

The Atlas of work and qualifications

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 ITALY

Timeline

2015 Implementation	2016 Implementation	2017 Implementation
2018 Implementation	2019 Implementation	2020 Implementation
2021 Implementation	2022 Implementation	2023 Implementation
2024 Implementation		

ID number 28677

Background

In the context of the National system for the certification of competences, the National repertory of educational, training and vocational qualifications is established as a unitary framework for competence-based training design, identification of competences acquired in formal, non-formal and informal learning contexts, tailored lifelong learning pathways, certification and transparency. The National repertory sets the basis for the creation of the Italian NQF.

Objectives

- Guarantee individual mobility and support the match between supply and demand of skills in the labour market; heighten the recognition and transparency of learning acquired and needs, as well as the use of certifications at national and European level;
- ensure the readability, consultation and portability of qualifications and competences for lifelong learning in the context of the National system for the certification of competences.

Description

In 2013, the Legislative Decree No 13 article 8 sets up the National repertory of education and training and professional qualifications.

In 2014, the National Technical Committee was established and works for the development of the National repertory that is a comprehensive collection of national, regional and sectorial repertories existing and encoded by the entitling bodies. The entitling bodies are the qualification authorities: education ministry (for school and university qualifications), regions (for VET qualifications), economic development ministry, EU policies department (for regulated professions), and labour ministry (for non-regulated professions).

Starting from the National repertory labour and education ministries, regions and the

National Institute for Public Policy Analysis (INAPP), have developed the Atlas of work and qualifications, a comprehensive map of the work activities and qualifications; the atlas model was adopted as reference for the implementation of the National framework of regional qualifications (QNQR).

2015 Implementation

2016 Implementation

In 2016, INAPP published the Atlas of work and qualifications.

2017 Implementation

2018 Implementation

2019 Implementation

In 2019, the National Technical Committee, established by Legislative Decree No 13/2013 art. 3, initiated a written procedure which foresaw the important role of the atlas in the national repertory of regional qualifications.

2020 Implementation

In 2020, the implementation of the sections of the Atlas of work and qualification continued.

- (a) Work atlas section: the work descriptions of the 24 professional economic sectors were updated as a result of the annual maintenance procedure as established by the Decree of 30 June 2015.
- (b) Atlas and qualifications section: updating of the National repertory of educational and training qualifications and vocational qualifications continued.
- (c) Atlas and professions section: collection and description activities of the world of professions continued, with the updating of the repertories of apprenticeship professions, regulated professions and regional qualifying qualifications.

2021 Implementation

On 5 January 2021, the labour ministry, in agreement with the education ministries, and the public administration, issued a Decree that makes operational the Guidelines for the interoperability of awarding bodies of the National system of the certification of competences. The guidelines were prepared in agreement with the regions and autonomous provinces, following the agreement reached in the unified conference on 5 November 2020. This legislative Act completes the architecture of the National system for the certification of competences and provides a common reference framework for awarding bodies: minimum standards of the system; essential performance levels; criteria for the implementation and regular updating of the National repertory of educational and training qualifications and vocational qualifications; and progressive implementation of the unique information backbone through the interoperability of central and territorial databases for the worker's electronic booklet.

The guidelines also formally established that the National repertory adopts the atlas as a device for the access and systematisation of information: the repertory is accessible in the atlas and qualification section.

From March 2021 to December 2021, the implementation of the Atlas of work and qualifications continued.

In the Atlas, Work section, based on the maintenance activity established by the Ministerial Decree of 30 June 2015, the descriptors of the following professional economic sectors (SEP) were updated: food production; textile; footwear and fashion system; financial and insurance services; digital services; education; and training and employment services.

The Atlas describes the content of work using a tree-like classification scheme. This scheme starts with the main branches consisting of the economic and professional sectors (SEP), then identifies within them the main work processes. The work processes are divided into process sequences and activity areas (ADA). The ADA contains the description of the individual activities that constitute it, the expected products and services as well as references to the statistical classifications of economic activities and occupations. The common area consists of the following processes:

- (a) general affairs, secretarial and facilities management;
- (b) administration, finance and management control;
- (c) organisation, human resources management and security;
- (d) marketing, business development and public relations;
- (e) production process management, quality, technical functions and internal logistics;
- (f) interpretation and translation.

