

Alessandro Chiozza, Luca Mattei, Anna Maria Senatore, Benedetta Torchia

Adult Transitions

A Longitudinal Analysis of Extracurricular Traineeships of Individuals Aged 35 and More

8th International Astril Conference

Rome, 23 - 24 January 2025





CONTENTS

THEME 1 FOCUS

THEME 2 METHODOLOGY

THEME 3 CHARACTERISTICS

THEME 4 EMPLOYMENT OUTCOMES





FOCUS

People aged 35 and more who participated in extracurricular traineeships in 2021-2023.

The **aim** is to understand the extent to which participation in traineeship has affected the different trajectories of transitions towards employment of this specific target, also in relation to the sustainability of job activations over time.





METHODOLOGY

The dataset has been constructed by using data from the Archive of Mandatory Communications of the Ministry of Labour and Social Policies, i.e. only from administrative source.

The collected data refer to traineeships with a minimum duration of 30 days, carried out by people aged 35 and more in the period 2021-2023.





METHODOLOGY

Traineeships of people with certified disabilities (Law 68/99) have not been included in the dataset, as specific law provisions regulate their access to employment.

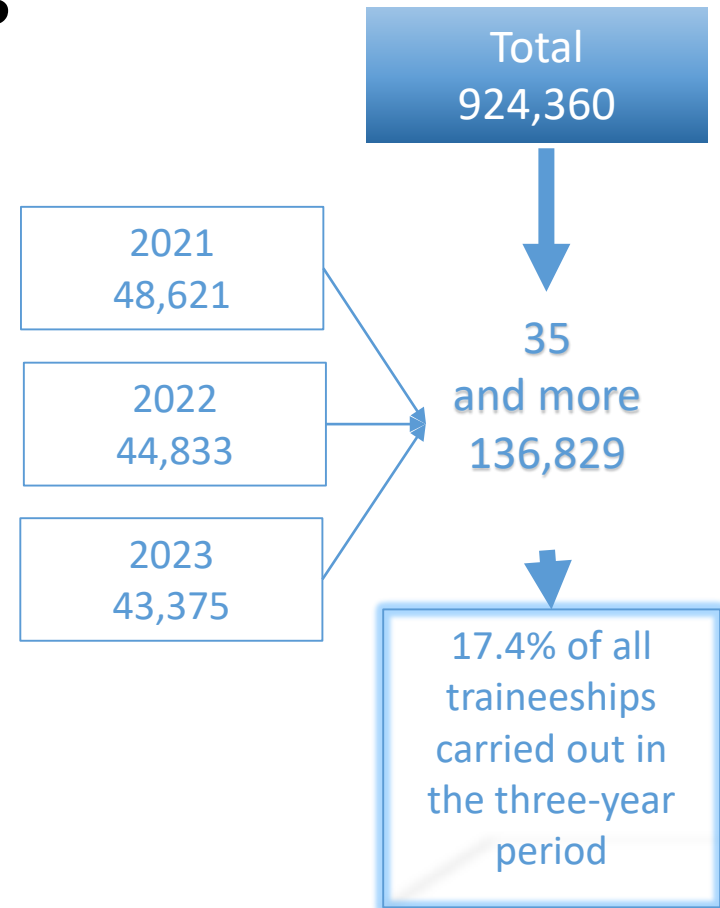
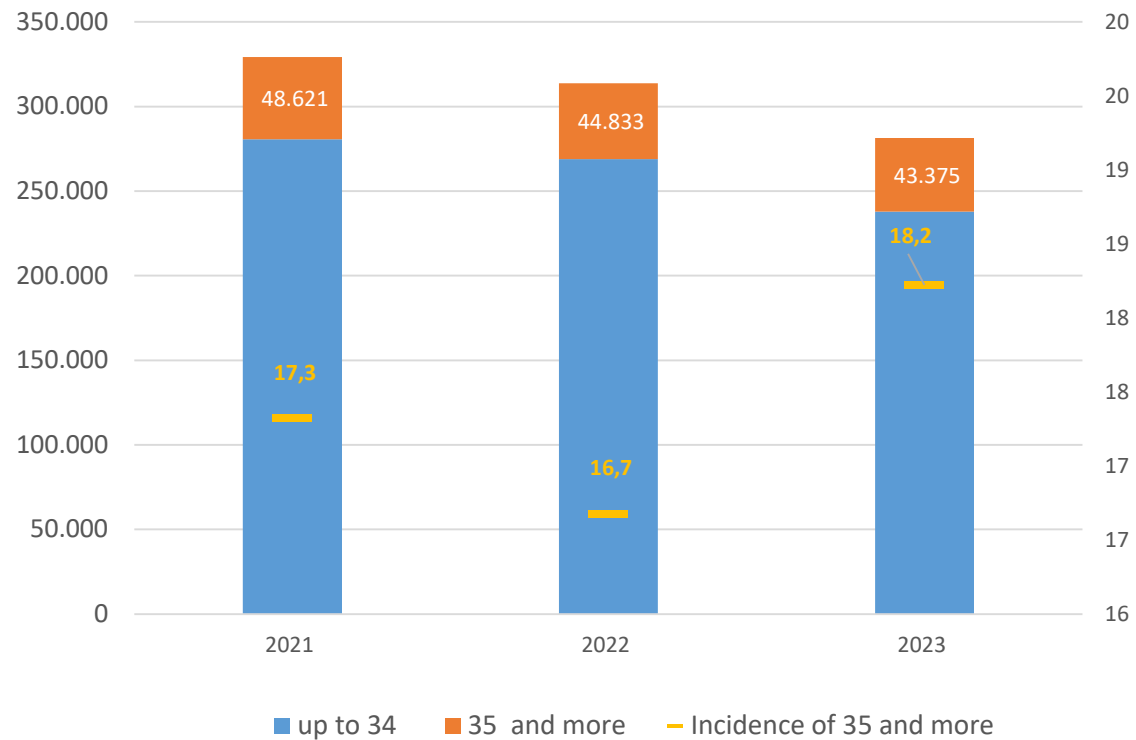
Since each trainee can participate in more than one traineeship, it was decided to focus only on the first experience carried out by each trainee in the period covered by the analysis.





