

Evaluation practices assessing the impacts of initiatives targeting 25+ NEETs

COUNTRY REPORT – GREECE

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

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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](#)).

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Implemented by:



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1. Introduction

Employment policies and evaluation practices in Greece are developed at the national level in accordance with the guidelines of the European Employment Strategy, and are primarily (but not exclusively) developed within the partnership agreement (ESPA) 2014-2020, which defines funds and objectives to promote sustainable and quality employment, social inclusion, and poverty reduction; and to address structural problems in the labour market by improving the education and training system and the transnational labour market.

The Greek government has made improving the prospects of Greek youth one of its top priorities. Youth unemployment is structurally high, and it nearly tripled during the crisis, reaching 45% today. The high NEET labour share demonstrates the danger of a 'lost generation.' In Greece, NEET strategies are mostly designed at the national level, with local governments providing support and regional mandates. There have been previous examples of regional strategies aimed at NEETs (i.e., the Regional Operational Programme of Thessaly- Mainland Greece- Epirus, 2007-2013). Although many interventions are available to NEETs aged 25 to 30, there are no specific provisions for this age group.

From the detailed research we implemented, we found only four documented evaluations that assess the effects of initiatives on 25+ NEETs in the Greek context. The primary methodology used was desk research of publicly available data and documents supplemented by expert input (from public bodies in charge of managing ESF and ERASMUS+ funded programs).

2. General information of evaluation practices

During our mapping activities, we identified only four evaluations related to Greek programs/ initiatives/ projects related to the target of the project, 25+ NEETS. More analytically,

1. *Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the OP ANAD EDBM 2014-2020 (June 2019):* The evaluated program was 'Entry voucher for young people up to 29 years old in private companies in the sector' and the evaluation period lasted approximately one year (01.07.2017 – 30.06.2018). The evaluation has been implemented after the program's completion and the main methods used for the evaluation were previous surveys national legislation, National Employment Policy Documents, OEST Analysis, etc. More information about the findings and followed methodology of the evaluation can be found [here](#).
2. *Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the OP ANAD EDBM 2014-2020 (June 2019):* This Evaluation has been focused on the initiative of Training, Certification and Counselling for unemployed young people 18-24 years old

in the field of supply chain - logistics (OPS Code 5007947). During [this evaluation](#) mainly Qualitative evaluation methods have been used, such as questionnaires, focus group sessions and interviews with people directly involved in the initiative.

3. *Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the OP ANAD EDBM 2014-2020 (June 2019)*: The program under consideration was 'Entry voucher for young people up to 29 years old in private sector companies,' and the evaluation period lasted approximately one month (June-July 2018). [The evaluation](#) was carried out following the completion of the program, and the main methods used were questionnaires, focus group sessions and interviews.
4. *Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the OP ANAD EDBM 2014-2020 (June 2019)*: The program under consideration was 'Evaluation of the Youth Employment Initiative Interventions in 2015 (February 2016)' with a one-year evaluation period (2014-2015). Following the completion of the program, [the evaluation](#) was carried out, with the main methods used being questionnaires, focus group sessions, and interviews.

3. Characteristics of evaluation practices

All of the four Evaluation were ex-ante and their duration varied from one month to one year. Three of the Evaluations used mixed methodology, meaning both qualitative and quantitative methods to extract the results and conclusions. Only one of the evaluations was based on the use of Qualitative methods. The methods used in the evaluations were either interviews/ focus group sessions/questionnaires / statistical analysis or previous surveys/ legislations/ bibliography.

Additionally, three out of the four evaluations were implemented internally, while one combined both internal and external sources.

3.1 Methodology of evaluation practices

The Evaluation of 'Entry voucher for young people up to 29 years old in private companies in the sector in the tourism sector to gain work experience' used a mixed type of evaluation with questionnaires, focus groups, interviews, statistical data and bibliographical review of legislation, previous surveys, and reports from the responsible managing authority. The sample size in percentage is not known.

In order to evaluate the 'Training, Certification and Counselling for unemployed young people 18-24 years old in the field of supply chain - logistics (OPS Code 5007947)' a mix of qualitative methods were used, including questionnaires, focus groups, and interviews for extracting the necessary results. There is no specific information on the percentage of the sample size.

For the evaluation of ‘Measurement of the indicators of the Long-Term Results of the Youth Employment Initiative of the OP YEI 2014-2020 (August 2018)’ and ‘Youth Employment Initiative Interventions in 2015 (February 2016)’ a mixed methodology was followed with questionnaires, focus groups sessions and interviews for the extraction of the conclusions. Unfortunately, no specific data have been announced regarding the sample size of the people involved in the evaluation.

3.2 Types of evaluations and their results

The Evaluation of ‘Entry voucher for young people up to 29 years old in private companies in the sector in the tourism sector to gain work experience’ was based on a combination of both internal and external evaluators. The initiative has been evaluated as rather successful with 96.08% of the beneficiaries to complete their participation in the Action.

Concerning the ‘Training, Certification and Counselling for unemployed young people 18-24 years old in the field of supply chain – logistics’ evaluation, internal evaluators were involved and engaged in the procedure. Similarly, to the previous evaluation, this initiative has been characterized as rather successful with 93.02% of the participants completing their involvement in the action.

For the evaluation of the last two initiatives, ‘Measurement of the indicators of the Long-Term Results of the Youth Employment Initiative of the OP YEI 2014-2020 (August 2018)’ and ‘Youth Employment Initiative Interventions in 2015 (February 2016)’ internal evaluator was involved and the results extracted, characterized the initiatives rather successful with 33% and 19.9% of the participants being employed.

4. Conclusions

In conclusion, only a few numbers of initiatives for the integration of young NEETs (25+ NEETs) into the labour market, training, and education have been evaluated in the Greek context. The results from the evaluations showed that the initiatives/ programs/actions have been rather successful, as they managed to keep participants engaged until the end of their implementation period and also integrate NEETS into labour market.

The number of evaluations implemented has been limited, but their conclusions assist us to gather valuable information about them. The official evaluations of only two initiatives after their implementation period has only been published. From the number of engagement of participants in those initiatives we can evaluate them all as successful due to the high engagement of young NEETs.

Finally, the main target groups of the majority of initiatives were adults of all ages of specifically NEETs coming from different age groups (18-25 or 25-29), creating an inclusive environment for those who need to be included in such initiatives.

5. References

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