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Guidance and the Italian adult upskilling policy: Guidance in «Citizen Income System»

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3rd CareersNet meeting

Rome, 19th September 2019



CEDEFOP

European Centre for the Development
of Vocational Training

CareersNet

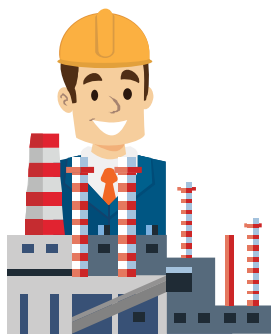


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DEFINITION AND PURPOSE OF THE MEASURE

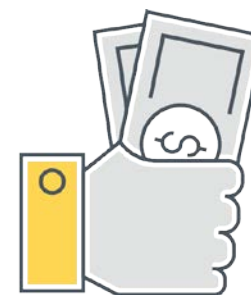
The “**Citizen Income**” - RDC (2019) is «a fundamental **measure of active labor policy** to guarantee the right to work, **to combat poverty, inequality and social exclusion**, aimed at promoting the right to information, education, training and culture through policies aimed at **economic support and social inclusion** of those at risk of marginalization in society and in the world of work ”



Active labor policy



Contrast poverty, inequality and social exclusion



Policies aimed at economic support and social inclusion

Law 26/2019

“CITIZEN INCOME” TARGET GROUP



About 1.7 million Families (5 million People) in absolute poverty (2017)

Requirement: for Family members with a family income value below a threshold of 6,000 euros per year

Italian government has allocated about 6 billion euros for 2019 about 7 billion euros per year for 2020, 2021, 2022

3,000 “NAVIGATOR”



- ❑ hired by **ANPAL SERVIZI** in July 2019 to reinforce the Italian public employment services for placement services of beneficiaries of the “Citizen Income” in all **556 job centers all over the Country**
- ❑ graduates in **Economics, Law, Sociology, Political Sciences, Psychology, Education Sciences**
- ❑ offer support to the operators of the Employment Centers from the convocation phase to the “**fair job offer**” management phase **Case Management** and **Work Alliance** approach with beneficiaries



EXTRAORDINARY PLAN TO UPGRADE THE EMPLOYMENT CENTERS AND ACTIVE LABOR POLICIES



In 2019 and 2020 around 1 billion euros to:

- ❑ **Hire 11,600 new operators** in employment centers, in addition to the approximately 7,000 already operating
- ❑ **Improve Job Centers** for infrastructure use

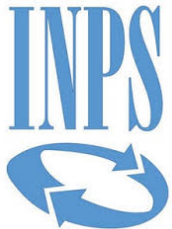
THE RDC IS NOT ONLY AN ECONOMIC BENEFIT

“Citizen Income” (RDC) is divided into two main components:



ECONOMIC BENEFIT, paid monthly via an electronic payment card (RdC Card)

€ 780 per/month maximum (18 months maximum)



INPS - National Institute of Social Security



PERSONALIZED ACCOMPANYING JOURNEY to job placement and social inclusion

Employment Pact
People immediately able to work go directly to Employment Services

Social Inclusion Pact
People unable to work for others social services (Housing, health, care of children and the elderly, mobility...)



the two paths can be integrated

PATHWAY TO “EMPLOYMENT PACT”



1) **D.I.D.**
Issue Declaration of immediate availability for work

2) **INTERVIEW WITH THE OPERATOR** for the definition of a **personalized accompaniment path** to job placement and **First Skills Survey**

3) **EMPLOYMENT PACT**



First Level Guidance



**Second Level
Guidance**

EMPLOYMENT PACT *(implementation)*



Participation in Workshops on:

- Labor market trends
- Network of public and private services for work
- Offer of vocational training
- Active job search techniques and preparation for job interviews

