The National Agency for Employment has taken steps to increase employment and develop administrative capacity during the 2014-2020 programming period, making it one of the largest beneficiaries under the Romanian Human Capital Operational Program.

The NAE implemented 19 projects, for a total amount of about 1.2 billion Euros. By the end of the programme, i.e. 2023, the absorption rate is estimated to exceed 90%.

7 projects dedicated to young NEETS – 260 million Euros

**Strategic project** INTESPO - Registration of Young People in the Public Employment Service records (over 200,000 NEETs identified, over 52,000 received support, about 900 through apprenticeships/internships).

In order to ensure integration of young NEETs into the labour market, the NAE contracted 6 national scheme projects that finance bonuses (activation, employment, installation) for young NEETs who take up employment and subsidies for employers who hire or conclude apprenticeship or traineeship contracts with young NEETs.
Brief background on the implementation of the INTESPO project in Romania

EUROPEAN SOCIAL FUND
Operation Program Human Capital 2014 - 2020
Priority axis 2 - Improving the status of young NEETs
Specific objective 2.3 - Increase the number of inactive young NEETs registered with the PES

Beneficiary – National Agency for Employment
- Partner 1 National Agency for Payments and Social Inspection (NAPSI)
- Partner 2 Ministry of National Education (MNE)
- Partner 3 Ministry of Labour and Social Solidarity (MoLSS)
NAE-Romania

INTESPO Project

**General objective**
Increase the number of inactive young NEETs registered with the PES in view of providing integrated support measures.

**Target group**
- **200.000 inactive young NEETs**, aged 16–24, contacted/identified in view of registration with the PES.
- **170.000 profiled young NEETs**, out of the 200.000 registered inactive NEETs aged 16-24.

**Implementation period**
September 2017 - March 2022

**Budget**
47,474,754 Euro
1. **Local data collection** - important for determining the parameters of the intervention: by identifying areas with high density of young NEETs and highlighting some characteristics (e.g. Roma community, hard to reach area, former industrial area without jobs, etc).

   NAPSI $\rightarrow$ CAPSI - data on persons on child raising leave, or who receive various subsidies, who will be excluded from the lists of young NEETs;

   MNE $\rightarrow$ CSI - direct involvement of schools, school counsellors and/or school mediators who are aware of young people at risk of dropping out, have already established a communication channel with them, have family data, etc.

   NAE $\rightarrow$ CAE – reaching out to other institutions that may provide data: Prefectures, County Councils, General Directorates for Social Assistance and Child Protection (data on young people leaving the institutionalised system, information on persons in their records); County Health Insurance Offices (by involving family doctors).
2. Establishing support networks at county and local level by:
   - "revitalising" the PES support network - local public authorities (protocols / partnerships / agreements)
   - developing this type of partnership in counties where it does not exist
   - developing local volunteering.

3. Establishing Local Intervention Teams (LIT) - located at the level of a community or territory (at county level). The LIT is built around the core formed by the employment expert, the social worker and the school counsellor.
Local Intervention Teams support the implementation of the project by facilitating the link between young NEETs and employment experts or intervention teams:

- contact young NEETs and attract them to register with the PES;
- fill the young person’s profile with relevant information on family and personal background;
- implement actions carried out at local level within the framework of the information and awareness campaign;
- maintains contact with young NEETs during their involvement in support programmes (monitoring);
- are involved in the provision of support and accompanying measures to facilitate access and participation of young NEETs in education, training, employment, entrepreneurship measures.

A Local Intervention Team is comprised of 7 PES experts (2 internal and 5 external) +1 social worker (MoLSS) + 1 school counselor (MNE)
Members of **Local Intervention Teams** from partner organizations have the following **attributions**:

- MoLSS - the social worker participates in the identification of NEETs, assesses young people with socio-emotional problems in a particular community or locality;

- MNE - the school counsellor participates in the identification of NEETs, provides school and vocational assessment and guidance, vocational profiling, recommends programmes appropriate to the educational or vocational aptitudes, interests and goals, including "Second Chance" programmes;

- NAE - the PES expert contacts young NEETs by phone, SMS, e-mail, during organised events or during field visits, registers young NEETs in the PES database, profiles them according to the NAE procedure and monitors the young person until he/she loses the NEET status.
4. Identification/contact, registration and profiling of young NEETs with the Public Employment Service

In order to inform them about PES services and guide them towards registering with the NAE, young NEETs are contacted through:

- door-to-door actions
- organising meetings with the support of local authorities
- organising meetings in high schools for final year students
- community visits by local intervention teams.

The registration of young NEETs is aimed at providing vocational training or employment services through employer subsidies (active measures to subsidise the employment of young NEETs, apprenticeships, traineeships).

The profiling by employability levels is carried out by the project's PES experts, according to the NAE methodology, applied at national level. The profiling and vocational counseling grant access to appropriate services, including "Second Chance" programmes.

Only young people who give their written consent are registered with the PES.
5. Monitoring young NEETs registered with the PES during their involvement in dedicated programmes, to see if they participate in education, training, employment or still have a NEET status.
- 679 cooperation protocols concluded with town halls, prefectures, public institutions targeting young people, territorial labour inspectorates, high schools and colleges, NGOs, companies;

- 207,405 inactive NEETs aged 16-24, not registered with the PES, have been contacted;

- 190,135 young people profiled, out of the 200,000 inactive NEETs aged 16-24 registered
<table>
<thead>
<tr>
<th>Measure</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job-matching</td>
<td>28,306</td>
<td>27,597</td>
<td>26,719</td>
<td>40,323</td>
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<tr>
<td>Vocational training</td>
<td>639</td>
<td>429</td>
<td>306</td>
<td>476</td>
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<tr>
<td>Job subsidies for hiring NEETS</td>
<td>7,557</td>
<td>8,190</td>
<td>5,930</td>
<td>14,342</td>
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<tr>
<td>Job subsidies for hiring young graduates</td>
<td>2,821</td>
<td>2,527</td>
<td>1,106</td>
<td>2,310</td>
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<td>Insertion bonuses for young graduates</td>
<td>824</td>
<td>496</td>
<td>375</td>
<td>425</td>
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<tr>
<td>Activation bonuses for unpaid unemployed</td>
<td>1,248</td>
<td>869</td>
<td>591</td>
<td>985</td>
</tr>
<tr>
<td>Complementing income of unemployed who take a job</td>
<td>139</td>
<td>215</td>
<td>150</td>
<td>358</td>
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<tr>
<td>Employment mobility bonuses</td>
<td>435</td>
<td>412</td>
<td>291</td>
<td>574</td>
</tr>
<tr>
<td>TOTAL NEETS employed (some participated in several measures)</td>
<td>31,485</td>
<td>30,299</td>
<td>28,425</td>
<td>43,342</td>
</tr>
</tbody>
</table>
NAE-Romania
INTESPO Project

Best practices

- Building support networks at county and local level through protocols and partnerships;
- Setting up local intervention teams with an integrated approach to young NEETs in terms of employment, education and social status;
- Updating the NAE database with young NEETs.

Challenges

- Information does not reach all young NEETs, for many reasons: lack of means of communication for some young NEETs, lack of internet access, low level of education and, last but not least, lack of interest from some young people;
- Not all NEETs can be identified.
Thank you for your kind attention!

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