered over smaller projects or, in the case of women, integrated as cross-cutting priority in larger projects. The fact that resources are more divided over smaller projects might, however, increase the challenge of achieving good coordination and synergies across the projects and increase results achieved with regard to these target groups. In spite of the fact that gender balance is a cross-cutting priority, this has not proven sufficient to significantly enhance educational, employment and participation of young women in society. Ethnic and/or religious minority groups are also rarely addressed directly through project, although these groups often also fall under the category of disadvantaged citizens. **More targeted projects to support minorities in remote and/or rural areas** would reach a significant share of disadvantaged people including youth and women in particular.

To further promote youth civic participation, more **youth structures should be developed and promoted**, i.e. venues dedicated to young people such as youth centres, secular and non-commercial public spaces where they can practice self-determination. It often happens that even if local municipalities wish to offer such spaces, they are unable or unwilling to cover their costs of maintenance. Only one EU-funded project with this focus has been identified in the mapping database, the *Centre of Gender Culture as a Platform for Empowerment of Women and Youth in Ukraine* (€645.000). Youth structures are also particularly relevant to address the needs of NEETs<sup>29</sup> who often lack social skills and have difficulties in communicating.

According to the project descriptions within sectors benefiting youth indirectly (e.g. culture and creativity, civic engagement and participation, etc.), it seems that donors do not often consider young people as a group deserving special attention in terms of further promoting their involvement. In order to promote youth participation in such sectors, greater **awareness raising and cross-sectoral coordination** are needed. Youth actors (including national stakeholders) must understand the importance and potential of younger generations to actively contribute to society and economic growth. Such efforts would facilitate the contextualisation of youth in society and encourage national government structures to contribute more.

29 Not in Education, Employment or Training



EU4Youth Alumni Kick-off meeting in Ukraine, 2020



Young European Ambassadors' Meet-Up 2017

# 4. EU4Youth – The way forward

In March 2020, the European Commission published a joint communication on the Eastern Partnership policy beyond 2020, based on a broad consultation that ran from May 2019 until the end of October 2019<sup>30</sup>. While taking stock of the achievements made in the preceding years, the communication mainly looks forward in defining the main policy objectives of the future Eastern Partnership. **Delivering on resilient, sustainable and integrated economies** that work for all remains a key policy objective. Investing in people, particularly young people, by also better connecting education, research and innovation with private sector needs will be key in delivering on this objective, assisting the partner countries to face tomorrow's challenges. Also under the policy objective to build **resilient, fair and inclusive societies**, an important focus will be implemented on youth participation and leadership.

This last chapter of the Achievements Report will reflect on the main challenges linked to these defined policy objectives and how the EU4Youth Programme can be further developed to provide a stronger contribution to these policy objectives. The elements presented in this chapter are common to the entire Eastern Partnership region, while the particularities for each country are noted where appropriate.

The recommendations elaborated in this last chapter build further on the results presented in chapters 2 and 3 and on findings resulting from regular communication, progress reviews and meetings with the grant scheme implementers. An in-depth analysis of these projects and their activities was carried out during October 2019 and followed by exchanges with experts.

## 4.1 Main challenges

### 4.1.1 Employment and educational challenges

Education systems in the Eastern partner countries underwent significant change after the disintegration of Soviet Union, and had to redefine their social and economic role. With the collapse of the planned economy around which the Soviet education system had been built, a central concern for educational policy-makers during the post-Soviet period has been the fundamental **“mismatch” between labour supply and demand**. This mismatch exists both qualitatively (in terms of the types of skills necessary for a market economy) and quantitatively (regarding the numbers of graduates required for different industries and sectors).

Education systems in the partner countries remain in a process of transition and still face the current mismatch between the labour market reality and the expectations of young citizens eager to find a professional occupation and become financially independent. Reforms implemented in the education system indicate a particular concern for the qualitative aspects of the mismatch and highlight the need to provide young people with wider sets of skills. It requires to establish new partnerships with stakeholders at local and national levels.

Further cooperation with the private sector would (1) ensure clarity on the required skills and development of training programmes accordingly; and (2) increase the number of internship/traineeship placements offered to young people to familiarise them with the corporate context and required skillset.

