



# CONTINUING VOCATIONAL TRAINING IN ITALY: UNRESOLVED ISSUES AND NEW SCENARIOS

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*Continuing Vocational Training in Italy, Between Unresolved Issues and New Scenarios*

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# The 2021 Call for Papers and the *Special Issue* of “**Scuola democratica**” No. 1/2023

- In 2021 we promoted a **Call for papers** of Scuola Democratica with the aim of collecting contributions that address, in a critical manner across the different disciplines and areas of interest, **the unresolved issues** of Continuing Vocational Training.
- Following the Call, we collected several contributions, which were selected and subsequently published, following a peer review, in a **Special Issue of Scuola Democratica** No. 1/2023.
- **Today** we will present some of the papers published at the time, together with some new papers edited by the "Adult Learning and Continuing Vocational Training" Research Group of INAPP.

1/2023 GENNAIO-APRILE

## SPECIAL ISSUE

La formazione continua  
in Italia: questioni aperte,  
processi in atto  
e prospettive di ridisegno

guest editors  
Roberto Angotti,  
Giovanna Campanella  
e Alberto Vergani



# Scuola democratica

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il Mulino

Angotti R., Campanella G., Vergani A., eds (2023),  
**Special Issue: «La formazione continua in Italia, tra  
questioni irrisolte e nuovi scenari d'intervento»,**  
Scuola Democratica, No. 1/2023, pp. 5-166, Il Mulino,  
Bologna <<https://www.rivisteweb.it/issn/1129-731X/issue/8708>>

# ABSTRACT

**Continuing Vocational Training** (CVT) is now at the core-attention of decision-makers in Italy.

It is going through a season of transformations, also because of the launch of a set of **new policy measures**, included in the National New Skills Plan and the National Recovery and Resilience Plan.

CVT is therefore experiencing an **extremely articulated** situation, consisting of no less than eight national policy measures managed by different public administrations (both central and local) and many actors and stakeholders at various levels. Numbers, of participants and interventions, also show the recent increase of CVT relevance.

However, a number of **issues** remain unresolved:

- ❖ the **equity of access** to training; the North-South areas gaps in the distribution of training supply
- ❖ the **resistance to change** of organizational models and practices
- ❖ the **effects of pandemic** on corporate training choices and strategies

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# STARTING CONSIDERATIONS



**A system in transformation and characterized by an increasing level of complexity**

- Increasing number of actors, tools and forms of intervention
- Intense development of policy measures

**Increasing complexity is not yet adequately reflected in scientific research**

- Attention is prevalent on the more structured and regulatory components of the system (VET, Vocational Education and Training)
- It focuses on detailed elements of some individual components of the system without understanding the internal dynamics and the connection to the development trends of the economy



# TRANSITION FACTORS

## Fourth Industrial Revolution

It requires new professional profiles and skills

## COVID-19

It has challenged and innovated training systems, pushing towards smart learning

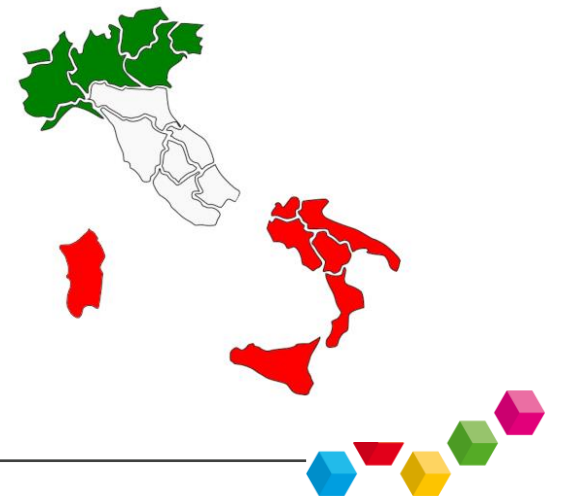
## Digital and AI/ Ecological transitions

accelerate changes in the labour market



# CRITICAL ISSUES

- **High school dropout rate**  
(above the EU average of 10.1%)
- **Low skills in secondary schools**  
(implicit dispersion has grown - Invalsi tests highlight a decline in skills and a delay in learning)
- **Too low levels of basic skills of the adult population /  
Low participation in CVT**
- Persistence of **disparity** between North and South of Italy

