Profiling procedure of PES

📍 Ministry of Labour, Family, Youth and Social Solidarity of Romania

⏱ 2017 – ongoing

Objective: To profile and establish the employability levels of all persons registered with the PES, including young NEETs, in order to design tailored packages of measures to stimulate employment.

Target Group: unemployed individuals and job seekers.

Key Components of the Practice: Profiling is conducted after a jobseeker registers with the county employment agency, using a questionnaire in the NAE (National Agency for Employment) IT system to determine employability levels: easy, medium, difficult, or very difficult.
The process includes two steps:

- **Administrative Profiling**: Based on registration data such as age, education, work experience, and vulnerability.
- **Qualitative Profiling**: A face-to-face questionnaire assessing personal and family circumstances, such as housing, caregiving, health, and motivation.

Each criterion is scored mathematically to determine employability, while the qualitative questionnaire helps jobseekers identify the need for suitable employment or training.

Key Outcomes:

- Individuals are categorized into employability levels, granting access to specific employment measures and services suited to their needs.
- "Easily employable" denotes the most favourable category, while "very difficult employable" highlights a higher risk of long-term unemployment and identifies areas requiring intervention.

Evidence of Success: The profiling system enhances guidance counsellors' ability to tailor career paths for jobseekers by providing access to customized employment measures based on their employability levels. In 2023, a total of 494,002 individuals were registered and profiled through the PES. Of these, 190,039 found employment after receiving activation measures. Among them, 120,562 were young NEETs, and 42,065 successfully entered the labour market.