In recent years, sociologists have drawn attention to the growing disparity between the stated goals of education and labour market policies on the one hand, and the changing priorities, choices and experiences of young people on the other. Belarus is the only country in the Eastern Neighbourhood region where the education system continues to attempt to foster an ideal-type transition from school to work. In other Eastern countries, transitions from education to the labour market have become both ‘destandardised’ and ‘individualised’. Young people are assumed to take more individual responsibility for their labour market prospects by pursuing prolonged periods of combined work and part-time study.

### 4.1.2 Youth policy dissonances

The approach of youth policy implementation and the definitions and priorities of youth policy objectives are different in the individual countries of the region. Due to significant demographic, economic, ethnic, religious and geographic diversity, the Eastern partner countries are struggling with various challenges in the system of exercising authority, in the economic and social sphere, and in active or unresolved conflicts. Their societies and democratic mindsets are relatively young, compared to European Union countries. Democratic processes such as youth participation in policy-making procedures are very different among the Eastern partner countries and at different levels (e.g. family, schools, society, etc.). Local and national authorities often fail to understand the **need for structured youth dialogue processes and its applicability at the policy-level**.

There are two trends in the approach of authorities in the Eastern partner countries towards the youth sector:

- a permissive approach, with broad government incentives for youth organisations to take up grass-root, upward initiatives and with numerous incentives for the sector of non-governmental organisations, without obstruction of activities financed with foreign funds (Armenia, Georgia, Moldova, Ukraine);
- a strict approach, with tight control of the activity of youth organisations financed with foreign funds, with strong influence and at times limitation of their activity (Belarus and Azerbaijan).

While the permissive approach shows some promising results, a strict approach seems not to motivate young people to increase their civic participation. This makes it more difficult to mobilise young people and keep them engaged.

As in EU countries, young people in the Eastern partner countries have passive civic and social attitudes. Young people from rural areas and distant mountain regions are particularly vulnerable since they rarely take part in elections and do not become involved in social issues of their village, region or country. The rapid evolution of information and communication

30 <https://bit.ly/3hMJvEC>

technology (ICT) could bring new tools and solutions for social mechanisms and create new frameworks for economic and educational spheres, youth policies and youth engagement.

#### 4.1.3 Youth social inclusion

Social inclusion is a priority for all the national governments in the region. Although the definition of social inclusion in Eastern partner countries might differ, the target groups in majority of cases are the same: young people with disabilities and youth facing geographical obstacles, socio-economic and learning difficulties.

A particularly worrying challenge in the youth employment field is the growing number of young people who are NEET (not in employment nor in education and training). The proportion of NEETs in the region in 2016 ranged from 8.2% in Belarus to 27.9% in Georgia and 28.5% in Armenia. This state of inactivity of young people affects their skills (cognitive, job-related and social) and their employability.

In the case of Azerbaijan, Georgia and Ukraine, there is an additional priority group of internally-displaced people (IDP). Differences also exist in approaches towards the inclusion of young people facing discrimination due to sexual and gender issues, as well as towards disadvantaged youth, due to cultural differences.

It remains a challenge to ensure the inclusion of these disadvantaged youth in society, particularly in civic, educational and professional fields. This concern was already raised in the Evaluation Report of the 1st EaP Youth Window (2012-2013), which was presented during the 2nd EaP Youth Forum in Riga and also highlighted in the study on Inclusion in EaP countries and Russia which was conducted in the framework of the Erasmus+ Programme. This concern is still relevant as it was raised again during the 4th EaP Youth Forum in Vilnius in June 2019.

The EU's youth programmes are an important tool for skills and knowledge development for young people from Eastern partner countries with fewer opportunities. Nevertheless, there are still prevalent stereotypes and prejudices creating barriers for the inclusion of all young people, specifically those from rural areas and from different ethnic, economic and cultural backgrounds. Another problem is related to the low spirit of entrepreneurship of young people in general and of young people with fewer opportunities in particular. Their personal mindsets are in these cases their greatest obstacle to overcome. The system of internships in private or public companies as a rule does not prioritise disadvantaged youth, which can be considered as a discouraging factor for some of them.

#### 4.1.4 Capacity-related challenges

The results achieved within the EU4Youth Programme have been hindered by two main horizontal challenges present across the six grants, which have limited the potential of these projects and hence the benefits brought to young citizens of the region.

