



**CEDEFOP**

European Centre for the Development  
of Vocational Training



## Governance and Financing apprenticeship: case study Italy

MONICA REDAELLI, GRUPPO CLAS (ITALY)

*Presentation held at the Cedefop event 'Governance and financing of apprenticeships'  
Brussels, 8 and 9 February 2016*

**GOVERNANCE AND FINANCING OF  
apprenticeships**

**CEDEFOP  
EVENT**

**BRUSSELS  
8 and 9 February 2016**

**GOVERNANCE AND FINANCING OF  
APPRENTICESHIP  
CASE STUDY: ITALY 2014  
BRUSSELS 8-9 FEBRUARY 2016**

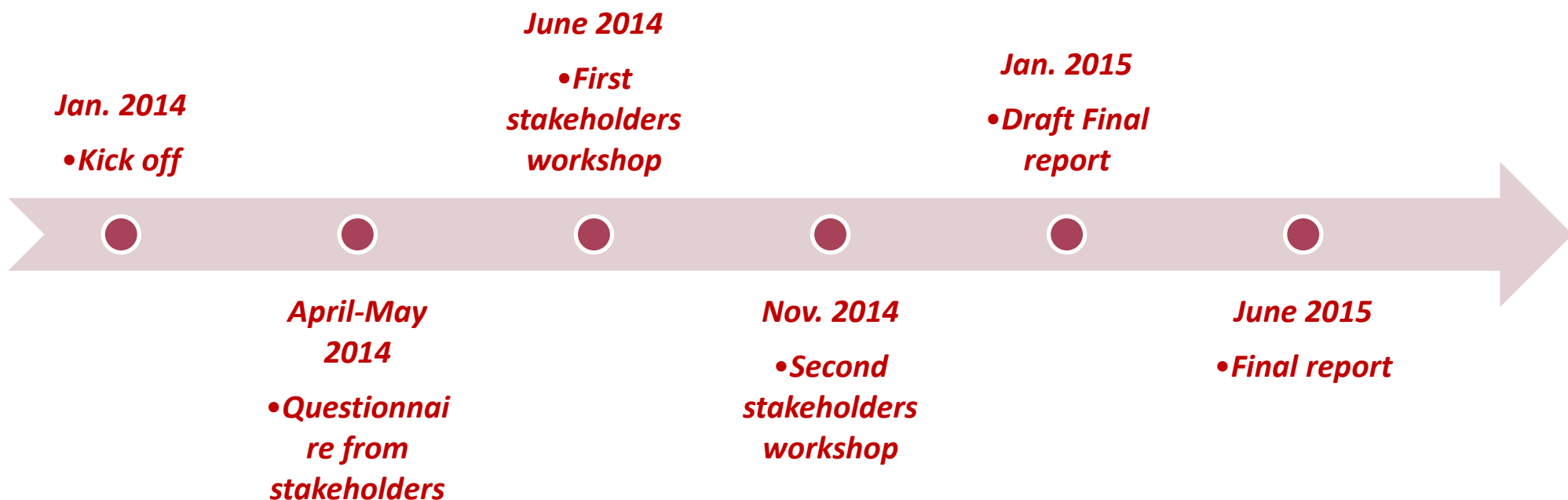
*8-9/02/2016*

By Monica Redaelli



# MAIN PROJECT STEPS – A 18TEEN-MONTH PERIOD

**Time (when) and length of time  
are key elements in the Italian case study**



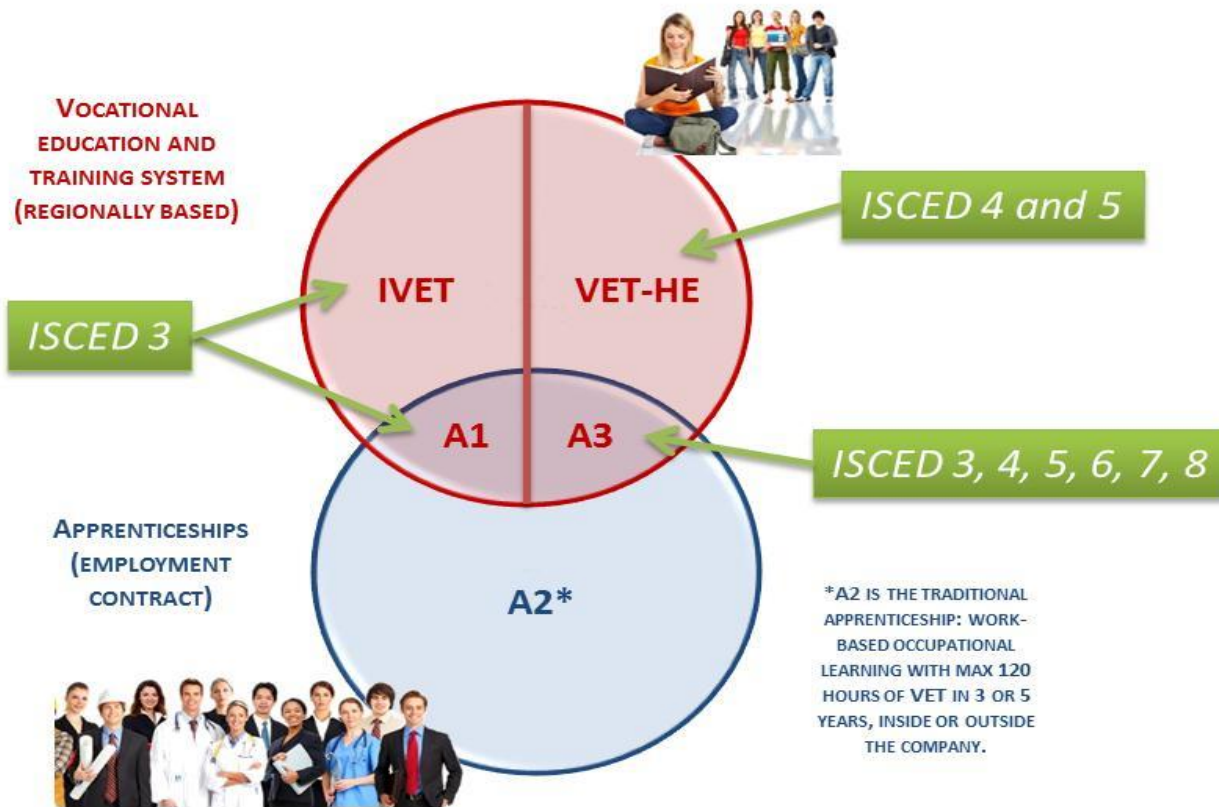


