

# Profiling for unemployed young people in Hungary

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# About myself...

Public Employment Service - 15 years

Director of the Csongrad County Labour Centre -  
13 years

General director of the National Employment  
Office - 2 years

Manager of the PHARE Modernisation Project,  
branch: Service Development - since 2003

Manager of the Programme HEF OP 1.2, a sub-  
component of Service Development – at  
present

# Characteristics of the target group



## *Advantages*

- Modern and comprehensive theoretical knowledge,
- Flexibility and adaptability,
- Mobility,
- Competences in foreign languages,
- Low salary,
- Computer skills,
- Willingness to learn.

# Characteristics of the target group



## *Disadvantages*

- Lack of information about the labour market,
- Lack of information about the employers,
- Uncompetitive qualifications,
- Job ideas do not match with qualifications,
- Lack of the necessary competencies,
- Lack of information about the elements of the job interview,
- Lack of information about the rights and obligations.

# Avoiding long-term-unemployment

## Consequences of long-term-unemployment

- Social effects,
- Individual problems,
- Expenditures,
- Political expectations.

# Managing the long-term-unemployment



## Services

- Providing information
- Guidance
  - Career,
  - Vocational,
  - Career correction.

## Active labour market measures

- Labour market training,
- Subsidied employment for school-leavers,
- Job creation,
- Support for becoming self-employment/self-entrepreneur.

# Definition of profiling

## The statistical method

### Statistical elements of identification at early stage

- ⑩ Age,
- ⑩ Educational level,
- ⑩ Disability,
- ⑩ Sex,
- ⑩ Vocational qualification,
- ⑩ Living area,
- ⑩ Practice.

# Application of profiling

## Additional information

- Qualification,
- Mobility,
- Motivation,
- Attitude to work ,
- Appearance,
- Family environment,
- Way of living.



# Application of profiling in Csongrad county



## *Compensation of disadvantages of career-starters*

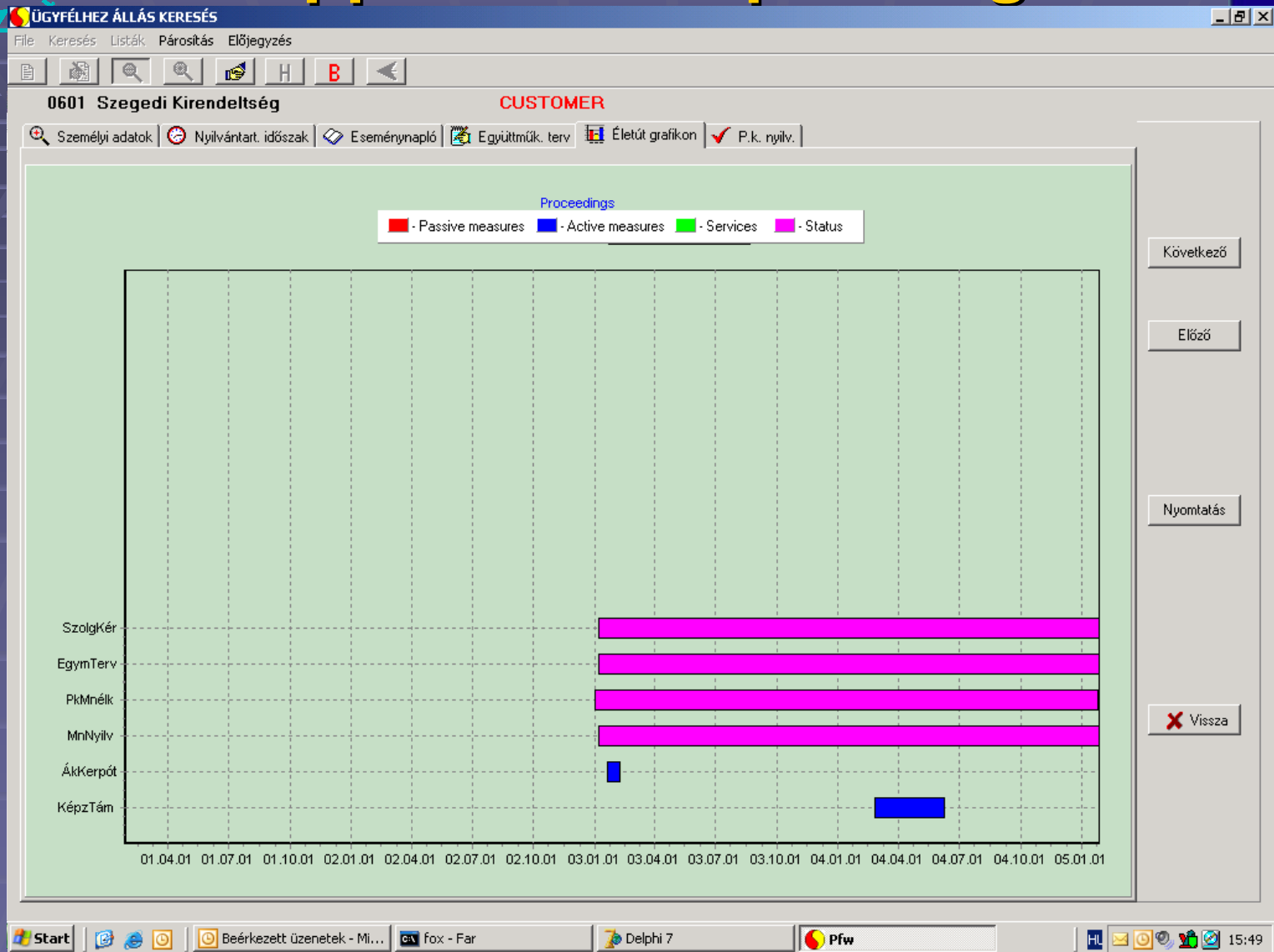
- Providing information on the labour market
  - Providing information at the educational institutions,
  - Introduction of employers at the consultations with the placement officers,
  - Providing information on demand and supply,
  - Vocational guidance and career correction (E-pálya),
  - Group and individual counselling (jobseeking technics),
  - Legal and career counselling.