In the Atlas and Qualifications section, based on the Decree of 7 July 2020, the qualifications and diplomas and the related competences of the vocational education and training pathways (leFP) were integrated and updated. The competences of the figures of higher technical institutes (ITS) were also updated.

2022 Implementation

In 2022, work on the sections of the Atlas of work and qualifications continued.

Two additional sections were included:

- (a) the Atlas for research and innovation, which is designed to host experiments related to Atlas. This section presents the outputs of the European project ValueChain (European Framework DigComp 2.1 elaboration based on the methodology of Work Atlas), and the results of the Macrocompetenze project (which created a macro-competence index capable of measuring and monitoring the degree of digitization of Atlas descriptors);
- (b) the Atlas for qualification design, which is a section dedicated to project capitalisable and certified learning paths, with a video tutorial as a guide to navigating the Atlas for this purpose.

A video was published explaining the procedure for maintaining the Atlas.

Additionally, the work descriptions of 24 professional economic sectors had been updated as part of the annual maintenance procedure established by the Decree 'Provisions for the adoption of the Guidelines for the interoperability of awarding bodies of the National system of the certification of competences' of 5 January 2021.

Regarding the Atlas and qualifications section the update of the National repertory of educational and training qualifications and vocational qualifications continued.

Regarding the Atlas and professions section the work on collecting and describing professional activities continued by updating the repertories of apprenticeship professions, regulated professions and regional qualifications.

2023 Implementation

In 2023, work on the sections of the Atlas of work and qualifications continued.

The work descriptions of 24 professional economic sectors had been updated as part of the annual maintenance procedure established by the Decree 'Provisions for the adoption of the Guidelines for the interoperability of awarding bodies of the National system of the certification of competences' of 5 January 2021.

2024 Implementation

In 2024, the implementation of the sections of the Atlas of work and qualification continued.

a. Atlas and qualifications section: updating of the National repertory of educational and training qualifications and vocational qualifications continued.

b. Atlas and professions section: collection and description activities of the world of professions continued, with the updating of the repertories of apprenticeship professions, regulated professions and regional qualifying qualifications.

Bodies responsible

- Ministry of Labour and Social Policies
- Ministry of Education and Merit
- Ministry of Education (until 2022)
- Regions and autonomous provinces
- Ministry of Education, Universities and Research (until 2019)

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Adult learners

Education professionals

Adult educators

Entities providing VET

Companies
VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies
Engaging VET stakeholders and strengthening partnerships in VET

Transparency and portability of VET skills and qualifications

Comprehensive national qualification frameworks

European priorities in VET

VET Recommendation

Flexibility and progression opportunities at the core of VET

Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

IVET CVET

Further reading

[Cedefop ReferNet Italy \(2018\). Italy: the Job atlas](#)

[The Atlas of work and qualifications](#)

[Decree of the Ministry of Labour of 5 January 2021 - Provisions for the adoption of the Guidelines for the interoperability of awarding bodies of the National system of the certification of competences](#)

[Decree of the Minister of Labour and Social Policies of July 9, 2024 - Regulation of Services for Identifying, Validating, and Certifying Skills Related to Qualifications under the Ministry of Labour and Social Policies, Official Gazette No. 185 of August](#)

Related policy developments

2021 Discontinued

ECVET-related developments

The Italian context has been characterised in recent years by reform processes aimed at building an Italian lifelong learning system and a national system of skills certification.

 ITALY

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2024 Implementation

Validation arrangements

The Law 92/2012 on the reform of the labour market defines for the first time in Italy the validation of non-formal and informal learning, as one of the key elements to ensure and implement lifelong learning in a comprehensive and systematic manner, establishing rules and regulatory requirements

 ITALY

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2024 Implementation

National framework of regional qualifications (QNQR)

In June 2015, an inter-ministerial Decree (signed by the education and labour ministries) introduced an operational framework for the recognition of regional qualifications and related skills competences at a national level (National framework of regional qualifications, QNQR).

 ITALY

Type of development

Regulation/Legislation

Subsystem

IVET

2024 Implementation

The Italian national qualifications framework (QNQ)

A national strategy on lifelong learning has been defined, together with the implementation of legislative norms on the identification and validation of competences acquired in different contexts, through which the National system for the certification of competences has been launched.

 ITALY

Type of development

Regulation/Legislation

Subsystem

IVET CVET

“ … ” Cite as

Cedefop, & ReferNet. (2025). The Atlas of work and qualifications: Italy. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28677>