Tech Your Future

Dalla formazione al lavoro, crea il tuo futuro

Date of creation
2023

Description

The Tech Your Future project, supported by the Fund for the Digital Republic - Social Enterprise, took place between 2023 and 2025. It aims to empower 333 young people aged 18-29, who are neither in employment, education, or training (NEETs), from all over Italy, by providing them with the training and support needed to start careers in digital professions. The initiative focuses on high-demand roles, including Data Engineer, Java Developer, System and Cybersecurity Analyst, and Salesforce Developer, offering a comprehensive training programme that includes both technical and soft skills development, as well as behavioural and attitudinal training.

The Tech Your Future project is designed as a time-bound initiative with a clear focus on both training and job placement. With a target of 333 NEETs, the programme is structured to ensure that every participant has a real opportunity for employment, aligning training efforts with confirmed job vacancies, a key reason why this is not an ongoing initiative but a purpose-driven, results-oriented project that concluded upon achieving its objectives.

The courses, designed to be inclusive, experiential, and intensive, are accessible to all, with no prior skills, qualifications, or professional experience required. To access the programme, candidates only need to complete a short online test on logical-analytical skills followed by an individual selection interview to assess motivation and potential.

Mentorship is a core pillar of all Generation programmes, including the Tech Your Future project, ensuring that learners not only gain technical skills but also receive the support needed to transition successfully into the workforce. Generation's mentorship model focuses on three key areas: social support (e.g. stipends, tech equipment, etc. on a case by case basis), employability coaching (e.g. CV writing, interview skills), and placement support (e.g. mock interviews, tailoring CV to a specific job). Recognising that many NEETs face barriers such as long-term unemployment, financial instability, or lack of confidence, the project integrates structured mentorship sessions to help learners navigate these challenges. Participants engage in group mentorship sessions and personalised one-on-one coaching, where they build essential workplace skills, refine their CVs, and practice interview techniques. This structured yet adaptable approach ensures that mentorship is not just an add-on but an essential component of the project's success, helping learners grow in both their professional and personal lives.

Another key element of the project is its tailored approach to job placements. The project team actively works to match students with potential employers by gathering feedback from teaching staff, mentors, and employers. This data-driven approach helps identify the best candidates for specific roles and maximises the likelihood that the interviews lead to job offers. The team also manages employer relationships, handles CV submissions, collects feedback, and organises interviews to ensure a smooth transition from training to employment.

By providing experiential learning, personalised career support, and a strong focus on employability, Tech Your Future enables NEETs to overcome barriers to employment and successfully enter the digital workforce.

Beneficiaries

🏷 **Discouraged and disengaged young people**

NEETs aged 18-29

Countries

🇮🇹 Italy

Education level and sector

🏷 **Adult education**

Tech sector

Level of implementation / Scope

🏷 **National level**

2023-2025

Aims of policy/initiative

The Tech Your Future initiative aims to address the significant challenges faced by NEETs in Italy, providing them with the necessary skills and opportunities to enter the digital workforce. The main objectives of the initiative are:

1. To offer young individuals, especially those who have been disengaged from education or employment, the chance to build a career in high-demand digital professions.
2. To deliver inclusive, experiential, and intensive training that covers both technical and soft skills, ensuring participants are well-equipped for the evolving tech industry.
3. To maximise participants' chances of securing employment by providing personalised job placement support, including employer feedback and tailored matching with suitable roles.
4. To make careers in digital professions accessible to young people with no prior qualifications or experience, ensuring that entry barriers such as educational background or lack of professional experience are removed.
5. To equip young people with the tools and confidence to succeed in the digital sector, creating long-term career pathways and contributing to the growing demand for skilled digital professionals.

