

## **Hungary's National Youth Guarantee Implementation Plan**

Youth unemployment is one of the most acute problems Europe is facing. Recognizing the depth of this challenge, the European Council has approved a recommendation urging Member States to develop and implement their own approach to tackle youth unemployment and ensure that all young people under 25 in need get a good-quality, concrete offer of a job, apprenticeship, traineeship or continued education adapted to individual needs and situation in the form of a Youth Guarantee.

Hungary is ready to meet this challenge and decided to take a series of measures aiming at promoting the employability of young people ranging from actions ensuring early interventions preventing school leaving, through social interventions supporting inclusion and labour market integration, to activation policies providing training places and job opportunities to young job-seekers. A systematic, gradual build-up of a Youth Guarantee shall focus on those young people most in need with low educational attainment, on the long-term unemployed, but also provide services for those who just need a stepping stone to enter the labour market.

The National Youth Guarantee Implementation Plan embraces all major initiatives that the Government foresees to take during the first phase of the Guarantee, however it is still not to be considered as a final list of measures, rather a 'living document' that will be expanded and updated further as the planning of new reforms and actions (especially measures included in the OPs of the next programming period) progresses.

The implementation of the Guarantee requires enhanced policy co-ordination and inter-sectoral co-operation involving networks of governmental and non-governmental local services of public education, youth and social integration services to reach out effectively to NEET youth. The Plan also sets out the framework of this joint work through establishing the Youth Guarantee Expert Steering Committee with the aim of managing the implementation and creating a platform for discussing interrelated subjects.

The following sections will outline the labour market situation of youth and related challenges in Hungary, define the characteristics of the Hungarian Youth Guarantee, provide information on coordination and partnership in the implementation and finally describe details of reforms and measures planned in the initial phase of the Plan.

## **1. Context/Rationale**

### Labour market situation

Economic activity of young people in Hungary has been decreasing in the past decade partly because of the continuous educational expansion which led to an extended period of academic life and because of the low level of the so-called ‘double status’ (i.e. the combination of education and work). As a result of the declining labour market participation, youth employment rate is relatively low despite its gradual increase after the nadir of the crisis to 18.6% by 2012. However, it is still lagging behind the EU-average (32.9%) while showing positive developments in 2013.

Young people between 15-24 years of age are one of the age groups most at risk of unemployment. Their labour market prospects have been deteriorating as a result of the on-going economic crisis which affected negatively labour demand, i.e. new employment possibilities. Youth unemployment rate reached 28.1% in 2012 (EU27: 22.8%), which means an 8.2%points increase compared to the pre-crisis level in 2008. However, the situation – contrary to the EU trend – is improving: the second quarter of 2013 has seen 26.9% youth unemployment rate, 1%point lower than in the same period of the previous year. When considering measures aiming at improving labour market participation of youth, the number of those not in employment, education, or training (NEET) must not be overlooked. Hungary had a NEET rate of 14.7% in 2012, which has been on the increase in the past few years - in parallel with the trend of the EU average.

15-24 years	2012				2013 2 <sup>nd</sup> quarter	
	Activity rate	Employment rate	Unemployment rate	NEET rate	Employment rate	Unemployment rate
<b>Hungary</b>	25.9	18.6	28.1	14.7	19.2	26.9
<b>EU 27</b>	42.6	32.9	22.8	13.2	32.3	23.0

### *Young people below 25 registered at PES*

The number of registered unemployed aged between 15-24 has been increasing almost continuously between 2000-2012. This phenomenon prevailed among young people regardless of educational level, however the pace of the increase was more significant in the case of low-skilled youth and graduates.

There are major territorial differences in the number of young registered. The number and ratio of young unemployed has been particularly high in the economically underdeveloped regions, especially in Northern-Hungary and in the Northern Great Plain during the crisis. In 2012, 27% and 21% of the young registered lived in the Northern Great Plain and in Northern Hungary respectively. The crisis however did not affect the regions in a similar manner. During

the first years of the downturn the number of registered aged below 25 has been rising in every region, however the economically well-developed regions of Central Hungary, Central Transdanubia and Western Transdanubia have seen the most dramatic increase (with an average of 64% in 2009). In spite of the differences in the dynamics of the increase, the ratio among regions did not alter essentially – 75% of the registered aged below 25 still lives in the 4 most underdeveloped, YEI-eligible regions.

<b>Number of registered jobseekers aged between 15-24</b>	<b>2008</b>	<b>2009</b>	<b>2011</b>	<b>2012</b>
Central Hungary	4 365	7 238	8 384	9 079
Central Transdanubia	5 531	9 116	7 573	7 490
Western Transdanubia	4 116	6 641	4 749	4 916
Southern Transdanubia	9 099	11 027	10 502	10 524
Northern Hungary	16 305	18 604	18 213	17 832
Northern Great Plain	20 259	23 335	24 054	23 621
Southern Great Plain	10 884	13 496	13 165	12 790
<b>Total</b>	<b>70 559</b>	<b>89 457</b>	<b>86 640</b>	<b>86 251</b>

The outbreak of the crisis led to a sudden rise in the number of young unemployed, to a yearly average of 86.2 thousand in 2012. The increase continued in 2013, the number of young unemployed being 6.4% higher in the first half of 2013 than in the same period of the previous year. The most significant increase could be observed among young people with secondary education, the highest being among those with vocational school qualification.

More than 38% of the registered jobseekers aged below 25 have only primary education, 58.9% have secondary and only 2.8% have tertiary education. 51% of the young registered jobseekers have gained some vocational qualification.

<b>Number of young registered jobseekers (aged 15-24)</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>1st half 2013</b>	<b>Change between 1st half 2013/1st half 2012</b>
without primary education (ISCED 0-1)	3 653	3 679	3 373	3 419	-4.9
Primary education (ISCED 2)	30 103	30 495	29 545	32 102	4.1
Secondary education (ISCED 3-4)	50 874	49 674	50 841	52 482	8.8
Tertiary education (ISCED 5-6)	3 156	2 790	2 493	2 436	3.1
<b>Total</b>	<b>87 786</b>	<b>86 638</b>	<b>86 251</b>	<b>90 439</b>	<b>6.4</b>

## Challenges

A major challenge for Hungary with regard to youth employment is related to the labour market integration of the high proportion (38%) of low-skilled unemployed. In their case, assistance is needed in acquiring basic skills and competences which are a prerequisite for vocational education and necessary for having a stable, quality job.

Lack of work experience is also an important challenge for young career starters hindering their labour market entry. Two-thirds of the young registered jobseekers are career starters with no work experience and not eligible for benefits.

Long-term unemployment among young people is also a challenge to be dealt with. In 2013, 37% of young people aged under 25 have been registered as jobseekers for more than 7 months, and 17% have been registered for more than a year. Enhancing participation in education or training and financial assistance to facilitate employment can help prevent long-term unemployment.

Low propensity of geographic mobility is also an important factor behind territorial differences observed with regard to youth unemployment.

It also has to be emphasized however, that steps need to be taken to prevent early drop-outs from the education system in order to decrease the high ratio of low-skilled young unemployed.

## Strategic and institutional framework

### Strategic framework

Youth policy framework in Hungary is specified in detail in the Parliamentary Resolution on the [National Youth Strategy](#) (no. 88/2009. (X. 29.) OGY), which defines strategic objectives for the period between 2009-2024. Main elements of the Strategy include the development of the environment required for the successful social integration of youth age groups through enhancing youth employment and assisting in the achievement of self-sufficiency, the empowerment of the work of the youth profession and non-governmental youth organizations. In order to implement the objectives of the Strategy, biennial Action Plans are drawn up to define short-term measures and the responsible parties. The Government's [Programme for the Future of the New Generation](#) adopted in 2012 corresponds directly to the Strategy. Priorities of the Programme are closely connected with the specific objectives of the Strategy to jointly define the areas of intervention of youth policy. Employment goals are defined under the Programme's priority 'Career and self-sufficiency' and the first pillar of the Strategy (Developing the environment required for the successful social integration of youth age groups).

The [Strategy on Early School Leaving](#) sets the goal of and lists the measures needed for establishing a system suitable to prevent early dropouts effectively. As an overarching goal, the Strategy aims at ushering every young person to the upper-secondary level of education with the assistance of a suitable,

inclusive educational system, which is able to identify and serve the personal needs of those at risk of early school-leaving. The Public Education Development Strategy will serve the purpose of the YG by providing a strategic framework for the development of educational institutions, the professional advancement of teachers and the skills and competences of students with a focus on early dropout prevention and inclusion, whereas the Strategy on Lifelong Learning is to increase participation in LLL, to improve access to LLL and adjust the formal education and training system to LLL key principles.

The Strategic Framework Document for the Employment Policy Developments (2014-20) lays down the foundations of labour market interventions within the next EU programming period. This document includes also the main elements and principles of the Youth Guarantee and corresponding employment policy related measures.

