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**NEWCOMERS@WORK: STRENGTHENING
THE EMPLOYABILITY OF YOUNG
REFUGEE AND MIGRANT NEETS**

**Work Package 2: Development of the
Newcomers@Work Curriculum**

Needs Analysis - National Report

Romania

Bucovina Institute

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<https://erasmus-plus.ec.europa.eu/projects/search/details/2022-1-PL01-KA220-YOU-000089667>

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REPORT SUMMARY

Romanian Labour Market Overview

As of January 1, 2021, Romania had a population of 19.2 million, with an active civilian population of 8.4 million. Of these, 5.4 million people were employed. The services industry employed 3.4 million workers, while manufacturing and construction employed 1.8 million. Agriculture, forestry, and fisheries had 0.1 million employees, with an overall employment rate of 69.1%.

In 2022, Romania experienced economic recovery post-COVID, but the conflict in Ukraine hindered progress. Despite previously robust economic growth, rising energy prices and inflation posed threats to economic stability. To offset this, the government initiated various programs, including food vouchers for low-income individuals, adjusted social payments for inflation, and a 10% increase in pensions.

The labour market saw structural labour shortages, primarily due to Romanians migrating to Western European countries. The government and businesses attempted to address these deficits by hiring non-EU workers from countries like Nepal, Turkey, and Sri Lanka, but shortages persisted.

In terms of unemployment, the ILO rate was 5.7% in March 2022, with 475,000 unemployed. The rate of registered unemployment, based on ANOFM data, was 2.6% in the same period, with 230,300 officially registered unemployed people. Regional variations in unemployment rates were observed, with the South-West and the North-East having the highest rates.

Youth, Migrants, and NEETs in the Labour Market

Romania faces significant challenges regarding youth unemployment and NEETs. The youth unemployment rate stands at a high 22.9%, while the overall unemployment rate is 5.4%. Key factors include economic changes, concerns about the quality of the education system, a significant brain drain, and the prevalence of the informal economy. Government initiatives aim to address youth unemployment, improve the labour market situation, and are supported by EU programs.

In 2021, Romania registered over 148,000 immigrants, with more than 96,000 from third countries. Asylum applications increased by 36% in 2021, with the majority coming from Afghanistan, Syria, and Bangladesh. Romania experiences a negative net migration rate, with increased labour market attraction for workers from Asian countries, especially Nepal, Bangladesh, Sri Lanka, Turkey, and Pakistan.

Key Labour Market Programs and Policies

Romania employs a combination of direct and indirect measures to incentivize job creation. The Youth Employment Initiative (YEI) and European Social Fund (ESF) aim to address youth unemployment through apprenticeships, internships, and vocational training. National policies focus on prevention systems, youth centres, networks of youth workers, and transversal skills development to reduce youth unemployment and NEETs.



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Part 1: Desktop research on newcomers' challenges and good practices

Section 1: National context

General Labour Market Characteristics

The National Institute of Statistics reported that 19.2 million people lived in Romania as of January 1, 2021.

The active civilian population as of 1 January 2021 was 8.4 million people, of whom 5.4 million were employed, according to the Labour Force Ledger. 3.4 million workers made up the majority of the workforce in the services industry, while 1.8 million individuals worked in manufacturing and construction. There were 0.1 million people working in agriculture, forestry, and fisheries. The employment rate for the active population in 2021 was 69.1%, with men having a higher rate (72.2% versus 65.6% for women).¹

Romania continued to recover from the COVID-19 epidemic in 2022, but the war in Ukraine delayed the process. Although Romania had one of the greatest rates of economic growth in the EU, growth had slowed in comparison to 2019. Rising energy prices and inflation have put economic stability and living standards at jeopardy.

To offset the consequences of rising costs and maintain living standards, the government has implemented many initiatives, such as granting food vouchers to low-income people and education vouchers to students on social scholarships². All social payments have been adjusted for inflation, including unemployment compensation and the minimum guaranteed income. Pensions were increased by 10% in January 2022, and the government agreed to an additional 12.5% rise beginning in January 2023. To mitigate the negative impact of growing energy prices, the government has established gas and electricity tariffs for households, businesses, and public institutions. Despite these efforts, more than half of the population believes their financial condition could be worse in 2022 than it was in 2021, and they are pessimistic about the future. Despite an increase in nominal earnings, data show that the average actual wage in 2022 was lower than in 2021³.

The labour market in 2022 remained basically unchanged from 2021, with relatively low unemployment and structural labour force shortages. These shortages were primarily driven by Romanian employees migrating to Western European countries⁴. The government and businesses attempted to mitigate the negative consequences of the labour deficit by hiring non-EU workers, mainly from Nepal, Turkey, Sri Lanka⁵. Despite the fact that a record amount of work permits for non-EU workers were issued in 2022, labour shortages persisted, particularly in the construction, transportation, and hotel and restaurant industries.

¹https://eures.ec.europa.eu/living-and-working/labour-market-information/labour-market-information-romania_en

²<https://mfe.gov.ro/160-000-de-copii-din-medii-defavorizate-au-primit-vouchere-de-500-de-lei-pentru-rechizite-si-imbracaminte/>

³ <https://www.consilium.europa.eu/media/61957/20230213-labour-market-note-for-eg.pdf>

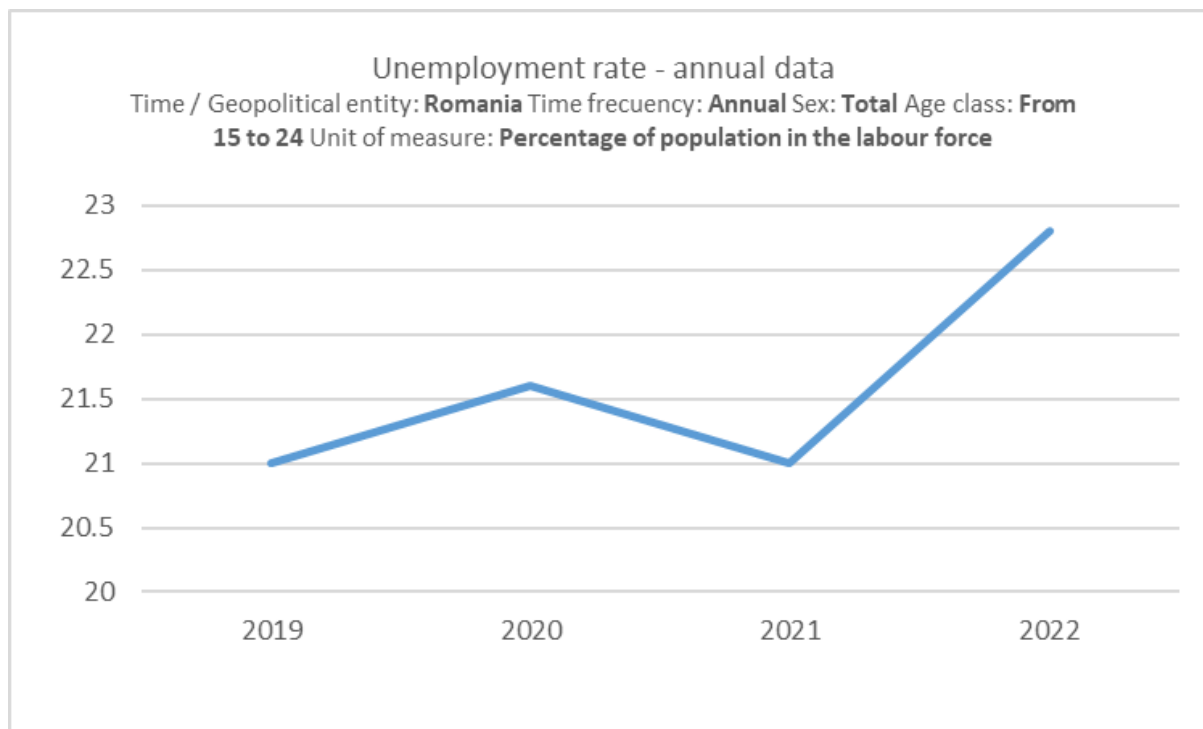
⁴ <https://romania.iom.int/news/romania-among-top-20-countries-world-highest-emigration-romanian>

