

Long-term Directive on Vocational Training aimed at Reducing Unemployment (Labour Market, 2018-2021, Piedmont Region)

Direttiva Pluriennale Sulla Formazione Professionale Finalizzata alla lotta contro la Disoccupazione (Mercato del Lavoro) - Regione Piemonte 2018/2021

POLICY INSTRUMENT

 Italy

Description

Country

 Italy

Focus area

KEY TRAINING POLICY MEASURE

The Directive aims to increase job placement opportunities for young people and adults through the provision of free courses, implemented by the training agencies accredited by the region, in order to contribute to the placement and re-placement of participants and enabling them to acquire technical-professional and generic skills immediately usable in the labour market. The main objectives of the measure concern the reduction of the mismatch between workers and companies' professional needs, as well as the reduction of the gap between theoretical training implemented in schools and the technical and professional skills required by companies. The measure is implemented taking into account the results of the regional survey on professional needs conducted by IRES (Piedmont Institute for Economic and Social Research).

Link

http://www.regione.piemonte.it/governo/bollettino/abbonati/2018/23/attach/dgr_0...

Implementation level

REGIONAL

Legal base

Law

Starting period

The instrument is regularly in operation since the approval of Piedmont Region's law on Vocational Training and Guidance (1995). The currently operational instrument covers the period 2018-2021.

Perspective

The implementation of the directive is anticipated by analyses on the forecast of professional needs in the Piedmont region, which are periodically carried out by IRES. On the basis of the information collected concerning the labour market, also through other stakeholders, IRES produces indicators able to capture the various employment needs subdivided by sector and highlights the job skills that offer more employment opportunities.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

MIGRATION

SOCIAL INCLUSION

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU

European Social Fund

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The training courses offered by the Region differ according to the target group. For unemployed young people training courses with internships are offered to enhance skills and job placement in the sectors that offer the greatest potential for growth

UPSKILL OR RESKILL EMPLOYED ADULTS

Adult employees are offered courses in line with the lifelong learning objective

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Unemployed adults with low educational qualifications are offered training courses with internships to meet the professional needs of companies in the area.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

Methods

Methods

SKILLS FORECASTING

Ires uses an established methodology for its analysis of professional needs. Skill forecasting are made on the basis of historical series from ISTAT, integrated with exogenous variables (regional GDP and exports) from Prometeia: the model used is the VAR (Vector Autoregressive Model), which is integrated in order to also consider the so-called replacing demand.

Use of skills intelligence

The IRES Research Centre has the role of assessing the evolution of employment stocks in the medium term for each sector in the region.

The Piedmont Region, based on specific criteria such as course quality and training plans, allows the accreditation of training providers.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

DESIGNING STANDARDS AND ACCREDITATION

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Stakeholders

Main responsible body

REGIONAL MINISTRY

Piedmont Region

Other involved organisations

NATIONAL MINISTRY

The state and the European Union provide the funds for the implementation of the project.

REGIONAL MINISTRY

The implementation of training plans is carried out by the Region, which adapts on the basis of the information collected by IRES. Also, the region is responsible for monitoring and implementing the programme.

SOCIAL PARTNER: EMPLOYER ORGANISATION

Social Partners, in cooperation with the Provinces and the Region, discuss the instrument's structure and contents.

SOCIAL PARTNER: TRADE UNION

TRAINING PROVIDERS

Training providers are identified by the region through a "call for application", in accordance with certain quality standards

RESEARCH CENTRES, UNIVERSITIES

The IRES Research Centre gives indications on forecasts regarding the training and professional needs of companies for the coming years

Beneficiaries

The main beneficiaries of the measure are young people, with low or high educational qualifications, who are facing the transition to the labour market; NEET young people and adults; disabled people who have difficulties entering the labour market; foreigners, with language difficulties; adults with a limited number of competences and skills. For each of the target groups, different measures and training plans are offered according to their needs, in order to be more easily attractive for the regional economy labour demand.

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

ADULTS WITH LOW BASIC SKILLS

MINORITY GROUPS IN THE POPULATION

GROUPS UNDER-REPRESENTED IN CERTAIN SECTIONS OF THE LABOUR MARKET

PEOPLE WITH DISABILITIES

Sustainability

Success factors	The success factors of the policy are two: 1) a close link and continuous communication between all the actors involved (from the initial phase of training needs analysis to the final phase of course delivery); 2) , the diversification of the courses according to the potential recipients.
Barriers	One of the main difficulties of the measure lies in linking all the implementation phases, from data collection (which also takes place through other actors), to the actual implementation of the training courses, to their evaluation in terms of employment improvement. The implementation of such a large project requires time to allow methodologies to be consolidated.
Monitoring and evaluation	As the measure is still in place, there are no evaluations yet for the 2018/2021 directive. However, IRES regularly records the effectiveness of training policies in previous years using: direct interviews with beneficiaries, analysis of changes in employment and course participation rates, number of training courses that were activated and successfully concluded.
Updates	<div>NO</div>
Effectiveness	Currently, there are no studies on the effectiveness of the tool for the years 2018/2021. However, in previous years, many IRES studies (such as "The employment effect of vocational training in Piedmont") have highlighted the effectiveness of training tools in terms of increasing the skills and employment opportunities of beneficiaries. Those who have benefited most from the measure have been adults and young people with low educational qualifications.
Sustainability	The measure has been used for many years and will certainly be renewed for the three-year period 2021/2024. The reason lies in its potential to provide, through training courses tailored to the recipient, skills and competencies that are spendable in the labour market and that allow for a greater chance of being employed.

Other instruments in Italy

- [Excelsior Employment and Training Information System](#)
Sistema Informativo per l'Occupazione e la Formazione Excelsior
- [Permanent National Information System for occupational needs](#)
Sistema nazionale permanente per i fabbisogni professionali (per le professioni)