#### • Overlapping project activities

A recurrent challenge faced by grantees and other NGOs in the youth field is the lack of coordination among projects implementing similar activities. The lack of communication and support across these organisations leads to a series of challenges, such as the lack of information-sharing and availability of data for research, low project and EU visibility, and, ultimately, the need to invest further resources which could have been spared through joint coordination. On the one hand, it could be a task for national governments to create space for better synergy between international, national and local youth programmes and initiatives. It could also be requested by granting institutions to encourage beneficiaries to look for different financial sources and for better collaboration with other youth policy actors in the regions. On the other hand, this could be initiated by direct beneficiaries including Civil Society Organisations. The *EU4Youth Coordination and Support* project has already partly fulfilled this role by bringing together the different EU4Youth grant holders, stimulating cooperation and assisting in dissemination of communications. The monitoring and communication workshops organised for all grant holders in February 2020 (Tbilisi, Georgia) have proved effective and efficient in creating synergies and complementarities. The ambition should, however, reach further to create stronger ties with other projects and programmes.

In addition to the overlap of project activities and efforts, it has also been observed that there is a lack of communication and coordination between NGOs and the local business sector. In many cases, local NGOs do not feel confident enough to start interaction with local businesses. This is partly connected to the low level of recognition of the role of Civil Society Organisations at local level. Opportunities for Corporate Social Responsibility (CSR) activities could be implemented to increase the involvement of the local business sector. For example, incorporating more flexibility within the European Solidarity Corps' 'occupational strand' could lead to a higher attractiveness of the initiative for the business sector.

#### • Substantial EU support with little visibility

More and more young people in Eastern partner countries appreciate opportunities of individual capacity development in the field of non-formal and informal education. Opportunities including volunteering, civic activism and international mobility projects are available mainly within EU programmes (i.e. Erasmus+, European Solidarity Corps, EU4Youth). Through participation in non-formal learning activities, young people develop their entrepreneurial skills as well as project management, teamwork, intercultural and interpersonal skills.

The role of EU programmes is important not only to create participation opportunities for individual young people, but also to strengthen the capacity to effectively foster youth participation by key stakeholders in the partner countries. This applies not only to formal institutions (e.g. primary and secondary schools) where stronger investment is needed in quality education, but also to youth organisations. Youth organisations in Eastern

partner countries often lack the capacity to successfully promote available opportunities (i.e. low EU visibility) and the skills to manage, monitor and implement their projects. Similarly, the role of local and national institutional stakeholders in the field of youth, such as local and regional municipalities, as well as national public organisms, could be reinforced through stronger investment in communication and monitoring resources.

In addition, the EU's significant financial support towards EaP countries within the Youth and Education Package is not always well communicated and made visible to national and local youth policy stakeholders and beneficiaries in the partner countries. The results and achievements of the EU's projects should be better disseminated and used as a tool for political and social recognition of the degree of EU support for EaP countries and the benefits that touch young people directly. High quality and outreaching dissemination of programme and project results is an important condition for a long-lasting and sustainable impact of EU-funded initiatives and projects in the Eastern partner countries. A proper communication adopted to the needs of different target groups (i.e. young people, youth workers and educators, youth policy actors, local community, etc.) is crucial to maintain a transfer of project results and good practices and enhance the impact and visibility of the EU programmes to feed policy processes.

## 4.2 Recommendations

Based on the identified challenges, a list of recommendations can be formulated. Some of these recommendations are already being implemented (i.e. the Alumni Network), while others will hopefully be taken in the near future. Many of these recommendations are based on conclusions from different reports prepared by EU4Youth grant holders as well as international stakeholders (e.g. ETF, EaP CSF, SALTO, UNDP, etc.).

### 4.2.1 Engagement of disadvantaged youth

As mentioned above, barriers to the participation of disadvantaged youth in EU-funded projects are not only external, but also internal to the young people themselves. In order to address this, it is recommended to develop a tailored mechanism building on the enthusiasm and voluntary spirit of youth, to engage disadvantaged young people and encourage them to be more active. To this end, an Alumni Network was created in February 2020 and is currently in place. Such a network can streamline all beneficiaries of EU Mobility programmes in the Eastern Partner Countries and existing youth networks, such as Young European Ambassadors networks, EaP Civil Society Fellows (both from EaP Civil Society Facility and EU4Youth programmes), EU4Youth project beneficiaries, beneficiaries of the Erasmus+ Youth in Action programme and European Solidarity Corps programme (including the Europeans' network, Discover EU ambassadors, etc.) into a light unified network.

