



IL SINDACATO DEI CITTADINI

The Apprenticeship in Italy

“Joint Seminar on the transition between education and employment”

Berlin, 23-24 May 2013

The reform of the Apprenticeship in Italy

- 2003 – 1st reform on labour market
- 2011 – Agreement Government, Regions and Social Partners on Apprenticeship
- 2011 – “Testo Unico” Act on Apprenticeship
- 2012 – 2nd reform of labour market

Three types of apprenticeship

1. Apprenticeship for gaining a vocational qualification or diploma
2. An occupation-oriented apprenticeship
3. A higher education and research apprenticeship

1. Apprenticeship for vocational qualification or diploma

- To gain a vocational qualification or a vocational diploma
- Opportunity to gain a professional qualification for contractual purposes
- 15-25 y.o.
- 3 years for vocational qualification, 4 years for vocational diploma
- Regions define training profiles after hearing social partners
- Only in private sector

2. An occupation-oriented apprenticeship

- To gain a professional qualification based on the collective contracts
- 18-29 y.o.
- Confederal and collective agreements define the training phase (max. 3 years, 5 for craftsmanship)
- Regions provide training for key skills
- The enterprises provide training for needed specific skills to become a qualified worker
- Public and private sector

3. A higher education and research apprenticeship

- To take an upper secondary level diploma or higher education degree and get a job and become a researcher
- Opportunity to gain a professional qualification for contractual purposes
- 18-29 y.o.
- Not fixed duration
- Regions define training profiles in agreement with social partners and training institutions
- Public and private sector

The role of social stakeholders/1

Apprenticeship for gaining a vocational qualification or diploma:

- Regions regulate all together the training profiles in accordance with the Government
- The collective contracts and interconfederal agreements define the general discipline and the ways for supplying the corporate training

The role of social stakeholders/2

An occupation-oriented apprenticeship:

- Regions define, after hearing the social partners, the public training supply for gaining key skills
- The collective contracts and the interconfederal agreements define the general discipline and the ways and duration for supply of training to gain technical and professional skills

The role of social stakeholders/3

A higher education and research apprenticeship:

- Regions regulate with universities, educational institutions and social partners the training aspects and the duration of training phase of the contract
- The collective contracts and interconfederal agreements define the general discipline

The wage for an apprentice

It is decided by collective agreements (two ways):

1.As a growing percentage of the salaries of qualified workers

2.In accordance with the salary of the workers, but apprentices are inserted two levels lower to the one they will gain at the end of apprenticeship period

The formal training provided by educational institutions and training centres is funded by Ministry of Labour and Regions

Some data

- 2008 – about 650.000 contracts of apprenticeship
- 2011 – about 505.000 contracts of apprenticeship
- 95% of these contracts are for an occupation-oriented apprenticeship (2° type)
- 2012/2013 – a very small increase but 50 collective agreements and contracts at national level were signed

Improving the Apprenticeship

The Government:

- Tax relief
- Communication activity
- Bilateral Memorandum with Germany (Dec. 2012)

Social Partners:

- CGIL, CISL, UIL and Confindustria agreement on “An education for economic growth and youth employment” (Feb. 2013)

Government, Regions and Social Partners:

- The Directory of Professions (May 2013)

Thanks

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