Profiling NEETs for a more consistent and effective activation pathway – Semester 3

Webinar on Profiling NEETs and the 4 selected Best Practices

Project and Semester overview

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PROJECT OVERVIEW		
SEMESTER	**TOPIC**	**COORDINATOR**
Semester 1 *(01/01/2023 – 31/08/2023)*	Management activities to ensure smooth implementation and reporting of the project	JOBSPLUS - Malta
Semester 2 *(01/09/2023 – 29/02/2024)*	Data Collection, Qualitative surveys & Analysis related to NEETs	ANCI Toscana – Italy
Semester 3 *(01/03/2024 – 31/08/2024)*	Profiling NEETs for a more consistent and effective activation pathway	Ministry of Labor and Social Solidarity – Romania
Semester 4 *(01/09/2024 – 28/02/2025)*	Training & Personalized Support to NEETS participating in Activation Schemes	Employment Service of Slovenia
Semester 5 *(01/03/2025 – 31/08/2025)*	Work Exposure, Follow up Services and Matching NEETs' Skills with Labour Market Demands	Employment Services under the Ministry of Social Security and Labour of The Republic of Lithuania
Semester 6 *(01/09/2025 – 28/02/2026)*	Outreach Strategy to engage inactive youths	Croatian Employment Service

Semester overview - Profiling NEETs for a more consistent and effective activation pathway

Survey on the profiling practices based on a commonly developed tool

❑ Overview of practice

❑ Evaluation and ranking

Interregional policy learning events

❑ Interregional Training Workshop: 29-30/05/2024, Bucharest, Romania

❑ Interregional Thematic Seminar: 10/09/2024, Online

Semester overview - Profiling NEETs for a more consistent and effective activation pathway

Survey & Overview

❑ **Information on the national context:** data sources, outreach strategy, description of the profiling practice, role of PES, tools, stakeholders;

❑ **Main needs** & **Main challenges;**

❑ **Effectiveness** (objectives achieved);

❑ **Evidence of success** (results achieved);

❑ **Resources needed** (financial, material, personnel);

❑ **Potential for learning or transfer;**

❑ **Sustainability;**

❑ **Innovativeness;**

❑ **Timescale** (start/end date);

❑ **Name of the programme under which it was implemented** (if that's the case).

Profiling NEETs - 14 national practices		
NAME OF THE PRACTICE	**PARTNER**	**SCORE**
StAP (Statistacally assissted profiling)	Croatia	71
Jungtys (eng. Connections)	Lithuania	66,5
LT PES profiling (including NEETs)	Lithuania	69,5
Slovenian Institute for Adult Education's profiling of NEETs in PLYA project	Slovenia	74,5
Youth in Transition Vocational Maturity Self Assessment tool	Slovenia	75
Expert profiling on employabiity of the unemployed	Slovenia	65
Profiling procedure of the PES	Romania	60,5
3-part profiling tool for ALMAlta Mobility Pilot Project for NEETs	Malta	69
The Outcomes Star	Malta	79,5
Identifying youths at risk of becoming NEETS	Malta	62,5
In Work Benefit Profiling	Malta	43
ARTI profiling	Italy	53
Fondazione Solidarieta' Caritas ETS Firenze profiling	Italy	57
Profiling Tool (Sorting Table) - Segmentation of jobseekers to provide the right level of support and training	Luxembourg	70
Risk analysis for long term unemployment	Luxembourg	68

Semester overview - Profiling NEETs for a more consistent and effective activation pathway

Evaluation and Ranking Tool						
Criteria 1	**Criteria 2**	**Criteria 3**	**Criteria 4**	**Criteria 5**	**Criteria 6**	**Criteria 7**
Relevance	Effectiveness	Efficiency	Scalability	Transferability	Sustainability	Innovativeness
How relevant is the practice to the topic being discussed? Can it be adapted to address the topic?	Does the good practice achieve its defined objectives?	Are the financial resources for setup and running clearly specified and reasonable?	Can the intervention be scaled to a larger population?	Can the intervention be transferred to a different country or context successfully?	Is the intervention sustainable without EU funding or projects?	Is the intervention innovative? Was it a first-time implementation or a pilot project?
How relevant is the practice to your country's context?	Does the practice provide evidence of success and measurable results?	Does the practice have an adequate and reasonable allocation of human resources for setup and operation?	Is the geographical scope and scale of the practice clearly defined?	Are there detailed examples of the practice being transferred to other contexts?	Can the practice maintain itself without additional external funding once implemented?	Does the practice introduce a new or different approach to addressing the topic?

Semester overview - Profiling NEETs for a more consistent and effective activation pathway

Good Practices	Partner	Score
The Outcomes Star	Jobsplus	79,7
Youth in Transition Vocational Maturity Self-Assessment Tool	Slovenia PES (ESS)	75
Slovenian Institute for Adult Education's Profiling of NEETs in PLYA Project	Slovenia PES (ESS)	74,5
StAP (Statistically Assisted Profiling)	Croatian PES (HZZ)	71

Jobsplus' Use of the Outcomes Star Tool for Effective Profiling

SOCIAL

- *Could you kindly describe the practice?*
    The Outcomes Stars are a suite of evidence-based outcomes measurement and keywork tools, which drive an 'enabling help' approach to service delivery.