# Application of profiling in Csongrad county

## Application of special programmes

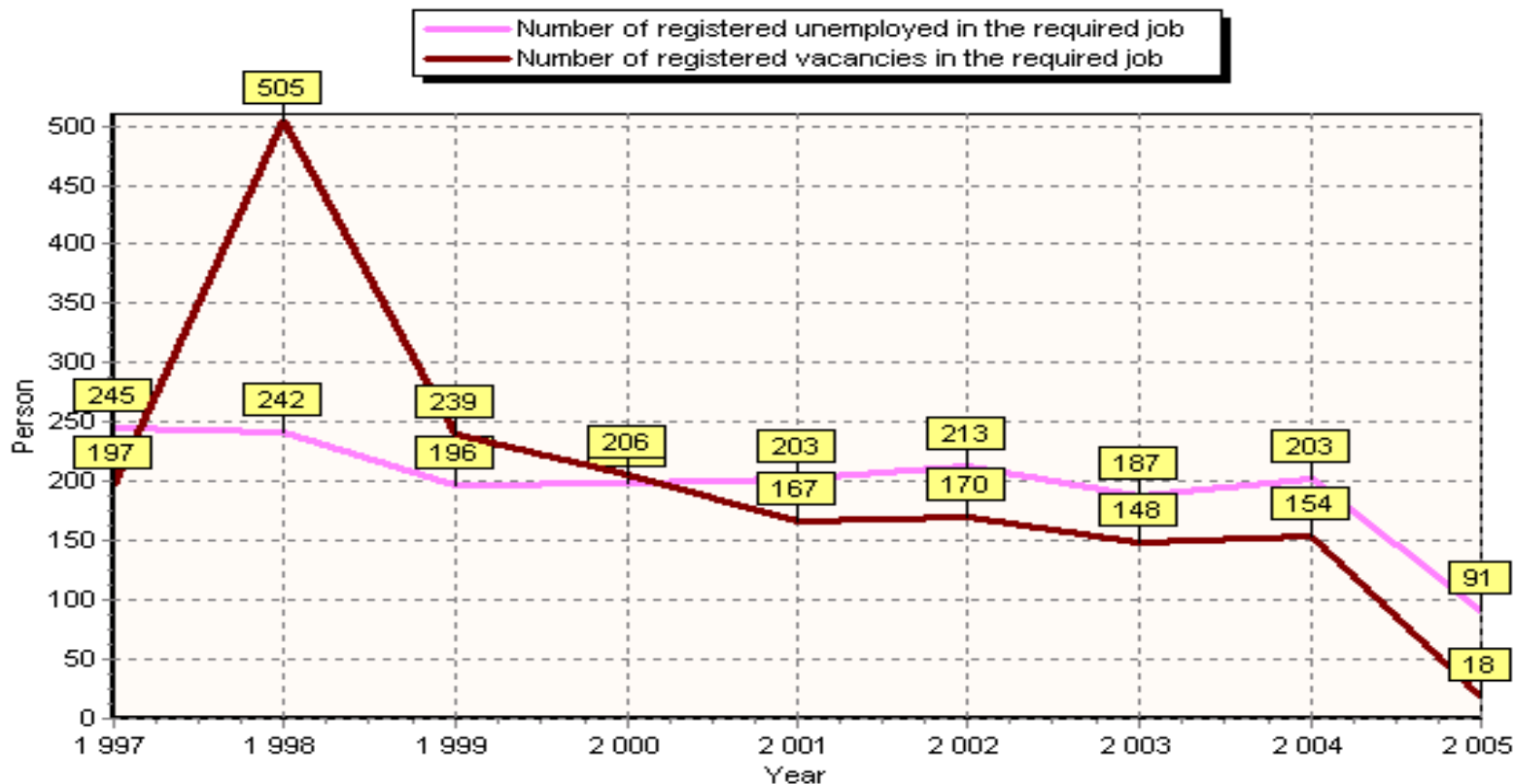
- **Considering certain information about the person**
  - Path of life,
  - Action Plan,
  - Diary,
  - Personal data,
  - Date of registration.
- **Demand and supply with secondary school certificates**
- **Demand and supply of occupations**