In addition to the alumni network, which is already operational, a pilot project is expected to be launched in 2020 with the aim to test the capacities of the network. Sixty young people who will be identified through open selection process from the

existing network of YEAs, Civil Society Fellows and EU4Youth programme beneficiaries will be involved. The aim is for each Alumni to engage at least 10 newcomers – youngsters with fewer opportunities – in the new learning mobility projects, and consequently provide a multiplier effect. The pilot had initially been planned to launch during the EaP Youth Days. However, due to the current COVID-19 pandemic, this event has been postponed for an undefined period.

### 4.2.2 Sectoral and Cross-sectoral cooperation

Due to the nature of the grant schemes, the projects are bound to have overlapping activities and purposes. During the reporting period 2018-2019, it was observed that some grants coordinate amongst themselves and that this kind of practice can bring great benefits to the grantees. For instance, two grantees have decided to join efforts in the same country and in this way increased their outreach. Within the framework of EU4Youth, it is envisaged that this type of coordination is further intensified, among others by bringing the different grantees together for capacity building workshops and round tables and through the facilitation of the EU4Youth Coordination and support component.

Similar cooperation is needed with donor funded projects and the local private sector to find synergies and scale up the positive impacts of the EU4Youth Programme. Opportunities for coordination and synergies will be identified based on further analysis of data collected through the mapping exercise.

Cross-sectoral cooperation could be fostered by international programmes when representatives of different sectors participate in the same activities (e.g. study visits, seminars, etc.) and develop their partnerships afterwards. It is important to disseminate the best practices of cross-sectorial partnerships in EU and Eastern partner countries to inspire new organisations to follow their example.

### 4.2.3 Sustainability

As the grant schemes start coming to an end, it is important to ensure that their actions will continue to yield results. In addition to promoting project publications (e.g. manuals, curricula, studies, etc.), it would also be advisable to create a mechanism through which local and national authorities can continue to build on what has already been achieved during the projects and where best practices and knowledge are shared. This will ensure that even when an EU-funded project ends, young people can expect a social-political impact and long-term sustainable benefits for their society that would supplement the existing education schemes in their countries. National meetings of donors and main actors in the field of youth should be organised in EaP countries to enhance their visibility, recognition and multiplying effects. It is also crucial to ensure that coordinating measures are put in place between the EU4Youth Programme and other larger bilateral support programmes which may not necessarily be EU-funded. In this regard, EU Delegations can – and should – play a pivotal role in ensuring on-the-ground liaison with other donors.



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*EU Bus Tour and School Visits in Azerbaijan*



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*Eastern Partnership Youth Forum 2017*

# Annex 1: List of EU4Youth Performance Indicators

Ref.	Indicator Name	Indicator Type	Result-level	Target value <sup>31</sup>
1.01	Total number of competence development activities	Key	Output	268
1.011	# of face-to-face competence development activities	Non-key	Output	TBD <sup>32</sup>
1.012	# of web-based (i.e. online) competence development activities	Non-key	Output	TBD
1.02	Total number of competence development activities focusing on entrepreneurship	Non-key	Output	80
1.021	# of face-to-face competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.022	# of web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.03	# of total participants in competence development activities	Key	Output	18,300
1.031	# of total participants in face-to-face competence development activities	Non-key	Output	TBD
1.032	# of total participants in web-based (i.e. online) competence development activities	Non-key	Output	TBD
1.04	# of total participants in competence development activities focusing on entrepreneurship	Non-key	Output	3,086
1.041	# of total participants in face-to-face competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.042	# of total participants in web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.05	# of total women participants in competence development activities	Key	Output	735
1.051	# of total women participants in face-to-face competence development activities	Non-key	Output	TBD
1.052	# of total women participants in web-based (i.e. online) competence development activities	Non-key	Output	TBD
1.06	# of total women participants in competence development activities focusing on entrepreneurship	Non-key	Output	411
1.061	# of total women participants in face-to-face competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.062	# of total women participants in web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.07	# of total disadvantaged participants in competence development activities	Key	Output	13,622

<sup>31</sup> The target values correspond to the expected results of the six grants of EU4Youth Component 2, Phase 1.

