SOCIAL | Labour market and employment

ARTI Profiling Tool

ARTI Italy

2025 or later

Objective: The ARTI qualitative profiling practice builds on the Youth Guarantee initiative and the GOL program. It standardizes and analyses user data through the Single Employment Informative System, providing immediate feedback to career guidance operators. This ensures personalized support and follow-up for beneficiaries, even with large numbers of users. The Public Employment Service (PES) system includes both public and private actors.

Target group: NEETs.

Key components of the practice:
- **Eligibility and Application:** Assessing candidates for program participation.
- **ALMP Path Identification:** Matching users with suitable Active Labour Market Policies.
- **Candidate Profiling:** Gathering and standardizing data for tailored guidance.

Key Outcomes:
- Job placements and employment applications.
- Work incentives for employers and job seekers.
- Skill development through targeted training.

Evidence of Success: Between 2015 and 2019, 115,000 companies participated in the project, leading to significant job placements.
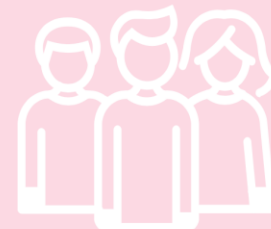
Fondazione Solidarieta' Caritas ETS Firenze profiling

Fondazione Solidarieta' Caritas ETS Firenze - Orientamento

2025 or later

Objective: This practice supports disadvantaged groups, including NEETs, by offering personalized services that assess and assist individuals. Career Orientation services include one-on-one interviews and group workshops to build social and activation skills. Each person is guided by a multidisciplinary team and a dedicated counsellor. When ready, they are referred to PES for labour market access. The practice is sustainable, integrated into Fondazione's processes, and scalable through its IT system and tools. It focuses on identifying work and training needs and delivering tailored support.

Target Group: disadvantaged individuals, the unemployed, and those seeking their first job.

Key Components:
- **Personalized Support:** Using internal databases, career counsellors assess individuals through a reporting form and face-to-face meetings.
- **Orientation & Profiling:** Counsellors create evolving orientation sheets based on the person's skills, needs, and goals.
- **Follow-up:** Ongoing interviews monitor progress and adjust interventions. Additional tools help guide individuals toward work or training placements.

Key Outcomes: The introduction of an online management system for data collection has streamlined processes and improved communication between counsellors.

Evidence of Success: Effectiveness is tracked through continuous monitoring by career counsellors, including feedback from beneficiaries at the end of their journey. For empowerment workshops or training, participants complete feedback forms to evaluate their experience.