⁵ <https://panorama.ro/muncitori-straini-munca-romania-poarta-asia-vest/>

⁶ <https://data.gov.ro/dataset/statistici-imigrari-semestru-2-2019/resource/d6dd7d6d-40c5-4841-a32d-f9b1c6db992a>



Fig 1. Unemployment rate in Romania - annual data



Source: EUROSTAT⁷

In Romania, the unemployment rate is determined using two separate sets of data. The National Institute of Statistics uses the International Labour Organization's definition to determine the ILO unemployment rate. This rate was 5.7% in March 2022, which accounted for 475 000 unemployed people.

The number of unemployed people who have registered in the ANOFM database is used as the foundation for the ANOFM's calculation of the rate of registered unemployment. This rate was 2.6% at the end of March 2022, which translates to 230 300 officially registered unemployed people.⁸

Eight administrative regions compose Romania: West, North-West, Centre, North-East, South-East, South-Muntenia, Bucharest-Ilfov, and South-West Oltenia. Due to the unique characteristics that each region's economic structure possesses, certain industries dominate the growth of each region.

The South-West (4.3%) and the North-East (3.7%) posted the highest rates of registered unemployment at the end of March 2022. The West region (2% and Bucharest, 0.8%) had the lowest registered unemployed rates.

In the North-East, the breathtakingly natural surroundings are complemented by history, culture, and tradition. In terms of both population and size, this is Romania's largest development region. Counties included in it include Bacău, Botoşani, Iaşi, Neamţ, Suceava, and Vaslui.

⁷ <https://ec.europa.eu/eurostat/databrowser/view/tipsun20/default/table?lang=en&page=Y15-74>

⁸ https://www.anofm.ro/upload2/ANOFM/20576/Comunicat_-_Rata_somajului_-_martie_2022.pdf



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Romania's region with the most residents is the North-East. The region had 3.16 million residents as of the first of January 2021, according to the National Institute of Statistics.⁹

1 136 000 people, or 58.1% of the labour resources in the area, were employed in civilian roles as of 1 January 2021, according to the Labour Force Ledger.

At the end of March 2022, there were 42 400 people without a job according to the 3.7% reported unemployment rate.

Labour market of Youth / Migrants / NEETs

In Romania, the situation of young people, particularly NEETs (Not in Education, Employment, or Training), on the labour market is a significant concern. Here is an overview of the national context regarding this topic:

1. Youth Unemployment: The data reveals a troubling situation where hundreds of thousands of individuals aged 15 to 24 are without employment opportunities. Astonishingly, the youth unemployment rate stands at 22.9%, ranking among the highest in the European Union. Interestingly, according to the National Institute of Statistics, the overall unemployment rate in November was 5.4%, marking one of the lowest rates in Europe.¹⁰
2. Economic Factors: The changes in the economic structure and the employees' difficulties to adapt themselves to these changes;¹¹
3. Education System: The education system in Romania plays a crucial role in the labour market outcomes of young migrants. There have been concerns about the quality and relevance of education, which may lead to a mismatch between the skills acquired by young people and the requirements of the job market.
4. Brain Drain: Romania has been experiencing a significant brain drain phenomenon, with many skilled young individuals leaving the country in search of better opportunities abroad. This trend further exacerbates the challenges faced by the labour market, as the loss of talent and skills hampers economic development.
5. Informal Economy: Another important aspect to consider is the prevalence of the informal economy, where young migrants often find themselves working in unstable, low-wage jobs with limited social protections. This situation can perpetuate the cycle of unemployment and hinder their integration into the formal labour market.
6. Government Initiatives: The Romanian government has implemented various initiatives and policies to address youth unemployment and improve the labour market situation. These include programs aimed at promoting entrepreneurship, vocational training, and apprenticeships to enhance the employability of young people.

⁹ <https://insse.ro/cms/en/tags/romanian-labour-force-employment-and-unemployment>

¹⁰ <https://www.balcanicaucaso.org/eng/Areas/Romania/Youth-and-work-the-paradoxes-of-Romania-223725>

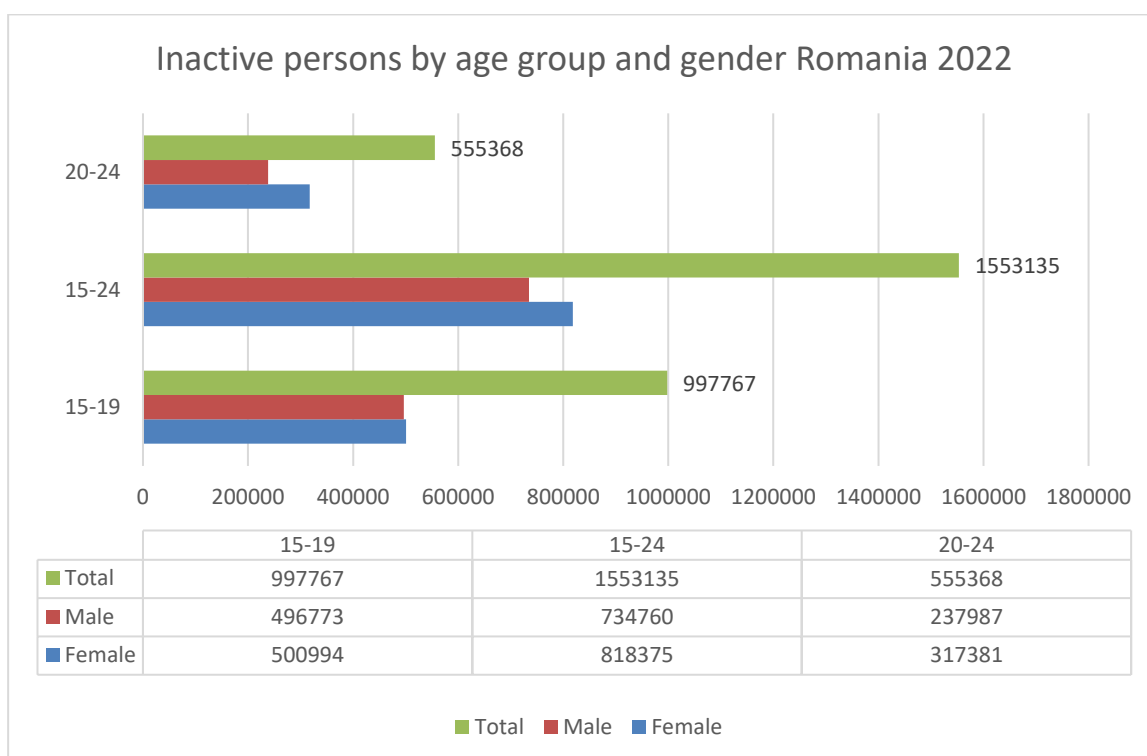
¹¹ Neacsu, Madalina and Baldan, Cristina, The Employment and Unemployment in Romania - Decisive Factors (May 27, 2008). The Annals of University of Oradea, Economic Science, 2008, Available at SSRN: <https://ssrn.com/abstract=1356517>



- European Union Support: Romania benefits from support and funding from the European Union (EU) to address youth unemployment. EU programs, such as the Youth Guarantee and Erasmus+, aim to improve the employment prospects of young people and encourage their active participation in the labour market.