#### Institutional framework

Labour market and social integration of youth is one of the main goals of the Government, requiring the broad cooperation of ministries responsible for education and youth policy (Ministry of Human Resources), and employment, training, vocational and adult education policy (Ministry for National Economy), as well as their background institutions. PES (called National Employment Service in Hungary) comprises the National Employment Office, the 20 Labour Centres of County Government Offices and 170 branch offices (on LAU1/NUTS4 level) under the professional guidance of the Ministry for National Economy. Labour offices register young job-seekers and may involve them in active labour market programmes offering a wide range of employment policy measures (training, wage subsidy, mobility support, support for entrepreneurship, labour market services, etc.), tailored to the individual needs.

The National Youth Expert Forum (ISZEF) was set up in March 2013 as a co-ministerial body with the aim of coordinating youth-related policies. The Forum is chaired by the Ministry of Human Resources and comprises a number of experts outside the public field as well.

Beside governmental actors, NGOs are also actively involved in improving the situation of young people. The National Youth Council was founded in 2012 as an umbrella organization, with the main task to represent the interests of smaller youth organizations and influence and shape youth policy.

As seen from the above, young people are offered a broad range of tools and services by different stakeholders which help their labour market and social integration. The key structural challenge is the coordination among all the above actors in providing assistance and services for young people. The Youth Guarantee will address the gaps in the coordination, ensure strong central control through the YG Expert Steering Committee encompassing all relevant decision-makers in the field and establish a transparent system with regard to measures and services targeting young people.

## **2. Implementing the Youth Guarantee Scheme at national level**

### **2.1 Formulation of the national Youth Guarantee**

The Youth Guarantee in Hungary ensures that young people between the ages of 16-24 are provided a good quality offer to improve their labour market situation, including a job opportunity (with or without wage subsidy), entrepreneurship support, first job experience, apprenticeship, traineeship, redirection to public education, further education (including second chance education), vocational education or training within 4 months after registered by PES serving as the only entry point. Additionally, every participant is entitled to labour-market services provided by PES, the National Office for Rehabilitation and Social Affairs or private service providers (civil organizations, NGOs). For those not yet ready to (re)engage in education or training and/or (re)access the labour market, special (for example social, mental or health-related) services preparing for reintegration is offered within the four-month period, prior to the aforementioned measures facilitating direct/instant reengagement. Having regard to the heterogeneity of the target group, the content of support is differentiated according to individual needs. The package of measure(s) and service(s) offered to the young person is based on an individual action plan, drawn up by a member of the YG mentor-network in cooperation with the client, comprising the responsibilities of the client as well. Only young people above the compulsory school age (i.e. between 16-24) can be subjects of the YG, while young people below that age are treated within the framework of public education. In their case, early intervention and prevention measures are applied to avoid early dropout and ensure the transition to further education. Young people not in education, employment or training (NEETs) outside the reach of PES but eligible to YG have to be directed to PES. On a local level PES has an extended system of cooperation comprising the educational institutions, civil youth organizations and NGOs, which assist PES in delivering the YG both by directing eligible young people in their scope to PES and by providing measures and/or services themselves. The duties of the mentor-network within PES include not only registering, measuring individual needs of and providing support and services for young people who show up at PES, but also keeping in touch with local educational and social institutions, youth organizations and employers, as well as seeking out hard-to-reach youth and continuously follow-up and monitor outcomes.

Having branch offices at micro-regional level and a proper IT-background suitable for administrating, monitoring and evaluation at its disposal make PES the natural choice as the only entry point to YG.

With regard to the guarantee nature of the scheme, given the high number of the eligible target group, the restrained capacities and budgetary constraints, gradual implementation is justifiable. As a first step to fulfilling the expectation of the YG scheme, PES human resources need to be significantly strengthened – hence the introduction of the Youth Guarantee mentor network in 2014 – in order for the system to be able to start reducing the number of young unemployed. Initially, the most disadvantaged layer of those currently within reach of PES are targeted (e.g. low-skilled and/or long-term unemployed), and gradually working the way up, all young people currently within the reach of PES will have the chance to participate in the Youth Guarantee. In parallel, youth mentors at the PES – with the involvement of other organizations – will also reach out to young NEETs not registered at the

PES. The effect of the early intervention and activation reforms and measures are expected to set in in the long run, therefore the – at least partial – refilling of the jobseekers' registry with new entrant young jobseekers is naturally inevitable. Expecting a gradually increasing outflow and decreasing inflow of young people on account of the effects of the aforementioned developments, PES will eventually be able to offer YG within the expected four months. Consequently, the national YG scheme as described above is expected to be fully operational by 2018.

## 2.2 Partnership approaches

Table 2.2: Key organisations that will support and deliver the Youth Guarantee scheme

Name of key organisations	Type of organisation	Level of responsibility	Role in implementing the Youth Guarantee scheme	Ensuring the success of the partnerships
Ministry for National Economy	public authority	national	<ul style="list-style-type: none"> <li>- manages and coordinates the Youth Guarantee scheme in Hungary</li> <li>- heads the YG Expert Steering Committee comprising the main partners /stakeholders implementing the scheme</li> <li>- officially represents Hungary where the Youth Guarantee is concerned</li> <li>- provides legal and strategic framework for the National Employment Service</li> <li>- provides legal framework and professional guidance for vocational education</li> </ul>	head of and permanent member of the YG Expert Steering Committee, the main controlling body of YGIP ensuring a planning, managing and monitoring forum involving a series of stakeholders
Ministry of Human Resources	public authority	national	<ul style="list-style-type: none"> <li>- provides the central management of the YG with regular information</li> <li>- provides legal and strategic framework and professional guidance for public and tertiary education</li> <li>- responsible for national youth policy coordination</li> <li>- responsible for the development and implementation of the Lifelong Learning Strategy, the Early School Leaving Strategy and the Public Education Development Strategy</li> <li>- responsible for social policy and the coordination of the social welfare system</li> <li>- responsible for the reintegration of the most disadvantaged with tools of social inclusion</li> </ul>	permanent member of the YG Expert Steering Committee, the main controlling body of YGIP ensuring a planning, managing and monitoring forum involving a series of stakeholders
National Employment Service (including the National Employment Office, the Labour Centres of County Government Offices and the branch offices)	public authority	national, sub-regional and local	<p>National Employment Office:</p> <ul style="list-style-type: none"> <li>- coordinates the Youth Guarantee scheme in Hungary (in cooperation with the Ministry for National Economy)</li> <li>- develops the methodology and provides professional guidance for the mentors (under the guidance of the Ministry for National Economy, in cooperation with background institutions of the Ministry of Human Resources if necessary)</li> <li>- collects statistical data on the YG scheme</li> </ul> <p>Branch offices:</p> <ul style="list-style-type: none"> <li>- provide the only entry point to the YG</li> <li>- host mentor-network</li> <li>- maintain regular and official cooperation with local educational and social institutions, civil youth organizations, NGOs, employers</li> <li>- reach out to NEETs</li> <li>- provide participants of YG with measures and services, or direct them to one of the YG partner organization most suitable for their treatment</li> <li>- maintain regular cooperation with Youth Contact Points</li> <li>- monitor YG and provide the National Employment Office and the</li> </ul>	permanent member of the YG Expert Steering Committee, the main controlling body of YGIP ensuring a planning, managing and monitoring forum involving a series of stakeholders

			central management at the Ministry for National Economy with regular information	
Hungarian Institute for Educational Research and Development (OFI)	public authority	national	<ul style="list-style-type: none"> <li>- assists the adaptation of the public education system to current professional and social requirements</li> <li>- supports the decision-making process in educational matters as well as accumulates and spreads knowledge concerning public education and its social environment</li> <li>- monitoring of the implementation of the Public Education Development Strategy</li> <li>- provides the Ministry of Human Resources and the central management at the Ministry for National Economy with regular information</li> </ul>	permanent member of the YG Expert Steering Committee, the main controlling body of YGIP ensuring a planning, managing and monitoring forum involving a series of stakeholders
Educational Office (OH)	public authority	national	<ul style="list-style-type: none"> <li>- collects and keeps records of public and tertiary educational institutions, their students and provides statistical data</li> <li>- provides the Ministry of Human Resources and the central management at the Ministry for National Economy with regular information</li> </ul>	permanent member of the YG Expert Steering Committee, the main controlling body of YGIP ensuring a planning, managing and monitoring forum involving a series of stakeholders
National Youth Council (NIT)	umbrella organization of social organizations and NGOs	national, local	<ul style="list-style-type: none"> <li>- conveys voice of young people</li> <li>- represents civil youth organizations and NGOs</li> <li>- reaches out to NEETs via its member organizations, which direct them to PES and/or provide them with services and measures</li> </ul>	invited member of the YG Expert Steering Committee, the main controlling body of YGIP ensuring a planning, managing and monitoring forum involving a series of stakeholders
Hungarian Chamber of Commerce and Industry (MKIK)	Social Partner	national	<ul style="list-style-type: none"> <li>- represents employers</li> <li>- provides advice and promotes traineeships and apprenticeships in its member organizations</li> <li>- acts as an advisory body to and supports decision-making of the Government</li> <li>- provides information related to economic policy measures involving the activities of business organisations</li> <li>- spreads information toward business organisations</li> </ul>	invited member of the YG Expert Steering Committee, the main controlling body of YGIP ensuring a planning, managing and monitoring forum involving a series of stakeholders
Standing Committee of Representatives of the Private Sector and the Government (VKF)	consultation forum	national	<ul style="list-style-type: none"> <li>- a tripartite forum of representatives of the employees' and employers' organisations and the Government</li> <li>- consultative body, providing a forum for the preparation and discussion of proposals, agreements and exchange of information on labour-market related issues</li> </ul>	may discuss YG-related issues and its members submit their opinion on the implementation of the YGIP
Young Entrepreneurs Association Hungary (FIVOSZ)	NGO	regional	<ul style="list-style-type: none"> <li>- provides support and guidance for entrepreneurship for young people</li> </ul>	invited member of the YG Expert Steering Committee in case of specific interventions of YGIP
Hungarian Foundation for Enterprise	NGO	regional	<ul style="list-style-type: none"> <li>- provides support for entrepreneurship for young people</li> </ul>	invited member of the YG Expert Steering Committee in case of specific interventions of YGIP

