

Requirements for teachers

POLICY DEVELOPMENT
REGULATION/LEGISLATION
 ITALY

Timeline

2017 Approved/Agreed
2021 Implementation
2022 Implementation
2023 Implementation
2024 Implementation
2025 Implementation

ID number 28322

Description

In April 2017, the council of ministers approved several legislative decrees aiming to complete the implementation process of the Law 107/2015 The Good school reform. One of the decrees defined new criteria for the recruitment of school teachers. Applicants must be university graduates and must pass exams that take place twice a year. The number of job openings will be estimated based on the needs of each school. Successful candidates attend a three-year training course (work-based learning) and receive wages after the first year of training. At regional level, within the framework of the State-regions agreement of 22 January 2015, each region and autonomous province is responsible for setting its own standards for teacher training to ensure high quality VET services financed by public funds.

The presence of qualified and well-trained teachers will guarantee high quality in education and higher involvement of students with a positive impact on the reduction of early school leaving and dropouts. Therefore, continuing professional development is relevant and strategic in terms of national educational policies.

2017 Approved/Agreed

2021 Implementation

In 2021, a public consultation on preparatory actions and on the definition of new rules and criteria for the recruitment of teachers, including VET teachers, began.

2022 Implementation

In June 2022, Law 79 introduced- among other measures- a reform in initial teacher, including VET teachers, training. The law regulates the process of initial training, required qualification(s), and access to the profession of teacher in secondary schools.

On 16 August 2022, the Decree No 226 issued by the education minister regulates the training and trial process of teaching and educational staff. It also regulates the procedures for the final test and the procedures and evaluation criteria for the teaching staff during the trial period.

2023 Implementation

The Prime Minister's Decree of August 4, 2023, established the recruitment of teachers.

The Prime Minister's Decree of August 4, 2023 was issued, as a result of Law n. 79/2022, which authorises the activation of university and academic qualifying training pathways in implementation of articles 2-bis and 2-ter, article 13 and article 18-bis of Legislative Decree n. 59 of April 13, 2017, and specifically regulates criteria and content of training offerings. The decree defines the training pathways for the initial preparation of secondary school teachers, including master's degree programmes, postgraduate courses, active training internships (TFA), and continuous professional development courses. These programmes aim to provide a strong theoretical and practical foundation, advanced skills and ongoing professional updates, ensuring that teachers' education aligns with the needs of the educational system and international best practices. It also establishes a structured and comprehensive training framework to facilitate the path to becoming a permanent teacher.

2024 Implementation

The competition for Catholic religion teachers was announced with Ministerial Decree no. 9 of 19 January 2024. The competition is on a regional basis and covers 2 336 positions for secondary schools and 2 164 for nursery and primary schools. It is a competition based on exams and qualifications and allows access to regional roles divided into territorial areas corresponding to the dioceses.

The public competitions for teachers' recruitment proclaimed by Ministerial Decrees no. 205 and 206 of 26 October 2023 - were launched to implement the National Recovery and Resilience Plan (NRRP) and are nearing completion. These competitions aim to recruit 70 000 teachers to achieve the educational objectives of the NRRP by addressing the teacher shortage and improving the quality of education in Italy, in line with the objectives of the NRRP.

In this context, the competition for physical education teachers in primary schools, that was announced with Directorial Decree no. 1330 of 4 August 2023, has been completed with the recruitment of 1 740 teachers.

2025 Implementation

In December 2024, competitions were launched for the recruitment of kindergarten and primary school teachers and secondary school teachers for the coverage - respectively - of a total of 8 355 and 10 677 common and support posts, in implementation of Decree-Law no. 36/2022 and Ministerial Decrees no. 205/2024 and Ministerial Decree 206/2024. The tests included: the assessment of disciplinary and teaching skills; the verification of knowledge of the English language (at least level B2); the assessment of digital skills and the attitude to inclusive teaching.

