

Employment initiatives supporting 25+ NEETs

COUNTRY REPORT – POLAND

Tomasz Gajderowicz, Maciej Jakubowski, Sylwia Wrona

2022

IN THE FRAMEWORK OF THE PROJECT ‘LOST
MILLENNIALS – TRANSNATIONAL RESEARCH
NETWORK FOR THE EVALUATION OF INITIATIVES
TARGETING 25+ NEETS’

Please cite as: Gajderowicz, T., Jakubowski, M., Wrona, S. (2022) Employment initiatives supporting 25+ NEETs. Country Report – Poland. Evidence Institute Foundation. Lost Millennials – Transnational Research Network for the Evaluation of Initiatives Targeting 25+ NEETs. Available at <https://lostmillennials.eu>

Project summary:

The project ‘Lost Millennials’ focuses on a regularly neglected group of the generation of Millennials: young people aged 25-29 neither in employment or education and training (25+ NEETs). This generation started their working life shortly after the economic crisis of 2008, perceiving uncertainty and lack of security for work and well-being, they are more likely to be inactive or in precarious jobs. The main objective of the project is to contribute to the successful integration of 25+ NEETs to the labour market through increasing knowledge on the effects of employment initiatives on 25+ NEETs, building capacity of stakeholders to perform impact studies and thus improving the quality of labour market interventions. This objective will be achieved through the creation of the transnational research network which will share know-how and good practices, the evaluations of governmental and community-based initiatives targeting 25+ NEETs, as well as the engagement of stakeholders to increase the policy-relevance of project results.

For more information, please visit our [website](#), contact us on lm.leadpartner@hetfa.hu and follow our social media ([Facebook](#), [LinkedIn](#)).

The Lost Millennials project is funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment.

Implemented by:



Table of Contents

1. Introduction	2
2. Institutional context of initiatives and programmes	2
3. Focus of initiatives/programmes.....	6
3.1 Typology of initiatives/programmes and their supported activities	6
3.2 Geographic coverage of NEETs support	11
4. Financial aspects of initiatives and programmes	12
5. Implementation of initiatives and programmes	15
5.1 Project implementers	15
5.2 Target groups of NEETs.....	17
6. Conclusions	22
7. References	24

1. Introduction

This report assesses the programmes and initiatives toward NEETs 25+ in Poland at the national, regional and municipal levels, mostly implemented from 2012 to 2022.

Since 2004 when Poland joined the EU, labour markets have intertwined, and the actions towards activating young people in the labour market intensified. The data provided by Eurostat states that from 2012 to 2021, the average percentage of NEETs in the EU decreased by about 1.9 percentage points. In Poland, the NEET-share indicator in 2021 equalled 16.9% for women, which is higher than the EU average by 2.4 percentage points, and 10.1% for men, which is less than the EU average by 1.7 percentage points (Eurostat, 2022). The NEET indicator's value in Poland has decreased from 2004 (14.5%) to 2008 (9%). Since 2008 it has been going up until 2013, reaching its six-year high of 12.2% (The World Bank, 2022)¹. Since then, many programmes and initiatives have been implemented at the state, regional and city-wide levels to fight unemployment among young people. Most of these programmes were possible to implement thanks to European funds (i.e., implementation of the operational programme Knowledge Education Development mainly through the use of funds from the European Social Fund (ESF) and the Youth Employment Initiative (YEI)). Since 2020, the NEET indicator value has been on the rise again, from 8.6% in 2020 to 11.2% in 2021 and is still increasing.

Currently, the situation of young people in the labour market is particularly difficult. According to preliminary data from GUS (Central Statistical Office), in June 2022, the unemployment rate in Poland was 4.9%, which amounted to 678 thousand people. The highest unemployment rate in June 2022 was recorded among young people aged 15-24 and equalled 14%, which is 3.8 percentage points higher than in the first quarter of 2022 and 4.9 percentage points higher than in the fourth quarter of 2021. The second highest unemployment rate in June of 2022 was recorded among people aged 24-34 – 4.4%. The unemployment rate increased from the fourth quarter of 2019 until the first quarter of 2021, caused by lay-offs during the pandemic.

2. Institutional context of initiatives and programmes

Responsible for creating and implementing programmes and initiatives towards NEETs on the state level in Poland is the Ministry of Infrastructure and Development, Ministry of Development Funds and Regional Policy, Ministry of Family, Labour and Social Policy, and Ministry of Education. Programmes and

¹ The World Bank creates NEETs indicator as a share of people 15-24 neither in employment nor in education and training, whereas Eurostat uses data of people aged 15-29.

initiatives are implemented mainly by voivodeship (16) and powiat (340) labour offices, Voluntary Labour Corps, NGOs, foundations, and community centres.

The basic programme addressing NEETs in Poland is the Knowledge Education Development Programme, a comprehensive support programme in employment, social inclusion, education, higher education, and health. The numerous initiatives carried out under the programme and targeting the NEETs focus primarily on improving the access and quality of education and training. Selected programmes and initiatives are listed in Table 1. Initiatives in Poland are primarily intervening, concentrating on acquiring training and education, and providing internships and job consultancies. The scope of initiatives and programmes is considered appropriate – Poland's NEETs indicator has decreased until 2020. However, to reach the 2030 NEETs indicator goal of the EU, which is 9%, there is still a need for further action. Given the socio-political and economic situation, we can expect an increase in unemployment among young people, which may translate into an increase in the demand for support.