# APPRENTICESHIP SYSTEM AS IT WAS

At the time of research, apprenticeship system in Italy was regulated by the “**Consolidated Act on apprenticeship**” (*Testo unico dell'apprendistato* Legislative Decree 167/2011).

The system as it was when the project started and developed

## VET AND APPRENTICESHIP IN ITALY

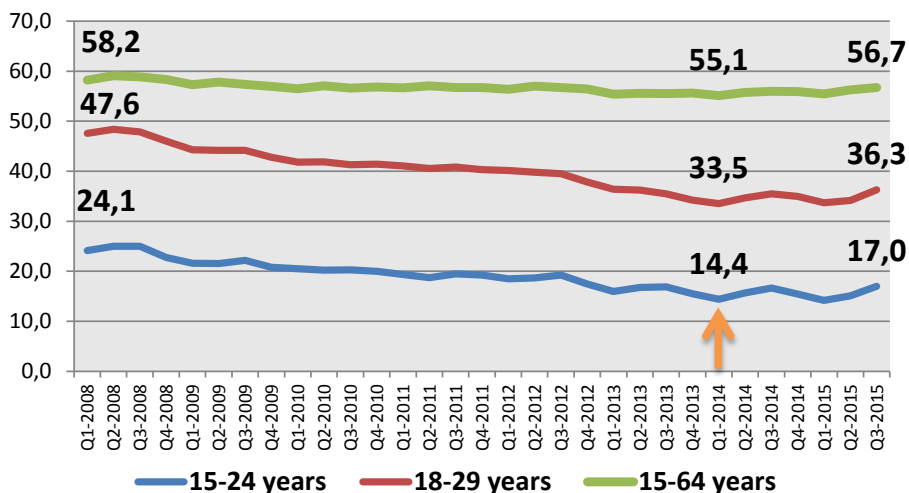


- ISCED level 0 – Early childhood education
- ISCED level 1 – Primary education
- ISCED level 2 – Lower secondary education
- ISCED level 3 – Upper secondary education
- ISCED level 4 – Post-secondary non-tertiary education
- ISCED level 5 – Short-cycle tertiary education
- ISCED level 6 – Bachelor’s or equivalent level
- ISCED level 7 – Master’s or equivalent level
- ISCED level 8 – Doctoral or equivalent level



