

Annex 4/1

To the Implementation Plan for the Czech Youth Guarantee programme

(Update of April 2014)

Table 1: Key organizations to promote and implement the Youth Guarantee programme

Key organization name	Organization type	Level of responsibility	Role in implementing the Guarantee programme	Ensuring success of partnership
Ministry of Labour and Social Affairs	Public administration	National level	The main administrator of the programme, manages and coordinates the implementation of the programme, proposes legislation changes, works together with actors at the national level	Manages and coordinates the working group for coordination and management of the programme (e.g. committees, IT platforms), cooperates with other participating services.
Ministry of Education, Youth and Sports	Public administration	National level	Cooperates with the MLSA, manages and coordinates educational activities within its competence, proposes legislative changes in education	Collaborates within the working group for programme coordination and management
Labour Office of the Czech Republic	Public administration	National and regional level	Programme implementer, manages and coordinates the regional branches of the LO in the implementation of programme activities	Collaborates within the working group for programme coordination and management
Further Education Fund	Public administration	National level	Implementer of programme activities	Collaborates within the working group for programme coordination and management
Council of Economic and Social Agreement	Social partners	National and regional level	Cooperating partner, manages and coordinates the representatives of employers and employees in the implementation of the programme	Collaborates within the working group for programme coordination and management
Association of Adult Education Institutions	Professional association	National level, partly also regional level	Cooperating partner, engaged in addressing the strategy and development in this area, works with state authorities and other entities in the preparation and implementation of legislative and other measures in the field of adult education.	Collaborates within the working group for programme coordination and management
National Institute for Education	Public administration	National level	Implementer of programme activities participates in the creation, development and promotion of information portals for young people in choosing educational and professional career, in school to work transition, integrating information from the world of education and the labour market, including the development of qualification requirements	Collaborates within the working group for programme coordination and management

			of the labour market.	
Czech Council of Children and Youth	Non-governmental organization	National level	Cooperating partner, brings together youth workers from the vast majority of national and many regional and local children and youth associations.	Collaborates within the working group for programme coordination and management
Czech Secondary School Union	Civic association	National level	Cooperating partner, brings together secondary school students from the Czech Republic	Collaborates within the working group for programme coordination and management
Czech Chamber of Commerce	Self-governing organization	National level	Cooperating partner representing the business community, signed a memorandum of cooperation in the labour market with the Labour Office	Collaborates within the working group for programme coordination and management
Regional branches of the Labour Office in the Northwest region	Public administration	Regional and local levels	The main implementers of the Youth Employment Initiative in the region NUTS 2 Northwest; they coordinate actors in the regional labour market. Provides information about the support options, activates young job seekers up to 25 years registered at the Labour Office and provides them individual support.	They collaborate with programme participants
Primary and secondary schools, educational facilities	Public administration and private educational facilities	Regional and local levels	Implementers of educational activities based on cooperation with branches of the Labour Office	They collaborate with programme participants
Regional authorities, municipal bodies, employers, associations of municipalities, local action groups and other actors in the labour market	Public administration and private business entities	Regional and local levels	Coordinators of educational activities within the region or within the municipality or association of municipalities, cooperating partners of the Labour Office, beneficiaries of interventions	Collaborates with programme participants

University of Economics in Prague	Public university	National level	Implementers of research serving as the basis for the preparation of recommendations of efficient employment policies	Collaborates within working group
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Table 2: Key initiatives to provide early intervention and activation