The young people employment remains a challenge for Romania. Figure 2 shows the number of inactive young people by age group and gender in Romania in 2022 and Table 1 shows the number of unemployed young people in Romania between January 2023 and July 2023.

Figure 2. Inactive persons by age group and gender Romania 2022



Source: Statista.com

Table 1. Number of unemployed young people (under 25) in Romania between January 2023 and July 2023

| | January | February | March | April | May | June | July |
|-----------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Under 25 | 32.672 (13.5%) | 30.471 (12.63%) | 28.566 (12.07%) | 26.167 (11.42%) | 25.025 (11.08%) | 27.293 (11.96%) | 31.550 (13.86%) |

Source: National Employment Agency, Romania¹²

¹² <https://www.anofm.ro/index.html?agentie=&categ=1&subcateg=6&idpostare=27131&page=0>



The rate of NEETs has an oscillating evolution in Romania and has been permanently above the European average EU. The value of this indicator registered an increase in 2019 of 0.2 percentage points, compared to the value from the previous year, the value recorded being 14.7% (age group 15-24 years). There is a decrease in this rate compared to 2014, but the 2019 value is higher than in 2009.

Territorially, in 2019 the highest values of the NEETs rate (15-24 years old) were recorded in Central regions (22.7% total and 25.2% rate for women and 20.3% rate for men), South- Muntenia (18.9% total and 25.6% rate for women) and South-East (18.8% total and 23.7% rate for women).

According to the degree of urbanisation, a rate of NEETs (age group 15-24 years) with higher values is observed in small towns and sub-urban areas (16.6% and 19.4% rate for women) and in rural areas (17.5% and 22.5% rate for women).

Women continue to record a high rate of NEETs (15-29 years) of 22.1%, down from 0.3 percentage points compared to 2018. Among men, the level recorded in 2019 was 11.8%, down 0.2 percentage points compared to the previous year.

Table 2. Rate evolution of NEETs in Romania and EU (%)

| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|--|------|------|------|------|------|------|------|------|------|------|------|
| Rate of NEETs 15-24 in EU | 12.3 | 12.7 | 12.7 | 13.1 | 13.0 | 12.6 | 12.2 | 11.7 | 11.0 | 10.5 | 10.1 |
| Rate of NEETs 15-29 in EU | 14.8 | 15.4 | 15.4 | 16.0 | 16.1 | 15.7 | 15.2 | 14.5 | 13.7 | 13.1 | 12.6 |
| Rate of NEETs 15-24 in RO | 14.6 | 16.6 | 17.5 | 16.8 | 17.0 | 17.0 | 18.1 | 17.4 | 15.2 | 14.5 | 14.7 |
| Rate of NEETs 15-29 in RO | 16.7 | 18.9 | 19.5 | 19.3 | 19.6 | 19.9 | 20.9 | 20.2 | 17.8 | 17.0 | 16.8 |
| Rate of NEETs 15-29 in RO - Male | 12.4 | 14.7 | 16.7 | 16.3 | 16.2 | 16.5 | 16.1 | 15.2 | 13.2 | 12.0 | 11.8 |



| | | | | | | | | | | | |
|----------------------|------|------|------|------|------|------|------|------|------|------|------|
| Rate of NEETs | 21.3 | 23.3 | 22.5 | 22.5 | 23.2 | 23.5 | 26.1 | 25.5 | 22.6 | 22.4 | 22.1 |
| 15-29 in RO - Female | | | | | | | | | | | |

Source: National Employment Agency, Romania apud EUROSTAT¹³

The General Inspectorate for Immigration (GII) report states that, in 2021, over 148,000 immigrants were registered in Romania, of which over 96,000 were from third countries, most of them from Moldova, Turkey, China, Syria, Nepal and over 52,000 are citizens of the European Union / EEA / CH, most of them being from Italy, Germany and France.¹⁴ The main purposes for which foreigners have established their residence on the territory of Romania are employment, secondment to work, family reunification, studies, beneficiaries of a form of international protection and establishment of domicile on the territory of Romania. More than one third of the foreign citizens have established their temporary residence or domicile in Bucharest and Ilfov County, and over 5000 have chosen the counties of Constanta, Timiș, and Cluj.

The number of asylum applications also rose in 2021, standing at 9,591 (out of 148,000 immigrants) by the end of the year. This was a 36% increase in comparison with 2020. Most of these asylum seekers were from Afghanistan (4,260), Syria (1,243) and Bangladesh (875). During the same reference period, 1,120 asylum seekers received international protection. The report also shared that 1,625 beneficiaries of international protection were newly enrolled in Romania's Integration Program in 2021, and 738 completed it.

In contrast with the situation in most other EU member states, Romania currently has a negative net migration rate, meaning more people are emigrating than immigrating.

The labour market attracted, especially foreigners from countries on the Asian continent, most of the applications coming from citizens of Nepal (10,448), Bangladesh (8,662), Sri Lanka (6,799), Turkey (7,163), and Pakistan (5,731).¹⁵

According to a sociological study from 2022, most of the employees from South Asia and Southeast Asia are young people – 60% between 26 and 35 y/o, 37% between 18 and 25 y/o, only 2% between 36 and 45 y/o and 1% over 45 y/o. The average age is 27 years. Also, the study showed that 3 out of 4 non-EU workers in Romania are men (76.8%) and only 23.2% are women. Majority of them are workers with secondary education, and only a few of them are qualified. The majority works in construction (39%), followed by services (14%) and transport, logistics, housekeeping, etc.

¹³ http://mmuncii.ro/j33/images/Documente/MMPS/SNOFM_2021-2027.pdf

¹⁴ <https://igi.mai.gov.ro/repere-din-activitatea-politistilor-inspectoratului-generalpentru-imigrari-in-anul-2021/>

¹⁵ https://ec.europa.eu/migrant-integration/news/2021-retrospective-migration-romania_en



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Key labour market programmes / policies aimed at these target groups to tackle youth unemployment and inactivity.

The pursuit of rational employment stands as a fundamental objective of national economic policy. This objective seeks to be realized without undue interference with the decisions made by economic actors, including employers and labour market participants. The rationale for state involvement in labour market management is rooted in its multifaceted economic functions. State participation in this context involves a combination of direct and indirect measures, all aimed at incentivizing the immediate creation of job opportunities. The scope of state intervention is partly influenced by the predominant presence of privately-owned entities within the economy. In these private enterprises, the nature and extent of economic activities are determined at the discretion of the owners. Governments, on the other hand, assume the role of formulating and implementing national employment policies. This delineation aims to strike a balance between fostering employment growth and respecting the autonomy of private economic agents.