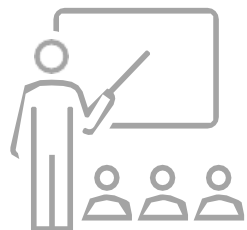


# Adult learning in Italy

## INDACO-Adults Survey

Adults 18-64 years who participated in education and training activities in the last 12 months, in Italy, by type of learning and gender, 2022 (%)

**FORMAL**  
(9,7%)



**NON FORMAL**  
(45,4%)

**INFORMAL**  
(86,1%)

Participation in training is directly proportional to the increase in education and qualification:

- **Low-educated** Adults, less engaged in all types of paths
- **High-educated:** 66% non-formal learning, 93.4% informal

**Informal learning** is growing, favored by the spread of less structured training opportunities or by **remote working**

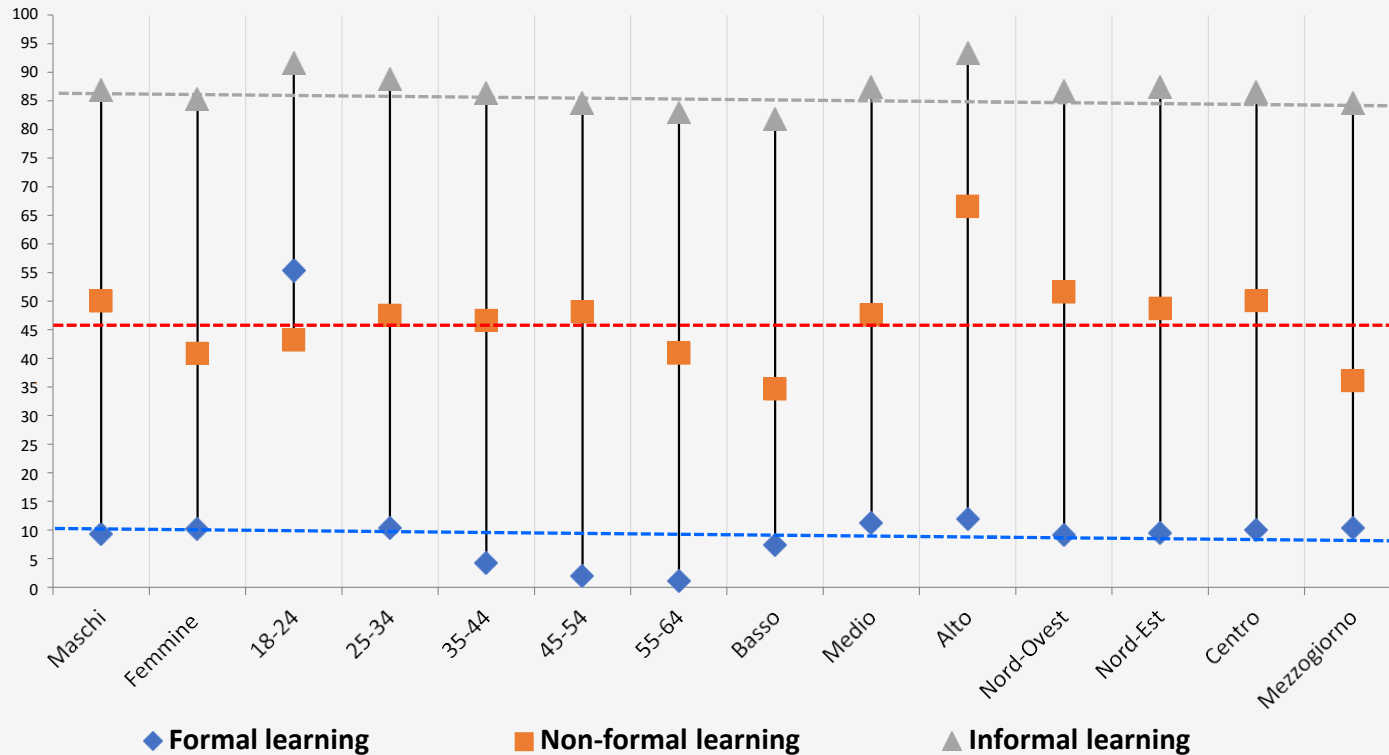
Source: Inapp, INDACO-Adults Survey



# Adult learning in Italy

## INDACO-Adults Survey

Adults 18-64 years who participated in education and training activities in the last 12 months, in Italy, by type of learning, gender, age, education and geographical area, 2022 (%)