Name of initiative	Main objectives	Target group, including not included persons (if available)	Scale, measure	Name and role of the leading organization and cooperating partners	Implementation schedule	Implementation costs, if applicable
1) The coordination and promotion of programme information	Targeted coordination and promotion of all information about opportunities for involvement in the programme activities	Young people up to 25 years, employers, parents, education workers, professional associations	National level	MLSA, MEYS National Institute for Education http://www.infoabsolvent.cz/ http://www.nicm.cz/ LO CR and its branches	Implementation can start from the announcement of the programme. Holding press conferences, providing information on websites of all institutions, in consulting activities with job seekers etc.	The cost will be largely covered by the budgets of the participating institutions, or from the implemented projects
2) System of career guidance	Streamlining and improving the quality of career guidance system in initial education, which will lead to independence in determining one's own career path and smooth transition to the labour market.	Young people up to 25 years Teachers and counsellors in primary and secondary schools	National and regional level	MEYS, schools	Gradually from 2015. Possible change in legislation, as well as cooperation with regional authorities (school founders). From 2015, cooperation between the MEYS and MLSA – linking counselling systems in schools and the Labour Office.	OP EC, within the project "Career guidance under curriculum reform"
3) Schools as centres for lifelong learning	Developing regional networks of schools offering further education, providing information about the education opportunities offered in the region	Young people up to 25 years Young people leaving school early Focus on renewal of skills and retraining.	National and regional level	MEYS, regional authorities, schools, regional branches of the Labour Office	Gradually from 2015 Creating conditions in which the system will be flexible enough to meet the conditions for the inclusion of NEETs within 4 months, regardless of regional differences.	OP EC from 2015: - the project Changing secondary schools into centres of lifelong learning. - the project Support for recognition processes
4) Professional guidance, labour market information	Provision of labour market information, individual and group professional guidance, offer of the AEP tools, retraining, etc.	Primary school pupils, students and graduates, parents, schools, job seekers registered with the Labour Office	Local level	Information and counselling centres of the Labour Office, EURES advisers 4	Continuously from 2015, capacity to increase	Costs covered from the budget
5) Implementation	Informational,	Primary and	National,	National Institute for	Continuously, from 2015,	OP EC, OP RDE –

of career guidance	methodological and educational support (through e-learning) for career guidance services in the education sector. Choosing an education career path is part of the curriculum – Framework Education Programme for Elementary, General and Vocational Education containing the educational area / cross-cutting theme Man and the World of Work.	secondary school pupils, teachers, counsellors in primary and secondary schools.	regional and local levels	Education, including the National Youth Information Centre – NICM.	capacity to increase	implementation at regional and local levels.
6) Development of information system on education	Development of an integrated information system www.infoabsolvent.cz generating information about education (educational offer, educational programmes and job opportunities) and demand in the labour market (occupational structure of employment, including trends up to 2020, unemployment of graduates, etc.), taking into account all target groups at risk of health and social exclusion.	Primary and secondary school pupils, teachers, counsellors in primary and secondary schools.	National, regional and local levels	National Institute for Education	Continuously implemented activity	Costs covered from the budget and OP EC
7) Family values and youth unemployment in Europe	Identify socio-psychological and cultural factors influencing youth unemployment	Youth aged 18-34 + their family members	National, part of a comparative research in 8 European countries: Cultural path to economic self-sufficiency and entrepreneurship	University of Economics in Prague	1 February 2014 to 31 January 2018	European Commission, 7th Framework programme
8) Mapping the extent and depth of the issue	Processing statistics, analyses and forecasts which will serve as a basis to adopt measures to influence labour demand and supply	Young people up to 25 years – registered job seekers	Regional and local levels	Regional branches and contact offices of the Labour Office	Continuously implemented activity	Costs covered from the budget or from projects under implementation

9) Counselling for job seekers	Group and individual counselling for job placement, on the possibilities of AEP etc.	Young people up to 25 years – registered job seekers	Local level	Regional branches and contact offices of the Labour Office	Continuously, capacity to continuously increase from 2014	Costs covered from the budget
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Table 3: Key initiatives facilitating integration in the labour market