In essence, while the state plays a significant role in shaping labour market dynamics, it does so within the framework of guiding and supporting policies rather than direct control over private economic activities.¹⁶

The Youth Employment Initiative (YEI) is an EU funding source to support the Youth Guarantee program until 2023. It aims to help unemployed young people, especially in areas with high joblessness, through apprenticeships, internships, work placements, and vocational training. Additional funds from REACT-EU will assist young people affected by the COVID-19 pandemic. The initiative targets youth not in education, employment, or training, aiming to offer opportunities within four months of leaving school or becoming unemployed.

The Youth Employment Initiative supports existing national-level initiatives, including Youth Guarantee programs implemented with the support of the European Social Fund (ESF). The ESF is not restricted to providing direct assistance to residents; it can also help to transform social, employment, education, and training services and systems.

According to the „National Strategy for Employment” for 2021-2027¹⁷, the key actions that the Romanian Government wants to take to reduce the unemployment of young people and NEETs are as follows:

1. the development of prevention systems by strengthening partnerships between institutions with competences in the field of employment, education and social protection, as well as other entities in the aim of identifying young people at risk of becoming NEET young people;
2. establishment/development of youth centres/clubs at community level, with involvement local authorities and public or private entities that offer specific activities adapted to young people and supporting their promotion activities;
3. implementation by public or private youth centres/clubs or other entities interested in networks of youth workers, identified, selected and activated from the ranks young people (especially NEETs);
4. mapping, informing, preparing and providing the actual offer (integrated packages of youth activation measures, including NEETs - counselling, including

¹⁶ Ghe Pirvu, Macroeconomics, Universitaria Publishing House, Craiova, 2004, p.203-204

¹⁷ http://mmuncii.ro/j33/images/Documente/MMPS/SNOFM_2021-2027.pdf



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entrepreneurial and social entrepreneurship, mediation, employment bonus, employer subsidies, training professional/apprenticeships/traineeships/internships, skills assessment, registration and support participation in flexible second chance programmes, including vocational training modules, provision of personalised support services: training bonuses intended to cover expenses associated with the training - transport, meals, etc., subsidising the costs related to obtaining the permit of drivers (in various classes, depending on needs), stimulating pre-employment young people through internships short to different employers to make contact with the respective field of activity, stimulation post-apprenticeship employers);

5. improving the monitoring of the situation of NEET young people after integration into the labour market or in the education or vocational training system;
6. the development of volunteerism among young people, including NEETs, in order to familiarise them with job requirements, facilitating the acquisition of new skills and identifying some potential professional paths, including entrepreneurial ones;
7. ensuring the acquisition by young people, including NEETs, of transversal skills, with an emphasis on basic digital skills, career management, communication and teamwork, as well as social and green entrepreneurship skills.

It's important for migrants to leverage available resources, such as government programs, non-profit organisations, and community services, that provide support for skill development, employment assistance, and integration into the labour market.

Section 2: Key challenges of NEETs / Youth / Migrants in the Country

Romania's labour market is characterised by significant wage disparities, as indicated in the study by Fina, Heider, and Raț in 2021. This wage polarisation is a contributing factor to Romania's status as one of the European countries with the highest levels of inequality¹⁸. The economic structure is, in fact, the primary factor contributing to social inequality, with the labour market being predominantly composed of low-wage jobs, particularly in the private sector, as reported in the 2018 Social Monitor.¹⁹ Over the past two decades, the development policy has been centred around a form of capitalism that encourages the attraction of foreign direct investments, relying on a low-cost workforce (compared to other European countries) and tax incentives for investors, as outlined in Ban's 2014 study.

Gender inequality in the labour market continues to persist, with women having lower labour market participation rates than men. Labour force participation rates and are more likely to have higher incomes. In a context where most jobs in the EU are in low-paid jobs, sectors are lower paid than those in other sectors. masculinised sectors.²⁰

¹⁸ Fina, Stefan; Heider, Bastian; Raț, Cristina. 2021. România inegală. Disparitățile socio-economice regionale din România. București: Friedrich-Ebert-Stiftung

¹⁹ Social Monitor. 2018. Employment contracts: state enterprises vs. private enterprises. Data from the Territorial Labour Inspectorate. Available at: <https://monitorsocial.ro/indicator/contracte-de-munca-intreprinderi-de-stat-vs-intreprinderi-private/>

²⁰ European Commission. 2018. 2018 Report on equality between women and men in the EU. Publications Office of the European Union



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Today's young generation faces a variety of obstacles, the most significant of which is incorporation into the labour market following graduation, young people should look for jobs in their field of specialisation where they may put all of the skills and competences they learned during their time in school. Society expects the young generation to contribute to long-term economic growth, as the engine of progress and the most productive and creative group of the working population.²¹

Youth unemployment remains a persistent issue in the European Union, as reported by Eurofound in 2016. Furthermore, the proportion of young people who are not engaged in the educational system, the labour market, or any other form of training (referred to as NEET) is the second highest in the European Union, following Italy, and significantly above the EU country average.²²

Poverty is also a crucial factor that demands consideration, particularly because children and young individuals in Romania are disproportionately impacted by this phenomenon. Moreover, poverty negatively affects participation in education and the occupational categories accessible to young people. Approximately 3 out of 10 individuals in Romania are at risk of poverty or social exclusion, and young people in Romania are more likely to find themselves in this situation.

Integration into the labour market can be difficult for young people, migrants and NEETs. The main causes of problems for young people / migrants / NEETs in the field of labour market integration in Romania can be lack of work experience because young people and migrants may face difficulties in finding a job due to lack of relevant work experience. Potential employers may require candidates to already have work experience, which can be an obstacle for those entering the labour market for the first time or coming from other countries. Lack of relevant experience can make it difficult to get a stable and well-paid job.

Lack of skills and competences - some young people, migrants and NEETs may find it difficult to develop the skills and competences needed to be competitive in the labour market. This may be the result of an education system that does not adequately adapt to the needs of the labour market or does not provide sufficient opportunities for relevant vocational training. Lack of relevant skills and competences can restrict access to employment opportunities and create a vicious circle of unemployment and social exclusion.

Discrimination and cultural barriers - young people, migrants and NEETs can be exposed to discrimination and negative stereotypes in recruitment and in the workplace. Discrimination can be based on age, gender, ethnic origin, religion or other personal characteristics. This can affect their chances of getting a job and progressing in their career. Migrants may also face language and cultural barriers that make it difficult for them to integrate into the labour market.

Lack of suitable jobs - the availability of suitable jobs for young people, migrants and NEETs may be limited in certain sectors or regions. For example, some industries may be in decline or affected by automation, while others may require specific skills and experience that these groups do not have. This can lead to a mismatch between labour supply and demand and affect their chances of finding stable and satisfying employment.

²¹ Review of Applied Socio- Economic Research, of Applied Socio- Economic Research (Volume 21, Issue 1/2021), pp. 24-46 URL: <http://www.reaser.eu>

²² Eurofound. 2016. Exploring the diversity of NEETs. Publications Office of the European Union.