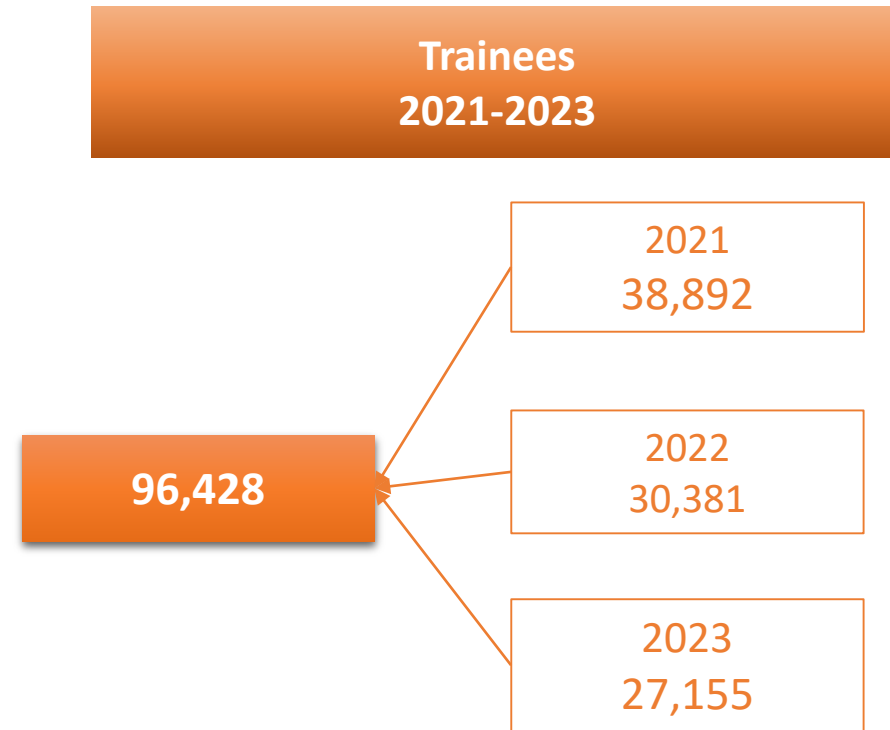
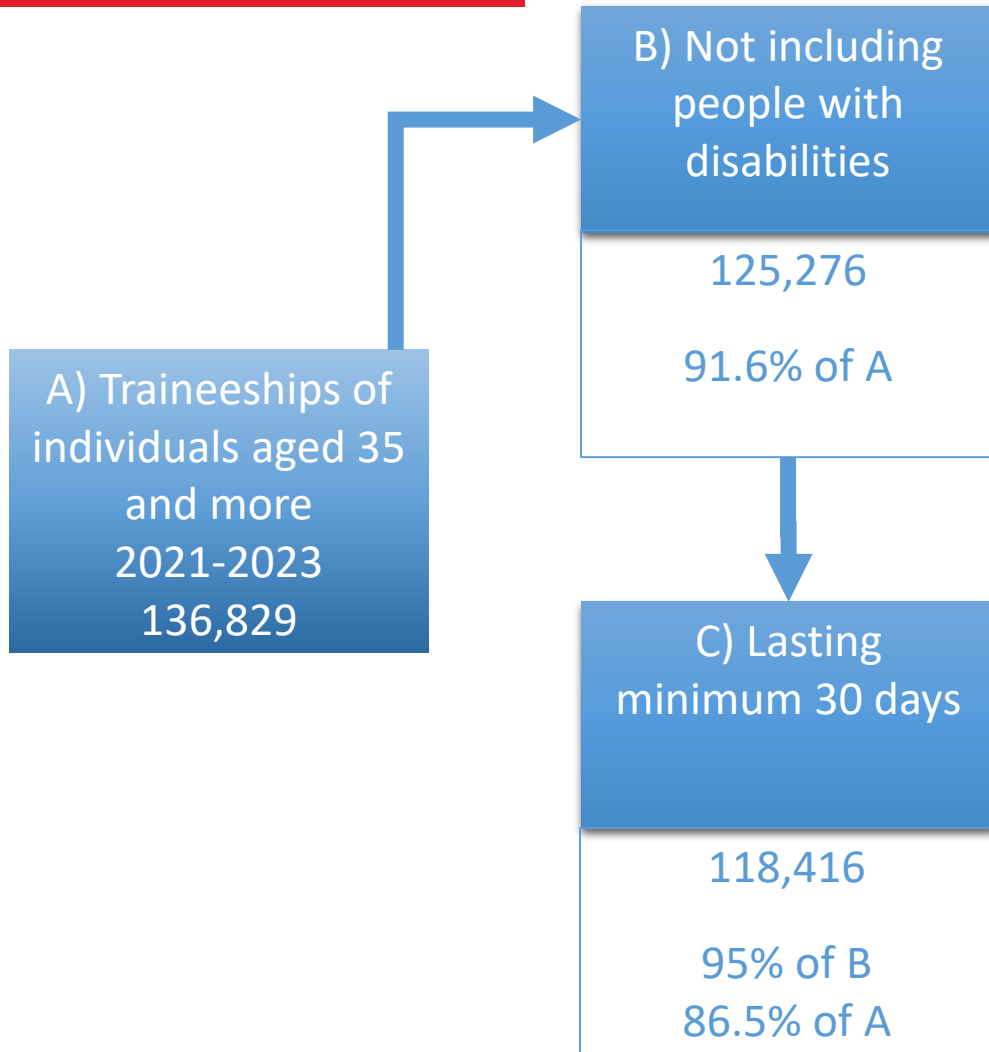
METHODOLOGY

Traineeships of individuals aged 35 and more 2021-2023



METHODOLOGY

Trainees aged 35 and more





METHODOLOGY

- The first part of the analysis takes into considerations all traineeships started by adults in the three-year period 2021-2023 and for this population reconstructs the main demographic characteristics, the work experience in the 5 years preceding the start of the traineeship and the characteristics of the traineeship itself.
- The second part of the analysis focuses on the traineeships completed in the same three-year period and investigates the occupational status of the participants at 180 days from the traineeship end date.





CHARACTERISTICS

- Demographic characteristics
- Previous familiarity with the labor market
- Characteristics of the traineeship