Table 1. Implementors of NEETs programmes and initiatives

Title of the initiative in Polish / in English	Implementing agency	Link to web pages
<i>Akcja Aktywizacja</i>	The main office of Voluntary Labour Corps in Poland	https://ohp.pl/en/projekty/projekty-ue- zakonczone/akcja-aktywizacja
<i>Aktwyizacja Dolnośląskiego Rynku Pracy</i>	Lower Silesian Agency of Economic Cooperation	https://dawg.pl/projekty/aktywizacja-%20%20dolnoslaskiego-ryнку-pracy-edycja-iii/
<i>Aktywiny Samorząd</i>	Państwowy Fundusz Rehabilitacji Osób Niepełnosprawnych (PFRON)	https://www.pfron.org.pl/aktualnosci/szczegoly-aktualnosci/news/aktywiny-samorzad-w-2021-roku-1/
<i>Aktywizacja osób młodych</i>	Labour Offices	https://www.funduszeuropejskie.gov.pl/nabory/aktywizacja-osob-młodych-pozostajacych-bez-pracy-2/
<i>Aktywni NEET na zachodniopomorskim rynku pracy</i>	Zachodniopomorskie Centrum Edukacji Morskiej i Politechnicznej	http://www.zcemip.szczecin.pl/index.php/projekty-unijne-w-zcemip/34-projekty-unijne/528-aktywni-neet-na-zachodniopomorskim-ryнку-pracy
<i>Aktywni Zawodowo - Aktywni Społecznie</i>	Miejski Ośrodek Pomocy Społecznej (MOPS) w Krakowie	https://mops.krakow.pl/ogolne/230638,1934,komunikat,aktywni_zawodowo%20aktywni_spolecznie.html

<i>Dobry start!!! – Program aktywizacji zawodowej młodzieży NEET</i>	Stowarzyszenie na rzecz Szkoły Zarządzania i Handlu w Oświęcimiu	http://szih.pl/dobry-start,1005
<i>Energia</i>	Voivodeship Labour Office in Katowice	https://wupkatowice.praca.gov.pl/projekt-energia
<i>Feniks</i>	City of Poznan, Municipal Family Support Center	https://mapadotacji.gov.pl/projekty/868255/
<i>Inkubator Biznesu dla Młodych</i>	Incubator Foundation	http://www.inkubatorbiznesu.inkubator.org.pl/category/informacje-o-projekcie/
<i>Kompleksowy program aktywizacji zawodowej młodych osób niepełnosprawnych z kategorii NEET w woj. Dolnośląskim</i>	Lower Silesian Regional Development Agency	http://www.kontraktor.biz.pl/projekty-zrealizowane/kompleksowy-program-aktywizacji-zawodowej-młodych-osob-niepełnosprawnych-z-kategorii-neet-w-woj-dolnoslaskim
<i>Młodzi, aktywni, kompetentni, przedsiębiorczy - aktywizacja społeczno - zawodowa osób młodych z grupy NEET z powiatu kolbuszowskiego i ropczycko-sędziszowskiego</i>	NIL association	http://www.nil.kolbuszowa.pl/projekty/mlodzi-aktywni-kompetentni-przedsiębiorczy
<i>Moja Firma Moją Szansą</i>	Voivodeship Labour Office located in Warsaw	https://wupwarszawa.praca.gov.pl/rynek-pracy/programy-aktywizacyjne-i-projekty/moja-firma-moja-szansa
<i>Od szkolenia do zatrudnienia</i>	The main office of Voluntary Labour	https://ohp.pl/en/projekty/projekty-ue-zakonczone/od-szkolenia-do-zatrudnienia

	Corps in Poland	
<i>Pomysł na Siebie</i>	The main office of the Voluntary Labour Corps in Poland	https://ohp.pl/en/projekty/projekty-ue-zakonczone/pomysl-na-siebie
<i>Praca Integracja</i>	PFRON - Państwowy Fundusz Rehabilitacji Osób Niepełnosprawnych	https://www.pfron.org.pl/o-funduszu/programy-i-zadania-pfron/programy-i-zadania-real/pilotazowy-program-prac/program-praca-integracja/
<i>Program Absolwent</i>	PFRON - Państwowy Fundusz Rehabilitacji Osób Niepełnosprawnych	https://www.pfron.org.pl/o-funduszu/programy-i-zadania-pfron/programy-i-zadania-real/pilotazowy-program-abso/pilotazowy-program-absolwent-oraz-procedury-realizacji/programabsolwent2019/
<i>Rehabilitacja 25+</i>	PFRON - Państwowy Fundusz Rehabilitacji Osób Niepełnosprawnych	https://www.pfron.org.pl/aktualnosci/szczegoly-aktualnosci/news/rehabilitacja-25-plus-informacja-o-naborze-wnioskow-dla-roku-szkolnego-20222023/
<i>Równi Na Rynku Pracy</i>	Voluntary Labour Corps	https://ohp.pl/en/projekty/projekty-ue-zakonczone/rowni-na-ryнку-pracy
<i>Stawiam na Przyszłość</i>	Voluntary Labour Corps	https://ohp.pl/projekty/projekty-ue-zakonczone/stawiam-na-przyszlosc
<i>Stop and Go – adaptacja innowacyjnej metody poradnictwa kariery</i>	IMAGO Foundation	https://fundacjaaimago.pl/?projekt=stop-and-go-adaptacja-innowacyjnej-metody-poradnictwa-kariery
<i>SzaWER: Budowa i wdrażanie innowacyjnych narzędzi ograniczających zjawisko pracy nierejestrowanej w instytucjach współodpowiedzialnych za minimalizację zjawiska</i>	Center for social and economic research	https://www.case-research.eu/pl/szawer-budowa-i-wdrażanie-innowacyjnych-narzedzi-ograniczajacych-zjawisko-pracy-nierejestrowanej-w-instytucjach-wspolodpowiedzialnych-za-minimalizacje-zjawiska-szarej-strefy-na-ryнку-pracy-100651