Initiative name	Main objectives	Target group, including not included persons (if available)	Scale, measure	Name and role of the leading organization and cooperating partners	Implementation schedule	Implementation costs, if applicable
10) Development of competencies necessary for long-term employability in the formal education system	Focus education in schools on the development of key competencies. In addition to the development of key competencies, also better define the training component in secondary vocational education, also in relation to the requirements defined for each qualification in the National Qualifications Framework.	Pupils and students involved in formal education	National level	MEYS, MLSA	Ongoing implementation.	OP EC, OP RDE
11) Avoid mismatch between qualifications and the real needs of the labour market	Address disparities in the labour market from the perspective of the educational process and predict future labour market needs and adapt the content of education accordingly.	Pupils and students involved in formal education	National and regional levels (within competence of regions and schools)	MEYS and regional authorities, schools, MLSA	Ongoing implementation.	OP EC, OP RDE, OPE
12) The project Internships in companies – education through practice	Introduction of an innovative way of individual further education through internships in companies	Graduates, unemployed of various age groups and people returning to the labour market, etc. Youth up to 30 years make up more than 50% of participants, of which young people up	National	Further Education Fund	Project implementation: September 2012 to August 2014	The project is implemented with a budget of CZK 800 million

		to 24 years make up about half.				
13) The project Internships in companies – education through practice 2	Follow-up project	Graduates, unemployed of various age groups and people returning to the labour market, etc.	National	Further Education Fund	February 2014 to August 2015	The project is implemented with a budget of CZK 188 million
14) The project Internship for young job seekers	Gaining work experience, establishing business contacts, getting to know the company culture	Final year students of secondary schools, tertiary vocational schools and universities in various fields	National	Further Education Fund	Project implementation: January 2012 to June 2015	The project is implemented with a budget of CZK 71 million
15) The project Internship for young job seekers	Follow-up project	Final year students of secondary schools, tertiary vocational schools and universities in various fields	National	Further Education Fund	2014-15, currently under preparation	Planned budget of CZK 190 million
16) The project Internships for young people abroad	Gaining work experience, learning new methods and technologies, establishing business contacts, getting to know the company culture in a foreign environment	Final year students of secondary schools, tertiary vocational schools and universities in various fields	National	MLSA, Labour Office	Implementation following up on the approval of the OP Employment	N/A
17) Study for growth – jobs	Addressing long-term unemployment through AEP tools (support for temporary and permanent jobs)	Job seekers, including young people up to 25 years (jobs for young people receive higher support)	National, regional	MLSA, Labour Office	January 2012 – December 2015	The project is implemented with a budget of CZK 6,542 thousand
18) Professional experience for young people up to 30 years	Gaining professional experience or permanent employment with private	Job seekers up to 30 years registered at the Labour Office for at least four months whose previous work experience does not	Regional, local	14 regional branches of the Labour Office	July 2013 to August 2015	The projects are implemented with a budget of CZK 1,034 thousand

	employers and local administration organizations	exceed two years after the completion of education				
19) The project PŘEKVAP (surprise)	Creating the basis for a system of evaluation and anticipation of qualification needs in the Czech Republic	Department of employment of the MLSA, Directorate General of the Labour Office, regional branches of the Labour Office	Regional	MLSA, Labour Office	January 2014 – October 2015	Planned budget of CZK 35 million
20) The project MIKOP (Methodology of individual and comprehensive work with clients)	Improving the quality and range of activities provided by the Department of Employment of the Labour Office (labour market, job placement and counselling, ESF). Development of a new methodology of work for all areas of the Department of Employment.	Labour Office – all employees of the Department of Employment of the Labour Office.	Regional and local	MLSA, Labour Office	01 January 2013 to 30 June 2015	Planned budget for the project – CZK 320.6 million
21) The project VDPT (Education and skills for the labour market)	Implementation of consulting activities and retraining for job seekers registered at the Labour Office in order to increase their prospects in the labour market.	Job seekers, including young people up to 25 years	National	MLSA, Labour Office	1 May 2013 to 31 July 2015	Planned budget for the project – CZK 850.1 million
22) Professional experience for young people up to 30 years at the Labour Office	Gaining professional experience or permanent employment at the Labour Office	Job seekers up to 30 years registered at the Labour Office for at least four months	National	14 regional branches of the Labour Office also, job agency Manpower Group s.r.o. as a cooperating partner	1 September 2013 to 31 August 2014	Planned costs of CZK
23) The project Study for growth – jobs!	Support for the creation of new jobs (community service +	Long-term registered job seekers	Regional and local	The beneficiary is the MLSA – Individual national project, implemented by the Labour	January 2012 – December 2015	Planned budget for the project – CZK 6,542 million

	socially beneficial jobs), including young people			Office		
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Table 4: Programme funding