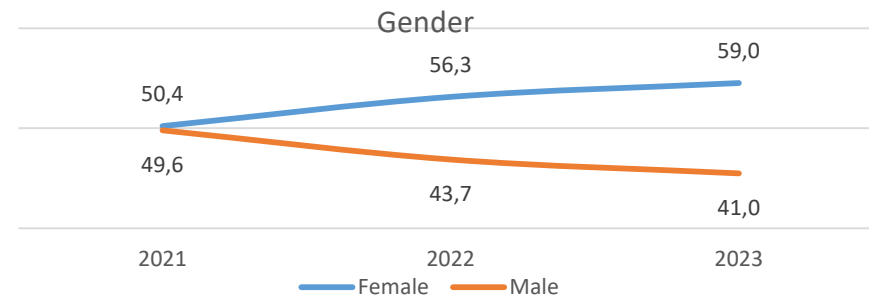
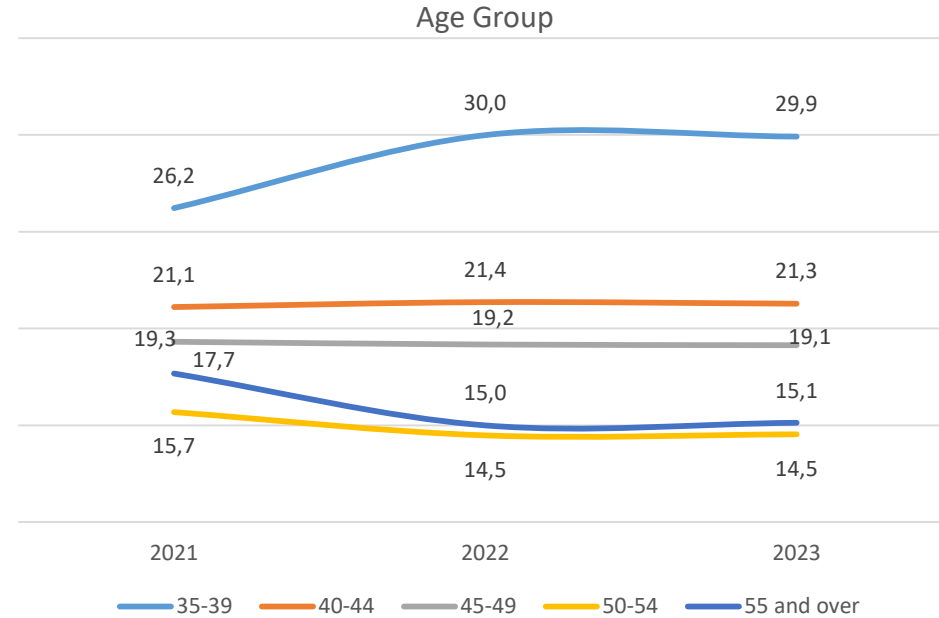
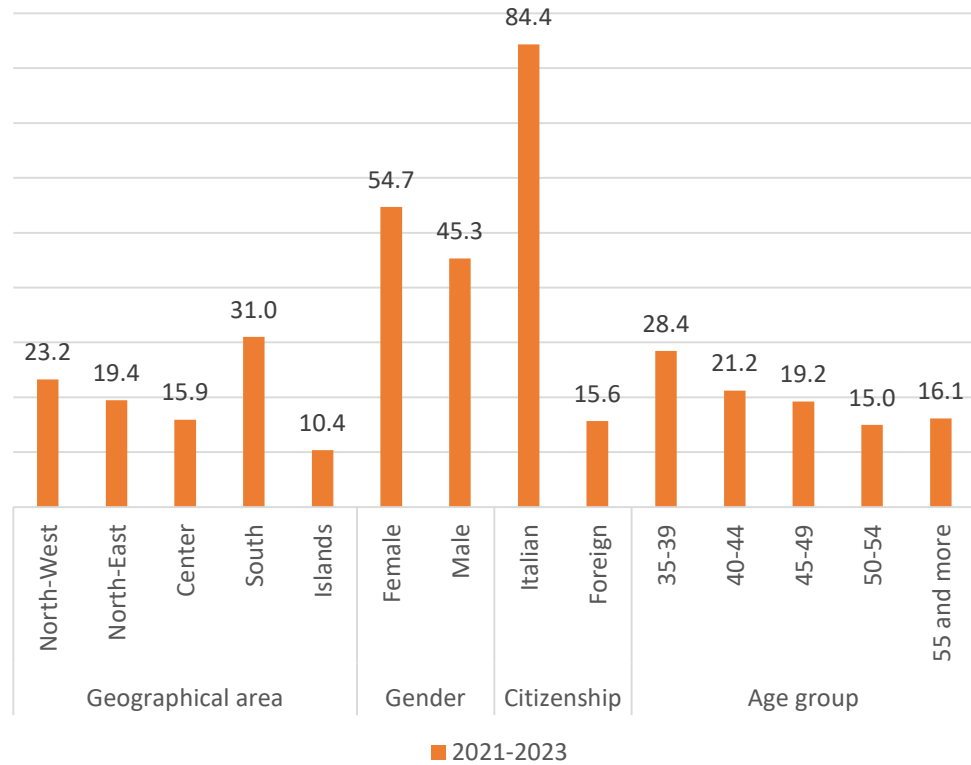




CHARACTERISTICS

Incidence & demographic characteristics

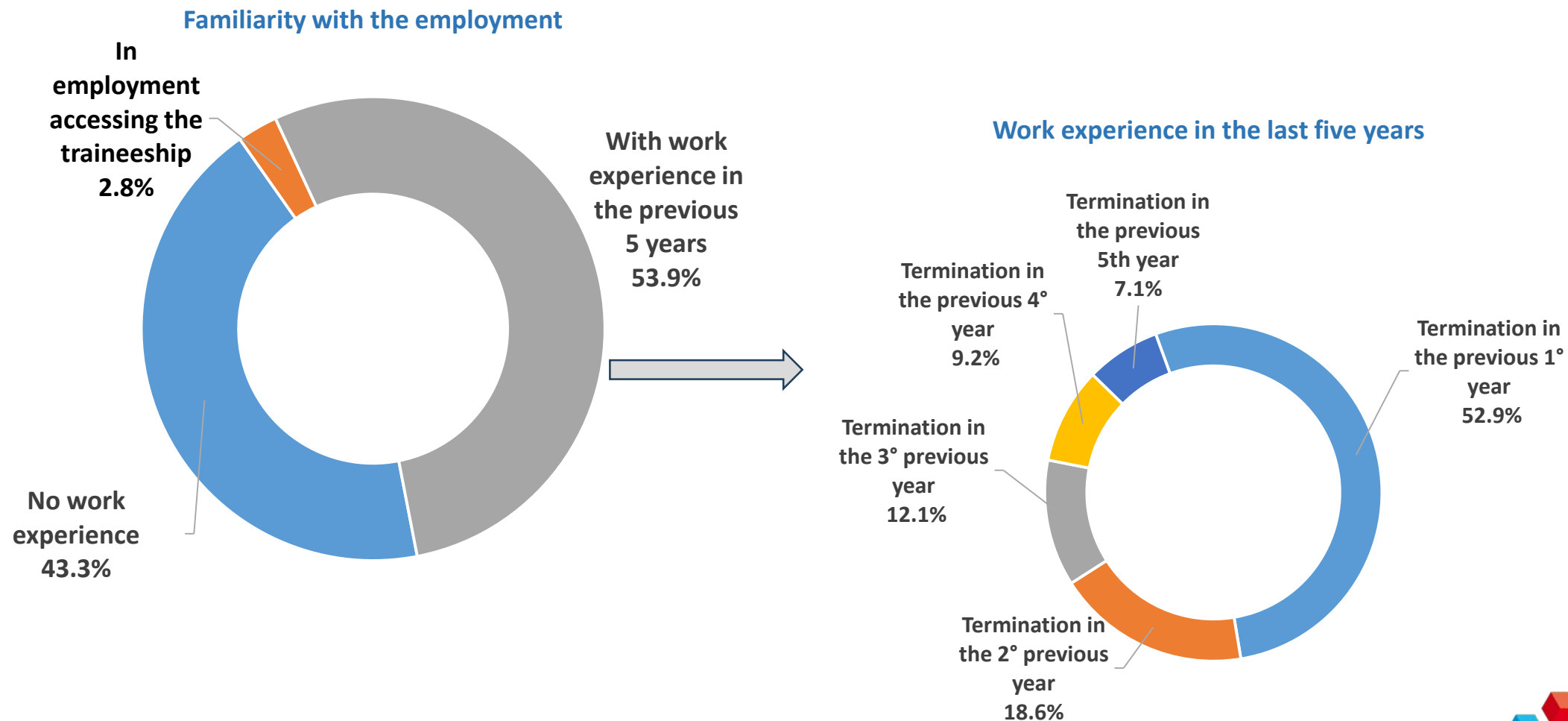
A synthesis of the three years 2021-2023