<i>„szarej strefy” na rynku pracy</i>		
<i>Szlifowanie diamentów - Młodzież NEET z województwa Śląskiego brylantami ryнку pracy</i>	Keystone Consulting Sp. z o.o.	http://www.bk.us.edu.pl/szlifowanie-diamentow-mlodziez-neet-brylantami-na-ryнку-pracy
<i>Wstań z kanapy! Rozwój kompetencji społecznych oraz przedsiębiorczy ch dla NEETs</i>	Regional Labour Office in Katowice	https://wupkatowice.praca.gov.pl/programy-i-projekty/-/asset_publisher/SuVB95Lcna6U/content/9357081-wstan-z-kanapy-/pop_up?_101_INSTANCE_SuVB95Lcna6U_viewMode=print
<i>Zajęcia Klubowe WTZ</i>	PFRON - Państwowy Fundusz Rehabilitacji Osób Niepełnosprawnych	https://www.pfron.org.pl/o-funduszu/programy-i-zadania-pfron/programy-i-zadania-real/program-zajecia-klubowe-w-wtz/dokumenty-programowe/program/tresc-programu/
<i>Zielone Miejsca Szansą dla NEET</i>	Regionalny Fundusz Ekorozwoju S.A.	https://rfeko.pl/projekt-zielone-miejsca-pracy-szansa-dla-neet-zakonczone/

Source: Own elaboration

3. Focus of initiatives/programmes

3.1 Typology of initiatives/programmes and their supported activities

In Poland, initiatives are the most common form of supporting NEETs. They are mostly implemented by local governments, labour offices and NGOs. They usually operate on a smaller scale – mostly city-wide and include fewer people. For instance, there were 7,532 initiatives conducted under one Knowledge Education Development Programme (2014-2020).

Initiatives mainly include the following activities:

- Education – mostly specific skills, languages or knowledge about the labour market;
- Training;

- Internships (training jobs) – most types of internships were 3 and 6 months long. After that period, it was possible to get a full-time job. They were one of the most effective ways of activating NEETs in the labour market.
- Consultancy – most initiatives provide consultancy; it is provided at Labour Offices as part of regional programmes for reducing unemployment.

Programmes that are less numerous are implemented at state, regional and municipal levels. Each year, authorities create a development plan, create a budget and announce it. Voluntary Labour Corps are the main actors in implementing a programme state-wide. Programmes mostly focus on:

- Consultancy – the majority of initiatives provide consultancy; it is provided at Labour Offices as part of regional programmes for reducing unemployment;
- Education – mostly specific skills, languages or knowledge about the labour market;
- Training;
- Internships (training jobs) – most types of internships were 3 and 6 months long. After that period, it was possible to get a full-time job. It was one of the most effective ways of activating NEETs in the labour market;
- Psychological support.

The implemented programmes and initiatives addressed to the NEETs group very rarely or not at all covered supporting mobility, job creation and creating own business. This is because most people who belong to the NEETs group in Poland usually do not have basic competences and first need, above all, support in the form of training and career counselling.

Implemented programmes and initiatives are usually not subject to evaluation. At the end of the programmes, only reports on their implementation are prepared. The reports are limited to presenting the output indicators specified in the project (e.g., the number of participants or the unemployment rate before and after the programme).

Table 2. Type of activities implemented in NEETs programs and initiatives

Title of the initiative	Type of initiative	Supported activities	Evaluation available
<i>Akcja Aktywizacja</i>	Programme	<ul style="list-style-type: none"> • Training • training jobs • consultancy • psychological support Participants received consultancy and psychological support during the programme to choose a profession.	No

		The programme's latter part focused on participating in the dedicated courses to gain or increase qualifications in the selected field. The last part of the programme included taking up employment in the profession of choice.	
<i>Akttywizacja Dolnośląskiego Rynku Pracy</i>	Programme	<ul style="list-style-type: none"> • Education • Training • support of creating own businesses • consultancy • support of mobility • psychological support <p>Compulsory forms of support: Consultancy and Job placement. Optional forms of support: Courses devoted to starting an own business, financial support in creating own businesses, vocational courses, postgraduate courses, training jobs, psychological support, financial support for relocation</p>	No
<i>Aktywny Samorząd</i>	Programme	<ul style="list-style-type: none"> • Education • Training • support of mobility • <i>Help in maintaining professional activity by providing care</i> 	No
<i>Aktywizacja osób młodych</i>	Programme	<ul style="list-style-type: none"> • Training • Training jobs • Support of creating own business 	No
<i>Aktywni NEET na zachodniopomorskim rynku pracy</i>	Initiative	<ul style="list-style-type: none"> • Training • consultancy • Training jobs 	No
<i>Aktywni Zawodowo - Aktywni Społecznie</i>	Programme	<ul style="list-style-type: none"> • Training • consultancy • psychological support <p>The programme entitles families in social exclusion to receive psychological support; special assistants are assigned to the homeless participants.</p>	No
<i>Dobry start!!! – Program aktywizacji zawodowej młodzieży NEET</i>	Initiative	<ul style="list-style-type: none"> • Training • Training jobs • consultancy • psychological support 	No
<i>Energia</i>	Programme	<ul style="list-style-type: none"> • Training • Jobs creation (social entrepreneurship) • Consultancy • Support of mobility • psychological support 	No

