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Young People's Transition From Education To The Labour Market And Territorial Inequities: Outcomes From INAPP Plus Survey

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# INAPP PLUS SURVEY



- The **INAPP Plus survey (Participation, Labour, Unemployment Survey)** is a **national sample survey** on labour supply, created in 2005 and included in the National Statistical Programme since 2006.
- The INAPP Plus survey provides statistically reliable estimates of phenomena only marginally explored by the major surveys on the Italian labour market (ISTAT, INPS).
- The ISTAT Labour Force survey regularly provides aggregates and official indicators on the labour market (such as unemployment rates, employment, activity), while the **Plus survey is mainly aimed at in-depth analysis of specific aspects**, such as distribution of contracts, job search, labour participation of women, young people and over 50, retirement, education and training choices, inter-generational dynamics.
- The results of the research, designed and carried out with a **multidisciplinary approach**, offer “a mine of data” that are available to those who want to delve deeper into the **multiple dimensions of the world of work**, to carry out and offer further elaborations, analyses and reflections, also with a view to providing useful elements for identifying effective policies.



# INAPP PLUS SURVEY



- The INAPP Plus survey was designed to analyse the current **labour market**, characterized by an **increasingly rapid transformation of the methods of searching for a job and carrying out a task**, into new and multiple forms, in which the concepts of employment and unemployment escape the traditional categories to which we were accustomed.
- The INAPP Plus data on employment are inspired by a slightly different classification criterion than the ISTAT data.
- While the INAPP Plus survey defines as employed people or job seekers those who define themselves as such, ISTAT follows a path that identifies the condition based on some "objective" information, such as:
  - ✓ **employed people**, having carried out at least 1 hour of paid work in the reference week or having a job from which one is absent, with a duration of absence not exceeding 3 months;
  - ✓ **people seeking a job**, having completed at least one search action within the 4 weeks preceding the interview and being immediately available to work.



# INAPP PLUS SURVEY



The general idea of the INAPP Plus survey is to record, as accurately as possible, the **self-perceived condition of the people interviewed**.



The data offer important information directly from and about individuals, they do not come from administrative sources and therefore allow to discover new phenomena or explain others that are still little investigated.



The challenge is to move from a picture of the phenomena to an interpretation of the context and content.



- The Inapp Plus survey collected information on approximately **46,000 individuals interviewed** by telephone **through a CATI system** and in the absence of proxy respondents.
- The **questionnaire, of approximately 200 questions** in total, was submitted to a **sample of residents aged between 18 and 74**.
- With a view to reducing the statistical burden of the survey, the **questionnaire was organized into sections** specifically designed for a specific target population (employed, unemployed, young people, women, etc.). Starting from its second year (2006), a substantial share of longitudinal interviews, carried out in consecutive years with the same individuals, was included in the sample.
- The presence of **panel interviews helps to further "lighten" the questionnaire**, avoiding asking people interviewed the previous year about phenomena that have remained unchanged over time. The planning of the interviews was carried out based on stratified quota sampling with definition of study domains.



## The Inapp Plus survey provides:

- a **snapshot of the labour market** with attention to longitudinal dynamics and hybrid figures of self-employment
- a **comparative framework** of incoming salaries, flexibility of working times, reduction of working hours and remote working
- a **recognition of the distance from the labour market**, also with reference to the use of intermediation channels, and the reasons underlying the intentions to stop working
- a **vision of the world of skills** and their use, addressing the issue of the misalignment of the work activities carried out with respect to the skills and qualifications held
- a **description of gender differences** and asymmetries, the obstacles in having children and the different effects on the working situation of mothers and fathers



## The Inapp Plus survey provides:

- a **relationship between vulnerability and family income** in both long- and short-term comparisons, thus observing the transitions with respect to different indicators. On the other hand, emphasis is also placed on low-wage workers
- the **relationship of individuals with the digital world** also in its relationship with access to social benefits. Attitude towards "technology" and the acquisition of basic digital skills as key aspects
- the **impacts generated by the pandemic period**, paying attention to the repercussions in terms of physical and psychological health
- a **reading between generations** focused on the crucial paths of their relationship with education and the labour market



# INAPP PLUS SURVEY

Young People's Transition From  
Education To The Labour Market  
And Territorial Inequities