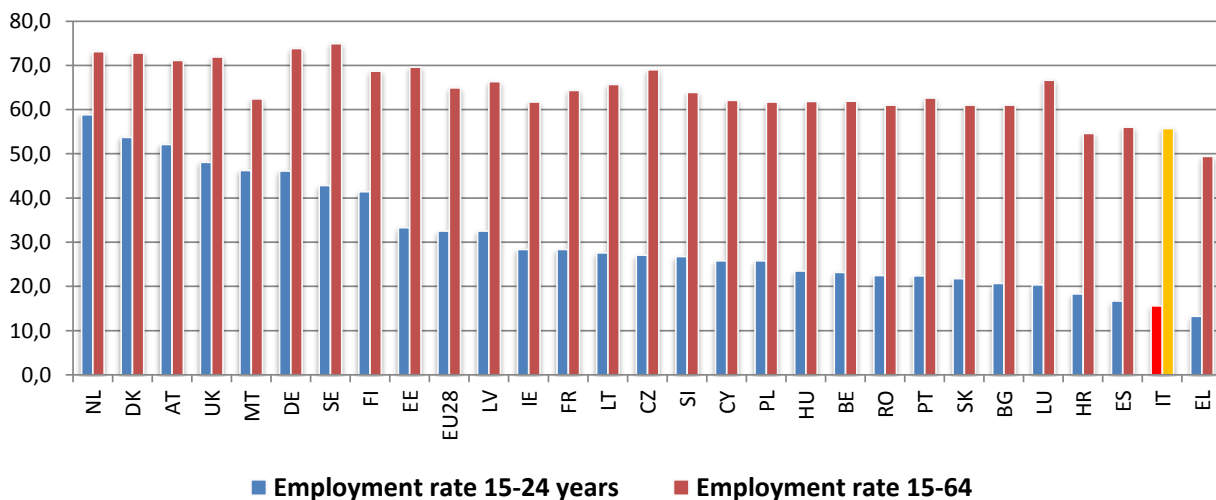
# YOUNG PEOPLE IN THE LABOUR MARKET ...

## Employment rate 2008-2015



- 15-24 years: 929 thousand employed in 2014 (annual average), 916 thousand in 2015 (average of Q1-Q3); Q3-2015 employment rate at 17% (growing trend)
- 15-64: 21.810 thousand employed in 2014 (annual average), 21.937 thousand in 2015 (average of Q1-Q3)
- In Italy employment of young under the age of 18 is very scarce (strict regulations). A better indicator is the employment rate of young adults aged 18-29: 36,3% (growing trend)
- Q1-2014 : lowest rates in all the age classes
- Increase of employment rates in Q3-2015

## Employment rate annual averages 2014



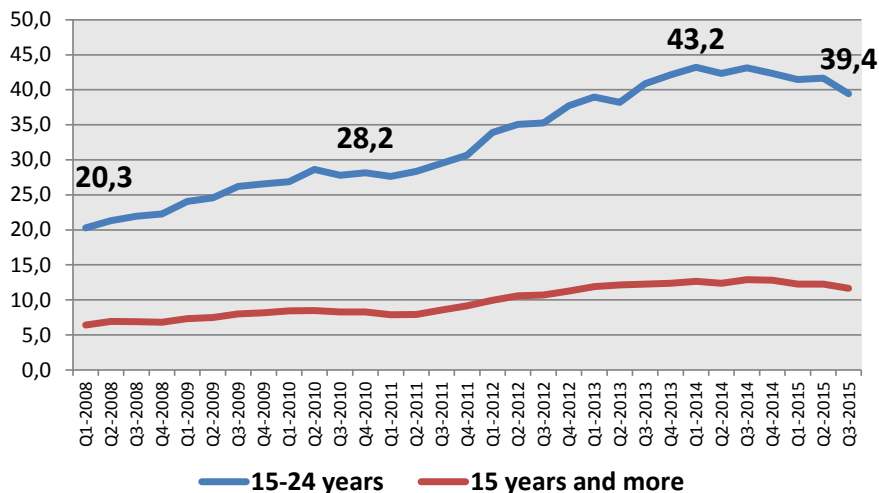
- 15-24 years employment rate: among the 28 Member States of the EU, Italy ranks almost in the last position