		Participants will receive individualized counselling, psychological support, financing job creation, supporting the dependent participants, job placement, and training.	
<i>Feniks</i>	Programme	<ul style="list-style-type: none"> • Training • Opportunity to do community work • Monetary and non-monetary benefits • Participation in Social Integration Clubs (Networking and Work Placement) • Organization of local communities • Financial support for participants in debt 	No
<i>Inkubator Biznesu dla Młodych</i>	Programme	<ul style="list-style-type: none"> • Training • support of creating own businesses • consultancy 	No
<i>Kompleksowy program aktywizacji zawodowej młodych osób niepełnosprawnych z kategorii NEET w woj. Dolnośląskim</i>	Programme	<ul style="list-style-type: none"> • Training • consultancy • Training jobs 	No
<i>Młodzi, aktywni, kompetentni, przedsiębiorczy - aktywizacja społeczno - zawodowa osób młodych z grupy NEET z powiatu kolbuszowskiego i ropczycko-sędziszowskiego</i>	Programme	<ul style="list-style-type: none"> • Training • Support of creating own businesses • Consultancy 	No
<i>Moja Firma Moją Szansą</i>	Programme	<ul style="list-style-type: none"> • Training • Support of creating own businesses • consultancy 	No
<i>Od szkolenia do zatrudnienia</i>	Programme	<ul style="list-style-type: none"> • Training • Training jobs • Consultancy • Psychological support <p>Participants received consultancy and psychological support during the programme to choose a profession. The latter part of the programme focused on participation in the dedicated courses to gain or increase qualifications in the selected field. The last part of the programme included taking up employment in the profession of choice.</p>	No

<i>Pomysł na Siebie</i>	Programme	<ul style="list-style-type: none"> • Training • Training jobs • Education <p>The support of the participants aged between 15 and 16 focused on supporting the return to education by providing remedial classes, foreign language courses and IT workshops. The support of participants aged between 16 and 17 focused on an introduction to the working of the labour market and techniques of active employment seeking.</p>	No
<i>Praca Integracja</i>	Programme	<ul style="list-style-type: none"> • Other <p>Increasing the employment of people with disabilities in the labour market by at least 1,000 people a year.</p>	No
<i>Program Absolwent</i>	Programme	<ul style="list-style-type: none"> • Education • Training • Planning and implementation of an individual career path for 1000 program beneficiaries • Consultancy • Increasing qualifications of 800 program beneficiaries • Employment of 400 program beneficiaries 	No
<i>Rehabilitacja 25+</i>	Programme	<ul style="list-style-type: none"> • Other <p>Co-finance and provide help in all-day care services, and activation in the physical, intellectual, social and professional spheres.</p>	No
<i>Równi Na Rynku Pracy</i>	Programme	<ul style="list-style-type: none"> • Education • Training • Consultancy 	No
<i>Stawiam na Przyszłość</i>	Programme	<ul style="list-style-type: none"> • Education • Training • training jobs • consultancy • Psychological support <p>The support differs depending on the age group. NEETs 15-16: Remedial classes to support the return to the educational system NEETs 16-17: Gaining qualification in the selected profession</p>	Yes
<i>Stop and Go – adaptacja innowacyjnej metody poradnictwa kariery</i>	Programme	<ul style="list-style-type: none"> • Training • Consultancy • Other <p>Developing and implementing an innovative method of career counselling – training sessions and workshops with coaches from partner institutions.</p>	No

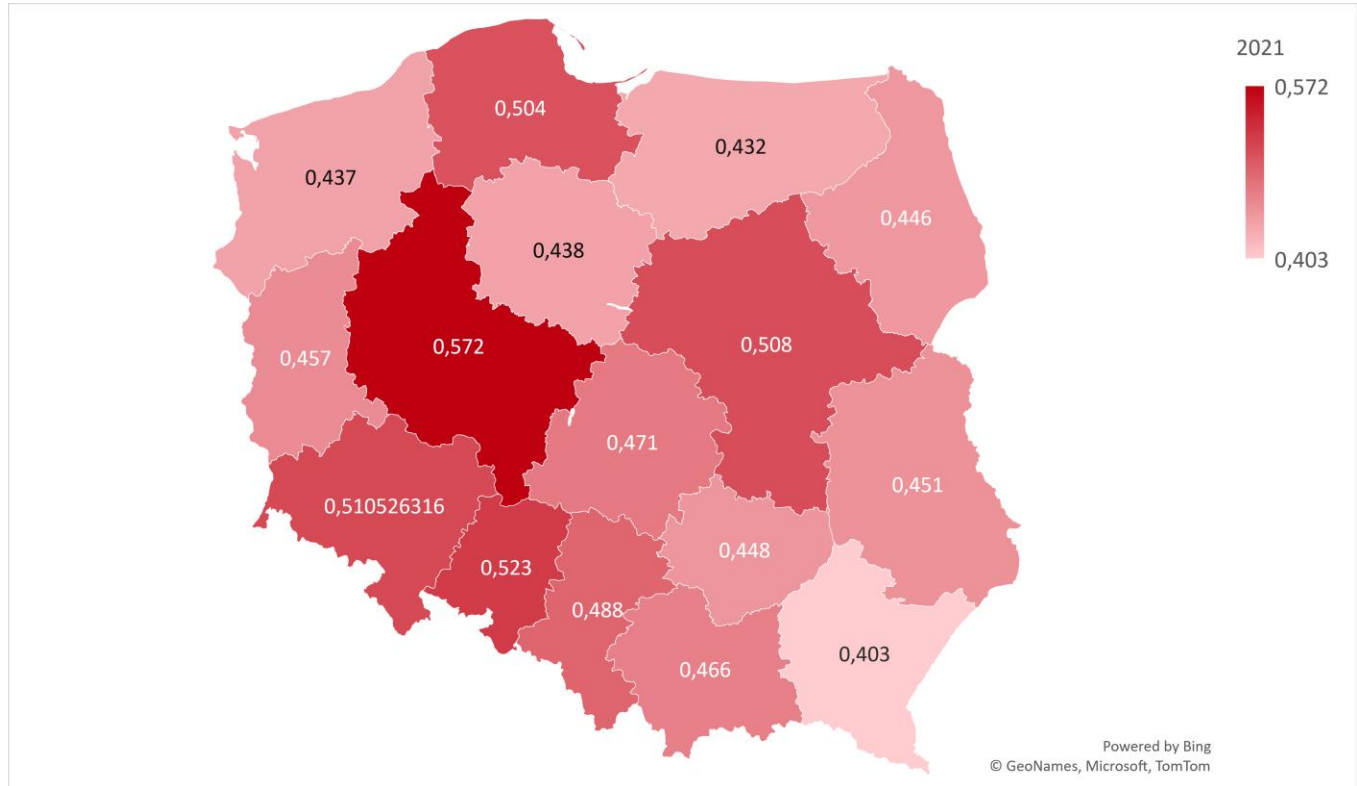
<i>SzaWER: Budowa i wdrażanie innowacyjnych narzędzi ograniczających zjawisko pracy nierejestrowanej w instytucjach współodpowiedzialnych za minimalizację zjawiska „szarej strefy” na rynku pracy</i>	Programme	<ul style="list-style-type: none"> • Training • Education 	No
<i>Szlifowanie diamentów - Młodzież NEET z województwa Śląskiego brylantami rynku pracy</i>	Programme	<ul style="list-style-type: none"> • Training • Consultancy • Education • Training Jobs • Other <p>Creating clubs in which NEETs can actively participate</p>	No
<i>Wstań z kanapy! Rozwój kompetencji społecznych oraz przedsiębiorczych dla NEETs</i>	Programme	<ul style="list-style-type: none"> • Training • Education • Consultancy • Other <p>International cooperation in understanding how to teach and engage NEETs effectively</p>	No
<i>Zajęcia Klubowe WTZ</i>	Programme	<ul style="list-style-type: none"> • Other <p>Creating clubs in which People with disabilities can actively participate</p>	No
<i>Zielone Miejsca Szansą dla NEET</i>	Programme	<ul style="list-style-type: none"> • Training • Training Jobs • Education • Consultancy • Psychological Support 	Yes