- *What elements make this practice effective?*
    The Outcomes Star supports a person-centred, collaborative and trauma informed approach and gives service users, workers, managers and commissioners vital information about needs and progress.

- *What makes it easily replicable in different contexts?*
    Since the Outcomes Star supports change as well as measuring it, it is replicable in any area where change is expected. Most tools either support the keywork process but do not provide good outcomes data, or they provide good outcomes data but front-line staff consider them extra paperwork that doesn't support the work with service users. In contrast, the Outcomes Star is designed to both measure distance-travelled and support the process of change through building trust in help and in the possibility of change through its holistic, developmental and flexible approach.

- *What are the do's and don'ts for anyone in Europe who wants to adopt this practice?*
    Do's: Use the tool collaboratively in a relationship of trust with the client to measure and enable change
    Don'ts: Use the tool to assess the severity of the client's situation without any engagement from the client's end

Youth in Transition (YIT) Vocational Maturity Self-Assessment Tool – by the Employment Service of Slovenia

SOCIAL

- *Could you kindly describe the practice?*
    - *A self-assessment tool for vocational maturity has been developed within the Erasmus+ Youth in Transition (YIT) project. It is designed to support young people, including NEETs, in evaluating their readiness for vocational pathways.*
- *What elements make this practice effective?*
    - *The tool emphasizes self-assessment and reflection, allowing individuals to gain insights into their personal and professional competences, and to identify areas for growth. By visualizing progress and focusing on individual pathways, the tool helps young people set and achieve their goals, while ensuring that the assessment is non-judgmental and tailored to each individual's unique context and development stage.*
- *What makes it easily replicable in different contexts?*
    - *The vocational maturity tool was rigorously developed using research-based approaches, quality-assured by the University of Hamburg. Tested in Denmark, Iceland, and Slovenia, the tool underwent 24 trial runs with 157 NEETs and 27 professionals. Feedback from think-aloud tests, counseling sessions, and interviews led to crucial adjustments. The tool's effectiveness and adaptability have been validated, enhancing its impact on vocational readiness for NEETs.*
- *What are the do's and don'ts for anyone in Europe who wants to adopt this practice?*
    - *Do's: It is recommended to apply the tool in a confidence-based dialogue with the NEET.*
    - *Don'ts: It is emphasized that the tool should not be used as a final assessment with potentially negative consequences for the young persons.*

Profiling of NEETs participating in the PLYA project in Slovenia

- *Could you kindly describe the practice?*

  The Slovenian Institute for Adult Education implements a targeted profiling practice within the Project Learning for Young Adults (PLYA) program, specifically designed for NEETs.

- *What elements make this practice effective?*

  The profiling aims to identify and address a wide range of obstacles faced by participants, including educational setbacks, socio-emotional challenges, physical and mental health issues, economic vulnerabilities, immigrant backgrounds, and risky life patterns. Through personalized assessment carried out by trained mentors, the program evaluates each participant's unique needs and develops an individualized career plan that focuses on continuing education or entering the workforce.

- *What makes it easily replicable in different contexts?*

  The profiling practice offers significant potential for learning and transfer due to its adaptable, project-based learning approach, which can be customized to various regional and cultural contexts.

- *What are the do's and don'ts for anyone in Europe who wants to adopt this practice?*

  Do's: or a successful transfer, institutions are advised to maintain a low mentor-to-participant ratio, ensure continuous funding, and foster strong inter-sectoral cooperation.
  Don'ts: Don't implement the practice of profiling separated from the mentorship programme.

Using Statistically assissted profiling in Croatian Employment Services

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- *Could you kindly describe the practice?*
  Statistically assisted profiling is used by HZZ to profile all jobseekers automatically upon registration. It is based on the estimation of employment probability within 12 months after PES registration.

- *What elements make this practice effective?*
  The tool uses 18 different variables, such as data on individuals' unemployment history and other background variables, which leads to more accurate grouping of individuals while directing counselors to focus their attention on the most vulnerable individuals.

- *What makes it easily replicable in different contexts?*
  Since StAP is already applied for all newly registered job seekers, it is suitable for large populations if needed. It could also support different variables, depending on needs of a specific country/region. There is a possibility of adding and retracting the attributes as well as in adjusting the model to labour market trends.

- *What are the do's and don'ts for anyone in Europe who wants to adopt this practice?*
  Do: Use the tool combined with the counsellor's observation and information gathered during the interview
  Don't: Use the tool solely to estimate the client with no input from the counselor

What challenges do PES face in profiling NEETs?

- supplement of specialized and complementary human resources with professional profiles (psychologists, school counselors, coaches, and career counselors)

- insufficient human resources

- funding NEETs profiling services

- development of IT tools towards inter-institutional collaborations

- permanent need to improve the accuracy of labor market statistics & the frequency with which these data are collected so that they better reflect reality, to facilitate job matching

- potential lack of an NEETs outreach strategy developed at the regional or national level

- structure and planning of the available budget (state, local, or other sources)

- continuous adaptation to contemporary demands (i.g. online services, self-application vocational tests)

- continuity of activities started within the framework of projects with European fundin

Time for questions. Use the Teams chat!

Thank you!

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