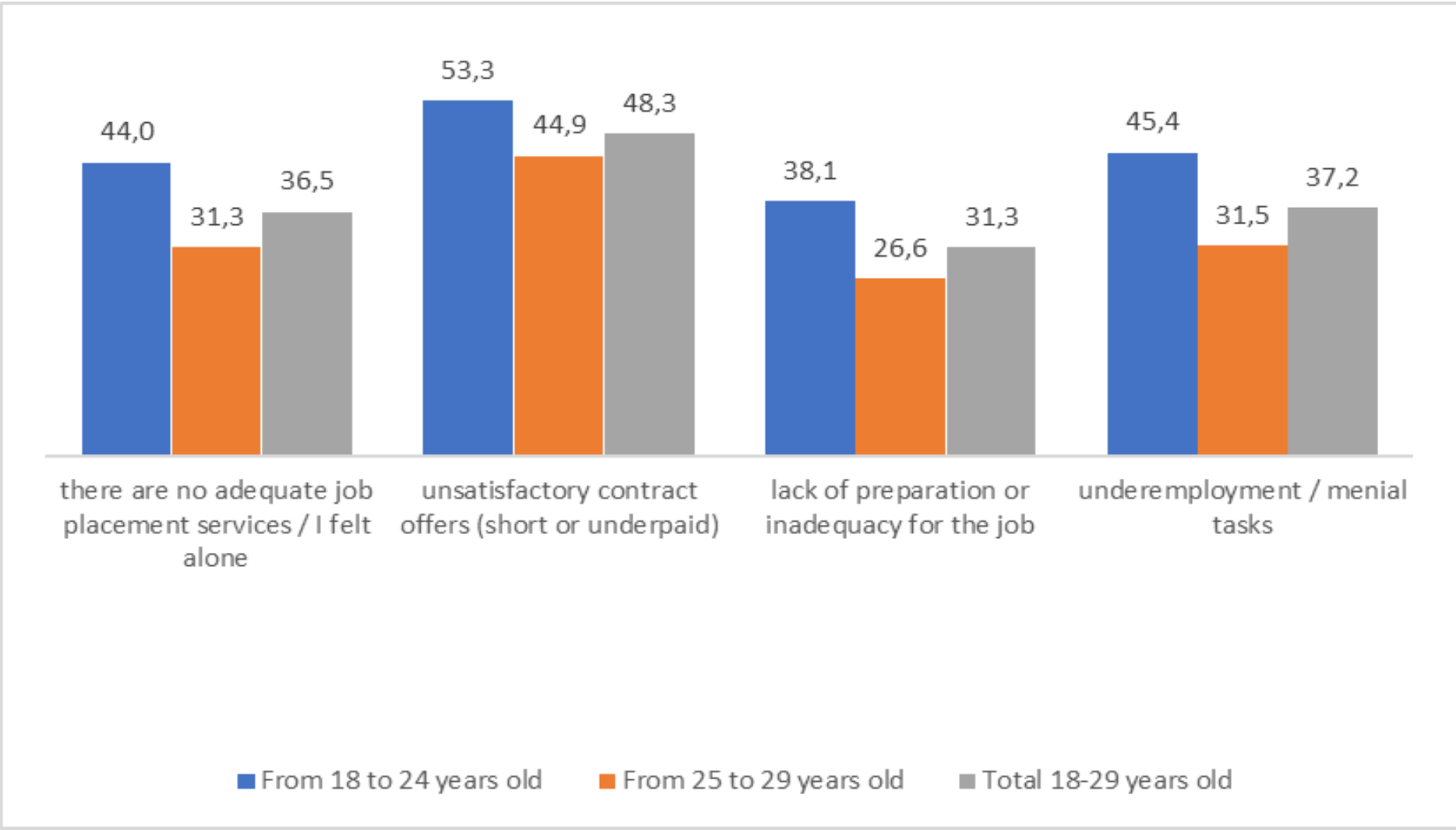
- In the questionnaire of the Inapp Plus survey, **specific questions** were included aimed at highlighting the **difficulties that young people (18–29-year-olds)** face in the transition from school to work and, if they are employed, which these difficulties have been.
- When compared to their European peers, the situation of young Italians shows greater difficulties in gaining solid access to the labour market and a low appreciation within the productive system.
- The economic crisis has affected this scenario, mostly by postponing the autonomy projects of young Italians and prolonging the transition to adulthood.
- *"The joint analysis of the timing of the exit from the family of origin and of the motivations suggests that the postponement of the transition to adulthood is increasingly taking on a structural character, due to the chronic nature of the main factors that determine it: prolonged education and training pathways, difficulties in entering and remaining in the labour market (ISTAT, 2019)".*



