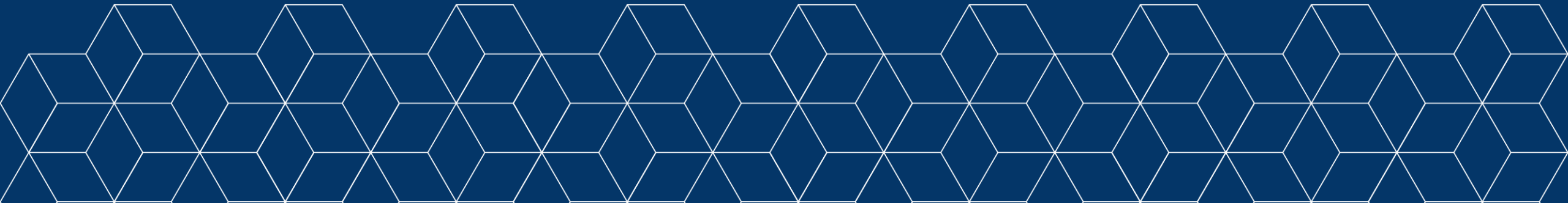


SANDRA D'AGOSTINO

SCHOOL TO WORK TRANSITION: THE ROLE OF WORK BASED LEARNING

VISIT OF THE MEMBERS OF UKRAINE'S INTER-
AGENCY WORKING GROUP ON YOUTH GUARANTEE

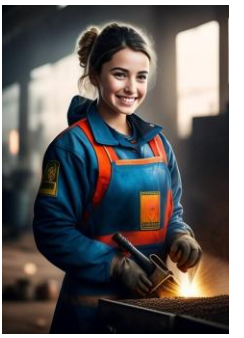
Rome, 6 March 2025



YG AND WBL

Work-based learning is an educational strategy that provides students with real-life work experiences where they can apply academic and technical skills and develop their employability.

In Italy, WBL is considered an effective method to socialize young people with the world of work; so, there are several options to integrate WBL within a learning activity and some devices are based on a WBL approach.



The Italian Youth Guarantee scheme leverages some pre-existing measures aimed at supporting the school-to-work transition of young people, such as those that involve a work-based learning approach, namely:

- Apprenticeships
- Traineeships (or Internships)


Since these devices are still active alongside YG as independent initiatives, my presentation focuses on a brief description of their functioning and results.




What are apprenticeships in the Italian context?

Apprenticeships are defined as open-ended employment contracts with training and employment purposes, in which apprentices enjoy all protections like skilled employees.

There are **three apprenticeship schemes**:



Apprenticeship for vocational qualification and diploma, upper secondary education diploma and high technical specialisation certificate [**Type 1**] and Higher education and research apprenticeship [**Type 3**] are aimed at pursuing diplomas and other formal qualifications - which are awarded also at the end of full-time educational programs - through a dual path, which alternates off-the-job learning provided by schools and universities and the skill development at the workplace.



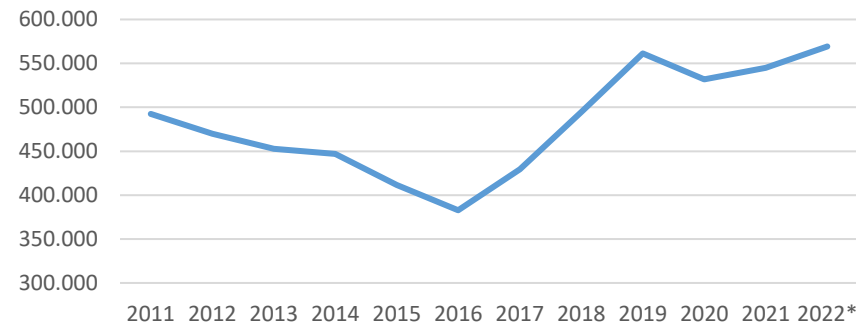
The so-called "**professionalizing apprenticeship**" (or **Type 2**) is the most widespread scheme, involving young people aged between 18 and 29 y.o. It is traditionally used by companies in all sectors, whose purpose is to obtain an occupational qualification as regulated by collective labor agreements.



What are apprenticeships in the Italian context?

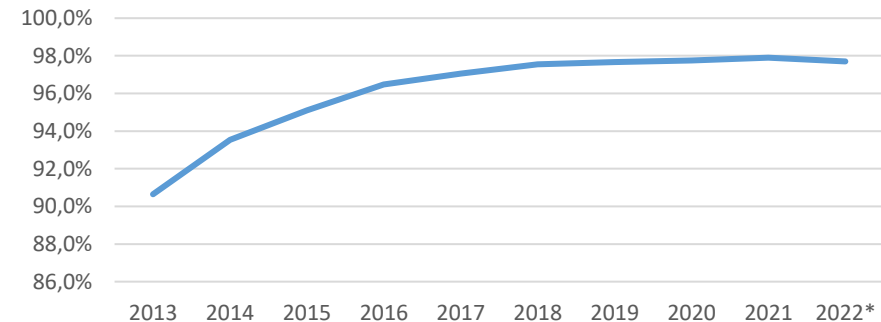
Type 1 and type 3 apprenticeships struggle to find some space and be attractive. According to the XXIII monitoring report (INAPP et al., 2024), they represent only 2.7% of total apprentices in 2022, despite continuous efforts in promoting their spread. The professionalizing apprenticeship is still widely used by companies. In 2022 it involved an average of 556,000 young people.