Promotion (MVA)					
National Office of Family and Social Policy (NCSSZI)	public authority	national	- provides the Ministry of Human Resources and the central management at the Ministry for National Economy with regular information	permanent member of the YG Expert Steering Committee	
Klebelsberg Centre for Institution Maintenance (KLIK)	central office operating under the control of the minister responsible for education.	national	- Maintaining public educational institutions related to state tasks - Ensuring the effective, professional and legitimate operation of public educational institutions - Due to its governing role, KLIK can facilitate delivering tasks in public institutions related to the Youth Guarantee in the field of public education, equal opportunity and social inclusion.	invited member of the YG Expert Steering Committee and submits its opinion on the implementation of the YGIP	
National Roma Self-government (ORÖ)	public authority	national	- consultative body representing the Roma	invited member of the YG Expert Steering Committee in case of specific interventions of YGIP	
National Council of Vocational and Adult Education (NSZFT)	consultation forum	national	- consultative body, providing a forum for the preparation and discussion of decisions on vocational and adult education issues, comprising representatives of interested parties (ministries, social organizations, NGOs, chambers, employers' and employees' organisations, organizations responsible for institution maintenance etc.) where vocational and adult education is concerned	may discuss YG-related issues and its members submit their opinion on the implementation of the YGIP	

## 2.3 Early intervention and activation

Table 2.3: Key reforms and initiatives to ensure early intervention and activation

Name of the reform/initiative <sup>1</sup>	Key objective(s) <sup>2</sup>	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
<b>Planned reforms</b>						
2.3.1 Development of the Strategy on Early School Leaving (has been prepared, under government approval process) (Korai Iskolaelhagyás elleni stratégia)	The strategy is focusing on - the improvement of educational outcomes by raising the qualification level and increasing the rate of completion of upper secondary qualification - preventing exclusion from education by improving inclusive education - optimising educational pathways by offering differentiated, student-related measures	The strategy addresses education levels from early childhood education to ISCED-3 (both general and vocational education and training) and include measures improving learning opportunities of those students who are at risk of low performance and drop-out especially socially disadvantaged students and students with special educational needs.	National	Ministry of Human Resources (lead) and Hungarian Institute for Educational Research and Development (preparations)	Expected to be approved in the 1st half of 2014. Implementation start date: 2014 End date: 2020	Expected ESL budget: approx. EUR 290 m (2014-2020)
2.3.2 Public Education Development Strategy (under preparation) (Köznevelés-fejlesztési Stratégia)	The strategy will focus on the development of the entire public education. Mid-term actions will be launched related to restructuring public education. The strategy puts a high emphasis on measures aimed at reducing the ratio of	Young people between 3-25. Young persons under 25 without upper secondary schooling	National	Ministry of Human Resources	Expected to be approved in the 1st half of 2014. Implementation start date: 2014 End date: 2020	(under preparation)  2014-2020 EUR 668.3 m

<sup>1</sup> In English and original name (in national language).

<sup>2</sup> Please ensure that the objectives meet the established ‘SMART’ criteria, i.e. that they are Specific, Measureable, Achievable, Relevant and Timebound. Developing SMART targets will help to establish the standards you can measure the performance by. The objectives should be linked to the ‘rationale’/needs identified in section 1.

	<p>early school leavers and supporting inclusive education.</p> <p>The main principles of the strategy for public education development are as follows: developing and increasing the level of the skills and competences of students, increasing the methodological culture of pedagogues in accordance with the requirements of new curriculum and content regulations, development and dissemination of learning devices in accordance with new curriculum and content regulations, supporting innovation and talented students in every level of education, training of the pedagogues and ensuring their professional development.</p>				
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2.3.3 National Youth Strategy (2009-2024) and its Action Plans <sup>3</sup> (Nemzeti Ifjúsági Stratégia)	The strategy provides a long-term vision for youth policies and creates a comprehensive framework that enables and fosters policy coordination in the field of education, social and employment policies. Main elements of the Strategy include the development of the environment required for the successful social integration of youth through enhancing youth employment, assisting them in their transition to independent living and empowerment of youth organizations. In order to implement the objectives of the Strategy, biennial Action Plans are drawn up to define short-term measures and the responsible parties.	Young people under the age of 30.	National	Ministry of Human Resources in cooperation with the National Institute for Family and Social Policy and local governments.	October 2009 to year 2024.	N/A Allocation is subject to change in every second year according to the Action Plans developed for the implementation of the Strategy.
2.3.4 Programme for the Future of the New Generations <sup>4</sup> (Új Nemzedék Jövőjéért Program)	The programme defines the government's main policy initiatives in the field of youth policies on the following main intervention areas: - social integration - education, health and promoting active role of the young in public	Young people between 14-35.	National	Ministry of Public Administration and Justice and Ministry of Human Resources	Continuous implementation from January 2012. Main projects under the programme are financed by SROP and will be concluded until 2015.	N/A

<sup>3</sup> The National Youth Strategy comprises measures serving labour market integration as well, therefore it is relevant but not included in table 2.4 in order to avoid repetition.

<sup>4</sup> The Programme for the Future of the New Generations comprises measures serving labour market integration as well, therefore it is relevant but not included in table 2.4 in order to avoid repetition.

	issues - supporting the work of NGOs working in the field of youth policies.					
2.3.5 National Social Inclusion Strategy (Nemzeti Társadalmi Felzárkózási Stratégia)	The strategy's main aim is to reduce the level of poverty in deprived areas, among Roma people and fight child poverty.	People living in deprived micro-regions, Roma people and children in poverty.	National	Ministry of Human Resources	From November 2011 to 2020.	Allocation is subject to change every year according to the monitoring report and action plan developed for the implementation of the Strategy.
2.3.6 Joint Agreement between the Government and the National Roma Self-government (ORÖ) (Kormány-ORÖ Keretmegállapodás)	The Agreement aims at improving the situation of Roma people in the following policy areas: - Employment, training - Education - Social welfare - Health - Sport - Culture - Living conditions.	Roma population. Targets: 100.000 Roma people in employment; 2.000 social workers supporting Roma communities; 20.000 young Roma gaining vocational qualification; involvement of 50.000 Roma adults in vocational and adult training; 80.000 Roma adults in competence development programmes.	National	Ministry of Human Resources	From 2012 to 2015.	Allocation is subject to change every year according to the monitoring report and action plan developed for the implementation of the Agreement.
<b>Planned initiatives</b>						
2.3.7 Bridge programmes (HÍD programok)	to assist students in entering into secondary education, vocational education and training or into employment as well as acquiring skills necessary for starting an independent life; to reduce early school leaving	young people aged 15-18  Bridge I: students of compulsory school age who finished primary school but were not admitted into secondary school can be enrolled into Bridge I programme.  Bridge II: in case of students of compulsory school age who have not finished primary school but have completed at least six grades of primary school, after the school year in which they turn fifteen, the primary	National	Ministry of Human Resources Klebelsberg Centre for Institution Maintenance (KLIK) vocational schools, secondary vocational schools	on-going as of 1 <sup>st</sup> Sept 2013	approx. EUR 30/student/month

