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# ALTERNANCE TRAINING IN ITALY: A NEW SYSTEMATIC APPROACH

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# MAJOR REFORMS

- **Labour market:** «Jobs Act» (2014) and related implementation legislation (2015)
  - ⇒ new legal framework for *apprenticeship*
- **School:** «The Good school» (2015)
  - ⇒ compulsory *school-work alternance pathways*



Designing a dual system in Italy:

strengthening work-based learning and providing apprenticeships opportunities and school-work alternance pathways to all students of upper secondary and tertiary education and training cycle



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## APPRENTICESHIP - AIMS

- A. Integration of training and employment of young people within a dual system model by reinforcing:
- those apprenticeships linked with the learning pathways of Education and Training system and implementing them especially within IVET pathways (type 1)
  - apprenticeship for higher training/education and research (type 3)



**providing qualified and skilled workers in a longer perspective**

**reducing the existing skills gap into the Italian labour market**



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## **APPRENTICESHIP - AIMS**

B. Introduction and consolidation of flexibility elements for simplification purposes and for boosting apprenticeship attractiveness among enterprises

C. Public investment shifting towards dual paths apprenticeships (type 1 and 3)



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## **APPRENTICESHIP - FEATURES**

Apprenticeship type 1 for young people aged 15-29 to reach:

- a professional qualification and/or diploma
- an upper secondary diploma
- a certificate of higher technical specialization (IFTS)

Apprenticeship type 3 for young people aged 18-29 to reach:

- higher education degrees (university)
- higher non-academic VET (ITS) diploma
- PhD
- research activities
- internships to access regulated professions



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## **APPRENTICESHIP - FEATURES**

Simplification and flexibility in the use of apprenticeship:

- administrative requirements: individual training plan set by the training institution with the involvement of enterprise
- salary: remuneration is proportional to the effective number of hours spent on the job and to the lower contractual placement of apprentices within the job collective agreements
- financial incentives: total social security exemption for the first three years for certain typologies of enterprises (less than 10 employees, etc.)



**More adequate mechanism of cost sharing**



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## **APPRENTICESHIP - FEATURES**

Occupation-based apprenticeship (type 2), as a job contract granting a minimum set of training provisions managed by the social partners through collective agreements mechanisms for governance and financing, will continue to exist

**BUT**

public investment is shifting towards the implementation of a dual system of education and training that will be achieved through:

- apprenticeships (type 1 and 3)
- compulsory reinforced alternance schemes in regional IVET



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# ALTERNANCE SCHEMES



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National pilot project (2015 State-Region Agreement) for the implementation of a dual system by accompanying and reinforcing practical implementation contents of IVET regional pathways. Features:

- starting from training year 2015-2016
- financing of training years 2015-2016 and 2016-2017
- 60.000 students from the 3<sup>o</sup> and 4<sup>o</sup> year of regional vocational training pathways potentially involved
- reinforced alternance schemes: apprenticeship (type 1), school-work alternance and virtual training enterprise (both minimum 400 hours per year)
- accompanying measures: selection of VET institutions, guidance and placement units, tutorship





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# SCHOOL-WORK ALTERNANCE

Main objective



Implementation of a specific pedagogical methodology aimed at reinforcing mechanisms to boost school-work transition by increasing employment opportunities and guidance capacities of students



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## **SCHOOL-WORK ALTERNANCE**

Compulsory school-work alternance pathways (starting from school year 2015-2016):

- minimum 400 hours in the last 3 years of technical and vocational schools
- minimum 200 hours in the last 3 years of upper secondary general pathways (*licei*)
- different types: hosting enterprise as a learning venue, virtual training enterprise, apprenticeship (type 1)
- national repository of companies with training capacities
- pedagogical design of alternance activities
- tutorship
- assessment and certification of competences acquired



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# Thank you