Participants in professionalizing apprenticeship. Years 2011-2022, absolute values



Source: INAPP Annual Monitoring Report, several editions

Incidence of professionalizing apprenticeship on total apprentices. Years 2013-2022, % values



Source: INAPP Annual Monitoring Report, several editions


Type 1 apprenticeships:

11,775 apprentices in 2022

Type 3 apprenticeships:

1,307 apprentices in 2022



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- In the professionalizing scheme, learning takes place **mostly at the workplace**, delivered in an informal and non-formal way usually by a **company tutor**; as a complement, there are **120 hours** of off-the-job training for the development of transversal competences, organized by the Regions.
 - Because of the training purposes, apprentices' remuneration is a percentage of skilled workers wage, increasing over time, as stated by collective agreements. Companies hosting apprentices enjoy **significant financial incentives**, the level of which has also been graduated over the years according to labor market situation.
 - In 2022, the average stock of apprentices represents a 16.9% share of all employed young people aged between 16 and 29 y.o. on a national basis (Inapp et al., 2024).
 - The professionalizing apprenticeship is increasingly called upon in the stakeholders' proposals and by the legislation to meet the needs of **older workers** to re-enter the labour market.



Some findings on apprenticeships withing the YG Initiative

Measures

Interventions introducing **further financial incentives** (from ESF resources) in the form of grants for companies accommodating young people from the YG Initiative. Some measures were national in nature, while further interventions targeted only Southern Regions, which experience more difficult conditions in the labour market.

Findings

Between 2015 and 2019 over 219,000 YG participants found a place in a company thanks the financial incentives introduced at national level: 52.2% were enrolled in the professionalizing apprenticeship scheme. A follow-up evaluation of the duration of these contracts after 12, 24 and 36 months showed better performance (with longer duration) of those enrolled in that scheme (ANPAL, Toti, 2021).

Findings

More recently, Brunetti e Ricci (2022) analysed the impact of the additional financial incentives granted in 2017 to companies taking up young people enrolled in the YG programme. They concluded that the overall impact of the measure on youth employment was relatively weak in terms of magnitude (just over one p.p. of additional hiring of under30s in the short-term), prompting some doubts about its efficiency from a public finance perspective (Brunetti and Ricci 2020).



What's a traineeship in Italy?

A traineeship is a training measure among ALMP (not an employment contract) aimed at establishing a direct contact between a host company and a trainee in order to strengthen his/her knowledge, develop occupational skills and promote access into the world of work.

Introduced at first in 1997, currently there is a legislative framework for ALMP traineeships, while OM traineeships are to be considered out of law.

Being a training experience, it falls under the remit of the Regions in the field of vocational education and training.

The current legal framework relies on the definition of minimum standards at national level, established through Agreements between the State and the Regions inspired to the European Traineeship Quality Framework, and on further regulations issued by the Regions.

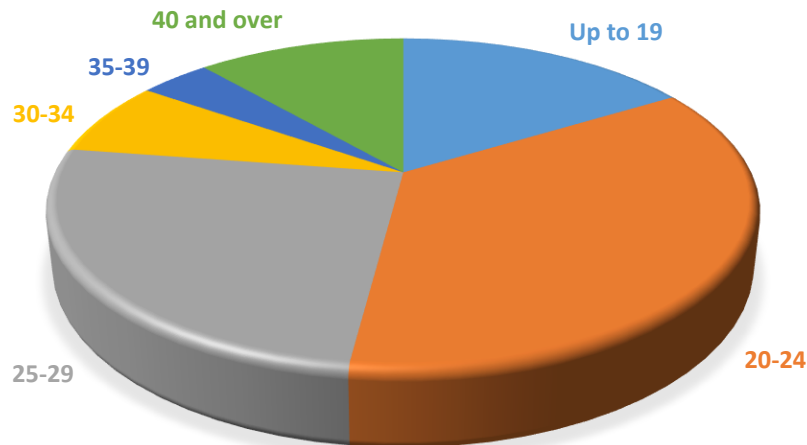


Main characteristics and figures

There's no age limit to access a traineeship. The minimum duration of traineeships is 2 months, while the maximum is 12 months (24 months for people with disabilities).

In 2022, almost 313,000 traineeships were activated, a decrease of more than 16,000 compared to the previous year (-5%).