		school initiates their enrolment into Bridge II programme.				
2.3.8 Útravaló-MACIKA (scholarship programme for the disadvantaged)	Increasing the opportunities and chances for disadvantaged and multiply disadvantaged, especially Roma students to enter and successfully perform in secondary education, to gain a profession or enter tertiary education, with a performance-based and mentoring-helped program.	disadvantaged and multiply disadvantaged, especially Roma students	National	Ministry of Human Resources	on-going The call for application is announced annually in September for the on-going school year.	EUR 8.07 m (for the school year 2013/14) (EUR 7.403 m for scholarships in public education and EUR 666 666 for scholarships in tertiary education)
2.3.9 Development of YG mentor network in PES <sup>5</sup> (IG mentor hálózat)	To provide professional guidance to all entrants of YG, contact with local educational and social institutions, youth organizations and employers, seek out hard-to-reach youth and continuously follow-up and monitor outcomes.	Young people entering Youth Guarantee. Exact no. not known. Around 32 thousand young people will be provided with the support of YG in the first phase of the plan.	National	Ministry for National Economy, National Employment Office	until September of 2014: gradual setting up of the network	Final allocation not specified yet. Currently 2 experts are employed as youth mentors in 18 counties as of 2013 (budget: 25 thousand EUR/month).
2.3.10 Improvement of data gathering systems on school leavers (Information System on Public Education) (Köznevelés Információs Rendszer – KIR)	To develop an up-to-date database on early leavers under compulsory school age. To develop a follow-up database on school leavers above compulsory school age without secondary schooling.	Young school-leavers.	National	Ministry of Human Resources Educational Office	According to the Strategy on Early School Leaving.	early warning system: provisional allocation of resources: approx. EUR 126.6 m (2015: EUR 43.3 m, 2016: EUR 43.3 m, 2017: EUR 40 m)
2.3.11 Support for second chance	To support those people, who are older	Disadvantaged and multiply disadvantaged	Central Hungary Region;	Ministry of Human Resources	continuous	EUR 11.6 m

<sup>5</sup> The mentors' work will cover labour market integration as well, therefore the measure is relevant but not included in table 2.4 in order to avoid repetition.

programmes/schools (SROP 3.3.9) (TÁMOP 3.3.9 Második esély programok/iskolák)	than the age of compulsory schooling to get back to the school system and enable them to graduate and get a valid qualification.	people, who are older than the age of compulsory schooling	convergence regions; underprivileged regions			
2.3.12 Support of Public Education Institutions equality-based development (SROP 3.3.8.) (TÁMOP 3.3.8 Közoktatási intézmények esélyegyenlőségi elvű fejlesztésének támogatása)	Renewal of pedagogical methods to promote early kindergarten, the cooperation of the public schools environment and families	disadvantaged and multiply disadvantaged kindergarten children, and students	Central Hungary Region; convergence regions; underprivileged regions	Ministry of Human Resources	continuous	EUR 13.3 m
2.3.13 Study Hall after school program (SROP 3.3.9) (TÁMOP 3.3.9 Tanoda)	Reducing the educational inequalities and early school leaving; using the organizational learning processes which are reacting on the individual learning needs of children; support getting valid qualification.	underprivileged, disadvantaged and multiply disadvantaged students	Central Hungary Region; convergence regions; underprivileged regions	Ministry of Human Resources	continuous	EUR 13.3 m
2.3.14 Program for supporting further studies (SROP 3.3.10.) (TÁMOP 3.3.10 Továbbtanulást segítő támogatások)	Developing the student's basic skills, supporting their abilities to keep them in the school system, to promote the participation in higher education, and to promote the improvement of learning outcomes	underprivileged, disadvantaged and multiply disadvantaged students	convergence regions; underprivileged regions	Ministry of Human Resources	continuous	EUR 13.3 m
2.3.15 Development of youth counselling networks: Youth referees (Government) Eurodesk Network National Youth	Reaching and involving the defined target group into the Youth Guarantee. Establishing the structured dialogue between the various	people aged between approx. 8- 30	national	Ministry of Human Resources	2013 - preparatory phase; 2014-2020 - implementation phase	N/A

Council European Students' Union (ESU) Integrated Community Services UNJP Contact Center	actors of the Youth Guarantee. Reaching the disadvantaged target groups.					
2.3.16 Development of a contact-point network (Kontaktpont)	To reach young people and provide them with information and/or services at a local level. Within the framework of the Programme for the Future of the New Generation, 19+2 Youth Contact points are being set up at the county-seats and in Budapest, providing young people with complex service packages (including career information, individual and group counselling, job search assistance etc.), as well as performing reach-out work at local schools and community areas and organizing special programmes (e.g. youth camps, festivals, talent search programmes etc.) for the target group. Within the framework of the programme, an online youth counselling portal is also set up.	Young people between 12-20.	National	Ministry of Public Administration and Justice and Ministry of Human Resources	The first 8 Contact Point Offices have been opened in autumn 2013, with the rest to follow until the end of 2013.	SROP 3.3.12 EUR 10 m The programme covers the setting up of the offices as well as the employment of the personnel comprising 60 youth counsellors for 2 years.
2.3.17 Development of a contact-point network	Within the framework of the New Hungary Rural Development	Young people between 12-29.	National/Local	Ministry of Rural Development and the Institute for Rural Development Education and	continuous (Offices were set up in 2009-10)	Max. EUR 200.000/office (which includes setting up and operating the offices well)

(IKSZT)	Programme, currently 411 so-called Integrated Community and Service-providing Offices operate mainly in settlements with a population under 1000 ppl. Youth-oriented services (e.g.: organizing youth events, serving as a youth information point, fostering youth self-organization and participation etc.) are among the services the offices are compelled to provide, whereas cooperation with the local PES office has been an option. As a main task within the YG, the offices are suitable to reach young people at a local level, can serve as information points for PES, provide location for trainings and various youth-related activities.			Counselling		
2..3.18 Development of an early warning system on youth at risk of early school leaving	to establish an early warning system detecting youth at risk of early school leaving	Young people between 3-25. Young persons under 25 without upper secondary schooling	National	Ministry of Human Resources Hungarian Institute for Educational Research and Development (OFI)	2014-2020	provisional allocation of resources: approx. EUR 126.6 m (2015: EUR 43.3 m, 2016: EUR 43.3 m, 2017: EUR 40 m)

## 2.4 Supportive measures for labour market integration

Table 2.4: Key reforms and initiatives to enable labour market integration

Name of the reform/initiative <sup>6</sup>	Key objective(s) <sup>7</sup>	Target group, including no of people covered (if available)	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Implementation cost, if applicable
<b>Planned reforms</b>						
2.4.1 Reform of the Vocational Education Act (Szakképzési törvény reformja)	<p>Regional integrated vocational training centres will be transformed in order to make the vocational training school system more transparent and more efficient. The system of traineeship will be extended to professions not previously covered. The professional examination system will be modified, and other important elements of the system will be improved as well.</p> <p>Act CLXXXVII of 2011 on vocational training will enhance the role and responsibility of the chambers of commerce in the practical implementation of the training.</p>	The effect of the combined vocational training reforms may improve the competitiveness of students and later their employers as well. Estimated no. of participants in vocational education: 370.000 (2011/2012)	National	Ministry for National Economy	All government decrees and ministerial decrees entered into force by 1 September 2013. The new professional school-leaving examination requirements should also be published during 2014.	Budget of respective ESF (SROP) projects are as follows: SROP 2.2.1 ('Developing the quality and contents of vocational training') EUR 18,5 M SROP 2.2.5 ('Preparation of vocational training institutes to comply with the new vocational training regulations') EUR 7 M SROP 2.2.6 ('Preparation of teachers in vocational education to apply the new training content and comply with the new conditions of the vocational training regulation') EUR 4,7 M
2.4.2 Reform of the Adult Education Act (Felnőttképzési törvény reformja)	<p>Main aim is to improve the quality of training and a better alignment of training contents and structures with the needs of the labour market. The new act on adult training envisages changes in the following fields:</p> <ul style="list-style-type: none"> <li>- focus on supported training to satisfy the needs of the labour market.</li> <li>- provision of quality knowledge to the participants of adult training,</li> <li>- the certificates issued will be of the same quality as the vocational training certificates issued by schools.</li> <li>- the improvement of the quality of practical training in adult education is ensured by legislative instruments.</li> </ul>	Estimated no. of participants in adult education: 625.000 (2012)	National	Ministry for National Economy	All activities in the field of adult education are regulated by the Act LXXVII. on adult education since the 1 <sup>st</sup> of September, 2013. The new regulations will be introduced gradually, but from the end of 2014 onwards, all training courses must comply with the new system	Budget of respective ESF project (SROP 2.2.7/C: 'Preparation of adult training institutes to comply with the new adult education regulations'): EUR 10 M
2.4.3 Development of the strategy on	Hungarian LLL strategy is a national framework that includes interventions of relevant policy domains covering 2014-2020 timespan.	student population, working-age population,	National	Ministry of Human Resources (lead) in cooperation with Ministry	Expected to be approved in the end of 2013.	N/A

<sup>6</sup> In English and original name (in national language).

<sup>7</sup> Please ensure that the objectives meet the established 'SMART' criteria. The objectives should be linked to the 'rationale'/needs identified in section 1.

