



SOCIAL

Labour market and employment

€1.14 M EU FUNDING | MAR 2023 - MAY 2027



## Risk analysis for long-term unemployed



ADEM Luxembourg



2017 – ongoing

**Objective:** Estimate the time a candidate needs to return to employment using relevant variables, including subjective criteria identified by counsellors as important.

**Target Group:** all job seekers (including NEETs) registered with ADEM.

### Key Components of the Practice:

- **Initial Profiling:** ADEM conducts standard registration profiling (quantitative and qualitative).
- **Data Utilization:** Candidate data is analysed for risk assessment and used to recommend tailored measures, training, and services.
- **Continuous Improvement:** Variables and analysis methods are refined based on iterative feedback from counsellors to improve service delivery.

### Key Outcomes:

- Identifies relevant variables and their weight in predicting long-term unemployment risk.
- Recommends efficient, need-based services to candidates, supported by the model and counsellors.

### Evidence of Success:

- The model is in the testing phase, with full implementation expected after 2025.
- Initial tests show AI profiling delivers accurate predictions.



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## Profiling Tool (Sorting Table) - Segmentation of jobseekers to provide the right level of support and training



ADEM Luxembourg



2025 or later

**Objective:** During registration, candidates complete a profiling questionnaire to assess their support needs (regular, moderate, coaching, or specialized) and training requirements. This initial profiling determines the appropriate ADEM service. If needed, further profiling and skills assessments are conducted based on individual needs.

**Target group:** job seekers, including NEETs, registered at ADEM.

**Key components of the practice:** The profiling tool consists of 12 questions about the candidate's background, designed to minimize response time while maximizing the quality of the profile. A data-driven system ensures an effective assessment, helping candidates efficiently integrate into the labour market or pursue relevant training or education.

**Key outcomes:** The profiling method provides an efficient and accessible categorization of candidates, optimizing support and services tailored to their professional goals and labour market integration.

**Evidence of Success:** Profiling creates categories of NEETs, whose outcomes in terms of jobs and training can be measured and analysed. The output with profiling is significantly more effective than without.