# Application of profiling in



# Application of profiling in Csongrad county

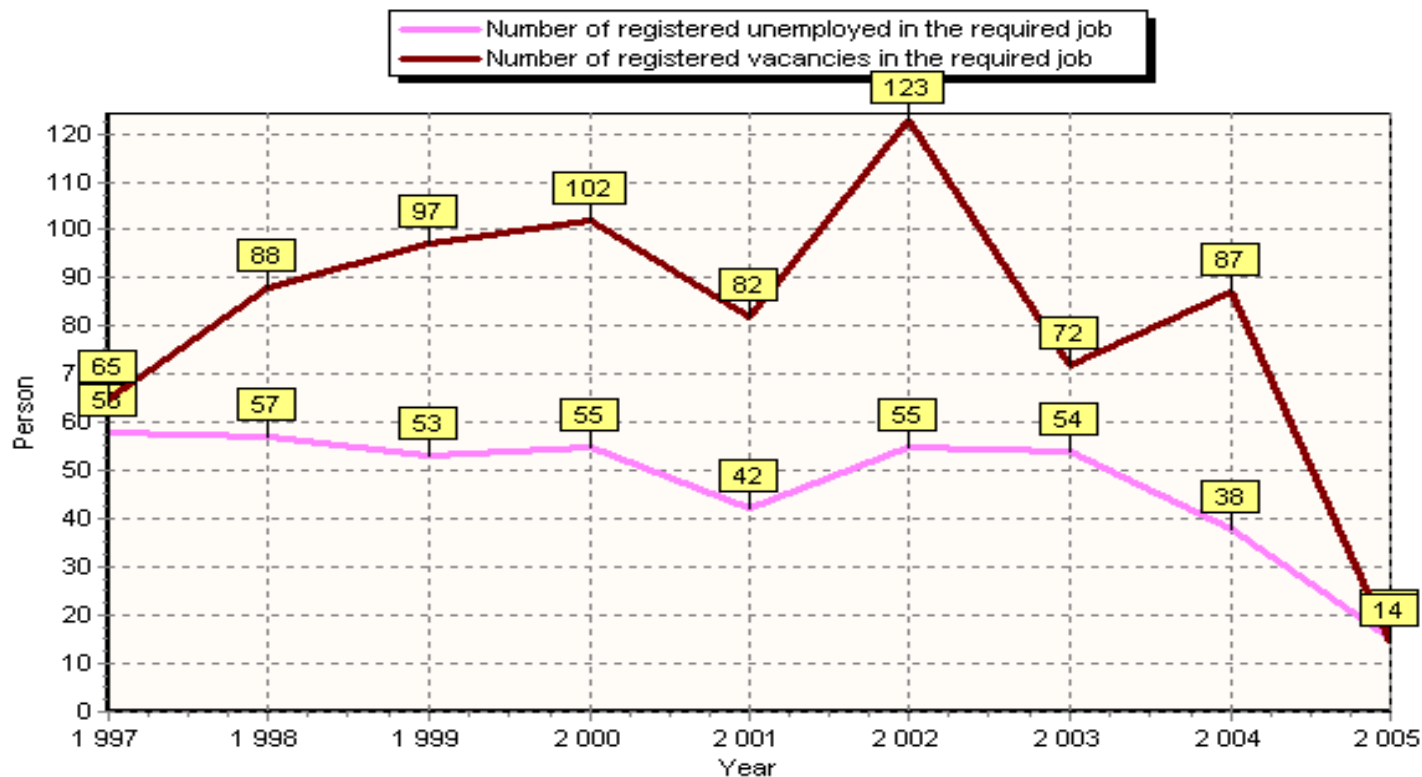
Number of people with secondary school certificate concerning required job and employers' demands  
 Szegedi Kirendeltség / Unemployed career-starters  
 ABC eladó / eladó