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Education and training system - the education and training system may not be sufficiently adapted to labour market requirements. Lack of career guidance and a close link between education/training and the world of work may mean that young people and NEETs are not adequately prepared for the labour market. Improving the coordination and relevance of education and training can contribute to better labour market integration.

Section 3: Skills required from NEETs / Youth / Migrants to enter the labour market

Migrants face unique challenges when entering the labour market due to factors such as cultural differences, language barriers, and varying qualification recognition processes²³. However, acquiring certain skills can greatly enhance their chances of successfully entering and thriving in the labour market.

Language proficiency would be one of the skills needed by migrants to successfully enter and remain active on the labour market. An immigrant's human capital is heavily reliant on their language skills. The development of appropriate language skills in the host country is a key factor in the economic and social integration of immigrants. There are at least two main functions for language skills that contribute to the significance of language competence for effective labour market integration. First of all, as language is the main form of communication, having good language abilities is a productive attribute in and of itself, and companies are eager to compensate individuals for their better productivity. In order to eliminate occupational segregation, this wage impact of language proficiency combines a direct effect of being compensated for increased productivity with an indirect one of having easier access to well-paying, communication-intensive occupations. Additionally, learning a new language makes it easier to use the knowledge and experience that people have before migrating to a new country. Language proficiency also makes it easier to pursue further education and experience in the host nation. The impact of linguistic proficiency goes beyond how successful immigrants are economically. Language proficiency has a significant impact on non-market outcomes including education, health, marriage, social integration, and political engagement in addition to assisting immigrants in integrating into the labour market.

Another skill that has to be mentioned is **cultural competence**. Understanding and respecting the cultural norms, values, and expectations of the host country is important for building relationships and navigating the work environment. Being culturally sensitive and adaptable helps migrants integrate more smoothly into the local workforce.

Cultural competence enables migrants to understand and adapt to the cultural norms, values, and communication styles of the host country. This understanding facilitates effective communication with employers, colleagues, clients, and customers, leading to better collaboration and interpersonal relationships in the workplace.

Cultural competence helps migrants establish positive relationships with colleagues and supervisors. It demonstrates respect for cultural differences, fosters trust, and promotes inclusivity. Building strong relationships enhances job satisfaction, teamwork, and professional growth opportunities. It also helps migrants recognize and address potential misunderstandings or conflicts that may arise due to cultural differences. It allows them to

²³ https://www.unhcr.org/ro/wp-content/uploads/sites/23/2016/12/Refugee_Integration_RO.pdf



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navigate sensitive topics, adapt their communication style, and find common ground, reducing the likelihood of conflicts and promoting a harmonious work environment.

Culturally competent migrants are more likely to integrate successfully into the workplace. They can navigate social dynamics, participate in workplace activities, and understand the expectations and unwritten rules of the organisation, leading to smoother integration and increased job satisfaction.

Overall, cultural competence helps migrants bridge cultural gaps, communicate effectively, build relationships, and navigate diverse work environments. It contributes to their overall success, job satisfaction, and integration into the labour market in their new host country.

Migrants often face unique challenges and may encounter setbacks in their job search. Developing **resilience**, the **ability to adapt** to new situations, and maintaining a positive attitude can help navigate these challenges and persevere in the labour market.

They sometimes find themselves in unfamiliar cultural, social, and work contexts. The ability to adapt allows them to quickly acclimate to new environments, understand local norms and practices, and integrate into their new community. Adaptability helps migrants fit into different work cultures, understand expectations, and learn new systems and processes.

Employers value employees who can adapt to changing work environments, take on new responsibilities, and learn new skills²⁴. Migrants who demonstrate resilience and adaptability are more likely to thrive in dynamic work settings, contribute effectively, and stay relevant in evolving industries. This enhances their employability and career prospects.

Resilience and adaptability foster a growth mindset and a willingness to embrace new experiences and opportunities. Migrants who are open to learning, upskilling, and seeking professional development opportunities are more likely to succeed in the labour market. They can adapt to changing industry demands, acquire new skills, and stay competitive in their chosen field.

Overall, resilience and adaptability empower migrants to navigate challenges, integrate into new environments, build successful careers, and maintain their overall well-being. These qualities contribute to their long-term success, satisfaction, and fulfilment in their new host country.

Building **professional networks**, both within the migrant community and the host country, can provide valuable connections, job leads, and mentorship opportunities. Networking events, professional association, and online platforms can be utilized for this purpose.

Professional networks provide valuable channels for accessing job opportunities. Through networking, migrants can learn about job openings, career fairs, and recruitment events that may not be publicly advertised. They can tap into the hidden job market and gain access to a wider range of employment prospects.

Building professional networks increases the likelihood of receiving referrals and recommendations from contacts within the network. When job opportunities arise, professionals in the network may refer or recommend qualified candidates, including migrants they have established relationships with. This can significantly enhance migrants' chances of securing employment.

²⁴ https://www.unhcr.org/ro/wp-content/uploads/sites/23/2016/12/Refugee_Integration_RO.pdf



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Professional networks can offer cultural and linguistic support to migrants. Connecting with professionals who have similar cultural backgrounds or have experienced the migration process themselves can provide a sense of belonging, understanding, and support. It can also help migrants overcome cultural barriers and navigate the cultural nuances of the workplace.

Overall, building professional networks empowers migrants to expand their job search, gain valuable insights, access job opportunities, receive support, and develop professionally. It plays a vital role in their successful integration into the labour market, career advancement, and long-term success in their host country.

It's important for migrants to leverage available resources, such as government programs, non-profit organisations, and community services, that provide support for skill development, employment assistance, and integration into the labour market.²⁵

As for NEETs²⁶, **digital literacy** represents one skill that will be required in almost all jobs. Proficiency in using digital technologies, internet tools, and commonly used software is increasingly important in today's job market. NEETs who possess digital literacy skills are more attractive to employers and have a higher chance of finding employment. Digital literacy enhances their employability by demonstrating their ability to navigate digital tools, software, and online platforms commonly used in various industries.

Many job opportunities are now primarily advertised and accessed online. NEETs with digital literacy skills can effectively search for jobs on online job portals, submit applications electronically, and engage in online recruitment processes. Digital literacy expands their reach and access to a wider range of job opportunities.

Digital literacy empowers NEETs to explore entrepreneurship or freelancing opportunities. They can leverage digital platforms to start their own businesses, market their products or services online, and manage their operations digitally. Digital literacy provides the necessary skills to navigate e-commerce platforms, online marketing, and financial management tools.

The ability to **work effectively in teams**²⁷ is highly valued by employers. NEETs should focus on developing skills such as active listening, cooperation, conflict resolution, and the ability to contribute to collective goals.

Working in teams exposes NEETs to diverse perspectives, skills, and expertise. Each team member brings their unique strengths and knowledge to the table, fostering a dynamic learning environment. NEETs can learn from their peers, acquire new skills, and broaden their understanding of different work processes and approaches.

Teamwork enhances NEETs' communication and interpersonal skills. They learn how to express their ideas, actively listen to others, and effectively communicate their thoughts and feedback. NEETs develop skills in conflict resolution, negotiation, and building positive relationships, which are crucial in professional environments.

Working in teams holds NEETs accountable for their contributions and responsibilities. They learn to fulfil their assigned tasks, meet deadlines, and take ownership of their work.