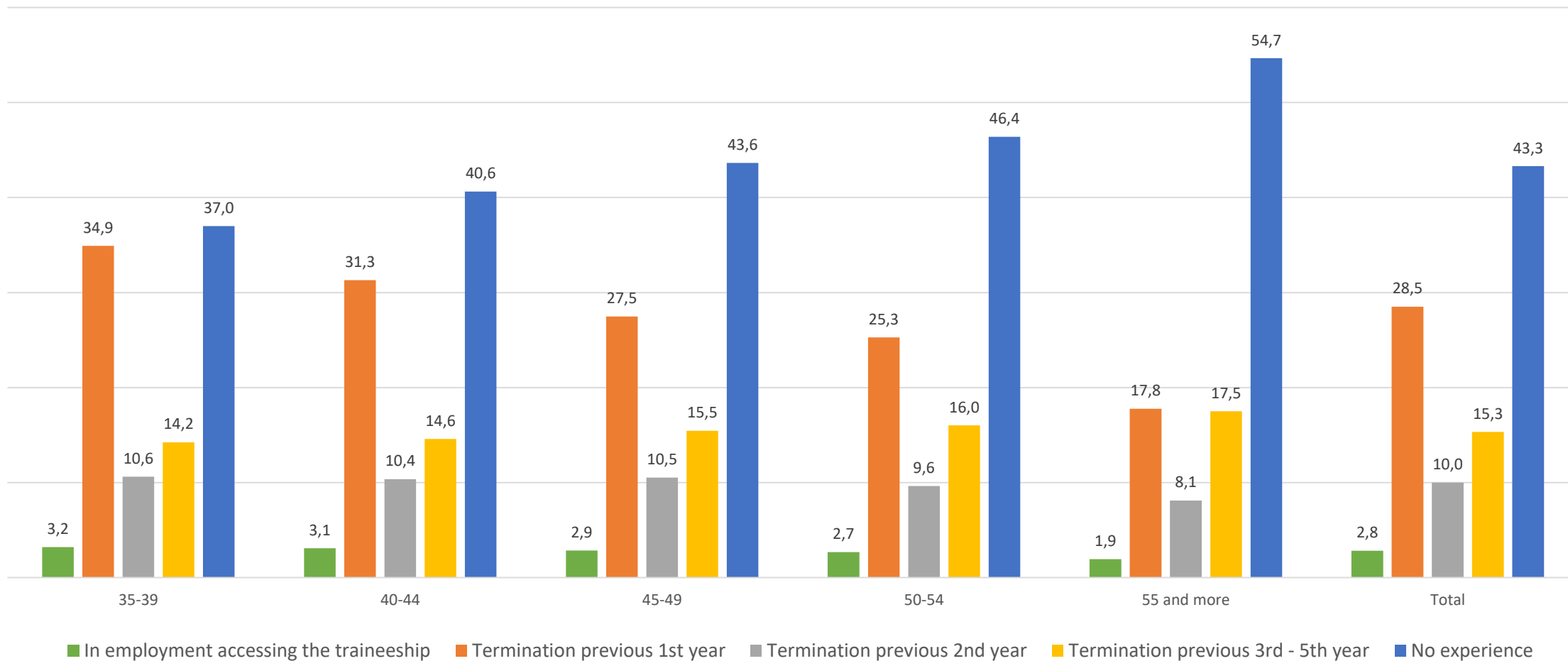
CHARACTERISTICS

Previous familiarity with the employment 2021-2023



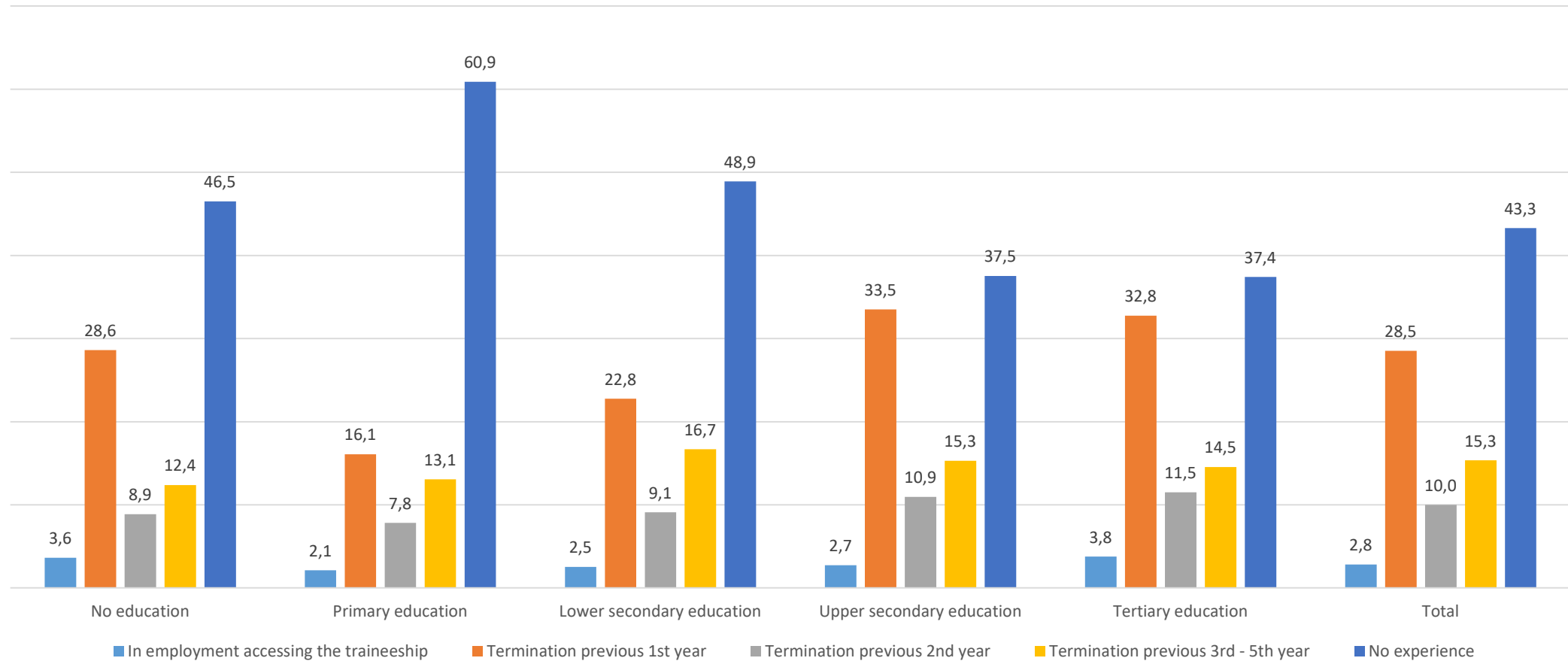
CHARACTERISTICS

Previous familiarity with the employment by age group



CHARACTERISTICS

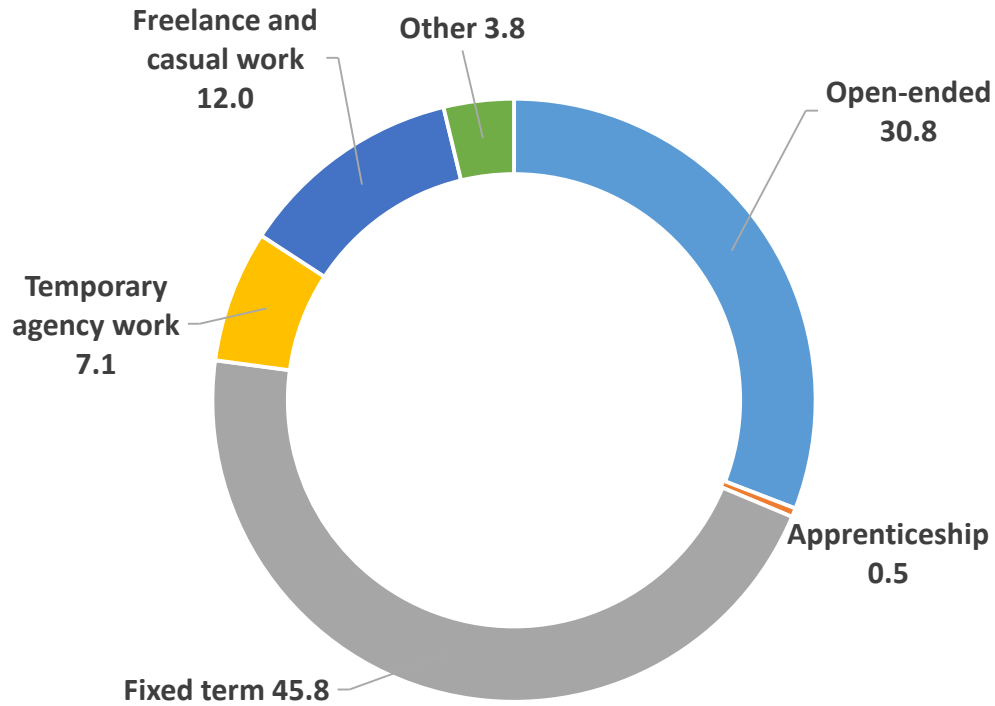
Previous familiarity with the employment and education