Lifelong Learning (Stratégia az egész életen át tartó tanulásról)	<p>Main aims:</p> <ul style="list-style-type: none"> <li>- Overall goal is to increase participation in LLL, to improve access to LLL and adjust the formal education and training system to LLL key principles (LLL system building).</li> <li>- 3 main objectives:           <ol style="list-style-type: none"> <li>1. improving access to LLL and increase participation</li> </ol> </li> </ul> <p>This has 4 specific objectives:</p> <ul style="list-style-type: none"> <li>- developing and delivering complex programs aiming at the social and labour market chances of socially excluded groups</li> <li>- improving employability and labour market integration of disadvantaged people (incl: Roma, disabled, low skilled, older age groups, etc.)</li> <li>- reinforcing interventions focused on drop-outs, ESL and NEET groups of youth</li> <li>- expanding non-formal LLL opportunities and supporting, developing workplace learning</li> </ul> <ul style="list-style-type: none"> <li>2. strengthening key elements and principles of LLL in formal public education, VET, HE and Adult learning systems</li> <li>- reinforcing the LLL principles in initial education system (competence development, etc.)</li> <li>- strengthening new learning culture</li> <li>- strengthening the link between VET and labour market</li> <li>- supporting the diversification and differentiation of HE</li> <li>- improving the efficiency of adult learning</li> </ul> <ul style="list-style-type: none"> <li>3. Valuing learning, improving transparency, visibility and recognition of learning outcomes</li> <li>- extending learning incentives esp. for socially disadvantaged</li> <li>- improving quality assurance and quality management systems</li> <li>- transparency of learning pathways and including them in a coherent qualification framework, validation etc.</li> <li>- LLG and career tracking</li> </ul>	50+ with special emphasis on socially and Labour market disadvantaged		for National Economy		
2.4.4 National Reform Programme (Nemzeti Reform)	<p>Hungary sets the goal of reaching 75% employment rate among 20-64 yo. population until 2020.</p> <p>The NRP summarizes the main reforms and</p>	Whole population.	National.	Government of Hungary Ministry for National Economy (coordination)	The NRP is updated yearly.	N/A

Program)	measures dealing with both the demand and supply side of the labour market.					
2.4.5 Strategic Framework Document for the Employment Policy Developments between (2014-20) (A 2014-20 közötti időszak foglalkoztatáspolitikai célú fejlesztéseinek megalapozása – szakpolitikai stratégia)	Main aim of the strategy is to establish a thorough background for planning and management of ESF resources aiming at promoting labour market participation and employment.	Especially job-seekers and people facing disadvantages in the labour market. However – for example in terms of lifelong learning – the Strategy contains interventions aiming at working age population.	National	Ministry for National Economy	January 2014: Government approval Serves as a framework for ESF resources available for employment interventions in the 2014-2020 period.	~ 2 Bio. EUR for 2014-2020
<b>Planned initiatives</b>						
2.4.6 Active labour market programmes to improve the employability of the disadvantaged – with increased focus on young unemployed (SROP 1.1.2, 1.1.4) (Aktív munkaerőpiaci programok a hátrányos helyzetűek foglalkoztathatóságának javításáért – TÁMOP 1.1.2, 1.1.4)	Promoting labour market entry of disadvantaged people by means of comprehensive, personalized and tailor-made individual programmes comprising labour market services, subsidies and training. These include general and vocational training, wage subsidies, support for self-employment, mobility support/housing allowance, provision of labour market services, such as information, advice, job search assistance, mentoring etc.	<p>Key target groups of the programmes include:</p> <ul style="list-style-type: none"> <li>• young unemployed (under 25, in case of fresh graduates under 30)</li> <li>• job-seekers with low skills or without qualification</li> <li>• older unemployed (above 50)</li> <li>• people returning to the labour market after childcare</li> <li>• people receiving employment substitute support or in danger of long-term unemployment</li> </ul> <p>Number of disadvantaged jobseekers to be involved in the programmes (between May 2011 – April 2015): 117 000 participants – of whom at least 37 000 (more than 31% of all participants)</p>	National, regional with decentralised implementation (at local level)	The Ministry for National Economy is responsible for planning. The programme is implemented by PES and its service providers.	<p>Programmes started in May 2011 Increasingly focusing on young people since 2012-2013</p> <p>End date: April 2014 (SROP 1.1.4 in Central Hungary), April 2015 (SROP 1.1.2 in 6 convergence regions)</p>	Approx. EUR 380 million Co-funded by ESF (SROP 1.1.2, 1.1.4)

		young unemployed.					
2.4.7	Youth Guarantee ALMP programme in YEI regions (IG aktív munkaerő- piaci program a YEI- re jogosult régiókban)	Enhancing activation of young jobseekers, promoting labour market integration of young people, in particular the low- skilled and long-term unemployed by offering them comprehensive, tailor- made individual programmes comprising subsidies, training and labour market services.	Young jobseekers (under 25) in YEI regions registered at PES, in particular long-term unemployed and the low- skilled.  Planned number of participants to be involved in the programme: approx. 25 000 young unemployed (under 25) – of whom approx. 15 000 long-term unemployed; approx. 11 000 low- skilled / with no vocational qualification.	regional (YEI regions) with decentralised implementation (at local level)	The Ministry for National Economy and the National Employment Office are responsible for planning and coordination. The programme will be implemented by PES and its service providers.	Planned start date: 1st half of 2014 End date: December 2016	Approx. EUR 100-120 million Co-funded by ESF and YEI
2.4.8	Youth Guarantee ALMP programme in non- YEI convergence regions (IG aktív munkaerő- piaci program a nem YEI-jogosult konvergencia régiókban)	Enhancing activation of young jobseekers, promoting labour market integration of young people, in particular the low- skilled and long-term unemployed by offering them comprehensive, tailor- made individual programmes comprising subsidies, training and labour market services.	Young jobseekers (under 25) in non-YEI convergence regions registered at PES, in particular long-term unemployed and the low- skilled.  Planned number of participants to be involved in the programme: approx. 3 000 young unemployed (under 25) – of whom approx. 1 500 long-term unemployed; approx. 1 000 low-skilled / with no vocational qualification.	regional (non-YEI convergence regions) with decentralised implementation (at local level)	The Ministry for National Economy and the National Employment Office are responsible for planning and coordination. The programme will be implemented by PES and its service providers.	Planned start date: 1st half of 2014 End date: December 2016	Approx. EUR 12-16 million Co-funded by ESF
2.4.9	Youth Guarantee ALMP programme in Central-Hungary region (IG aktív munkaerő- piaci program a Közép-magyarországi Régiónban)	Enhancing activation of young jobseekers, promoting labour market integration of young people, in particular the low- skilled and long-term unemployed by offering them comprehensive, tailor- made individual	Young jobseekers (under 25) in Central-Hungary registered at PES, in particular long-term unemployed and the low- skilled.  Planned number of participants to be involved in the programme: approx. 2 000 young unemployed	regional (Central Hungary region) with decentralised implementation (at local level)	The Ministry for National Economy and the National Employment Office are responsible for planning and coordination. The programme will be implemented by PES and its service providers.	Planned start date: 1st half of 2014 End date: December 2016	Approx. EUR 10-13 million Co-funded by ESF

	programmes comprising subsidies, training and labour market services.	(under 25) – of whom approx. 1 000 long-term unemployed; approx. 800 low-skilled / with no vocational qualification.				
2.4.10 Job Protection Action Plan (Munkahelyvédelmi Akcióterv)	Targeted tax allowances for employers employing disadvantaged target groups, among others young people and career starters under 25.	Young people – 106 thousand in September, 2013. Career starters under 25, - 22 thousand in September, 2013.  Other target groups: Workers above the age of 55; ppl. with lower qualifications; ppl. returning from parental leave; long-term unemployed	National	Ministry for National Economy (lead), Employers' and workers representatives (consultation on planning of programme)	Phasing in period in 2013. Expected to reach total volume in 2014.	Approx. EUR 60 Mio in 2013. Approx. EUR 95 Mio in 2014. Solely national budget.
2.4.11 measure to facilitate entrepreneurship in the convergence region (SROP 2.3.6) (Fiatalok vállalkozóvá válásának támogatása a konvergencia régióban – TÁMOP 2.3.6)	The programme (SROP 2.3.6) is aimed to support young people (aged 18-35) to become entrepreneurs by providing them training and start-up support as well as follow-up guidance and mentoring.	As a result of the measure, the number of new young entrepreneurs (aged between 18-35) will increase – in the framework of the programme, at least 1,500 enterprises are expected to be established.	Regional convergence regions –	Ministry for National Economy and Ministry of National Development (lead); NGOs representing young entrepreneurs (consultation on planning of programme and implementation)	Communication and information campaign to reach and recruit young people took place in summer 2013; selection of participants started in autumn 2013, first trainings under the programme may start in January 2014, while support to new start-ups can be provided as of March 2014.	Approx. EUR 24 Mio. co-financed by ESF
2.4.12 measure to facilitate entrepreneurship in Central-Hungary region (Fiatalok vállalkozóvá válásának támogatása a Középmagyarországi Régióban)	The programme (implemented by the National Employment Public Foundation (OFA)) is aimed to support young people (aged 18-35) to become entrepreneurs by providing them training and start-up support as well as follow-up guidance	The project is expected to contribute to the establishment of approx. 200-400 new enterprises.	Regional – Central-Hungary region	National Employment Public Foundation (OFA) and Ministry for National Economy (lead); NGOs representing young entrepreneurs (consultation on planning of programme and implementation).	Expected to be launched in the 1 <sup>st</sup> half of 2014.	Approx. EUR 1-3 Mio. Solely national budget.