Source: own elaboration

3.2 Geographic coverage of NEETs support

According to Eurostat, 13.9% of the population aged 15-29 (most programmes/initiatives organized in Poland target people aged 15 or 18 to 29) and 16.9% of those aged 25-29 were classified as NEETs in 2021 in Poland. The same source indicated significant variation in the share of the 15-29 population employed between NUTS2 regions – the minimum share was 40.9% in Subcarpathian, and the maximum value was 57.2% in Greater Poland. Polish NUTS2 regions lag in terms of the youth employment rate compared to German, Dutch and other Western states; however, they are relatively high compared to Eastern European Union countries (including Bulgaria, Romania, Slovakia, Czech Republic, Lithuania, Latvia, Estonia and Hungary).

Figure 1. Employment Rate of the population aged 15-29 in Poland, NUTS2 regions 2021



Source: Eurostat

The applied programmes were available in different NUTS2 regions. Out of 33² analysed programmes and interventions sampled, 19 were accessible nationally, 10 regionally and 4 in the municipal area. 15 of the sampled programmes directly addressed NEETs and usually concerned conducting Active Labour Market Policies, such as training, consultancy, and providing financial support for creating own business. Other programmes and initiatives in which NEETs could also participate were addressed to people with disabilities, farmers planning to leave agriculture, and population at risk of social exclusion.

4. Financial aspects of initiatives and programmes

The main source of financing programmes and initiatives addressing NEETs in Poland are the European Union funds, mainly the European Social Fund and the National Fund of Disabled Rehabilitation (PFRON)³. ESF provided 13,2 billion Euro for Poland to invest in regional development. This amount is

² This number concerns programmes and interventions, in which the territorial coverage was available.

³ Out of 29 sampled programs and initiatives³, in 28 cases, the information about the budget was available.

broken down into programmes and initiatives implemented under the Knowledge Education Development Programme – 4,4 billion (around 34% of overall dotation), and 16 regional programmes (remaining 66%). The Knowledge Education Development Programme focuses on five main aspects: young people in the labour market (1.757 billion), effective public policies for the labour market, economy and education (739 million), and higher education for the economy and development (1.056 billion), social innovations and transnational cooperation (670 million), support for the health area (301 million).

There is a large variation in budget allocation to the programmes and initiatives. The largest funding was distributed to large national programmes operated as a part of the Youth Employment Initiative (e.g., *Równi na rynku pracy, Od szkolenia do zatrudnienia*). In contrast, the municipal and regional programmes and initiatives usually had lower budgets (e.g., *Szlifowanie diamentów, Aktywni NEET*). The budget allocation to initiatives depended on the number of participants that could benefit from the programme. The most expensive programmes per participant focused on supporting creating own businesses – for instance, besides administration costs, the participants received 23,050 PLN of financial and 16,800 PLN of social support (around 8500 EUR) (*Inkubator Biznesu dla Młodych*).

Table 3. Financial aspects of initiatives and programmes - detailed description.