Initiative name	Years of planned funding	Sources and levels of funding					Number of planned beneficiaries (if necessary)			Cost per beneficiary (if necessary)
		EU/ESF/ZM Initiative	National sources, including co-funding	Regional/Local funding	Employer funding	Other (please specify)	Men	Women	Total	
1) The coordination and promotion of programme information										
2) System of career guidance "Career guidance under curricular reform"	2010 – 2014	CZK 51.4 million	CZK 9.0 million							
3) Schools as centres for lifelong learning Changing secondary schools into centres of lifelong learning, Support for the recognition processes	2009 – 2013	CZK 255 million	CZK 45 million							
	2012 – 2014	CZK 424 million	CZK 74.8 million							
4) Professional guidance, labour market information	Permanent and interim measures		State budget							
5) Implementation of career guidance		OP EC, OP RDE								

Initiative name	Years of planned funding	Sources and levels of funding					Number of planned beneficiaries (if necessary)			Cost per beneficiary (if necessary)
		EU/ESF/ZM Initiative	National sources, including co-funding	Regional/Local funding	Employer funding	Other (please specify)	Men	Women	Total	
6) Development of information system on education		OP EC	State budget							
7) Family values and youth unemployment in Europe	2014 – 2018					European Commission, 7th Framework Programme, EUR 400 thousand				
8) Mapping the extent and depth of the issue	As needed		State budget or OPE project							
9) Counselling for job seekers	Permanent and interim measures		State budget							
10) Development of competencies necessary for long-term employability in the formal education system - Call No. 44, area of support 1.1 OP EC - Call No. 45, area of support 2.3 OP EC - Preparation of conditions for the reformed <i>Maturita</i>	2013 – 2015 2014 – 2015 2009 – 2013	CZK 1,657,215 thousand CZK 200 – 600 million CZK 352.7 million	15% of this amount 15% of this amount CZK 62 million							

Initiative name	Years of planned funding	Sources and levels of funding					Number of planned beneficiaries (if necessary)			Cost per beneficiary (if necessary)
		EU/ESF/ZM Initiative	National sources, including co-funding	Regional/Local funding	Employer funding	Other (please specify)	Men	Women	Total	
examination										
11) Avoid mismatch between qualifications and the real needs of the labour market - New final exam 2 - Support for the cooperation between schools and companies focused on professional training in practice - Development and implementation of the National Qualifications Framework	2012 – 2014 2012 – 2015 2009 – 2015	CZK 58.8 million CZK 90.5 million CZK 510.8 million	CZK 10.4 million CZK 15.9 million CZK 90 million							
12) The project Internships in companies – education through practice	2012 – 2014	CZK 680 million	CZK 120 million				2,500	2,500	5,000	CZK 110 thousand
13) Internships in companies – education through practice 2	2014 – 2015	CZK 159.9 million	CZK 28.2 million						2,200	CZK 61.9 thousand
14) Internship for young job seekers	2012 – 2015	CZK 60.5 million	CZK 10.7 million				N/A	N/A	840	CZK 55 thousand
15) Internship for young job seekers 2	So far at the stage of a project plan									