	and mentoring.					
2.4.13 Apprenticeship programme (SROP 2.3.4) (Gyakornoki program – TÁMOP 2.3.4)	The programme aims at strengthening dual VET, fostering the employment of young qualified career starters by fully or partially subsidizing wages and social contributions for nine months. The employment has to result in a net increase of the number of employed.	Young qualified career starters aged under 25, who have acquired vocational skills for their chosen occupation under apprenticeship contracts or young people aged below 25, who acquired their first secondary vocational qualification in full-time school-based education. The budget allows the employment of approximately 4.000-10.000 apprentices.	National	The grant is available to micro-, small- and medium-sized enterprises. The Hungarian Chamber of Commerce and Industry provides assistance for the enterprises, mentors and the apprentices as well within the programme, and also provides services fostering participation in the programme.	Applications may be submitted between February 2013 and April 2014 (or until resources are exhausted).	Total budget is EUR 28 M. Subsidies per apprentice may cover: - 35-100% of the wage and social contributions (only up to 150% of the guaranteed minimum wage) - supplementary wage of the mentor - a maximum of 25% of the previous two for the purchase of equipment for creating an apprenticeship
2.4.14 Employment programmes run by non-governmental and non-profit organisations (SROP 1.4.1) (Fiatalok munkaerő-piaci integrációját célzó civil foglalkoztatási programok - TÁMOP 1.4.1)	The programme supports the objective of strengthening the job creation capacity of NGOs and non-profit organizations and helping young people gain work experience.	Unemployed young people between 16 and 30 years of age.	National	Ministry for National Economy and Ministry of National Development (lead); NGOs (consultation)	From January 2014	SROP 1.4.1: EUR 23,3 M EUR 5.000 /young employees
2.4.15 Innovative Employment Programme (SROP 1.4.3) (Innovatív munkaerő-piaci programok kiemelten a fiatal munkanélküliek elhelyezkedésének támogatása érdekében - TÁMOP 1.4.3)	The programme supports the objective of piloting new methods to promote (among others) the employability of young people.	Unemployed young people between 16 and 30 years of age.	National	Ministry for National Economy and Ministry of National Development (lead); NGOs (consultation)	From April 2013 to June 2015	SROP 1.4.3: EUR 3,3 M (for young ppl)
2.4.16 Development of career guidance system (SROP 2.2.2) (Pályaorientációs rendszer fejlesztése – TÁMOP 2.2.2)	The aim of the programme is to develop a national lifelong guidance system on a standardised	Target group: individuals in the process of career choice, career change and career planning. The programme will provide career guidance training	National	The programme is implemented by the National Employment Office. Partners providing career information and assisting in career guidance (e.g.: teachers, employees of career guidance	June 2012-May 2015	EUR 9 M

	<p>professional, ethical and methodological base for every young person and adult facing career choice or change to have access to a high-quality career support system, which will reduce school drop-out rates, facilitates labour market integration and all phases of transition (work – studies – work).</p>	<p>for 4000 professionals, while 339 thousand young people will receive career guidance counselling.</p>		<p>institutions, community centres, employment services, chambers etc.) are provided with trainings, whereas employers and chambers are involved in the development of the career guidance tools.</p>		
2.4.17 Development of VET career tracking system	<p>The aim is the development of a national standardised VET career tracking system. The career tracking system will enable the development of a feedback system, which can provide decision-makers with proper assistance based on information on the usefulness of a vocation and the relevant employment data.</p>	<p>According to the Vocational Education Act it covers participants in school-based and workplace training as well.</p>	National	<p>Operation is the responsibility of the National Employment Office with guidance from the Ministry for National Economy</p>	continuous	N/A

### 3. Funding the Youth Guarantee

Table 3: Funding the Youth Guarantee

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
<b>PLANNED REFORMS</b>										
2.3.1 Development of the Strategy on Early School Leaving (has been prepared, under government approval process)	2014-2020	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2.3.2 Public Education Development Strategy (under preparation)	2014-2020	under preparation EU source (domestic decision) EUR 333.3 m	under preparation Domestic source (budget) EUR 335 m	N/A	N/A	N/A	835 628 (2012/2013)	787 924 (2012/2013)	1.623.552 (2012/2013)	N/A
2.3.3 National Youth Strategy (2009-2024) and its Action Plans	to be specified in 2014, within the budget of the Action Plan for 2014-2016 and the Erasmus+ Programme	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2.3.4 Programme for the Future of the New Generations	as of 2012-	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2.3.5 National Social Inclusion Strategy	2011-2014 to be specified later	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2.3.6 Joint	2012-2015	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
Agreement between the Government and the National Roma Self-government (ORÖ)										
2.4.1 Reform of the Vocational Education Act	2013-2015	EUR 25.7 M (SROP 2.2.1+2.2.5+2.2.6)	EUR 4.5 M (SROP 2.2.1+2.2.5+2.2.6)	-	-	-	206.000 (2011/2012)	164.000 (2011/2012)	370.000 (2011/2012)	N/A
2.4.2 Reform of the Adult Education Act	2013-2015	EUR 8.5 M (SROP 2.2.7/C)	EUR 1.5 M (SROP 2.2.7/C)	-	-	-	320.000 (2012)	305.000 (2012)	625.000 (2012)	N/A
2.4.3 Development of the strategy on Lifelong Learning	2014-2020	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2.4.4 National Reform Programme	to be specified in the 1 <sup>st</sup> half of 2014	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2.4.5 Strategic Framework Document for the Employment Policy Developments between (2014-20)	2014-2020	EUR 1,7 Billion (5 <sup>th</sup> priority axis of EDIOP + Central-Hungary OP 7 <sup>th</sup> axis)	EUR 0,3 Billion (5 <sup>th</sup> priority axis of EDIOP + Central-Hungary OP 7 <sup>th</sup> axis)	-	-	-	N/A	N/A	N/A	N/A

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
<b>PLANNED INITIATIVES</b>										
2.3.7 Bridge programmes (HÍD programok)	as of school year 2013/14	-	approx. EUR 1 m / school year	N/A	N/A	N/A	N/A	N/A	2700-3000 (yearly) (in the school year 2013/14: 1588 students)	approx. EUR 30/student/year
2.3.8 Útravaló-MACIKA (scholarship programme for the disadvantaged)	since 2005 annually	-	in 2013 EUR 7.2 m	-	-	-	-	-	approx. 12-14 000 per school year (in the school year 2013/14: 14 193 students)	EUR 16-50/student/month in 2013/14 (the amount depending on performance) mentors get EUR 23 per month
2.3.9 Development of YG mentor network in PES	2014-2020	approx. EUR 7.000/mentor/month	approx. EUR 1.200/mentor/month	-	-	-	N/A	N/A	N/A	N/A
2.3.10 Improvement of data gathering systems on school leavers (Information System on Public Education)	2014-2020, funding according to the Strategy on Early School Leaving	early warning system: provisional allocation of resources: approx.. EUR 107.7 m	approx.. EUR 18.9 m	N/A	N/A	N/A	835 628 (2012/2013)	787 924 (2012/2013)	1 623 552 (2012/2013)	N/A
2.3.11 Support for second chance programmes/schools (SROP 3.3.9) (TÁMOP 3.3.9)	2012-2015	ESF EUR 9.8 m	EUR 1.5 m	-	-	-	-	-	560 students in 28 institutes	EUR 2 678 per students for a year

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
Második esély programok/iskolák)										
2.3.12 Support of Public Education Institutions equality-based development (SROP 3.3.8.) (TÁMOP 3.3.8. KÖZOKTATÁSI intézmények esélyegyenlőségi elvű fejlesztésének támogatása)	2012-2015	ESF EUR 11.3 m	EUR 2 m	-	-	-	N/A	N/A	3780 children, students involved in 138 institutes	EUR 2989 per students per year
2.3.13 Study Hall after school program (SROP 3.3.9) (TÁMOP 3.3.9 Tanoda)	2013-2015	ESF EUR 11.3 m	EUR 2 m	-	-	-	N/A	N/A	2500 students involved in 125 Study Hall	. EUR 4250 per students per year
2.3.14 Program for supporting further studies (SROP 3.3.10.) (TÁMOP 3.3.10 Továbbtanulást segítő támogatások)	2012-2015	ESF EUR 11.3 m	EUR 2 m	-	-	-	N/A	N/A	1980 disadvantaged and multiply disadvantaged students at secondary school from 91 institutes	EUR 5707 per students per year
2.3.15 Development of a youth counselling network: Development of youth counselling networks:	2014-2020	not yet specified (HRDOP)	national / regional / local	-	-	-	58%/total	42%/total	3000/year	N/A