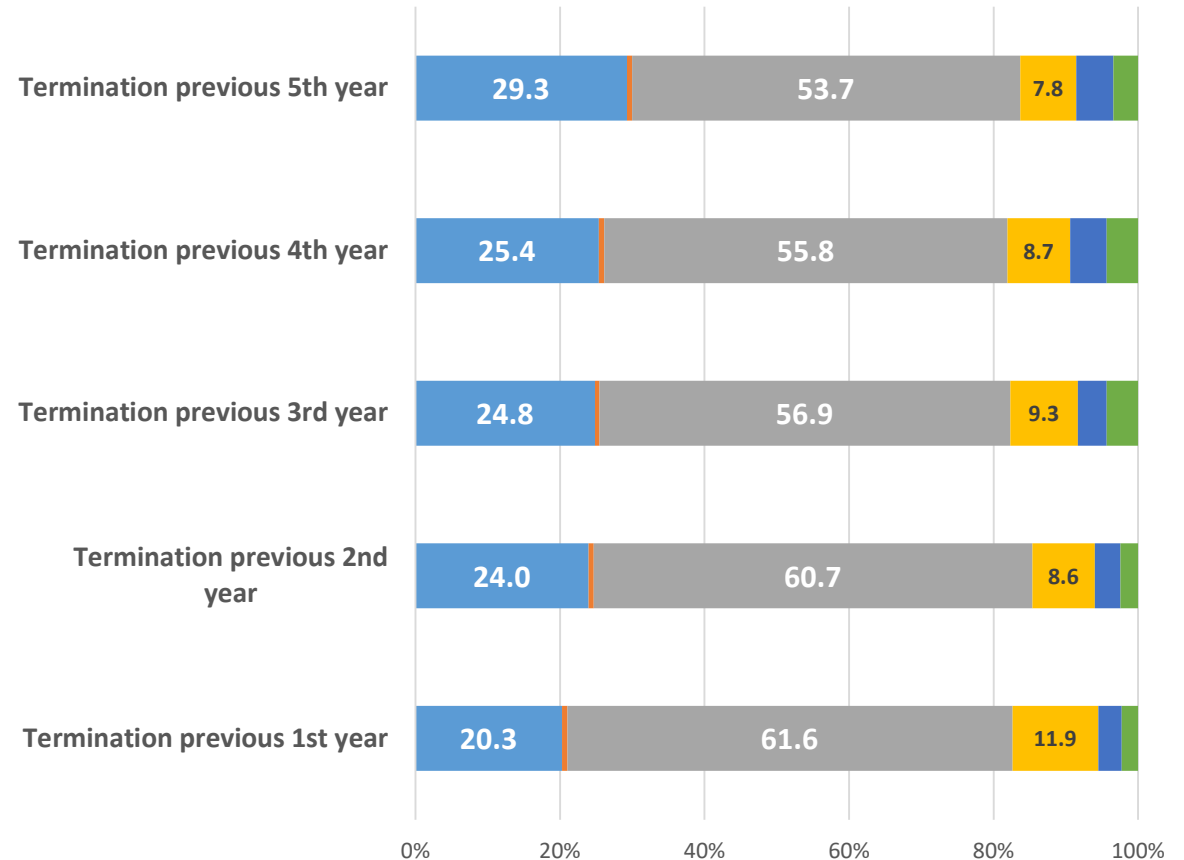
CHARACTERISTICS

Previous familiarity with the employment Type of the last contract

In employment accessing the traineeship



With work experience in the previous 5 years

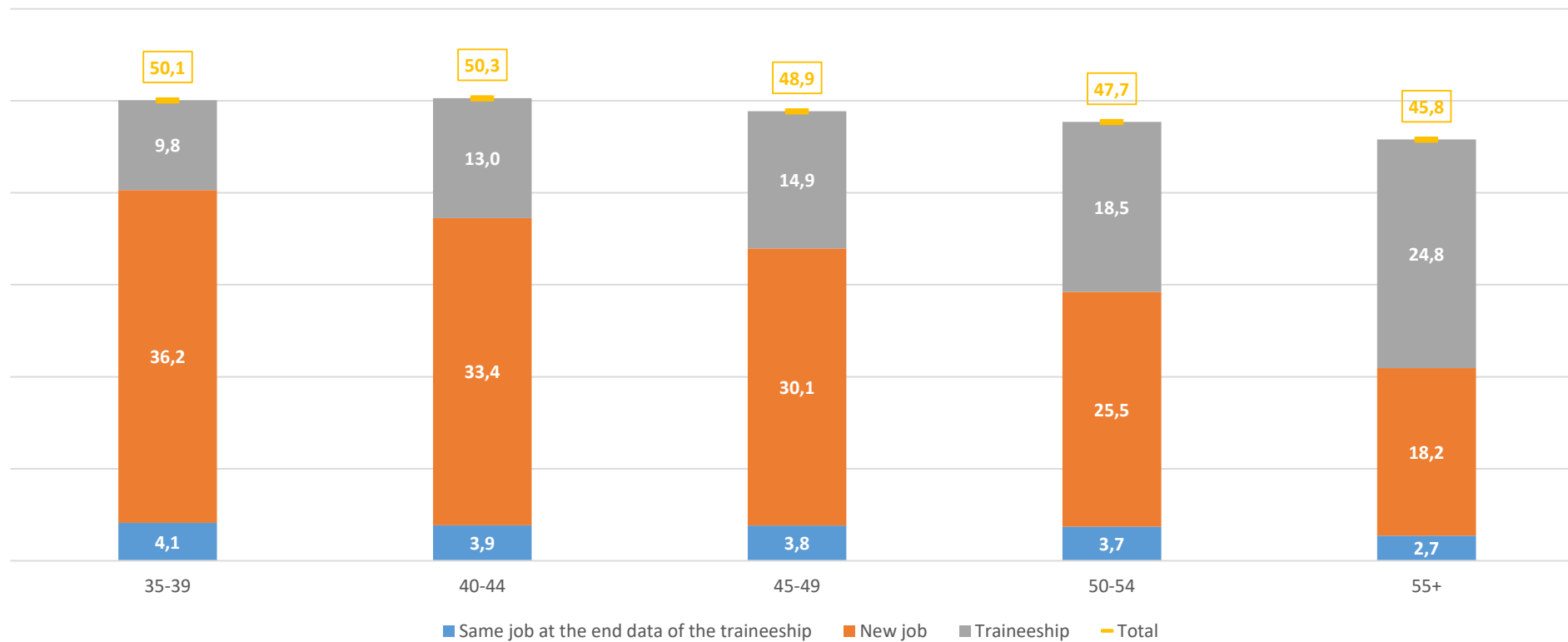


- Open-ended
- Apprenticeship
- Fixed term
- Temporary agency work
- Freelance and casual work
- Other