Statistical sources: Istat for statistics about Italy, Eurostat for EU



# YOUNG PEOPLE IN THE LABOUR MARKET ...

## Unemployment rate 2008-2015

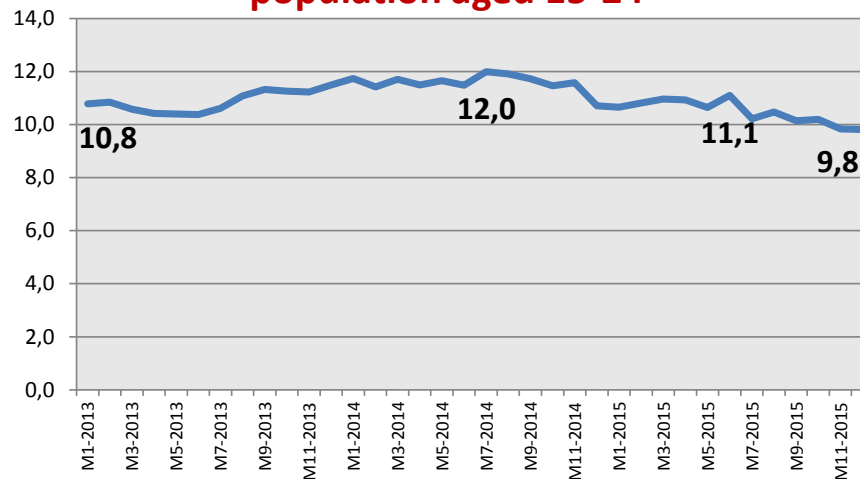


- 15-24: 692 thousand unemployed in 2014 (annual average), almost 622 thousand in 2015 (Q1-Q3 average); Q3-2015 unemployment rate at 39,4% (declining)
- 15+ years: 3.236 thousand of unemployed in 2014 (annual average), almost 3.027 thousand in 2015 (average of Q1-Q3); Q3-2015 unemployment rate at 11,7% (declining)
- Q1-2014 : highest unemployment rate (43,2%)
- Improvement in 2015 (Q3: 39,4%)

- The percentage of young aged 15-24 that look for a jobs and do not find it is much lower than the unemployment rate
- Pick in M7-2014 (12%)
- Improvement in Q3-2015: 9,8%