# YOUNG PEOPLE'S TRANSITION



Cofinanziato dall'Unione europea



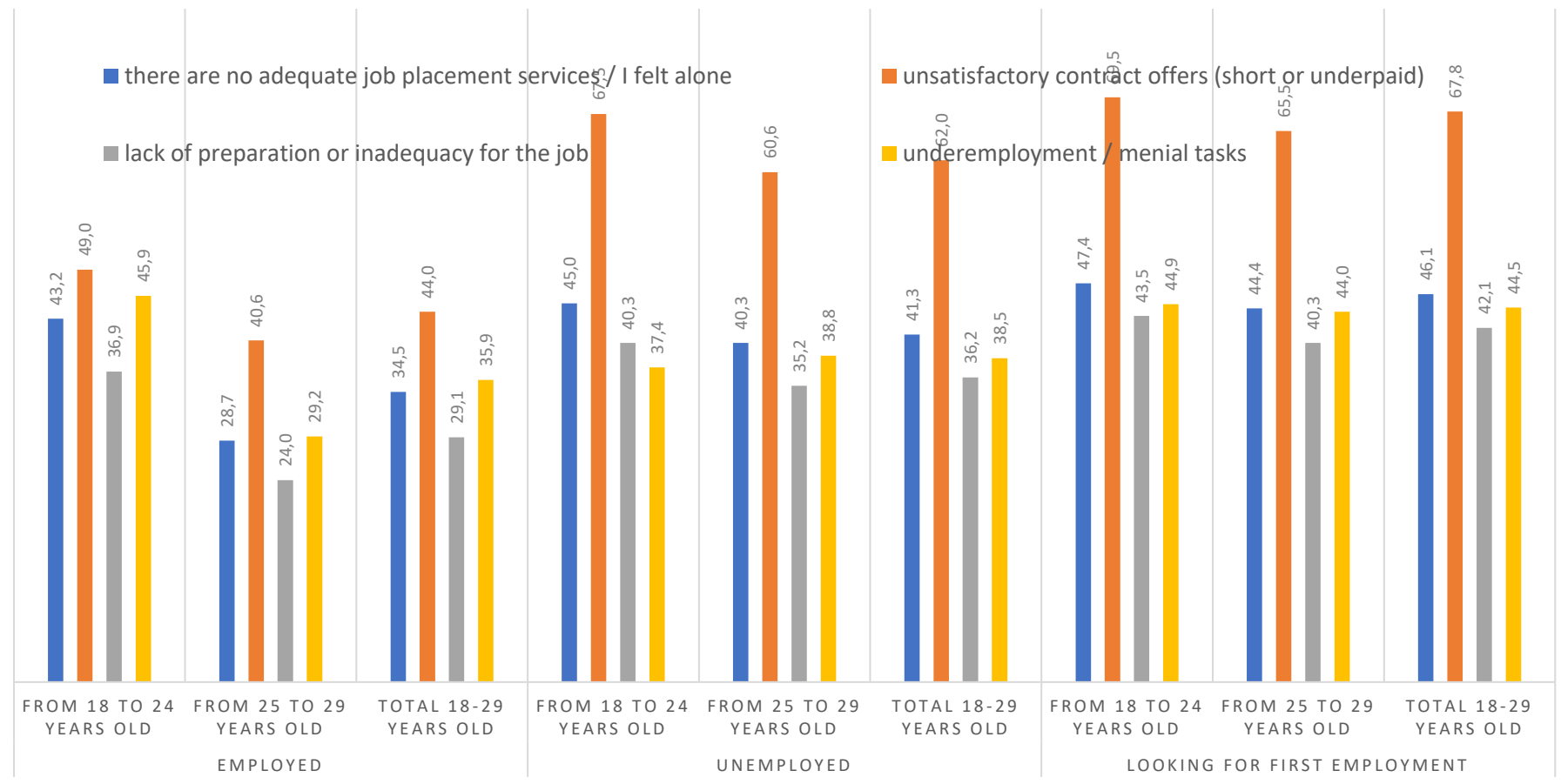
**Incidence of difficulties encountered in the transition from school to work by age group, young people 18-29 (%)**



