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*Ministero del Lavoro
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Direzione Generale per le politiche attive,
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ALTERNANCE TRAINING IN ITALY: A NEW SYSTEMATIC APPROACH

Refernet 2016 Partnership Forum
Rome 12th May 2016

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MAJOR REFORMS

- **Labour market:** «Jobs Act» (2014) and related implementation legislation (2015)
 - ⇒ new legal framework for *apprenticeship*
- **School:** «The Good school» (2015)
 - ⇒ compulsory *school-work alternance pathways*



Designing a dual system in Italy:

strengthening work-based learning and providing apprenticeships opportunities and school-work alternance pathways to all students of upper secondary and tertiary education and training cycle



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APPRENTICESHIP - AIMS

- A. Integration of training and employment of young people within a dual system model by reinforcing:
- those apprenticeships linked with the learning pathways of Education and Training system and implementing them especially within IVET pathways (type 1)
 - apprenticeship for higher training/education and research (type 3)



**providing qualified and skilled workers in a longer perspective
reducing the existing skills gap into the Italian labour market**



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APPRENTICESHIP - AIMS

B. Introduction and consolidation of flexibility elements for simplification purposes and for boosting apprenticeship attractiveness among enterprises

C. Public investment shifting towards dual paths apprenticeships (type 1 and 3)



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APPRENTICESHIP - FEATURES

Apprenticeship type 1 for young people aged 15-29 to reach:

- a professional qualification and/or diploma
- an upper secondary diploma
- a certificate of higher technical specialization (IFTS)

Apprenticeship type 3 for young people aged 18-29 to reach:

- higher education degrees (university)
- higher non-academic VET (ITS) diploma
- PhD
- research activities
- internships to access regulated professions



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APPRENTICESHIP - FEATURES

Simplification and flexibility in the use of apprenticeship:

- administrative requirements: individual training plan set by the training institution with the involvement of enterprise
- salary: remuneration is proportional to the effective number of hours spent on the job and to the lower contractual placement of apprentices within the job collective agreements
- financial incentives: total social security exemption for the first three years for certain typologies of enterprises (less than 10 employees, etc.)



More adequate mechanism of cost sharing



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APPRENTICESHIP - FEATURES

Occupation-based apprenticeship (type 2), as a job contract granting a minimum set of training provisions managed by the social partners through collective agreements mechanisms for governance and financing, will continue to exist

BUT

public investment is shifting towards the implementation of a dual system of education and training that will be achieved through:

- apprenticeships (type 1 and 3)
- compulsory reinforced alternance schemes in regional IVET



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ALTERNANCE SCHEMES



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National pilot project (2015 State-Region Agreement) for the implementation of a dual system by accompanying and reinforcing practical implementation contents of IVET regional pathways. Features:

- starting from training year 2015-2016
- financing of training years 2015-2016 and 2016-2017
- 60.000 students from the 3° and 4° year of regional vocational training pathways potentially involved
- reinforced alternance schemes: apprenticeship (type 1), school-work alternance and virtual training enterprise (both minimum 400 hours per year)
- accompanying measures: selection of VET institutions, guidance and placement units, tutorship



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SCHOOL-WORK ALTERNANCE

Main objective



Implementation of a specific pedagogical methodology aimed at reinforcing mechanisms to boost school-work transition by increasing employment opportunities and guidance capacities of students



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SCHOOL-WORK ALTERNANCE

Compulsory school-work alternance pathways (starting from school year 2015-2016):

- minimum 400 hours in the last 3 years of technical and vocational schools
- minimum 200 hours in the last 3 years of upper secondary general pathways (*licei*)
- different types: hosting enterprise as a learning venue, virtual training enterprise, apprenticeship (type 1)
- national repository of companies with training capacities
- pedagogical design of alternance activities
- tutorship
- assessment and certification of competences acquired



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Thank you