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
Youth referees (Government) Eurodesk Network National Youth Council European Students' Union (ESU) Integrated Community Services UNJP Contact Center										
2.3.16 Development of a contact-point network (Kontaktpont)	2013-2015 (Youth Contact points)	approx. EUR 8.5 m	approx. EUR 1.5 m						25.000 young ppl. aged 12-18 participating  20.000 young ppl. registered at the youth portal	N/A (the programme budget covers the maintenance of the contact points, the employment of the counsellors and the budget for the activities for the target group as well)
2.3.17 Development of a contact-point network (IKSZT)	2009-2010 (Integrated Community and Service-providing Offices)	max. EUR 170 000	max. EUR 30 000						N/A	N/A (the budget covers the setting up and operation of the offices)
2.3.18 Development of an early warning system on youth at risk of early school leaving	2014-2020	As defined in the Public Education Development Strategy								
2.4.6 Active labour market programmes to improve the employability of the	2011-2015	EUR 323 m (ESF)	EUR 57 m	-	-	-	58.500	58.500	at least 117.000	approx. EUR 3200 / jobseeker

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
disadvantaged – with increased focus on young unemployed (SROP 1.1.2, 1.1.4)										
2.4.7 Youth Guarantee ALMP programme in YEI regions	2014-2016 (similar programmes are planned to be carried out continuously also afterwards)	EUR 50 m (YEI) approx. EUR 42-60-m (ESF)	approx. EUR 8-10 m	-	-	-	12.500	12.500	at least 25.000	approx. EUR 4000-4500 / young jobseeker
2.4.8 Youth Guarantee ALMP programme in non-YEI convergence regions	2014-2016 (similar programmes are planned to be carried out continuously also afterwards)	approx. EUR 10-14 m (ESF)	approx. EUR 2 m	-	-	-	1.500	1.500	at least 3.000	approx. EUR 3500-4000 / young jobseeker
2.4.9 Youth Guarantee ALMP programme in Central-Hungary region	2014-2016 (similar programmes are planned to be carried out continuously also afterwards)	approx. EUR 8-11 m (ESF)	approx. EUR 2 m	-	-	-	1.000	1.000	at least 2.000	approx. EUR 3500-4000 /young jobseeker
2.4.10 Job Protection Plan	2013	-	Approx. EUR 60 M	-	-	-	59.000	59.000	118.000 (/month)	approx. 500 EUR/year

Name of reform/initiative	Years for which funding is planned	Sources & levels of funding					No. of beneficiaries planned (when applicable)			Cost per beneficiary (when applicable)
		EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify)	Male	Female	Total	
	2014 and after yearly	-	Approx. EUR 95 M	-	-	-	90.500	90.500	181.000 (/month)	approx. 500 EUR/year
2.4.11 Measure to facilitate entrepreneurship in the convergence region (SROP 2.3.6)	2013-2015	EUR 20,4 M	EUR 3,6 M	-	-	-	N/A	N/A	1.500 enterprises	N/A (not all trainee will found an enterprise)
2.4.12 Measure to facilitate entrepreneurship in Central-Hungary region	2014-2015	-	EUR 1-3 M	-	-	-	N/A	N/A	200-400 enterprises	N/A (not all trainees will found an enterprise)
2.4.13 Apprenticeship programme (SROP 2.3.4)	2013-2015	EUR 24 m	EUR 4 m	-	-	-	2.000-5.000	2.000-5.000	4.000-10.000	max. approx. EUR 1100 / apprentice/month
2.4.14 Employment programmes run by non-governmental and non-profit organisations (SROP 1.4.1)	2013-2015	EUR 19.8 M	EUR 3.5 M	-	-	-	N/A	N/A	2.000-2.500	EUR 5.000 /young employees
2.4.15 Innovative Employment Programme (SROP 1.4.3)	2013-2015	EUR 2.8 M	EUR 0.5 M	-	-	-	N/A	N/A	N/A	N/A
2.4.16 Development of career guidance system	2013-2015	EUR 8 m	EUR 1 m	-	-	-	N/A	N/A	339.000	N/A
2.4.17 Development of VET career tracking system	2014-2020	not yet specified	not yet specified	-	-	-	206.000 (2011/2012)	164.000 (2011/2012)	370.000 (2011/2012)	N/A



#### 4. Assessment and continuous improvement of schemes

Table 4.1: Planned assessments for the (non-financial aspects of) structural reforms<sup>8</sup>

Name of the reform <sup>9</sup>	Expected change	Means through which change will be measured	Source of information / planned evaluations
2.3.1 Development of the Strategy on Early School Leaving (has been prepared, under government approval process)	The strategy is focusing on - the improvement of educational outcomes by raising the qualification level and increasing the rate of completion of upper secondary qualification - preventing exclusion from education by improving inclusive education - optimising educational pathways by offering differentiated, student-related measures	concrete actions plans and indicators and monitoring mechanisms will be worked out after strategy has been adopted by the Government	educational and training information systems and statistical databases, competence measurement, regular monitoring reports, etc.
2.3.2 Public Education Development Strategy (under preparation)	to improve access to education to adjust the systems of education and training principles to make learning more attractive and the outcomes more transparent, visible and valued	concrete actions plans and indicators and monitoring mechanisms will be worked out after strategy has been adopted by the Government	educational and training information systems and statistical databases, competence measurement, regular monitoring reports, etc.
2.3.3 National Youth Strategy (2009-2024) and its Action Plans	Better cross-sectorial cooperation. Improve employability with improved skills and competences.	Cross-sectorial coordination forum has been set up. Recognition of Youth work and non-formal learning with involvement of different networks.	Successful contribution to the action plan. Better employability through the non-formal learning, Active networks and local authorities.
2.3.4 Programme for the Future of the New Generations	To develop a social environment providing a smooth transition for a socially active youth to adulthood.	Through the continuous monitoring of measures that the programme provides the framework for	monitoring database for ESF projects
2.3.5 National Social Inclusion Strategy (Nemzeti Társadalmi Felzárkózási Stratégia)	Better social and economic situation of target groups: those affected by deep poverty, child poverty, the Roma	There is a monitoring system currently in operation to measure the progress of programmes and there are special indicators of social inclusion to show social change.	Regular reports about the status of carrying out the action plan of the Strategy including progress of programmes and change of the social environment using the available – and constantly developed – indicators of social inclusion.
2.3.6 Joint Agreement between the Government and the National Roma Self-government (ORÖ) (Kormány-ORÖ Keretmegállapodás)	Better social and economic situation of the Roma.	There is a monitoring system currently in operation within the framework of the National Social Inclusion Strategy (also applicable to the Joint Agreement) to measure the progress of programmes and there are special indicators of social inclusion to show social change.	Regular reports about the status of carrying out the action plan of the Joint Agreement including progress of programmes and change of the social environment using the available – and constantly developed – indicators of social inclusion.
2.4.1 Reform of the Vocational Education Act	More practice-orientated VET. The effect of the combined vocational training reforms may improve the competitiveness of students and later their employers as well.	Detailed methodology of impact assessment has been worked out.	VET exam database. PES database. Evaluation using the methodology of impact assessment developed.
2.4.2 Reform of the Adult Education Act	To improve the quality of training To better align training contents and	Obligation of quality management and data submission for adult training institutions.	PES database.

<sup>8</sup> Please include all reforms listed in the tables above.