Title of the programme/initiative	Financial allocation of the programme/initiative [EUR]	Financial allocation for NEETs only	Funding Source
<i>NEETs Mentoring</i>	372,287.36	100%	European Social Fund - OP Knowledge Education Development
<i>Inkubator Biznesu dla Młodych</i>	456,480.34	at least 80%	European Social Fund - OP Knowledge Education Development
<i>Moja Firma Moją Szansą</i>	1,160,397.84	100%	European Social Fund - OP Human Capital
<i>Równi Na Rynku Pracy</i>	20,872,108.09	100%	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative
<i>Pomysł na Siebie</i>	3,912,358.87	100%	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative
<i>Akcja Aktywizacja</i>	6,820,703.21	100%	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative
<i>Stawiam na Przyszłość</i>	4,390,010.50	100%	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative

<i>Od szkolenia do zatrudnienia</i>	13,143,027.37	100%	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative
<i>Aktywizacja osób młodych*</i>	11,851,056.67	100%	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative
<i>Energia</i>	2189429.43	50-70%*****	European Social Fund - OP Silesian Voivodeship
<i>Aktywizacja Dolnośląskiego Rynku Pracy**</i>	2,778,653.85	50-70%*****	European Social Fund - OP Lower Silesian Voivodeship
<i>Aktywni Zawodowo - Aktywni Społecznie</i>	2,381,418.32	30-50%*****	European Social Fund - OP Lesser Poland Voivodeship
<i>Feniks</i>	3,284,158.66	30-50%*****	European Social Fund - OP Greater Poland Voivodeship
<i>Aktywiny Samorząd</i>	41,619,000.00	30-70%*****	National Fund of Disabled Rehabilitation (PFRON)
<i>Program Absolwent***</i>	2,086,511.12	50-70%*****	National Fund of Disabled Rehabilitation (PFRON)
<i>Praca Integracja***</i>	1,682,465.993	50-70%*****	National Fund of Disabled Rehabilitation (PFRON)
<i>Zajęcia Klubowe WTZ***</i>	1,002,515.6	10-30%*****	National Fund of Disabled Rehabilitation (PFRON)
<i>Rehabilitacja 25+***</i>	4,067,298.34	10-30%*****	National Fund of Disabled Rehabilitation (PFRON)
<i>Projekt System Obsługi Wsparcia</i>	5,796,040.63	10-30%*****	European Social Fund - OP Digital Poland, National Fund of Disabled Rehabilitation (PFRON)
<i>SzaWER: Budowa i wdrażanie innowacyjnych narzędzi ograniczających zjawisko pracy nierejestrowanej w instytucjach współodpowiedzialnych za minimalizację zjawiska „szarej strefy” na rynku pracy</i>	877,199.5468	50-70%*****	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative
<i>Wstań z kanapy! Rozwój kompetencji społecznych oraz przedsiębiorczych dla NEETs</i>	-	100%	ERASMUS+
<i>Stop and Go – adaptacja innowacyjnej metody poradnictwa kariery</i>	184,073.03	50-70%*****	European Social Fund - OP Knowledge Education Development, Youth Employment Initiative

<i>Dobry start!!! – Program aktywizacji zawodowej młodzieży NEET</i>	739,387.95	100%	European Social Fund - OP Knowledge Education Development
<i>Młodzi, aktywni, kompetentni, przedsiębiorczy - aktywizacja społeczno - zawodowa osób młodych z grupy NEET z powiatu kolbuszowskiego i ropczycko-sędziszowskiego</i>	377,365.02	100%	European Social Fund - OP Knowledge Education Development
<i>Kompleksowy program aktywizacji zawodowej młodych osób niepełnosprawnych z kategorii NEET w woj. Dolnośląskim</i>	306,276.35	100%	European Social Fund - OP Knowledge Education Development
<i>Zielone Miejsca Szansą dla NEET</i>	180,656.32	100%	European Social Fund - OP Knowledge Education Development
<i>Aktywni NEET na zachodniopomorskim rynku pracy</i>	90,734.06	100%	European Social Fund - OP Knowledge Education Development
<i>Szlifowanie diamentów - Młodzież NEET z województwa Śląskiego brylantami rynku pracy****</i>	437,371.28	100%	European Social Fund - OP Knowledge Education Development

Source: Own elaboration based

Note: * - This number applies to the latest, fourth edition of the programme. The total allocation of the programme is 19,625,205 EUR. Similar programmes are available in other cities and poviats in Poland.

** - This number applies to the latest, second edition of the programme. The total allocation in EUR: 8,832,302.37.

*** - These numbers stand for the yearly budget of the programmes. Numbers for the year 2020.

**** - This number applies to the latest, second edition of the programme. The total allocation in EUR: 872,875.86.

***** - Estimates

5. Implementation of initiatives and programmes

5.1 Project implementers

Various institutions implement programmes and initiatives. Out of 26 analysed programs, 11 were coordinated by institutions working nationally, such as the Voluntary Labour Corps and the National Fund of Disabled Rehabilitation. However, these programmes are implemented by regional authorities supervised by the abovementioned institutions. The other projects are mostly implemented by non-government organizations (e.g., CASE, Transfer Slovesko), private companies (e.g., Kontraktor, Keystone Consulting) and regional authorities (City of Szczecin, City of Poznan). National agencies are usually

involved in programmes and initiatives which offer opportunities for a large number of individuals, especially those implemented as a part of Youth Employment Initiative (e.g., *Równi na rynku pracy*, *Stawiam na przyszłość*). NGOs and private companies offer smaller-scale programs.