Traineeships by age class. Total 2020-2022



Source: ANPAL on MLPS data

Traineeships, trainees and companies. Years 2020-2022

Year	Nr. traineeships	Nr. trainees	Nr. companies
2020	226.001	214.025	111.633
2021	329.219	310.854	147.968
2022	312.836	297.200	141.026

Source: ANPAL on MLPS data



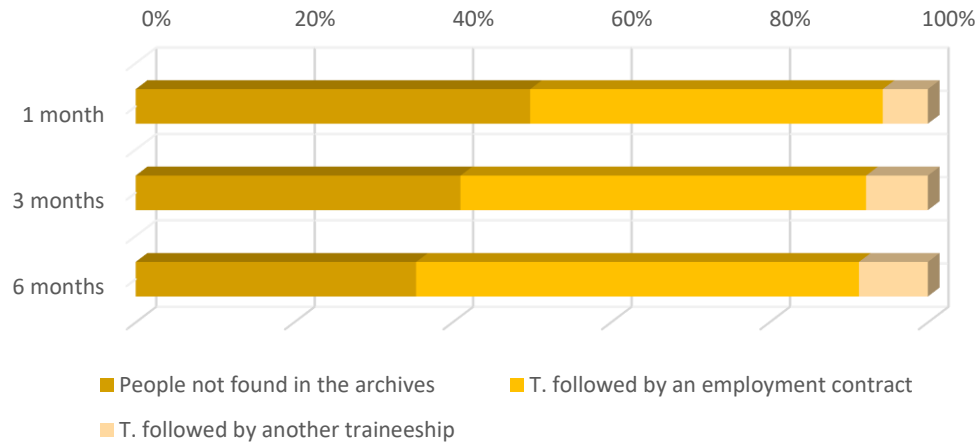
Other characteristics

- ❖ Traineeships are activated on the basis of **an agreement** between a **promoter** and a **training company**, who share and jointly sign a training project together with the trainee.
- ❖ There is a long list of entities that can promote traineeships: Employment Services and the regional employment agencies, Universities and other educational institutions, vocational training and/or guidance centres, therapeutic communities, auxiliary bodies and social cooperatives, other organizations with a specific authorization from the Regions.
- ❖ All companies may host trainees - subject to a numerical limit of activations. The learning at the work-place is supported by a company tutor. An external tutor appointed by the sponsoring body is also in charge for monitoring trainee's learning path.
- ❖ Trainees receive a monthly allowance whose minimum level is 300 euros, but several Regional regulations have set a higher level of the allowance.
- ❖ The activities carried out by the trainee are documented in the "individual dossier"; at the end of the traineeship, the company issues a final certificate of acquired skills.

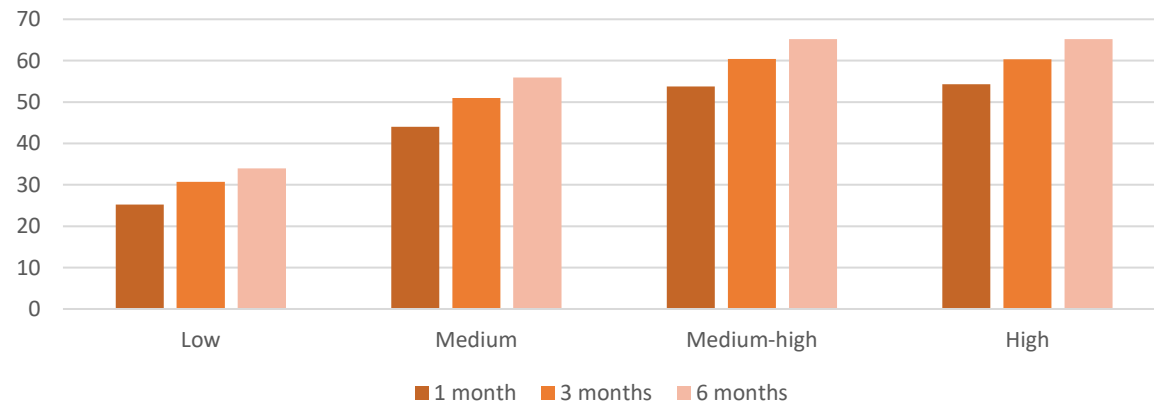


Some findings on traineeships

One month after completion of the traineeship, 44.5% of traineeships are followed by an employment contract. As time goes on, there is an increase in this value, with an insertion rate that goes up to 51.2% in the first 3 months and reaches 55.9% in 6 months.



In almost seven out of ten traineeships (69.5%) followed by an employment contract within a month after conclusion, the former trainee is hired by the same employer who hosted the traineeship. The percentage falls to 55.6% six months after completion.



54% of completed traineeships for medium-high and high skill level occupations result in a job placement after one month; the percentage grows up to 65% after 6 months. In contrast, for low-skill occupations the 6-month placement rate is 34%.



MORE WBL

- ✓ Apart from apprenticeships and traineeships, WBL is a mandatory component of all Initial VET courses and it may assume different forms: simulated work-place, school-based enterprise, traineeships in a company. In the context of the newly established dual system, the WBL component has been strengthened.
- ✓ Also, in upper secondary schools WBL is present as Paths for transversal skills and guidance (in short PCTO), which are brief experiences in a working context, aiming at providing some guidance to students in the last three grades to enter the world of work, continuing studies and developing transversal skills.
- ✓ Furthermore, in tertiary education pathways, traineeship experiences are a widespread practice and often a compulsory component of a program, with more than half of graduates declaring that they have completed a traineeship during their degree (60.7% in 2023, source Almalaurea).





THANK YOU FOR YOUR ATTENTION

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