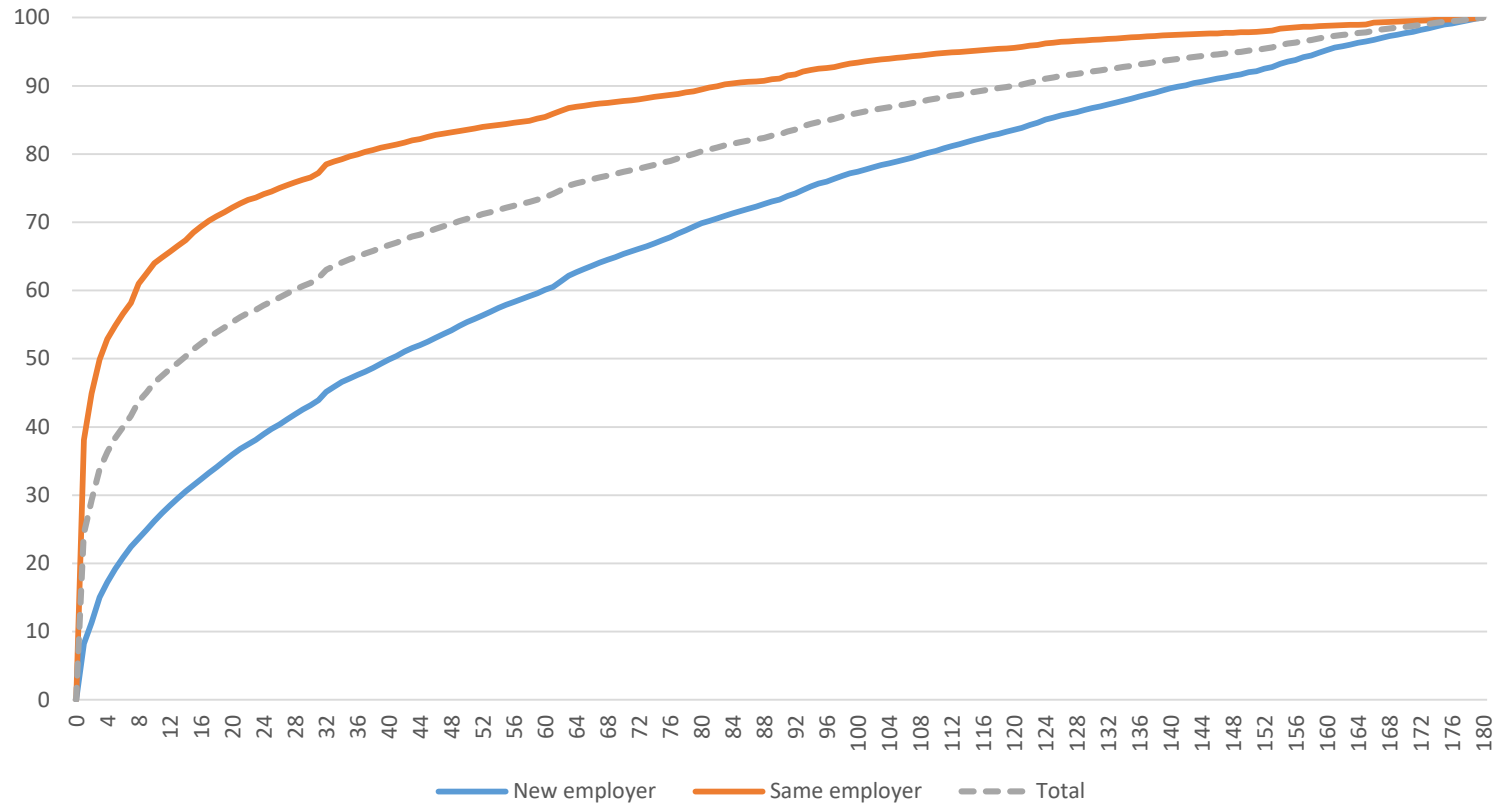
EMPLOYMENT OUTCOMES

Employment and Traineeship at 180 days from the end of the Traineeship



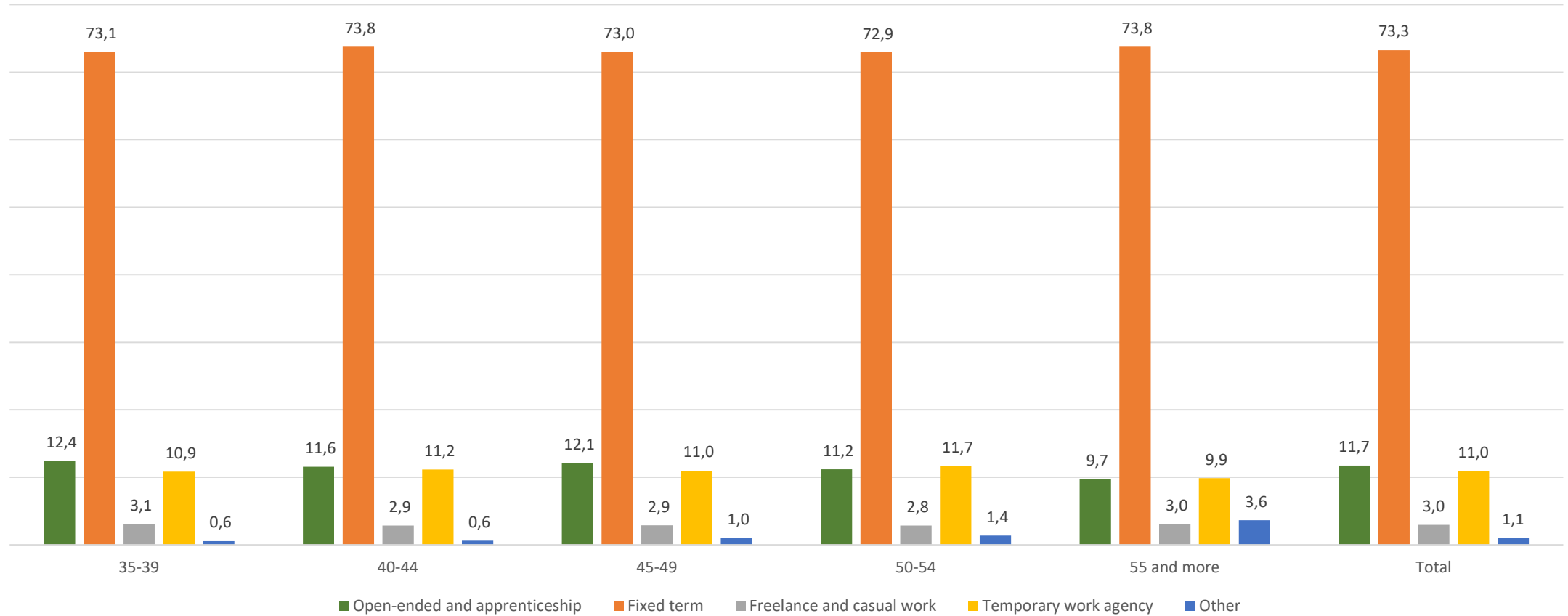
EMPLOYMENT OUTCOMES