2005.: 01 - 01. month

# Application of profiling in Csongrad county

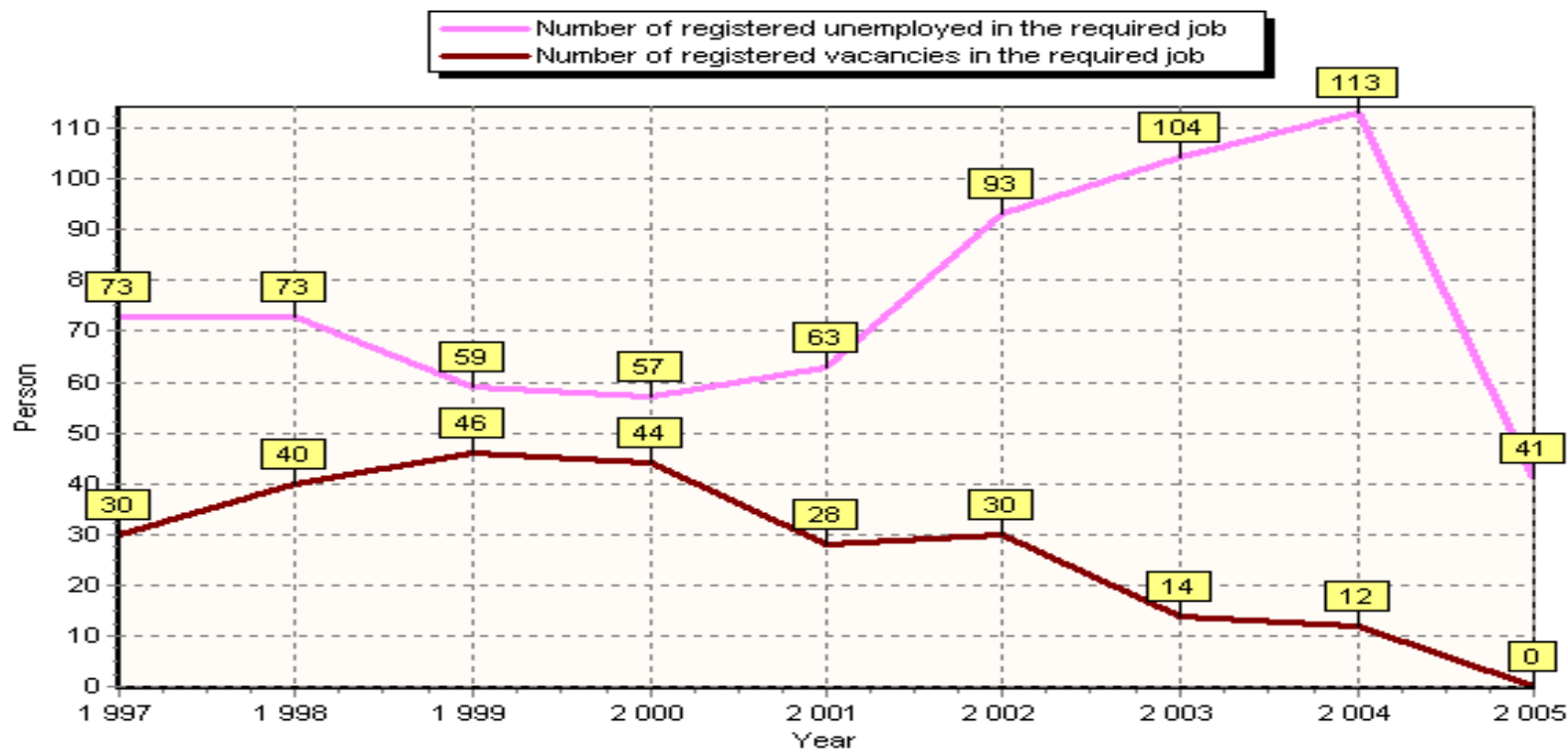
Number of people with secondary school certificate concerning required job and employers' demands  
 Hódmezővásárhelyi Kirendeltség / Unemployed career-starters  
 ABC eladó / eladó



2005.: 01 - 01. month

# Application of profiling in Csongrad county

Number of unemployed and vacancies in the jobs  
Szegedi Kirendeltség / Unemployed career-starters / általános iskolai tanár, tanító



2005.: 01 - 01. month

**Thanks for your attention.**