Statistical sources: Istat for statistics about Italy, Eurostat for EU

## % of 15-24 looking for jobs on the total population aged 15-24

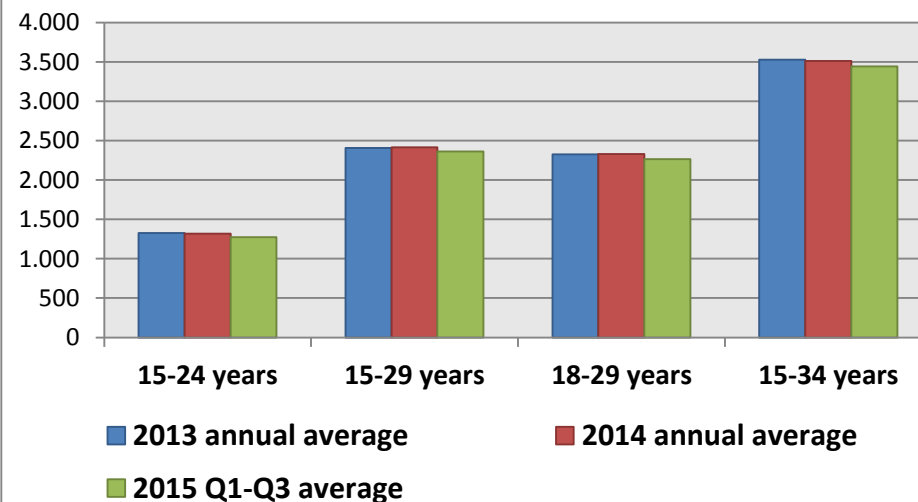




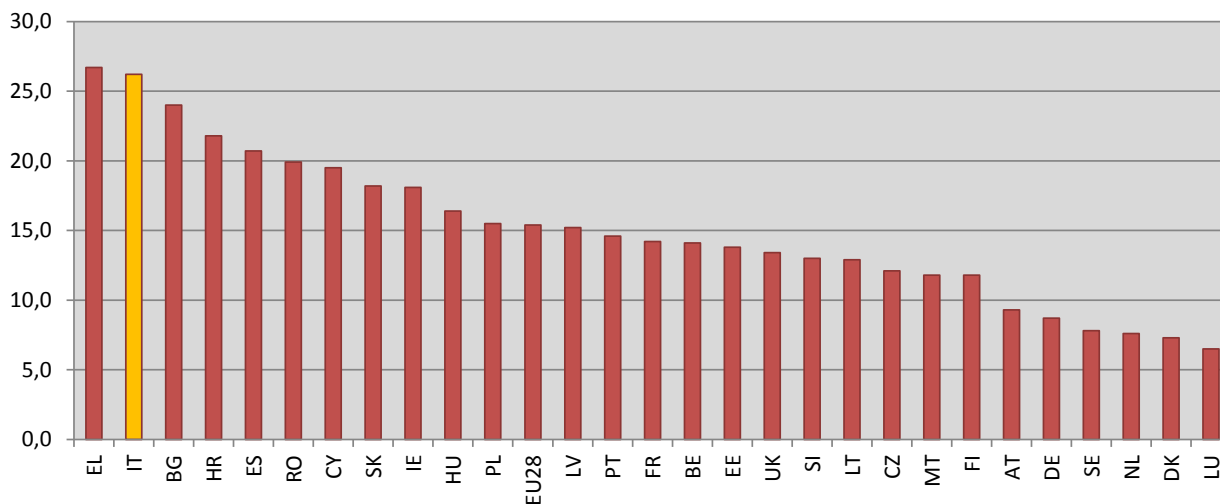
# NOT IN EDUCATION, EMPLOYMENT OR TRAINING - NEET

- NEET 15-24 years: 1,3 millions in 2014; -3,4% in 2015 (Q1-Q3 average)
- NEET 18-29 years: 2,3 millions in 2014; -2,8% in 2015 (Q1-Q3 average)
- NEET 15-34 years: 3,5 millions in 2014; -2% in 2015 (Q1-Q3 average)

## NEET in Italy by age class, 2013-2015



## NEET rate in the EU, 15-29 years, 2014

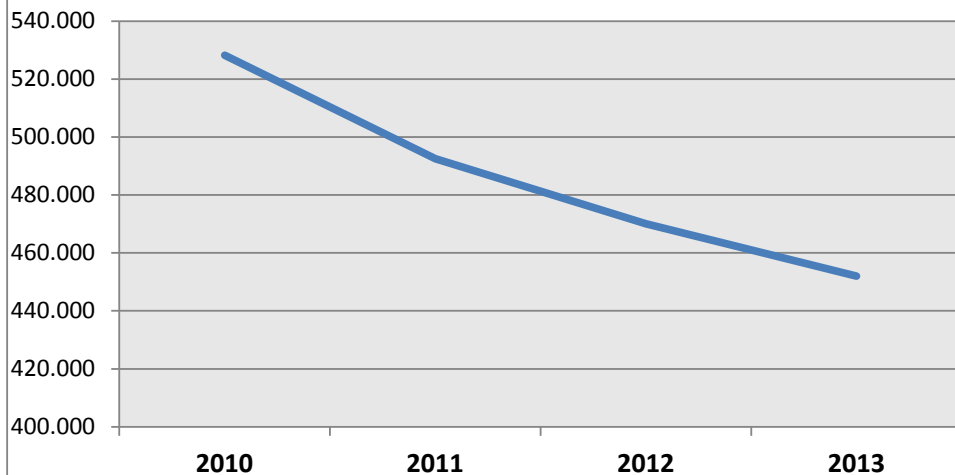


Statistical sources: Istat for statistics about Italy, Eurostat for EU



# APPRENTICESHIP

**Average number of apprent. contracts**



- The average number of apprenticeship contracts declined by 14% from 2010 to 2013
- % of apprentices on employed aged 15-29 remained stable at around 14,7%
- In 2013, 1<sup>st</sup> and 3<sup>rd</sup> types apprenticeship account for 10% of total apprenticeship contract