Time span (days) from the first job found to the end of the traineeship



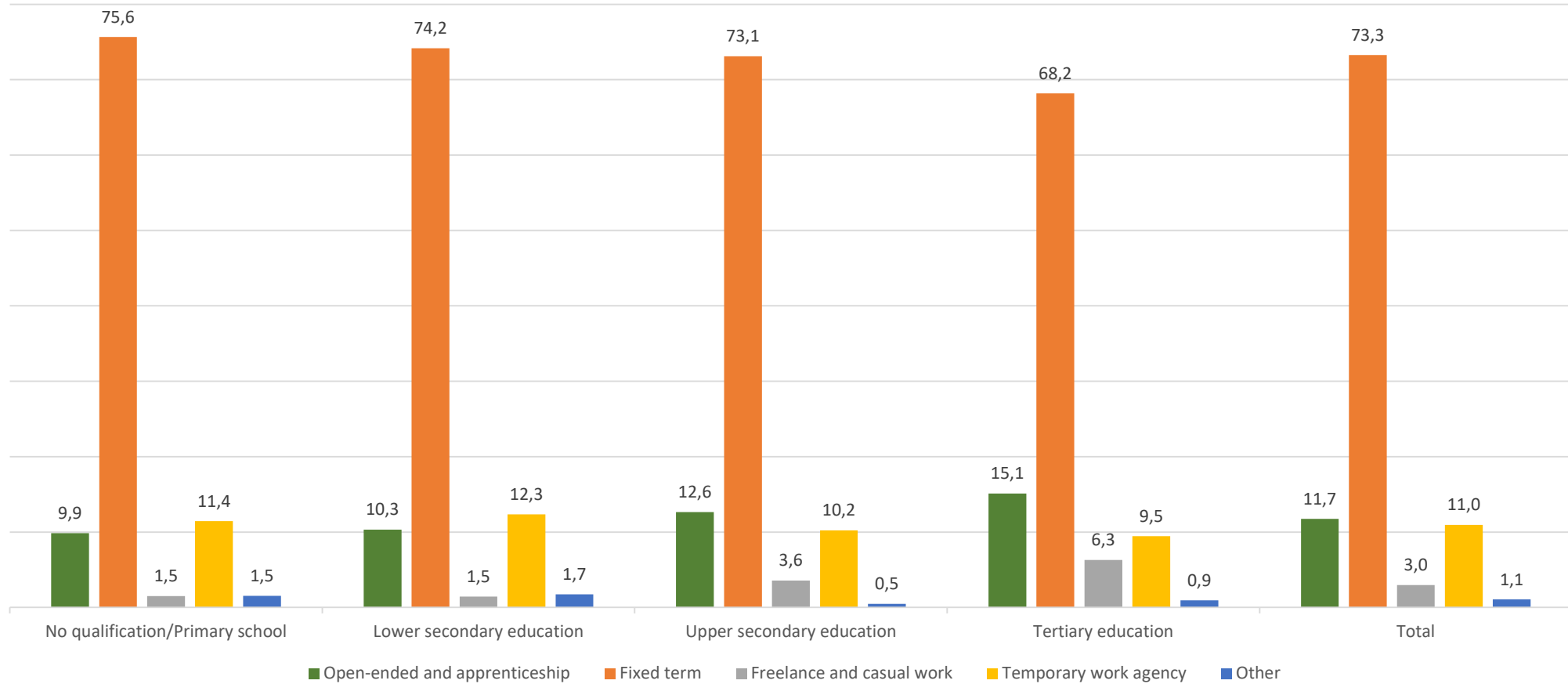
EMPLOYMENT OUTCOMES

Type of contract by age group



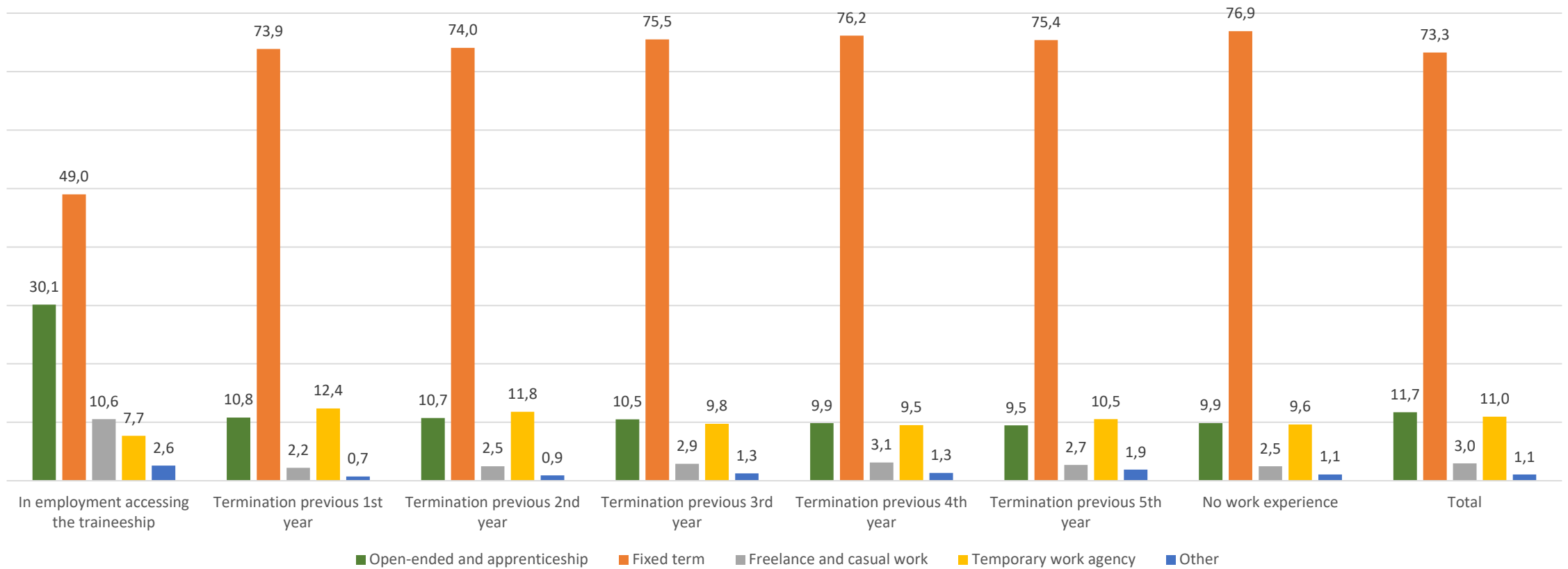
EMPLOYMENT OUTCOMES

Type of contract by education level