<sup>32</sup> Due to the recent revision of the Monitoring Framework, some target values are still to be defined (TBD).

Ref.	Indicator Name	Indicator Type	Result-level	Target value
1.071	# of total disadvantaged participants in face-to-face competence development activities	Non-key	Output	TBD
1.072	# of total disadvantaged participants in web-based (i.e. online) competence development activities	Non-key	Output	TBD
1.08	# of total disadvantaged participants in competence development activities focusing on entrepreneurship	Non-key	Output	510
1.081	# of total disadvantaged participants in face-to-face competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.082	# of total disadvantaged participants in web-based (i.e. online) competence development activities focusing on entrepreneurship	Non-key	Output	TBD
1.09	# of mentors	Non-key	Output	100
1.10	# of mentees	Non-key	Output	2,260
1.11	# of mentor-mentee connections established	Non-key	Output	2,080
1.12	# of mentor-mentee connections established for which the mentees are young women	Non-key	Output	TBD
1.13	# of mentor-mentee connections established for which the mentees are young disadvantaged people	Non-key	Output	TBD
1.14	# of communication materials produced, developed and distributed	Non-key	Output	TBD
1.15	# of new formal educational resources developed	Non-key	Output	24
1.15.1	# of new formal educational resources put into practice	Non-key	Output	24
1.16	# of youth educators trained	Key	Output	356
1.17	# of stakeholders involved in non-formal education, employment mechanisms and internships	Non-key	Output	100
1.18	# of young entrepreneurs who received financial assistance	Key	Output	225
1.19	# of young women entrepreneurs who received financial assistance	Non-key	Output	10
1.20	# of young disadvantaged entrepreneurs who received financial assistance	Non-key	Output	150
1.21	# of job fairs and business fairs	Key	Output	10
1.22	# of attendees in job fairs	Non-key	Output	3,900
1.23	# of women attendees in job fairs	Non-key	Output	150
1.24	# of disadvantaged attendees in job fairs	Non-key	Output	TBD
1.25	# of awareness raising events	Non-key	Output	223
1.26	# of young people reached through awareness raising events	Non-key	Output	17,480
1.27	# of job seekers who completed certification and/or validation process	Key	Output	2,857
1.28	# of women job seekers who completed certification and/or validation process	Non-key	Output	TBD



Ref.	Indicator Name	Indicator Type	Result-level	Target value
1.29	# of disadvantaged job seekers who completed certification and/or validation process	Non-key	Output	100
1.30	# of legislative recommendations developed to improve youth education, entrepreneurship and participation	Key	Output	12
1.31	# of capacity-building programmes implemented	Key	Output	TBD
1.32	# of participants in internships/ apprenticeships	Non-key	Output	3,400
1.33	# of women participants in internships/ apprenticeships	Non-key	Output	86
1.34	# of disadvantaged participants in internships/ apprenticeships	Non-key	Output	TBD
1.35	# of people who have participated in inter/intra-regional mobility activities other than trainings	Key	Output	TBD
2.01	Total number of start-ups created that are still running after 3 months of being opened	Key	Outcome	TBD
2.02	Total number of start-ups created that are still running after 6 months of being opened	Key	Outcome	TBD
2.03	Total number of start-ups created that are still running after 1 year of being opened	Key	Outcome	TBD
2.04	Total number of jobs created by these start-ups which are still running	Key	Outcome	TBD
2.05	Number of accepted legislative recommendations to improve youth education, entrepreneurship and participation	Key	Outcome	TBD
2.06	Total number of unemployed targeted youth who became (self) employed	Key	Outcome	769
2.07	Number of unemployed targeted young women who became (self) employed	Non-key	Outcome	140
2.08	Number of unemployed targeted disadvantaged youth who became (self) employed	Non-key	Outcome	40
2.09	Number of targeted youth who report improved employability	Key	Outcome	1,200
2.10	Number of targeted young women who report improved employability	Non-key	Outcome	90
2.11	Number of targeted disadvantaged youth who report improved employability	Non-key	Outcome	45
2.12	Number of structures (i.e. governmental and non-governmental) established/ supported promoting youth integration and participation in economy and society.	Key	Outcome	27
3.01	Share of youth not in education, employment or training (NEETs), total (% of youth population)	Key	Impact	N/A
3.02	Civic participation	Key	Impact	N/A





EU4Youth

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