



*Ministero dell'Istruzione,
dell'Università e della Ricerca*



Ministero del Lavoro e
delle Politiche Sociali



*Ministero
dello Sviluppo Economico*



*Presidenza
del Consiglio dei Ministri*

ITALIAN SKILLS STRATEGY

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OECD Skills Strategy Peer-Learning Workshop

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ITALIAN SKILLS STRATEGY

Start April 2016

The Italian National Agenda

- Recent structural and ambitious reforms on Education (Buona Scuola) and Labour Market (Jobs Act) address skills as a key driver for citizenship, employability, inclusion and well being
- Economic Development and Industrial policies strengthen links between skills, productivity, innovation and growth (Industria 4.0)

The Italian Skills Strategy combines short-term and long-term objectives:

- **Effective implementation of reforms.** Development, coordination and integration of skills issues within and across policies under implementation
- **Setting a vision for skills** development, activation and use to be embedded in the design, implementation and evaluation of long-term structural policies in education, employment, inclusion, migration, economic development, finance and innovation

ITALIAN SKILLS STRATEGY

a Whole of Government Approach

- **Decision taken at the highest political level:** The Minister of Economy and Finance calls for increasing total factor and labour productivity by developing a skills strategy to be integrated in the implementation of sectoral reforms (October 2015)

- **Inter-Ministerial agreement** and start of Inter-ministerial team, in cooperation with OECD
 - Ministry of Economy and Finance (Coordinator)
 - Ministry of Economic Development
 - Ministry of Education, University and Research
 - Ministry of Labour and Social Policy
 - Presidency of the Council of Ministers

- **Participation of political level** in the Scoping meeting with OECD and the Scoping workshop with stakeholders

Multiple Stakeholders

Growing interest in the project

Officials of several Ministries, Employer representatives, SMEs and large Employers, Trade Union representatives, Education and Training providers ranging from Universities to Sectoral Training Centres, researchers, Women associations...All active in the scoping workshop → Push to the Diagnostic phase

Self-selection bias towards Skills Development and Activation

Despite involvement of stakeholders also engaged in skills use, interesting self-selection of actors working in the thematic field of skills development and activation

Skills Challenges- on going

identified by the inter-ministerial team + scoping workshop

Developing Skills

- Low proficiency levels in foundation skills of the Adult population → Lifelong learning
- High share of school drop -out
- Low share of talent pool and higher transversal, digital and scientific skills
- Field of study mismatch

Activating Skills

- Low level of women participation in the labour market and gender inequality in employment
- High share of the informal sector in the economy and employment
- Youth unemployment
- Inefficiencies of employment and guidance services

Using Skills

- Low skills equilibrium
- Low innovation in HRM practices
- Skills mismatch
- Merit and excellences are not sufficiently rewarded (especially in the public sector)

Skills System

- Fragmentation and heterogeneity of policy at regional level (Regions have full legislative autonomy in several skills policies)
- High labour taxation
- Insufficient systematic evaluation of public policies

TIP

A clear understanding and commitment of all parties makes your work effective and enjoyable

Thank you for your attention!