²⁵ <https://sgg.gov.ro/1/wp-content/uploads/2021/08/ANEXA-1-7.pdf>

²⁶ <https://leonida-petrosani.ro/wp-content/uploads/2018/11/carte-simp-2018-1.pdf>

²⁷ <https://sport.gov.ro/wp-content/uploads/2019/07/Prognostic-evolu%C8%9Biei-%C8%99i-tendin%C8%9Belpie%C8%9Bei-muncii-Amenin%C8%9B%C4%83ri-%C8%99i-oportunit%C4%83%C8%9Bi-pentru-tineri-2018.pdf>



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Teamwork cultivates a sense of responsibility, reliability, and commitment to the team's success.

Overall, working effectively in teams equips NEETs with essential skills such as collaboration, communication, problem-solving, and interpersonal skills. These skills are highly valued by employers and are crucial for success in the workplace. Moreover, teamwork fosters personal growth, expands professional networks, and enhances overall career prospects for NEETs.

Committing to **lifelong learning** is essential for staying relevant in the labour market. NEETs should embrace opportunities for training, upskilling, and reskilling to enhance their knowledge and adapt to evolving job requirements.

Lifelong learning enables NEETs to continuously develop and upgrade their skills. In a rapidly evolving job market, new technologies and changing industry trends require individuals to adapt and acquire new competencies. Lifelong learning ensures that NEETs remain relevant and competitive by enhancing their knowledge and skills in their chosen field or industry.

Lifelong learning enhances NEETs' employability and career prospects. Continuous learning demonstrates their commitment to self-improvement, professional growth, and staying up-to-date with industry developments. NEETs who actively engage in lifelong learning are more likely to be considered by employers and have increased opportunities for career advancement.

NEETs can also benefit from career guidance²⁸, mentorship programs, internships, and apprenticeships that provide hands-on experience and support their skill development and job search efforts. Accessing government initiatives, community organisations, and employment services tailored to NEETs can provide additional resources and assistance.

²⁸ <https://leonida-petrosani.ro/wp-content/uploads/2018/11/carte-simp-2018-1.pdf>



Section 4: Good practices

| Good practice 1 | |
|---|---|
| Title of the practice | SEPAL – Supporting Employment Platform through Apprenticeship Learning |
| Implementing organisation and involved stakeholders | <p>Implementing organisations:</p> <ul style="list-style-type: none"> ● Bucovina Institute for Social Partnership Association (Romania) ● Pere Closa Private Foundation (Spain) ● ZIPB – Human Resources Monitoring and Development Bureau (Lithuania) ● KOISPE DIADROMES -10th SECTOR OF ATTICA PREFECTURE (Greece) ● KOMES Fundacja (Poland) <p>Local stakeholders:</p> <ul style="list-style-type: none"> ● Prefecture of Suceava County ● AJOFM – Suceava Labour Office ● Suceava Territorial Biro of Ombudsman ● Human Catalyst Roma Association ● Associacio Joves Gitanos de Gracia ● Pla de Barris ajuntament de Barcelona ● Associacio SomEsqueix ● GATS ● KiSPE PLORI (Social Cooperative) ● Odyssey - AstroLab ● Congolese Community of Greece ● Pan-hellenic Association of Parents, Guardians and Friends of Persons with Disabilities “Hermes” ● Family Support Centre of Holy Archdiocese of Athens Ecclesiastical Foundation ● Siauliu jaunimo centras ● Municipality of Joniskis, Social service provision department ● Society of Social Psychiatry P. Sakellaropoulos ● Foundation for Social Rehabilitation and Readaptation Tulipan ● Fundation Mam Dom |



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| | |
|---|--|
| | <ul style="list-style-type: none"> • Advise Centre Pola Rechinbach-Piotrowicz • Municipal Family Assistance Centre in Szczecin • FONSS (Federation of Non-Governmental Organizations of Social Services) • County Agency for Employment Suceava • Suceava County Employment Agency |
| <p>Short description of the practice</p> | <p>A project financed by EEA & Norway Grants Fund For Youth Employment, lead by Bucovina Institute in partnership with other four European organisations, for three years (October 2018 – September 2021), and extended by two more years (February 2022 – January 2024), being titled SEPAL PRO and aiming at offering, during 24 months, tailored employment support services for 300 NEETs from five European countries, aged between 18 and 29 years old, based on the SEPAL model, in order to combat the social exclusion of the youth and, implicitly, to help them to access the labour market. During the first three years, SEPAL supported more than 400 NEETs using the WISE (Work Integration Social Enterprise) model and the LSCs model (Local Stakeholders).</p> |
| <p>Groups targeted by the practice</p> | <p>The target group consists of young people coming from different vulnerable groups: young people with physical or mental disabilities, Roma people, migrants, low skilled and those who dropped out of school.</p> |
| <p>Main objectives of the practice</p> | <p>Offering the NEETs WISE services such as information, counselling, and mediation on the labour market, and helping them in accessing apprenticeship, internship, and learning at the job stages, focusing now also on training and mentoring.</p> |
| <p>Scope of practice (pilot project, national measure, etc.)</p> | <p>Pilot project</p> |
| <p>Time of implementation (including start and end date if indicated)</p> | <p>October 2018 – September 2021 with an extension of two more years (February 2022 – January 2024)</p> |
| <p>Effects / Outcomes / outputs of the practice</p> | <ul style="list-style-type: none"> • 300 NEETs qualified /on the job • 5 functional SEPAL WISEs • 15 trained SEPAL professionals • 25 involved SEPAL LSC • SEPAL Innovation Book • SEPAL e – Platform (INFO, HUB, MY SEPAL) |



| | |
|-----------------------------------|---|
| | <ul style="list-style-type: none">• SEPAL Apprenticeship Book• SEPAL Work based Training Book• SEPAL Coalition• SEPAL White Book |
| Lessons learned / success factors | <ul style="list-style-type: none">• Collecting and processing data on NEETs and making the databases available to those stakeholders who are interested in providing any kind of help, support and job and training opportunities to target groups.• Reducing bureaucracy when it comes providing financial support and tax incentives to employers to make them more open to hosting apprenticeships for NEETs, organise information sessions with employers to overcome stereotypes and prejudices when it comes to various categories of NEETs (Roma, former inmates migrants, disabled, etc.).• Reshaping the national qualification systems to recognise the skills acquired by workers in informal and non-formal learning environments and at a workplace, following a thorough practical skills assessment by certified evaluation bodies.• Organising (by PES) awareness raising campaigns (e.g., online, via caravans, in remote areas) among NEETs and employers to make them aware about each other offer and demands, and thus to stimulate the meeting between the potential work force supply demand with the potential labour demand.• Implementing projects aiming at training the NEETS not only soft skills but also with digital and core “hard” skills in a practical manner via work-based learning to provide them with a minim job experience to prepare them for the labour market.• Tailoring and increasing the quality of educational systems (at all levels from primary to VET and higher education) to prevent high early school leaving and NEETs rates and make the education more attractive and adapted to the labour market needs since it is easier and cheaper to prevent than to combat unemployment.• Making the most of the opportunities to be provided in the next 5 years by the Recovery and Resilience Facility (RRF) via national recovery and resilience plans in all EU Members States. Special funds will be earmarked under the seventh flagship of the RRF titled “Reskill and upskill” targeting education and |



| | |
|--|--|
| | training to support digital skills (young people included). |
| Sources used (including website / links) | https://www.projectsepal.com/ https://www.facebook.com/projectSEPAL |