For the 2024/2025 academic year, recruitment mechanisms provided for the use of two ranking systems. These are the rankings based solely on qualifications (Exhaustion Rankings - GAE) and rankings based on qualifications and competitive examinations (Merit Rankings - GM). The rankings were drawn from previous recruitment procedures and from competitions announced for 2025.

The use of multiple recruitment channels is linked to a regulatory framework that combines transitional arrangements with more recent reforms. Decree Law No 36/2022 and Decree Law No 75/2023, together with implementing decrees adopted between 2023 and 2024, define a medium to long-term pathway for access to the teaching profession. The reforms provide for the integration of academic training, internships and competitive selection procedures. The implementation of these measures requires adequate timelines and coordination between universities, schools and the central administration. The recruitment reforms contribute to the objectives of the National Recovery and Resilience Plan (NRRP), which includes the reduction of precarious employment and the structural reform of teacher recruitment among its priorities.

Recruitment procedures under NRRP 3 were launched for pre-primary and primary education and for secondary education. A total of 58 135 positions were made available, including 30 759 positions in secondary education and 27 376 positions in

pre-primary and primary education. The NRRP 3 recruitment procedure is provisional and covers the three-year period 2024/2025 to 2026/2027. The number of positions reflects both existing vacancies and those projected for the coming years, rather than being limited to posts remaining unfilled from previous recruitment rounds. Existing merit rankings and exhaustion rankings continue to be used as a priority until they are fully exhausted. At the same time, the NRRP 3 recruitment procedure aims to anticipate future staffing needs and support continuity in teacher recruitment over the medium term.

The competition procedure is organised on a regional basis and consists of a written test and an oral test. The computer-based written test includes 50 multiple-choice questions to be completed within 100 minutes. It assesses candidates' knowledge and competences in the pedagogical, psycho-pedagogical and didactic-methodological fields, as well as their knowledge of the English language and digital skills. A single written test applies to all competition classes and types of posts for which the candidate applies. The oral test assesses subject-specific knowledge, general teaching competences and teaching design skills, including the pedagogical use of digital technologies. The oral examination also includes a practical teaching test consisting of a simulated lesson.

For the teaching of Catholic religion, an ordinary national competition organised on a regional basis was launched for the 2024/2025 school year to fill vacancies in pre-primary, primary and secondary education. The selection procedure included a written test covering theological and pedagogical disciplines and an oral test assessing teaching, methodological and relational competences. Access to the competition requires eligibility issued by the diocesan Ordinary, which remains a necessary condition both for permanent appointments and for substitute teaching.

The recruitment of teachers of Catholic religion forms part of the broader framework of stabilisation measures linked to the NRRP but follows a specific regulatory arrangement. This reflects the particular status of the subject, which is delivered within the state school system while being regulated through a bilateral agreement between the State and the Italian Bishops' Conference.

Bodies responsible

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

Target group

Education professionals

Teachers
Adult educators

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

Subsystem

IVET

Further reading

[Law 107/2015 The Good school reform](#)

[Decree No 226 of 16 August 2022- Provisions for teacher training and examination](#)

[Law 79/2022. Conversion into law, with amendments, of the Decree-Law of 30 April 2022, No 36, establishing further urgent measures for the implementation of the National Recovery and Resilience Plan](#)

[Decree of the President of the Council of Ministers of August 4, 2023 headed in Definition of the university and academic pathway of initial teacher training for secondary school teachers in order to meet the objectives of the National Recovery and Resili](#)

[Ministerial Decree no. 214 of 24 October 2024](#)

Related policy developments

2025 Implementation

Updating teacher continuous professional development (CPD)

VET teacher training is regulated by the Good school reform (Law 107/2015). According to this Law, teachers' in-service training becomes continuing. It also provides incentives to support continuing teacher training and systematic need analysis mechanisms.

 ITALY

Type of development

Regulation/Legislation

Subsystem

IVET

2025 Implementation

The Good school and subsequent reforms

On 13 July 2015, the Italian government adopted a reform of the national education system called the Good school (La Buona Scuola), emphasising alternance between classroom work and periods of workplace training.

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IVET

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