Features and types of activities implemented

The Tech Your Future initiative offered fully online and free courses designed to provide

NEETs with the skills required to succeed in high-demand digital professions. The key features and activities of the project are as follows:

1. The courses are divided into 13 classes, each lasting a maximum of 14 weeks in a full-time format (from 9 AM to 6 PM), ensuring intensive and focused learning. Participants receive 530 training hours in both technical and soft skills, preparing them for a variety of roles in the digital sector.
2. The initiative focuses on developing skills for four sought-after professional profiles in the tech industry: Data Engineer, Java Developer, System and Cybersecurity Analyst, and Salesforce Developer. This diversity ensures that learners can find a career path that aligns with their interests and strengths.
3. In addition to theoretical learning, the programme includes 50 hours of project work, enabling participants to apply their newly acquired skills in real-world contexts. This hands-on experience is vital for building confidence and enhancing employability.
4. Upon completion of the course, participants are guaranteed at least one job interview with Generation's network of over 800 partner companies. The programme's strong employer partnerships ensure that learners have the opportunity to connect directly with potential employers in the digital sector.
5. The entirely online format makes the courses accessible to learners from all regions of Italy, ensuring maximum flexibility and convenience. This structure also allows participants to balance their studies with other commitments.
6. Throughout the programme, learners receive ongoing feedback from teaching staff and mentors. This feedback, combined with input from employers, helps ensure that learners are best positioned to meet the needs of the job market.

Target group

The target group includes stakeholders such as:

- VET providers who aim to expand their offerings by engaging NEETs in intensive, online, and flexible short courses for digital professions.
- Youth-focused NGOs and social enterprises looking to provide career development and training opportunities for young people who are not in employment, education, or training.
- Employers and industry partners seeking to build a pipeline of skilled, entry-level talent in high-demand digital professions like Data Engineering, Java Development, and Cybersecurity.
- Local governments and public institutions involved in tackling youth unemployment and fostering digital inclusion, and who want to collaborate on initiatives that bridge the skills gap.
- Mentors and trainers interested in supporting young people through personalised learning journeys, helping them transition into the workforce.

Resources

A total of EUR 980,093 granted by the Italian Digital Republic Fund, part of the Department for Digital Transformation.

Evaluation of the measure

The Tech Your Future initiative has been evaluated, and the results show significant success in meeting its goals.

- Cohorts: A total of 13 cohorts were completed, achieving 100% of the intended number

of cohorts.
•   Participants trained: 377 participants were trained, surpassing the initial target of 333 by 13%.
•   Placement: The programme successfully placed 213 participants in digital roles, meeting the 100% placement goal.

Evidence of effectiveness of the measure

The Tech Your Future initiative has had a profound impact on empowering NEETs by providing them with an accessible and structured path into the digital workforce. Offering comprehensive training and guaranteed job interviews, the programme has helped young individuals overcome challenges like lack of qualifications or experience, enabling them to launch successful careers in high-demand digital roles.

The initiative's success, reflected in surpassing participant targets and achieving full placement, highlights its effectiveness in addressing youth unemployment and promoting inclusion in the digital economy. It has not only transformed the careers of individuals but also helped them build the confidence and skills necessary to thrive professionally.

Success factors

The key innovative elements of the Tech Your Future initiative lie in its approach to addressing one by one the challenges faced by NEETs and its ability to create pathways into digital careers through flexible, online learning. Also, the entirely online, free, and accessible training format ensures that participants, regardless of their geographical location or personal circumstances, can access high-quality training in digital professions. Additionally, the initiative's collaboration with over 800 partner companies and the guarantee of at least one job interview for each participant is a unique feature that directly links education with employment, greatly improving job placement outcomes.

The programme's success is further driven by the comprehensive, experiential training that not only teaches technical skills but also focuses on behavioural, attitudinal, and soft skills, ensuring well-rounded candidates. This holistic approach, combined with personalised selection processes, including individual interviews to assess motivation and potential, sets the programme apart from others that may focus solely on technical training.

Another innovative element is the collaborative feedback loop between training staff, mentors, and employers, which ensures that the programme continuously adapts to the needs of both the participants and the job market. By cross-referencing feedback from both employers and training staff, the programme tailors its training to match the specific skills and attributes most sought after by companies, maximising the chances of successful placement.

Lastly, the targeted outreach and mobilisation strategies, including partnerships with local NGOs and digital campaigns, ensure that the initiative reaches the most vulnerable and hard-to-reach young people. These strategies build trust and raise awareness, making the programme highly effective in attracting young people who may otherwise not have considered a career in tech.

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