<sup>9</sup> In English and original name (in national language).

	structures with the needs of the labour market.		
2.4.3 Development of the strategy on Lifelong Learning	to increase participation rate in LLL to improve access to LLL to adjust the systems of education and training to LLL principles to make learning more attractive and the outcomes more transparent, visible and valued	concrete actions plans and indicators and monitoring mechanisms will be worked out after strategy has been adopted by the Government	regular monitoring reports, educational and training information systems and statistical databases, competence measurement, etc.
2.4.4 National Reform Programme	To reach the EU2020 targets laid down in 2011 by Hungary	Yearly report submitted to the Commission.	LFS, PES database, monitoring database for ESF projects.
2.4.5 Strategic Framework Document for the Employment Policy Developments between (2014-20)	to establish a thorough background for planning and management of ESF resources aiming at promoting labour market participation and employment.	continuous monitoring of measures, surveys, evaluations	integrated, individual level ESF database, monitoring and information system, impact assessments, evaluations of individual measures

Table 4.2: Planned assessments of the initiatives and of the financial aspects of reforms<sup>10</sup>

Name of the initiative / reform <sup>11</sup>	Target population (or equivalent)	Population (or equivalent) actually reached	Outcome for population	Sources of information
2.3.7 Bridge programmes (HÍD-programok)	students of compulsory school age who finished primary school but were not admitted into secondary school (Bridge I) / who have not finished primary school but have completed at least six grades of primary school and are above 15 (Bridge II).  Number of students of compulsory school age in full-time education in the 8th grade of primary school: approx. 77 thousand.	students enrolled in Bridge programmes (1895 in September 2013) planned number of participants: 2700-3000	Number of people, who find the study path most suitable for them and the labour market as well	Klebelsberg Centre for Institution Maintenance (KLIK), vocational schools, educational and training information systems and statistical databases, competence measurement, etc.
2.3.8 Útravaló-MACIKA (scholarship programme for the disadvantaged)	disadvantaged and multiply disadvantaged students	nr of participating students 17684 students (school year 2012/13) received support from a mentor	enhanced school success	stipend registry, contracts
2.3.9 Development of YG mentor network in PES	approx. 90.000 young jobseekers registered at PES (as referred to in measures no. 2.4.9, 2.4.10 and 2.4.11.)	Planned number of participants to be involved in the Youth Guarantee programme: (to be specified later)	Number of participants in a job or continued education after having received support and services by YG mentors	PES registry, integrated, individual level ESF (YEI) database, monitoring and information system
2.3.10 Improvement of data gathering systems on school leavers (Information System on Public Education)	Young school-leavers. (3-22 age group)	Early leavers under compulsory school age+ school leavers above compulsory school age without secondary schooling.	Information on the number of school leavers available.	PES + YG database. data collection for public and higher education institutions (so called OSAP) Statistical Yearbook of Education
2.3.11 Support for second chance programmes/schools (TÁMOP 3.3.9 Második esély programok/iskolák)	Young ppl. above the compulsory school age with multiple disadvantages, who dropped out of school	Number of young people guided back to secondary education 560 participants (in 28 institutions)	Number of young ppl. with at least secondary level education. increased educational level	Monitoring System for ESF resources
2.3.12 Support of Public Education Institutions equality-based development (SROP 3.3.8.) (TÁMOP 3.3.8 Közoktatási intézmények esélyegyenlőségi elvű fejlesztésének támogatása)	disadvantaged and multiply disadvantaged children, students (age of 3 – 18)	3780 participants (in 138 institutions)	better cooperation between public education institutions, and disadvantaged and multiply disadvantaged students' families	Monitoring System for ESF resources (EMIR)

<sup>10</sup> Please include all initiatives listed in the tables above.

<sup>11</sup> In English and original name (in national language).

2.3.13 Study Hall after school program (SROP 3.3.9) (TÁMOP 3.3.9 Tanoda)	disadvantaged and multiply disadvantaged students (age of 12 – 18)	2500 participants (in 125 study halls)	enhanced school success of disadvantaged and multiply disadvantaged students, reduced number of dropouts, enhanced chances to get a valuable profession	Monitoring System for ESF resources (EMIR)
2.3.14 Program for supporting further studies (SROP 3.3.10.) (TÁMOP 3.3.10. Továbbtanulást segítő támogatások)	disadvantaged and multiply disadvantaged students at secondary education	1980 participants (from 91 institutions)	basic skills developed, enhanced motivation at secondary school, strengthened willingness to apply for higher education, enhanced school success	Monitoring System for ESF resources (EMIR)
2.3.15 Development of a youth counselling network:  Development of a youth counselling networks: Youth referees (Government) Eurodesk Network National Youth Council European Students' Union (ESU) Integrated Community Services UNJP Contact Center	Young people of all ages.	Planned number of participants and disadvantaged jobseekers to be involved in the Youth Guarantee programme: (to be specified later)	The employability of young people has increased.	Network monitoring on-going. Large-scale youth research fulfilled every 4 year
2.3.16 Development of a contact-point network (Kontaktpont)	young people aged 12-20 (Youth Contact points)	Number of young ppl. aged 12-18 participating in programmes: 25.000 Number of young ppl. registered at the youth portal: 20.000	The number of young people making well-established career decisions will increase.	Monitoring System for ESF resources (EMIR)
2.3.17 Development of a contact-point network (IKSZT)	young people aged 12-29 (Integrated Community and Service-providing Offices)	Number of young ppl. reached by the offices.	The number of young people provided with suitable services and advice will increase.	N/A
2.3.18 Development of an early warning system on youth at risk of early school leaving	Students at risk of drop-out	Students at risk of drop-out (to be specified later)	Development of warning system will increase the quality of implementation of ESL Strategy	N/A (to be specified later)
2.4.6 Active labour market programmes to improve the employability of the disadvantaged – with increased focus on young unemployed (SROP 1.1.2, 1.1.4)	approx. 550.000 jobseekers registered at PES – of whom approx. 90.000 young unemployed (under 25)	Number of disadvantaged jobseekers to be involved in the programmes: 117 000 participants – of whom at least 37 000 (more than 31% of all participants) young unemployed.	93 950 participants are going to finish their individual programmes successfully (which means receiving at least one service and a training or employment subsidy) and 34 250 (29.7% of all participants) are going to be in employment on the 180th day after successful completion of the programme.	PES registry, integrated information system at PES, unified monitoring and information system

2.4.7 Youth Guarantee ALMP programme in YEI regions	approx. 66.000 young jobseekers registered at PES	Planned number of participants to be involved in the programme: (specified later)	participants in employment on the 180th day after successful completion of the programme	PES registry, integrated, individual level ESF (YEI) database, monitoring and information system
2.4.8 Youth Guarantee ALMP programme in non-YEI convergence regions	approx. 14.000 young jobseekers registered at PES	Planned number of participants to be involved in the programme: (specified later).	participants in employment on the 180th day after successful completion of the programme	PES registry, integrated, individual level ESF database, monitoring and information system
2.4.9 Youth Guarantee ALMP programme in Central-Hungary region	approx. 10.000 young jobseekers registered at PES	Planned number of participants to be involved in the programme: (specified later).	participants in employment on the 180th day after successful completion of the programme	PES registry, integrated, individual level ESF database, monitoring and information system
2.4.10 Job Protection Action Plan	approx. 200.000 young jobseekers and employees	No. of career starters and employees under the age of 25 (In Sept. 2013: 128 thousand)	participants in employment after the last supported month	National Tax and Customs Administration of Hungary
2.4.11 measure to facilitate entrepreneurship in the convergence region (SROP 2.3.6)	Number of young people between 18 and 35 years of age	Number of participants who received training 3 200 Number of enterprises: min. 1 500	The number of operating enterprises after the first year.	Monitoring System for ESF resources (EMIR), and the reports of the organizations participating in the development of enterprises.
2.4.12 measure to facilitate entrepreneurship in Central-Hungary region	Number of young people between 18 and 35 years of age	Number of participants who received training: 400-800 Number of enterprises: 200-400	The number of operating enterprises after the first year.	Reports of the organizations participating in the development of enterprises.
2.4.13 Apprenticeship programme	Young qualified career starters aged under 25, who have acquired vocational skills for their chosen occupation under apprenticeship contracts or young people aged below 25, who acquired their first secondary vocational qualification in full-time school-based education.	Number of young career starters employed as apprentices in the programme. Target: approx. 4000-10000 young people.	The number of young people successfully finding employment after acquiring vocational qualification will increase.	The Hungarian Chamber of Commerce and Industry is responsible for monitoring and data gathering.
2.4.14 Employment programmes run by non-governmental and non-profit organisations (SROP 1.4.1)	no. unemployed young people between 16 and 30 years of age	no. of young ppl. actually involved into an NGO scheme	no. of young ppl. completing the scheme	Monitoring System for ESF resources (EMIR)
2.4.15 Innovative Employment Program (SROP 1.4.3)	no. unemployed young people between 16 and 30 years of age	no. of young ppl. actually involved into an NGO scheme	no. of young ppl. leaving the scheme with positive outcome	Monitoring System for ESF resources (EMIR)
2.4.16 Development of career guidance system	All individuals – irrespectively of age – who at any career point in their lives are about to choose/modify their career.	All individuals – irrespectively of age – who at any career point in their lives ask for assistance or receive information from a professional, as well as every visitor of the career guidance portal. Target: 339 thousand individuals.	The number of people, who find the study path most suitable for them and the labour market as well will increase.	The National Employment Office is responsible for gathering the data.
2.4.17 Development of VET career tracking system	The number of graduates from school-based and workplace training	The number of graduates from school-based and workplace training	A national standardized system covering the overall system of VET will be developed to assist the work of decision-makers responsible for defining the internal structure	National Employment Office

			and content of vocations, and authorizing the launch of trainings, based on a data warehouse maintained with the involvement of the population in VET, the VET and adult educational institutions, employers and other relevant actors of the labour-market.	
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