Table 4. Project Implementers in Poland

Title of the initiative	Project realized by	Type of institution
Akcja Aktywizacja	Voluntary Labour Corps	National Level Agency
Aktwyizacja Dolnośląskiego Rynku Pracy	Dolnośląska Agencja Współpracy Gospodarczej	Regional State Company
Aktwiny Samorząd	National Fund of Disabled Rehabilitation	National Level Agency
Aktywizacja osób młodych	Powiat Labour Office	National Level Agency
Aktywni NEET na zachodniopomorskim rynku pracy	City of Szczecin	Regional Authority
Aktywni Zawodowo - Aktywni Społecznie	Municipal Social Welfare Centre	Local social welfare center
Dobry start!!! – Program aktywizacji zawodowej młodzieży NEET	Association for the School of Management and Trade in Oświęcim	
Energia	Voivodship Labour Office in Katowice	Local social welfare centre
Feniks	City of Poznan	Regional Authority
Inkubator Biznesu dla Młodych	Foundation Business Incubator	Non-government organisation
Kompleksowy program aktywizacji zawodowej młodych osób niepełnosprawnych z kategorii NEET w woj. Dolnośląskim	Kontaktork	Private independent company
Młodzi, aktywni, kompetentni, przedsiębiorczy - aktywizacja społeczno - zawodowa osób młodych z grupy NEET z powiatu kolbuszowskiego i ropczycko-sędziszowskiego	Association for the development of the Kolbuszowski Powiat "NIL"	Non-government organization
Moja Firma Moją Szansą	Powiat Labour Office in Warsaw	Local social welfare centre
Od szkolenia do zatrudnienia	Voluntary Labour Corps	National Level Agency
Pomysł na Siebie	Voluntary Labour Corps	National Level Agency
Praca Integracja	National Fund of Disabled Rehabilitation	National Level Agency
Program Absolwent	National Fund of Disabled Rehabilitation	National Level Agency
Rehabilitacja 25+	National Fund of Disabled Rehabilitation	National Level Agency

Równi Na Rynku Pracy	Voluntary Labour Corps	National Level Agency
Stawiam na Przyszłość	Voluntary Labour Corps	National Level Agency
Stop and Go – adaptacja innowacyjnej metody poradnictwa kariery	Imago Foundation	Non-government organisation
SzaWER: Budowa i wdrażanie innowacyjnych narzędzi ograniczających zjawisko pracy nierejestrowanej w instytucjach współodpowiedzialnych za minimalizację zjawiska „szarej strefy” na rynku pracy	CASE - Centre for Social Economic and Research	
Szlifowanie diamentów - Młodzież NEET z województwa Śląskiego brylantami rynku pracy	Keystone Consulting	Private independent company
Wstań z kanapy! Rozwój kompetencji społecznych oraz przedsiębiorczych dla NEETs	Transfer Slovensko	Private independent company
Zajęcia Klubowe WTZ	National Fund of Disabled Rehabilitation	National Level Agency
Zielone Miejsca Szansą dla NEET	Regionalny Fundusz Ekorozwoju	Regional State Company

Source: Own elaboration

Note: Programmes concerning implementing new technological solutions aiming at supporting NEETs were not included in the table above because the description does not fit the template.

5.2 Target groups of NEETs

Most of the analysed programmes⁴ focus on the unemployed and economically inactive people aged 15-29. Although not directly, many initiatives underlined the advantage of women in the number of expected participants. Nevertheless, the differences are usually not significant. Only one programme focused more on men (*Szlifowanie diamentów - Młodzież NEET z województwa Śląskiego brylantami rynku pracy*), which is related to the structural labour market problems in post-mining regions.

People considered particularly endangered to becoming NEET included women, the disabled, those responsible for family and household duties, those suffering from illnesses, and those living in economically disadvantaged regions. Out of these groups, women, the disabled, and those at risk of social exclusion are often addressed in the programmes and initiatives.

The analysis shows that in some cases, the scope or design of the programme/initiative does not match the needs of NEETs; additionally, the conditions for receiving support are sometimes difficult to meet.

⁴ Out of 28 sampled programs, we have included 26 in the table, as the two remaining initiatives concern implementing new technological solutions supporting NEETs.

Table 5. Target groups of NEETs programs and initiatives in Poland

Title of the initiative	Type of target group	Number of supported persons in the target group	Degree of reflection of NEETs	The period of implementation
Akcja Aktywizacja	young people, disadvantaged, disabled, at risk of social exclusion	2600 in total. 231 of Disabled.	All of the participants had to be NEETs	2016-2017
Aktwyizacja Dolnośląskiego Rynku Pracy	lost employment up to 6 months ago, employers planning to lay off employees, employees at risk of unemployment, farmers planning to quit agriculture	NA	The programme does not directly target NEETs, but they are allowed to participate	2021-2023
Aktywny Samorząd	1) Individuals with a significant or moderate degree of disability or a certificate of disability (including hearing impairment) aged up to 18 years old; 2) Individuals with significant or moderate disability degree enrolled in a university or post-secondary school or with an open doctoral dissertation outside doctoral studies.	NA	The programme is focused on disabilities but aims to support professional activities	ongoing
Aktywizacja osób młodych	people with disabilities, long-term unemployed, low-qualified	20-50 per edition	All of the participants had to be NEETs	2022
Aktywni NEET na zachodniopomorskim rynku pracy	young people, women	NA	All of the participants had to be NEETs	2017-2018
Aktywni Zawodowo - Aktywni Społecznie	homeless, people with disabilities, members of households in which one of the members has either physical or psychological	555	The programme is focused on social exclusion but	2019-2022

	illnesses, individuals staying in or leaving foster care, unemployed. Programme targets the 15+ population at risk of poverty and social exclusion. NEETs are not directly mentioned in the description		aims to support professional activities	
Dobry start!!! – Program aktywizacji zawodowej młodzieży NEET	The project is targeted at 25+ NEETs living in the Małopolskie Voivodeship.	160	All of the participants had to be NEETs	2016-2018
Energia	at risk of lay-off, ex-miners	310	The programme is focused on the risk of unemployment	2021-2023
Feniks	women, individuals at risk of social exclusion, people with disabilities	416	The programme is focused on social exclusion but aims to support professional activities	2019-2021
Inkubator Biznesu dla Młodych	<p><i>The project is aimed at unemployed people (unemployed and economically inactive) aged 18-29 who live in the city of Lodz and meet the following criteria:</i></p> <ol style="list-style-type: none"> <i>1) Are laid-off due to COVID-19 after the 1st of March 2020 (80% of all participants)</i> <i>2) Individuals with a difficult situation in the labour market:</i> <ul style="list-style-type: none"> • <i>NEETs</i> • <i>People with disabilities</i> • <i>Women</i> • <i>Low-qualified</i> 	60	The programme focuses on individuals laid off due to the COVID-19 pandemic (80%).	2021-2023