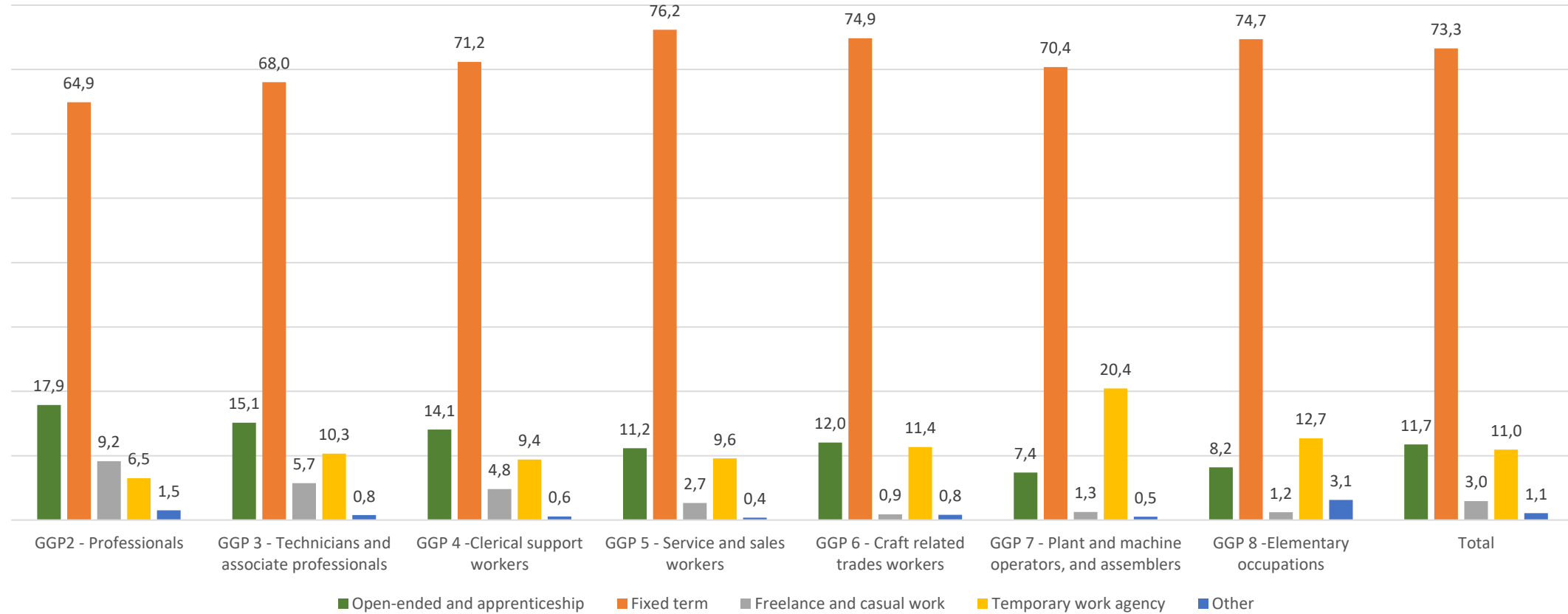
EMPLOYMENT OUTCOMES

Type of contract by previous familiarity with the employment



EMPLOYMENT OUTCOMES

Type of contract by GGP





Thank you for your
attention



www.inapp.gov.it