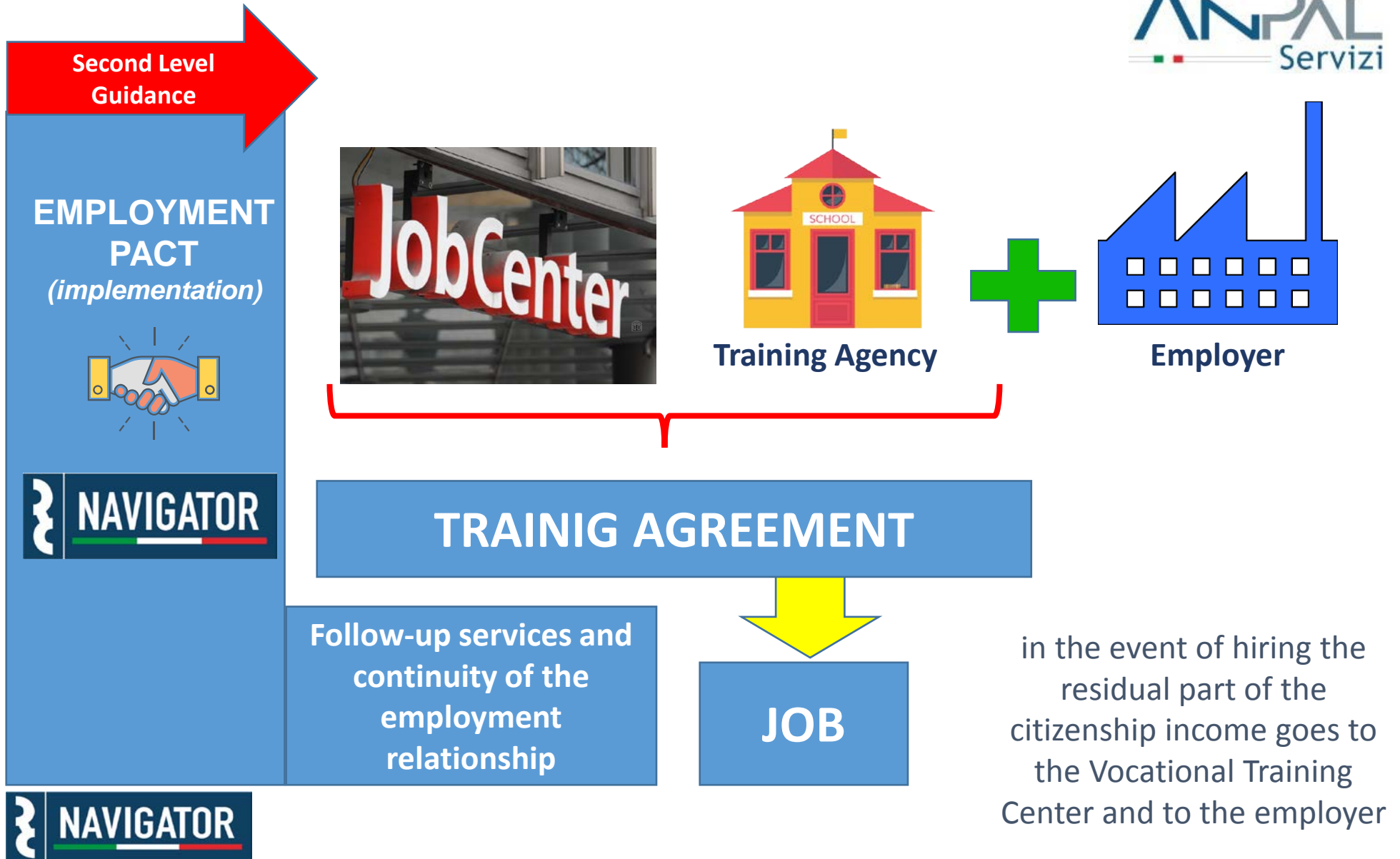
Inclusion in education and vocational training and upskilling courses

Crossing demand job offer

Hiring incentives

Participation in municipal social projects

IMPLEMENTATION OF THE EMPLOYMENT PACT



KEY FEATURES ABOUT GUIDANCE IN RDC SYSTEM: 7 KEY ASPECTS OF CASE MANAGEMENT AND WORK ALLIANCE APPROACH



- 1) **Continuous relationship with the beneficiary** to obtain information for the planning of activities in the work pact through **active listening, silence management, giving suggestions**
- 2) **Multidimensional assessment of the Beneficiary's needs** (not only about job, based on observation and detection about need for additional services)
- 3) **Definition of the personalized plan** to select **short and long term objectives** with a shared responsibility between operator and beneficiary
- 4) **Evaluation of the subjective abilities to look for work**
- 5) Identification of the **most needy participants** in order to optimize time and if they require limited, moderate or intensive support
- 6) **Follow-up services for the continuity of the employment relationship and continuous development**
- 7) **Continuous updating of data relating to the Beneficiaries**