Good practice 2

| | |
|---|--|
| Title of the practice | IN JOB - Inclusion on the labour market of young NEETs |
| Implementing organisation and involved stakeholders | Implementing organisations: Bucovina Institute for Social Partnership Association Local stakeholders: <ul style="list-style-type: none"> • County Agency for Employment Suceava • General Directorate of Social Assistance and Child Protection • City Halls all over Suceava County • Schools all over Suceava County |
| Short description of the practice | IN JOB aims to promote and increase the degree of sustainable employment and the quality of the workforce, for 372 young NEETs, through the development and implementation of a complex set of integrated and personalized measures, aimed at improving access to the labor market, increasing the degree of professional and indirectly social insertion, with an emphasis on improving the skills and competencies of the target group. |
| Groups targeted by the practice | Persons between the ages of 16 and 29, who are not in any form of education or training and who are not employed on the labour market, who are registered and profiled by the SPO. |
| Main objectives of the practice | <p>1. Development of skills and self-confidence for 372 young unemployed NEETs (people from rural areas, people of Roma ethnicity) by participating in personalized information and professional orientation sessions to improve access to the labour market.</p> <p>2. Improving the skills and developing the competencies of at least 280 young NEETs (300 people) unemployed (people from rural areas, people of Roma ethnicity) through their participation in professional training programs (introductory courses, level II qualification) adapted to their needs and carried out in compliance with the requirements of the labour market.</p> <p>3. Developing the skills and supporting the development of the entrepreneurial spirit among 50 young NEETs</p> |



| | |
|---|---|
| | <p>who are easily employable (employability level A) from the North East region in Romania who want to establish a company by participating in training courses in the field of entrepreneurship and in the field of digitization, by establishing and developing a number of 10 companies.</p> <p>4. The development of professional skills, increasing the degree of employment and ensuring the sustainability of the project by employing 146 young unemployed NEETs (people from rural areas, people of Roma ethnicity) from the North East region in Romania following the support services they benefited from: professional training, the provision of mediation services and support services at the new workplace for people identified with employability level C "difficult to employ" and D "very difficult to employ" (112 recruits).</p> |
| <p>Scope of practice (pilot project, national measure, etc.)</p> | <p>Pilot project</p> |
| <p>Time of implementation (including start and end date if indicated)</p> | <p>September 2021 – September 2023</p> |
| <p>Effects / Outcomes / outputs of the practice</p> | <ul style="list-style-type: none"> ● A minimum of 372 young NEETs identified, recruited and registered in the target group ● At least 280 qualified people ● 50 people participating in entrepreneurship and ICT training courses ● 50 business plans developed by the participants in the entrepreneurial training courses, ● 10 established enterprises |
| <p>Lessons learned / success factors</p> | <ul style="list-style-type: none"> ● Focus on providing practical skills and knowledge that are in demand by employers, as this will enhance the employability of young people. ● Foster an entrepreneurial culture that values creativity, innovation, and risk-taking. ● Foster collaboration between the government, educational institutions, and the private sector to bridge the gap between education and employment. ● Encourage companies to participate in internship programs, apprenticeships, and job placement initiatives. ● Invest in digital skills training programs to equip young people with the necessary competencies for the digital age. |



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Sources used (including website / links)

<https://www.facebook.com/InJobNEETs>



PART 2: ANALYSIS OF INTERVIEWS

Section 1: Analysis of semi-structured individual interviews (IDIs)

Respondents Background Information:

The five respondents, Artem, Oleksandra, Maria, Anastasiia and Ksenia, share a common background as Ukrainian migrants who left their home country due to the war. This migration is a significant determinant affecting their current status as NEETs (Not in Employment, Education, or Training). While they have various levels of education and experience, all of them face challenges in their host country.

Key Conclusions:

- All respondents are currently NEETs, and they attribute this to the disruption caused by the war and the need to adapt to a new country.
- Language barriers are a significant obstacle for most respondents in finding suitable employment and re-entering education.
- The lack of local work experience and understanding of the job market norms in their host country hinders their employment prospects.
- Respondents see potential in finding jobs or furthering their education, but these opportunities are often not aligned with their qualifications and skills, resulting in employment below their capabilities.
- Support through language courses, mentorship, financial assistance, and recognition of foreign qualifications are suggested to help them secure gainful employment and education.

Barriers of Education and Employment:

All five respondents face challenges in finding jobs or training opportunities due to language barriers and a lack of local work experience. There is a common struggle to match their qualifications and skills with available job offers.

Key Conclusions:

- Language barriers are the most significant challenge, affecting both job-seeking and educational pursuits.
- Lack of local work experience and unfamiliarity with the job market norms in the host country create obstacles in securing suitable employment.
- There is a general consensus that opportunities in the host country do not adequately match their qualifications and skills.
- Most respondents feel that the majority of job offers are below their qualifications or skills level, primarily due to language barriers and lack of local experience.
- The main reasons for job offers not aligning with qualifications and skills include language competences, lack of local experience, and formal barriers to specific job fields.



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Supports to Finding Employment and Education:

Respondents emphasise the need for language courses, financial aid for education, and mentorship programs to improve their job prospects and re-enter education. They also seek assistance with developing specific skills, including leadership and digital skills.

Key Conclusions:

- Language courses are viewed as a vital support to improve their language skills and integrate better into the local community.
- Financial assistance for further education is a desired form of support, but it should consider the need to support the families of respondents as well.
- Respondents are interested in mentorship programs and career guidance to provide valuable insights and connections in their desired career paths.
- Soft skills, digital skills, and specific competencies like computer skills and leadership skills are considered essential to enhance employability.

The Future:

Respondents express hope for better employment prospects, with the belief that language proficiency, skills development, and an end to the war in their home country will play critical roles in their future success. They plan to stay in the host country indefinitely, as long as they can find employment.

Key Conclusions:

- All respondents express hope for improved employment prospects in the future.
- They believe that language proficiency, skills development, and an end to the war will contribute to their success.
- There is a collective plan to stay in the host country indefinitely, as long as employment opportunities continue to be available.
- Moving to another country is considered only if they cannot find employment.

Additional Remarks and Commentary of Interviewer:

The interviews highlight the value of organizations and support from local institutions in assisting young NEETs with migrant backgrounds. A call for more collaboration between organizations and greater assistance in integration is emphasized.

Key Conclusions:

- Local organizations, such as the Bucovina Institute, play a critical role in assisting young NEETs in their integration efforts.
- Language classes and cultural programs are seen as beneficial for understanding the host country better.
- Collaboration between organizations and the need for comprehensive, continuous support for migrant NEETs are emphasized.

The analysis of these semi-structured individual interviews provides a comprehensive understanding of the challenges and prospects faced by young Ukrainian NEETs who have migrated due to the war. Their narratives illustrate the complexities they encounter in securing employment and re-entering education in a new country. These findings



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underscore the importance of support in terms of language learning, skills development, and assistance in credential recognition to help these individuals build successful futures in their host country.

