

### **- Job placement measures: The apprenticeship system in Veneto**

In Italy, apprenticeship programmes have taken on a central role in the employment policies and, within the training framework, they represent not only a promotional tool for youth employment, but also a strategy to integrate school, work and training systems.

Regulated for the first time by Law No. 25/1955 and then defined by the “Treu” Law No. 196/1997 as a primary tool to promote youth employment, the National Legislative Decree No. 167/2011 (*“Consolidated Apprenticeship Act”*) defined apprenticeships as “a permanent contract aiming at the training and employment of young people”.

The apprenticeship contract should be the main way for young people (18 - 29 years old) to be employed in the labour market. Its core objectives are:

- To provide young people with qualifications facilitating their access to the labour market and increasing mobility
- To avoid professional skills shortages, tackle skills mismatch and foster lifelong learning
- To reduce the incidence of unemployment
- To promote faster and more efficient school-to-work transitions

- To support economic growth, competitiveness and productivity.

The Veneto Region approved the Regional Law No. 21/2012 for the implementation of the “*Consolidated Apprenticeship Act*”. Since the apprenticeship contract is the main way for young people to be employed in the labour market, the Veneto Region adopted a bottom-up approach by involving the social partners in sharing the regional legal framework for the implementation of the provisions, as stated in the “*Consolidated Apprenticeship Act*”.

The word ‘apprenticeship’ might indicate a variety of different concepts and different on-the-job learning models across Europe. The European Commission identifies three main types of work-based learning models:

1. Alternance schemes, based on the model of the German dual system
2. On-the-job training periods in companies within the framework of VET schools
3. Work-based learning integrated in school-based programmes, such as simulations or specific assignments.

In some EU member countries, an apprenticeship is a form of job contract with specific characteristics taking into consideration the learning aspect of the working experience. Regions contribute to such schemes with measures, funding, and the coordination of different actors.

### **Italian schemes of work-based learning**

- 1) Within school programmes (alternance scheme from 15 to 19 years of age) and University programmes (from 19 to 25 years of age, academic education – degree, PhD etc.). Moreover, an apprenticeship might be based on job contract schemes including formal training (it being necessary to obtain a Vocational Qualification or Diploma).
- 2) A Traineeship which is not related to education programmes:
  - finalised to long-term employment: 6 months
  - post-lauream: max. 2 years
- 3) It applies to the first job experience (15-29 year-olds): apprenticeship includes formal and on-the-job training (2-5 years)

### **Apprenticeship schemes**

Apprenticeship to obtain a formal education qualification:

- Vocational Qualification or Diploma
- Higher Education and Research
- Vocational apprenticeship to obtain a labour market qualification, recognised by companies.

<b>Vocational apprenticeship to obtain a labour market qualification</b>	<b>Apprenticeship for an educational qualification</b>	<b>Higher education and research</b>
<p>Young people between 18 and 29 years of age (or 17 in case of a 3-year vocational qualification)</p> <p>Duration: 3 years. Low skilled or high skilled profiles could decrease the duration to 2 years. For craftsmen it is up to 5 years. The job contract is regulated by a complex system reflecting multiple interests of:</p> <ul style="list-style-type: none"> <li>- central government and national social security agencies;</li> <li>- collective agreements with social partners</li> <li>- regional government agreements with local social partners</li> </ul>	<p>3-year vocational qualification and diploma</p> <p>Young people aged between 15 and 25, who obtained at least the certificate from Junior Secondary School (3 years)</p> <p>Duration: 3 years for vocational qualification plus 1 year for diploma</p> <p>22 national vocational training profiles (e.g. construction worker, chef, plumber)</p> <p>Regional programme duration: 440 hrs. per year (320 hrs. basic skills; 120 hrs. vocational skills)</p>	<p>Young people between 18 and 29 years of age</p> <p>Duration depending on the type of educational programme (2 years for post-graduate master degree, up to 4 years for doctoral college and 5 years for adult education programmes)</p> <p>The programme must be jointly defined by academic institutions, regional authorities and social partners (mainly employers)</p> <p>Training programmes are usually focused on skills needs of medium/large enterprises or spin-offs</p> <p>Regional funding is dedicated to post-graduate masters</p>

Table 15 Apprenticeship Schemes (Italy)

Vocational apprenticeship in the Veneto Region requires the following sequence of actions:

1. Definition of rules for apprentices (protection) and enterprises (duties)
2. The Region MUST define and agree on the rules with the local social partners
3. Training centres which are directly sponsored by social partners: selection and macro-sector aggregation
4. Design training modules and then include them in a catalogue
5. ICT platform-based management system
6. A monitoring system

In the apprenticeship contract, training programmes are compulsory to account for state aid. There are two types of compulsory training:

- A. Vocational training (to acquire technical vocational skills) is provided by the company hosting the apprentice, according to the national collective labour agreements, which define its duration and implementation. Training activities are carried out under the responsibility of the company, which also bears the costs. A tutor (an expert worker of the company) supports the apprentices.

- B. Basic cross-sector training is designed by the Veneto Region, according to the available funds, with the aim of providing basic skills. Basic training is provided by vocational training organizations (accredited by the Veneto Region).

### Basic and cross-sector training

Recommendations of the European Parliament and of the Council of 18<sup>th</sup> December 2006 on key competences for lifelong learning (2006/962/EC) are:

5 out of 8 key competences are included in the Veneto Region catalogue and provide the basis for 13 learning modules in the industry sector				
Communication in foreign languages	Digital competence	Learning to learn	Social / civic competences	Sense of initiative / entrepreneurship
English basic skills	Basic module	Basic module	Basic module	Basic module
English intermediate skills	Medium module	Medium module	Medium module	Medium module
Italian for foreigners				
German basic skills				
French basic skills				

Each training module lasts 40 hours and it must be completed within one year, starting from the date of employment. The Green Star Action plan for Apprentices, described under chapter 4.5, was designed within the framework of the basic and cross sector training for vocational apprenticeship to obtain a labour market qualification. The Green Star module content was tested within the Module “Social and civic competences – advanced”.