Sources: ISFOL, XIV and XV Monitoring report on apprenticeship





# FREQUENT CHANGES IN LEGISLATION

## IN THE PAST

- **Many changes in legislation on apprenticeship** occurred before and after the Decree 167/2011 ➔ almost ten modifications/amendments since the Decree 167/2011 was approved
  - inter alia, these frequent changes in the legislation contributed to limit the diffusion of apprenticeship among companies (particularly in SMEs enterprises)

## EXPECTED (at the time of the second workshop)

- Moreover **major legal reforms were under discussion** in late 2014 and early 2015 ➔ they were expected to introduce **changes in the structure of the apprenticeship** system itself and also in some of the factors relevant for its development and governance



# KEY ELEMENTS OF THE EXPECTED REFORMS

## Apprentice ship

- New rules on apprenticeship give greater emphasis on the educational component, especially for types 1 and 3, and emphasizes the need for a **synergy between training and work** pointing out that the first and third types of apprenticeship systematically integrate training and work in a dual system.

## Labour Market

- Broad reform of employment contracts including the introduction of a **new contract specifically designed to increase the entry of young people in the labour market** ('open-ended employment contract with growing protections')

## Education al system

- Reform of educational system including the introduction of a **mandatory period of practical work experience** in a workplace (called «alternanza scuola lavoro») during the last three years of the high schools (in ALL types of high schools)

## Governan ce

- Distribution of functions among different levels of government → more functions to the central government (e.g concerning the approval of practical rules regarding the regional vocational training systems, training standards)



# IMPACT ON RESEARCH AND ON DEBATE

## ➤ Apprenticeship still remained a relevant issue in the policy agenda

The analysis of the Italian apprenticeship system is based on the previous legislation (decree 167/2011 and its amendments)

Debate of the stakeholders on the **evaluation of governance structures and financing arrangements in the Italian apprenticeship system** (workshop of June 2014) is based on previous legislation (decree 167/2011 and its amendments)

Stakeholders debate on **visions and strategies** to develop apprenticeship (workshop of November 2014) was strongly influenced by the **uncertainty about the outcomes of the reforms under discussion**, especially concerning the expected reform on employment contracts → some stakeholder preferred not to come/not to take a position



# PROJECT MANAGEMENT – CHALLENGES ...

- Three types of apprenticeships → differences in the stakeholders' perception and evaluation of governance structures, role of actors and financing mechanism by type of apprenticeship
- Gap between legal framework and level of implementation
- Unstable legal framework
- Fragmentation - Development and implementation of apprenticeship (implementing regulations and practical experience) varied a lot among Regions, sectors of the economy (role of social partners), types of apprenticeship:

- **COVERAGE**
- **REPRESENTATIVENESS**



# ... PROJECT MANAGEMENT - CHALLENGES

Mobilising a **large number of stakeholders** because of the multi-level and multi-dimension governance of the system (type of apprenticeship, geographical areas, economic sectors, levels of governance, typologies of stakeholder)

**Selecting relevant stakeholders** in order to ensure that the various “dimensions” of the system were adequately involved in each workshop → consistent discussion

Reaching **widely-shared and broadly-accepted** considerations and conclusions



## **Vision 1: radical development of apprenticeship in Italy**

- Future developments in the Italian apprenticeship system will concern only the first and the third type of apprenticeship. What is called today *apprendistato professionalizzante* (type 2) will cease to exist.



## **Vision 2: gradual development of apprenticeship in Italy**

- In the next five years, the apprenticeship system development is going to be gradual, i.e. no major changes will occur. The current three types of apprenticeships will remain but the distribution of apprenticeship contracts among the three types will be more balanced: the size of type 1 and type 3 apprenticeships is going to grow with respect to their current marginal use and with respect to type 2. The system's governance will become more stable.



# Thank you for your attention

*Monica Redaelli*

*m.redaelli@gruppoclas.com*

**Gruppo CLAS S.p.A.**

**Via Lattuada, 20 - 20135 MILANO**

**Tel. 02.5418431**

**Via di San Basilio, 64 - 00187 ROMA**

**Tel. 06.48905892**

**<http://www.gruppoclas.com>**