Initiative name	Years of planned funding	Sources and levels of funding					Number of planned beneficiaries (if necessary)			Cost per beneficiary (if necessary)
		EU/ESF/ZM Initiative	National sources, including co-funding	Regional/Local funding	Employer funding	Other (please specify)	Men	Women	Total	
16) The project Internships for young people abroad	After approving OP Employment	The project plan is yet to be prepared								
17) Study for growth – jobs	2012 – 2015	CZK 5.561 million	CZK 981 million						12,799	CZK 125 thousand
18) Professional experience for young people up to 30 years	2013 – 2015	CZK 879 million	CZK 155 million							
19) The project PREKVAP (surprise)	2014 – 2015	CZK 29.750 million	CZK 5.250 million							
20) The project MIKOP (Methodology of individual and comprehensive work with clients)	2013 – 2015	CZK 272.5 million	CZK 48.1 million						3,427	CZK 93.5 thousand (Total budget / all employees in the Department of employment)
21) The VDTP project (Education and skills for the labour market)	01 January 2012 to 31 December 2015	CZK 722.6 million	CZK 127.5 million						40,500 (28 thousand participants of retraining) 12,500 participants counselling activities	CZK 15 thousand for retraining CZK 8 thousand for counselling activities
22) Professional experience for young people up to 30 years at the Labour Office	1 September 2013 to 31 August 2014	CZK 3.255 million							465	

Initiative name	Years of planned funding	Sources and levels of funding					Number of planned beneficiaries (if necessary)			Cost per beneficiary (if necessary)
		EU/ESF/ZM Initiative	National sources, including co-funding	Regional/Local funding	Employer funding	Other (please specify)	Men	Women	Total	
23) The project Study for growth – jobs!	01 January 2012 to 31 December 2015	CZK 5.561 million	CZK 981 million							

Table 5: Planned evaluation of initiatives and financial aspects of reforms

Initiative/reform name	Target population (or equivalent)	Population (or equivalent) actually reached	Result for the population	Information sources
1) The coordination and promotion of programme information	Young people up to 25 years, parents of young people	Number of visitors to the website.	Easier navigation in the education system and the transition to the labour market.	Source of data from web statistics.
2) System of career guidance	Young people up to 25 years	The number of young people who have been provided with career advisor services (at school and/or at a regional centre)	Preventing confusion when entering the labour market, problems in the labour market and in the case of interest in further education.	Source of data from schools. Source of data from career centres. Source of data from labour offices.
3) Schools as centres for lifelong learning	Young people who drop out of education. Persons interested in retraining.	The number of schools offering the determined range of services in relation to the support for prospects in lifelong perspective. Number of programmes / courses that are offered in schools as part of further education courses. Number of graduates of these programmes / courses.	Option to select programme / further education courses throughout the calendar year. Enhancing qualifications	Source of data from schools. Source of data from regional authorities. Source of data from labour offices.
4) Professional guidance, labour market information	Primary and secondary school pupils Students and graduates, parents, schools	The number of participating pupils and students	Easier orientation in the labour market, opportunities and activities provided by the Labour Office	Statistics from the Information and Counselling Centres of the Labour Office
5) Implementation of career guidance	Primary and secondary school pupils, teachers, counsellors in primary and secondary schools.	The number of young people and workers which have been provided with career adviser services.	Providing career guidance, information on educational paths	Source of data from schools.
6) Development of information system on education	Primary and secondary school pupils, students, graduates, parents, other public	The number of pupils, students, graduates and others who have been provided with information and services	Access to information on educational and employment opportunities	Source of data from schools.
7) Family values and youth unemployment in Europe	Youth aged 18–34 + their family members	Recommendations for the European Commission, the definition of good practice in the EU countries involved, recommendations for national executive authorities	Publishing, information for the public	Own survey, project outputs
8) Mapping the extent and depth of the issue	Young people up to 25 years – registered job seekers		Better orientation in issues, getting information regarding possible solutions on the labour market, offer of jobs, improving cooperation with employers and educational institutions, etc.	Own analyses, statistics, labour market monitoring