Section 2: Analysis of focus group interview (FGI)

| ID of interview | |
|--|--|
| Date and time of FGI | 22.01.2023 |
| Location of interview | Suceava, Romania |
| Names (or initials) of participants + type of youth worker/organisation they represent | <ul style="list-style-type: none"> • Alina I. - trainer and teacher • Monica L. - English Teacher at Colegiul Tehnic de Industrie Alimentara Suceava. • Adina T. - teacher at Liceul Tehnologic "Oltea Doamna" in Dolhasca. • Gabriela G. - school counsellor • Maria P. - school counsellor at Liceul cu Program Sportiv in Suceava. |
| Interviewer | Voinea Valentina Cristina |
| Duration of the interview | 2 h |

Introduction

In the pursuit of understanding the perspectives of youth professionals and workers on migrant youths, particularly those categorized as NEETs (Not in Education, Employment, or Training), a comprehensive field study was conducted. This study aimed to gather insights into the background, challenges, and effective strategies for working with young migrants in various European countries. The objective was to inform the development of the Newcomers@Work Curriculum, with a focus on addressing real-life problems experienced by migrant NEETs and identifying successful methods and approaches.

Respondent background information:

The study focused on youth professionals or youth workers, individuals actively engaged in non-formal learning to support young people's personal, socio-educational, and professional development. These professionals work across diverse sectors, including local authorities, NGOs, schools, religious and community groups, and addiction prevention institutions.

Target groups of migrant youths:

The target groups encompassed young migrants categorized as NEETs, facing challenges in education, employment, or training. The study aimed to capture the diversity within this demographic, acknowledging variations in backgrounds, reasons for migration, family situations, and skills levels.

Key conclusions:



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- The youth professionals involved in the study demonstrated a diverse range of experiences and roles within the youth work sector.
- The target groups of migrant youths were identified as those facing challenges in education, employment, or training, with an emphasis on the NEET category.

Barriers for different groups of youth migrant NEETs:

The study delved into the barriers faced by different groups of young migrant NEETs, recognizing factors such as financial instability, language barriers, social stigma, cultural differences, and more. The short description provides insights into the challenges encountered by these youths.

Key conclusions:

- Language barriers and cultural differences were identified as significant challenges affecting the integration of young migrant NEETs.
- Financial instability emerged as a common barrier, impacting their ability to access education or enter the labor market.

Youth workers approach towards different groups of young migrants:

The research explored the approaches employed by youth professionals in their work with different groups of young migrants. This included considerations for cultural sensitivity, tailored mentorship programs, and collaborative community initiatives.

Key conclusions:

- Establishing trust and building relationships were highlighted as foundational aspects of effective youth work with young migrant NEETs.
- Tailored mentorship programs and cultural competency training for professionals were identified as successful approaches.

Good practices in youth work with migrants:

The study uncovered good practices employed by youth workers in their engagement with young migrant NEETs. These practices included community ambassador programs, multilingual outreach, and vocational training initiatives.

Key conclusions:

- Vocational training programs, language proficiency initiatives, and soft skills workshops were recognized as effective in improving the employability of young migrant NEETs.
- Peer support groups and personalized career counselling emerged as valuable practices for improving job and education search behaviours.

Any other comments and commentary of interviewer

The interviewer provided additional comments and reflections on the study, emphasizing the importance of a holistic approach, continuous learning through feedback, and the integration of technology for enhanced accessibility.

Key conclusions:



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- Holistic approaches, cultural competency training, and flexible learning paths were recommended for the success of the project.
- Integration of technology, policy advocacy, and celebration of success stories were underscored as crucial elements.

Conclusions and recommendations

The study's conclusions emphasized the need for continuous adaptation, cross-cultural collaboration, and long-term sustainability. Recommendations included strategies for policy advocacy, the celebration of success stories, and a focus on holistic well-being.

Key conclusions:

- Continuous adaptation and collaboration are vital for project success.
- Advocacy for supportive policies and the celebration of success stories contribute to sustainable outcomes.

CONCLUSIONS AND RECOMMENDATIONS

The collective findings from the national report, individual interviews (IDIs), and focus group interview (FGI) provide valuable insights into the challenges and prospects faced by young NEETs, particularly those with migrant backgrounds, in Romania and across Europe. These individuals encounter multifaceted barriers, including language barriers, lack of local work experience, discrimination, and mismatches between qualifications and available opportunities. The impact of migration, economic inequality, and social exclusion further exacerbates their vulnerabilities in the labor market and education system. Despite these challenges, there is a shared sense of hope among the respondents for improved employment prospects, contingent upon language proficiency, skills development, and supportive policies and programs. The role of local organizations, educational institutions, government agencies, and community groups is crucial in providing comprehensive support to migrant NEETs and fostering their successful integration into society.

Recommendations:

1. Comprehensive Language Support:

- Develop and implement tailored language courses that address the specific needs of young migrant NEETs, focusing on practical language skills relevant to both the workplace and educational settings.
- Provide cultural competency training alongside language courses to facilitate smoother integration into the host community and mitigate the impact of discrimination and social exclusion.

2. Skills Development Initiatives:

- Offer vocational training programs, soft skills workshops, and mentorship opportunities designed to enhance the employability of young migrant NEETs.



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- Prioritize the development of transferable skills such as digital literacy, teamwork, problem-solving, and adaptability to meet the evolving demands of the labor market.

3. **Financial Assistance for Education:**

- Provide financial support in the form of scholarships, grants, and stipends to enable young migrant NEETs to access further education and training opportunities.
- Consider the financial responsibilities of participants, including supporting their families, when designing financial assistance programs.

4. **Collaborative Support Networks:**

- Foster collaboration between local organizations, educational institutions, government agencies, and community groups to create a comprehensive support network for young migrant NEETs.
- Establish referral mechanisms and coordinate service delivery to ensure holistic support, including career guidance, psychosocial counseling, and networking opportunities.

5. **Policy Advocacy:**

- Advocate for supportive policies at the local, regional, and national levels to address systemic barriers to the integration of young migrant NEETs into the labor market and education system.
- Focus on recognizing foreign qualifications, reducing bureaucratic hurdles, and promoting inclusive hiring practices to create a more welcoming environment for migrant youth.

Recommendations for Newcomers@Work Curriculum Development:

1. **Incorporate Language and Cultural Competency Modules:**

- Integrate language proficiency and cultural competency modules into the Newcomers@Work Curriculum to equip participants with the necessary communication skills and cultural awareness to navigate the host country's labor market effectively.

2. **Focus on Transferable Skills:**

- Emphasize the development of transferable skills such as digital literacy, teamwork, problem-solving, and adaptability through hands-on learning experiences and practical training exercises embedded within the curriculum.

3. **Offer Mentorship and Career Guidance:**

- Implement mentorship programs and career guidance sessions as integral components of the curriculum to provide personalized support, guidance, and networking opportunities to explore career pathways.

4. **Promote Collaboration and Community Engagement:**



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- Foster collaboration between educational institutions, employers, community organizations, and government agencies to create a supportive ecosystem that promotes the successful integration and employment of young migrant NEETs.

5. Monitor and Evaluate Program Outcomes:

- Establish mechanisms for monitoring and evaluating the effectiveness of the Newcomers@Work Curriculum in achieving its objectives.
- Collect feedback from participants, instructors, and stakeholders to identify areas for improvement and refine the curriculum iteratively based on evidence-based practices and emerging trends.

APPENDICES

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