Source: Inapp, INDACO-Adults Survey

### Structural critical issues

- Inequalities of access due to gender (**gender gap**), age (**age gap**) and level of education and qualification (**qualification gap**)

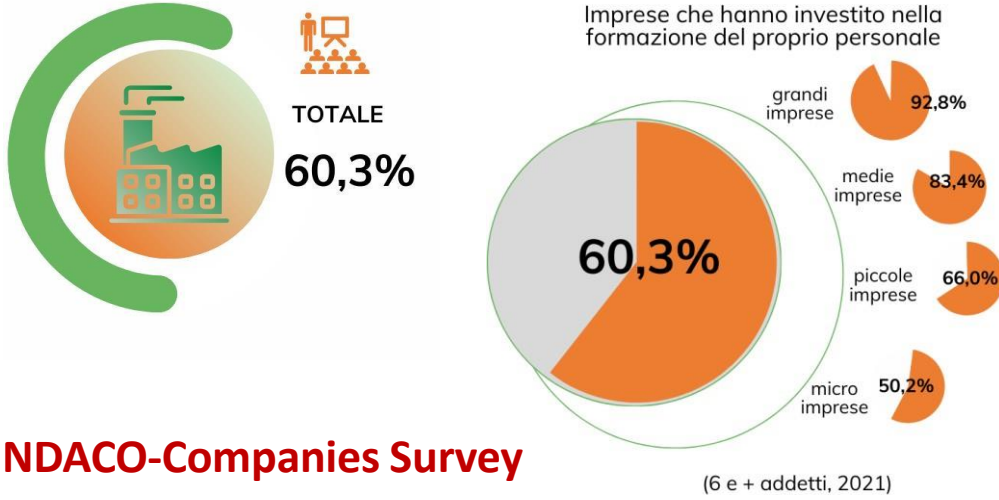
# Employer provided training in Italy

Companies with 6 employees or more that provide training: **60.3%**

Different training propensity attributable to **North/South, size and sectoral gaps**

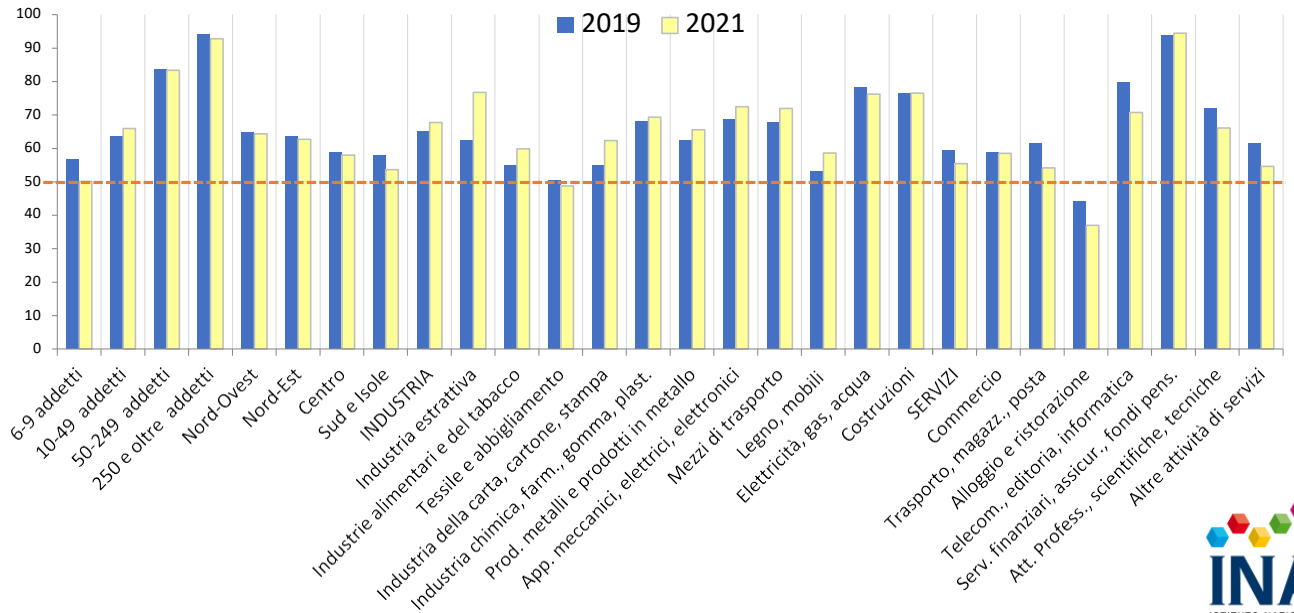
Gap due to not innovative organizational models and the lack of a culture of skills.