9) Counselling for job seekers	Young people up to 25 years – registered job seekers	Number of events of group and individual counselling, number of participants	Increasing employment rate, reducing unemployment rate, especially concerning NEETs	Statistics from the Labour Office
10) Development of competencies necessary for long-term employability in the initial education system	Pupils and students involved in initial education	The share of people who drop out of education and training at supported schools, and the total for the Czech Republic.	Support for orientation of pupils and students in matters necessary for success in the society. Graduates leave the education system with full qualifications and are therefore more likely to be successful in the labour market.	Source of data of supported schools, CSO, EUROSTAT.
11) Avoid mismatch between qualifications and the real needs of the labour market	Pupils and students involved in initial education	Number of young people whose graduation profile matched the current needs of the labour market – they found a job in the field they studied within two months after completing formal education.	Avoiding inconsistencies between graduate qualifications and the abilities and skills demanded in the labour market.	Source of data from supported projects and the Labour Office.
12) The project Internships in companies – education through practice	The inhabitants of the Czech Republic (except Prague) with completed level of education, i.e. school graduates, unemployed of various age groups and people returning to the labour market, etc.	Support a total of 5,000 persons, of which 4,500 successfully.	Introduce an innovative way of individual further education. Internship template catalogue, on-line database of internship providers.	Project outputs, project evaluation.
13) Internships in companies – education through practice 2	The inhabitants of the Czech Republic (except Prague) with completed level of education, i.e. school graduates, unemployed of various age groups and people returning to the labour market, etc.	The parameters will be determined, project under preparation	Introduce an innovative way of individual further education.	Project outputs, project evaluation.
14) Internship for young job seekers	Students of last years of secondary schools, tertiary vocational schools and universities of various fields	Support a total of 840 persons, of which 800 successfully.	Gaining work experience and knowledge of company culture	Project outputs.
15) Internships for young job seekers 2	Students of last years of secondary schools, tertiary vocational schools and universities of various fields	The parameters will be determined, project under preparation	Gaining work experience and knowledge of company culture	Project outputs.
16) The project Internships for young people abroad	Final year students of secondary schools, tertiary vocational schools and universities	The parameters will be determined, project under preparation	Getting work and life experience, improving communication in a foreign language	Project outputs

17) Study for growth – jobs	Job seekers, including young people up to 25 years	Total of 12,800 persons	Retaining or renewing basic work habits, motivation to work and obtaining funds from work rather than from social support	Project outputs.
18) Professional experience for young people up to 30 years	Young people up to 30 years	Support for 500 trainees	Integration into the labour market	Project outputs.
19) The project PREKVAP (surprise)	Czech citizens, including young people	Obtaining information about future needs, thereby reducing unemployment in the future.	Obtaining employment and integration into the labour market.	Past projects, statistical data and project outputs.
20) The project MIKOP (Methodology of individual and comprehensive work with clients)	All employees in the Department of Employment	The number of supported persons, the number of supported organizations, the number of successful persons having completed a course.	Improving the quality and increasing the scope of activities in the Department of Employment of the Labour Office in the form of standardization, unification of processes and personnel reinforcement of regional branches of the Labour Office. Creating a new methodology of work with Labour Office clients and its implementation.	Analysis of the current state of providing services to Labour Office clients. Methodology of individual and comprehensive work with Labour Office clients External evaluation of the application of the new methodology.
21) The VDTP project (Education and skills for the labour market)	Job seekers, including young people	Support for about 28 thousand persons for retraining and 12.5 thousand persons for counselling services	Increasing the chances of job seekers to find a new job or change job, and their return to the labour market. Prevention of registration of job seekers, prevention of recurring registration or reducing the time of registration of job seekers.	Project outputs.
22) Professional experience for young people up to 30 years at the Labour Office	Job seekers up to 30 years registered at the Labour Office for at least four months	Support for 465 job seekers	Gaining work experience, labour market integration	Project outputs
23) The project Study for growth – jobs!	Long-term registered job seekers, including young people	The number of supported job seekers	Integration into the labour market, gaining work experience, income from employment	Project outputs