

3-part profiling tool for ALMAIta Pilot Project for NEETs



Jobsplus, Malta



October 2023 – May 2025

Objective: A three-part profiling tool offers tailored support for NEETs, focusing on their needs and equipping them with life, independence, and employment skills.

Target group: NEETs aged 18 to 29.

Key components of the practice:

- **Group orientation Session:**

Participants demonstrate teamwork, communication, and problem-solving skills through interactive challenges. The therapist observes and documents individual traits and group dynamics to guide one-to-one sessions.

- **One-to-One Profiling Session:**

Through conversational approaches, participants discuss their backgrounds, personality traits, and life experiences. The therapist assesses cognitive abilities and behavioural skills, creating a detailed report with development recommendations.

- **Readiness Assessment Session:**

After two months of skills training, participants' readiness for independent living, work exposure, and shared accommodations abroad is evaluated to ensure they are prepared for the mobility experience.

Key outcomes: The profiling tool offers a comprehensive understanding of participants, ensuring active, personalized support at critical stages. It boosts participants' readiness for challenges while fostering their overall development and well-being.

Evidence of Success:

- The transdisciplinary approach, non-judgmental environment, and regular feedback provide holistic, responsive support.
- The tool's adaptability allows for customization to local contexts, with gender-sensitive methods enhancing its effectiveness.



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The Outcomes Star



Jobsplus, Malta



April 2022

Objective: The Outcomes Star is a tool designed to measure and support jobseekers in their journey of change, focusing on their perspectives and priorities. It offers a holistic assessment, identifying areas of progress and difficulty to empower jobseekers to take ownership of their development. Through a collaborative approach with an Employment Advisor, the Star helps create a personalized action plan addressing challenges and enabling progress toward employment.

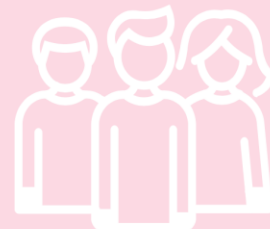
Target group: Jobseekers of working age, including vulnerable groups and long-term unemployed youth.

Key components of the practice:

- **Profiling and Action Plan:** Jobseekers undergo an in-depth interview to develop a personalized, multi-level action plan with short- and long-term goals.
- **Outcome Star Assessments:** Regular meetings occur during the first 8 weeks, with the first Star scheduled soon after. Follow-ups and a review Star occur within 12 weeks, tracking progress.
- **Data Collection:** Qualitative and statistical data capture jobseekers' journey of change, informing both individual support and broader training initiatives.

Key outcomes: The Outcomes Star gives jobseekers clear insight into their current state and areas for improvement. It records progress in small, motivating steps, encouraging continued effort toward overcoming challenges.

Evidence of success: The Outcomes Star is used in 14+ countries, with over 45 tailored versions. In Malta, 50% of youths using the tool found employment. Its standardization across stakeholders enhances consistency and effectiveness, providing harmonized services for vulnerable groups.



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In Work Benefit Profiling



Ministry for Social Policy and Children's Rights –
Income Support and Compliance Division, Malta



April 2022

Objective: The ISCD uses a holistic, GDPR-compliant approach to access and integrate data from government authorities, ensuring benefits reach eligible families seamlessly.

Target group: parents or guardians of children under 23 years of age.

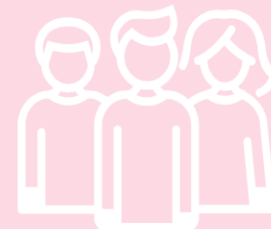
Key components of the practice:

- **Data Integration:** Information on parents is sourced from a Common Database and linked with income data via an API with the Commissioner for Revenue.
- **Automated Assessment:** An IT platform evaluates income data to identify and award eligible beneficiaries.
- **Quality Assurance:** Payments are reviewed by the In Work Benefit Unit to ensure accuracy.

Key outcomes: The system eliminates the need for applications by proactively identifying eligible beneficiaries. It enhances efficiency, reduces bureaucracy, and has won a European Regional Forum 2024 Good Practice Award.

Evidence of success: From 2021 to 2022, 7,000 households received payments. IT upgrades increased this number to over 23,000 households in 2023, significantly improving service delivery.

[Find out more](#)



Identifying youths at risk of becoming NEETs



National School Support Services, Malta



November – September

Objective: State College career advisors conduct profiling to identify students at risk of Early Leaving from Education and Training (ELET). Collaborating with the psychosocial team, Senior Leadership Team (SLT), and school administration, they provide ongoing support and interventions, bridging services offered during compulsory schooling with those available beyond.

Target group: students at risk leaving education and training early.

Key components of the practice:

- **Profiling and Data Collection:** Education Officers develop an Excel tool to track students at risk, gathering input from SLT, guidance teams, INCO, social workers, and other stakeholders.
- **Interventions:** Career advisors engage students and guardians to offer guidance and support, addressing individual needs.
- **Follow-Ups:** During summer, advisors assist with post-secondary applications or liaise with entities like Jobsplus to ensure continuity in support.

Key outcomes: The initiative centralizes data to design tailored plans of action for at-risk students, enabling timely interventions before disengagement sets in.

Evidence of success: The practice successfully identifies students who might otherwise be overlooked, providing crucial support. While GDPR constraints prevent measuring specific outcomes, the approach ensures early outreach to mitigate risks.

[Find out more](#)