Gap increases where technological and cognitive infrastructural equipment is lacking



## INDACO-Companies Survey

Companies that have offered training to their employees in Italy, by size class, territorial distribution and sector of economic activity, 2019-2021 (%)



Source: Inapp, INDACO-Companies

# Continuing Vocational Training of employed workers

## Policy evolution

30 years after its launch, the **CVT system has reached an appreciable quantitative dimension**, in terms of public and private investments mobilised.

A very complex framework of measures: regional (ESF), social partners (inter-professional joint funds), competitiveness (Training Tax Credit 4.0), crisis (New Skills Fund), strengthening adult skills (GOL)

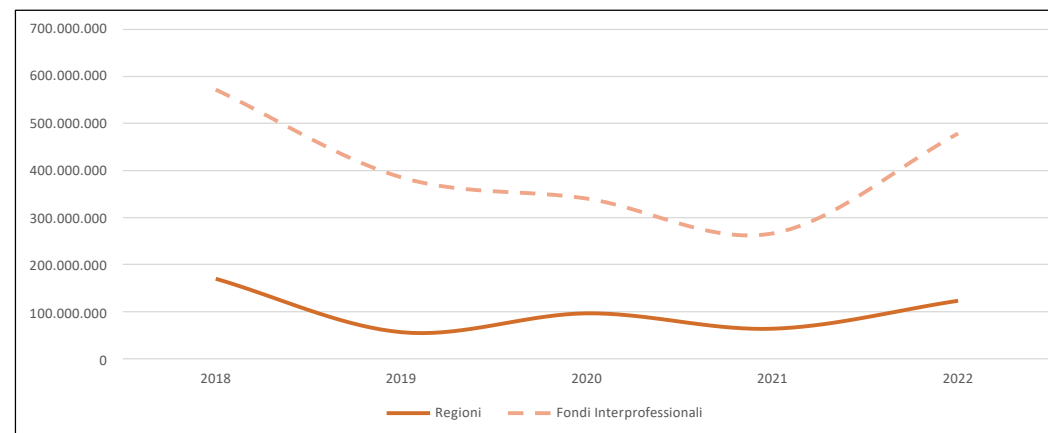
## Interprofessional joint funds

Involved 750 thousand companies, 9.8 million employees. 2018-2022: 2,041 million euros

## GOL Programme

3 million adults (women, long-term unemployed, under 30, 55+), 800 thousand to be trained (300 thousand for digital skills). Regions: 855 million euros

Resources allocated by Interprofessional Funds and by the Regions by year (2018-2022, euros)



Source: Interprofessional Funds, Regions

# COMPLEX POLICY AND GOVERNANCE STRUCTURE

ESF (European Social Fund)

Interprofessional Joint Funds (Fondi Interprofessionali)

PNRR (PNCC)

New Skills Fund (Fondo nuove competenze)

GOL Programme

ITS Academy. Filiera formativa tecnologico-professionale  
(modello 4+2)

## **Multi-actor and multi-level Governance**

Measures are

- managed by different administrations (Regions and autonomous Provinces, social partners, Ministry of Labour, Ministry of Economic Development)
- and by a composite set of actors (at least 40) and stakeholders
- at various levels (national, regional, territorial, sectoral, company)



# CHALLENGES... ANSWERS

## Challenges

- IVT: reducing **territorial concentration** in the supply chain and diversify it according to local needs
- CVT: raising the levels of **training participation** of adults and access for SMEs
- IVT/CVT: reducing **individual inequalities and territorial gaps**

## Answers

- Improving strategies and programs
- Strengthening governance
- Recognizing and enforcing the right to learning



# TO KNOW MORE...



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