	<ul style="list-style-type: none"> • <i>Ex-farmers</i> • <i>Immigrants and Remigrates (up to 20% of all participants).</i> 			
Kompleksowy program aktywizacji zawodowej młodych osób niepełnosprawnych z kategorii NEET w woj. Dolnośląskim	The project targets NEETs aged 15-29 with disabilities living in Dolnośląskie voivodeship.	100	All of the participants had to have disabilities and be a NEET	2016-2018
Młodzi, aktywni, kompetentni, przedsiębiorczy - aktywizacja społeczno - zawodowa osób młodych z grupy NEET z powiatu kolbuszowskiego i ropczycko-sędziszowskiego	The project is aimed at young, professionally inactive people aged 18-29, living in the Kolbuszowa or Ropczycko-Sędziszów poviats from the NEET group.	96	All of the participants had to be NEETs	2019-2021
Moja Firma Moją Szansą	people with disabilities, old people	100	As the programme is targeted at participants above 50 years, NEETs 25-29 might be a minority	2013-2015
Od szkolenia do zatrudnienia	The project is targeted at NEETs aged 18- 24 years of age, women, people with disabilities, those at risk of social exclusion	2800	All of the participants had to be NEETs	2017-2019
Pomysł na Siebie	School Dropouts	1246	All of the participants had to be NEETs (15-17)	2014-2015
Praca Integracja	People with disabilities	1000	The programme is focused on disabilities but aims to support	ongoing

			professional activities	
Program Absolwent	People with disabilities	1000	The programme is focused on disabilities but aims to support professional activities	ongoing
Rehabilitacja 25+	People with disabilities	NA	The programme is focused on disabilities but aims to support professional activities	ongoing
Równi Na Rynku Pracy	young people, disadvantaged, those at risk of social exclusion	6180	All of the participants had to be NEETs (18-24)	2014-2015
Stawiam na Przyszłość	young people	2277	All of the participants had to be NEETs (15-17)	2018-2019
Stop and Go – adaptacja innowacyjnej metody poradnictwa kariery	unemployed people registered with PUP living in the areas of revitalized cities participating in the project	80	The programme is focused on the risk of unemployment	2018-2020
SzaWER: Budowa i wdrażanie innowacyjnych narzędzi ograniczających zjawisko pracy nierejestrowanej w instytucjach współodpowiedzialnych za minimalizację zjawiska „szarej strefy” na rynku pracy	unemployed, foreigners, people at risk of working in the shadow economy	NA	The programme is focused on risk of unemployment	2020
Szlifowanie diamentów - Młodzież NEET z	young people, men	120	All of the participants	2016-2017

województwa Śląskiego brylantami rynku pracy			had to be NEETs	
Wstań z kanapy! Rozwój kompetencji społecznych oraz przedsiębiorczych dla NEETs	young People aged 18-35	NA	All of the participants had to be NEETs	2018-2020
Zajęcia Klubowe WTZ	people with disabilities	NA	The programme is focused on disabilities but aims to support professional activities	ongoing
Zielone Miejsca Szansą dla NEET	The project addressed 50 people between 18 and 29 years of age living in the Silesian Voivodeship, belonging to the so-called NEET groups.	50	All of the participants had to be NEETs	2017 - 2018

Source: Own elaboration

Note: Programmes concerning implementing new technological solutions to support NEETs were not included in the table above because the description does not fit the template.

6. Conclusions

In the last decade in Poland, many programmes and initiatives have supported NEETs aged 25-29, improving the economic situation of young people. Most of these programmes were financed by the ESF, and although the range of problems they focused on was wide, the most common activities concerned educational and training issues. Although the scale of NEETs in Poland is not large, such programmes are still needed and should also address issues other than those mentioned above, and their organization and effectiveness should be controlled to a greater extent.

First, apart from the reports on the implementation of the programme/initiative, the activities should be subject to evaluation. So far, in Poland, only Active Labour Market Policies have been tested in terms of their effectiveness (Madoń et al., 2021). If the policymakers were obliged to provide researchers with open data, such action could also increase the effectiveness of the programmes, as there would be higher pressure to achieve higher results. Furthermore, such action would also limit the risk of

embezzlement of the budget allocation to routine activities conducted by programme implementors, as stated in the Supreme Audit Office report (NIK, 2015).

Secondly, accessible programmes and initiatives analysis showed significant homogeneity in their activities. Underrepresented groups among participants of the programmes and initiatives and the obstacles they face should be analysed. This would help policymakers understand which dimensions of NEETs support can still be developed.

Finally, the programmes should target 'new' groups of NEETs that are currently observed or planned to be observed in the future. It mainly concerns the Ukrainian refugees and workers at risk of automatization and environmental changes in Poland. Including and targeting these groups in the policies could prevent the risk of becoming a NEET.

7. References

Madoń, K., Magda, I., Palczyńska, M., & Smoter, M. (2021). What works for whom? Youth labour market policy in Poland.

Magda, I. (2020). Jak zwiększyć aktywność zawodową kobiet w Polsce. *IBS Policy Paper, 1*, 2020.

Supreme Audit Office (NIK) (2015). *Realizacja przez powiatowe urzędy pracy programów specjalnych [eng. Evaluation of Dedicated Labour Market Programmes conducted by Poviast Labour Offices]*. <https://www.nik.gov.pl/plik/id,9971,vp,12279.pdf> [Access on 16/08/2022]