- Data shows that the **greatest difficulties encountered by young people** in the transition from school to work refer first and foremost to the **perceived poor quality of jobs opportunities with short or underpaid contracts** (48% of young people) or **with modest positions and the risk of underemployment** (37% of young people).
- Subsequently, among the obstacles encountered by young people completing their education, are the **absence of adequate job placement services** and the **feeling of being alone in tackling the complexity of entering the workforce** (36% on average and 44% for the youngest) and, only lastly, **lack of preparation for work** (31% of the total and 38% for those aged 18-24).
- Indeed, **as age increases, the difficulties encountered in the transition decrease**; due to the maturing of experience, but perhaps, more importantly, there is a link with the employment situation, which is likely to change during the decade between the ages of 18 and 29, during which young people move from job seeking to employment.



# YOUNG PEOPLE'S TRANSITION



**Incidence of difficulties encountered in the transition from school to work by employment status and age group, young people 18-29 years (%)**



- Data shows that the differences, apart from by age group, are to be read in relation to being or not being employed.
- The 68% of young first-time jobseekers state that they encountered difficulties related to **unsatisfactory contract offer** because **they were short or underpaid**, and there is a slight difference by age (70% in the 18-24 age group and 66% in the 25-29 age group).
- The share of the unemployed who highlight that contract offers are unsatisfactory is also high (62%).
- Only 44% of the employed, on the other hand, refer to this issue and, among these, the gap increases as age increases: 49% among 18–24-year-olds and 41% among 25–29-year-olds.



# YOUNG PEOPLE'S TRANSITION



- A possible reading of this data is not so much in a change in the dynamics of matching in the labour market, which is certainly unlikely in just a few years, as in the hypothesis that with the employment situation the memory of dissatisfaction with the offer is attenuated in individuals.
- Moreover, it is likely that those who accept a job offer tend to 'convince' themselves that the offer is more satisfactory, altering their disposition to some extent; on the other hand, those who choose to seek a better contractual position may lean towards a more realistic view that does not alter the perception of inadequacy.
- Although to a lesser extent, responses related to **unpreparedness or inadequacy for the job** are also affected by the employment condition: 42% of young people seeking their first job and 36% of unemployed young people perceive it, compared to 29% of employed young people.



# YOUNG PEOPLE'S TRANSITION



- More age-related elements are the **difficulty in finding adequate job placement services** and the **feeling of not being accompanied in the transition**: despite being stated by 46% of young people seeking their first job, 41% of unemployed young people and 35% of employed young people, it is interesting to point out that the difference between the 18–24-year-old employed group and the 25–29-year-old employed group reaches fourteen percentage points (43% and 29%).
- This suggests, on one hand, that **with the maturing of experience, there is an increased ability to navigate the services** made available to citizens to accompany their entry into the world of work, and on the other hand, that employment services are not perceived as a determining factor in finding a job.
- In Italy, in fact, informal channels are the dominant tool for job search, especially for young people. Sending CVs and direct applications to companies are the methods most used by young people, along with relying on friends, relatives or acquaintances and reading job offers in the press, while employment centres are used by only 40% of young people; little interest is observed for temporary employment agencies and participation in public competitions (Bergamante F., Canal T., 2018).



# YOUNG PEOPLE'S TRANSITION



## Incidence of difficulties encountered in the transition from school to work by educational qualification and age group, young people 18-29 years (%)

	18 to 24 years			25 to 29 years old			Total 18-29 years		
	Up to middle school	High school diploma	Undergraduate or postgraduate degree	Up to middle school	High school diploma	Undergraduate or postgraduate degree	Up to middle school	High school diploma	Undergraduate or postgraduate degree
Inadequate job placement services	38,3	47,3	31,9	32,9	31,8	29,3	35,7	39,1	29,6
Unsatisfactory contract offers	44,2	57,9	41,7	32,1	49,0	45,4	38,3	53,2	45,0
Lack of preparation for the job	35,3	39,9	30,8	26,8	29,6	21,0	31,1	34,4	22,1
Underemployment / menial tasks	47,1	46,0	30,4	22,2	34,3	32,2	34,9	39,8	32,0



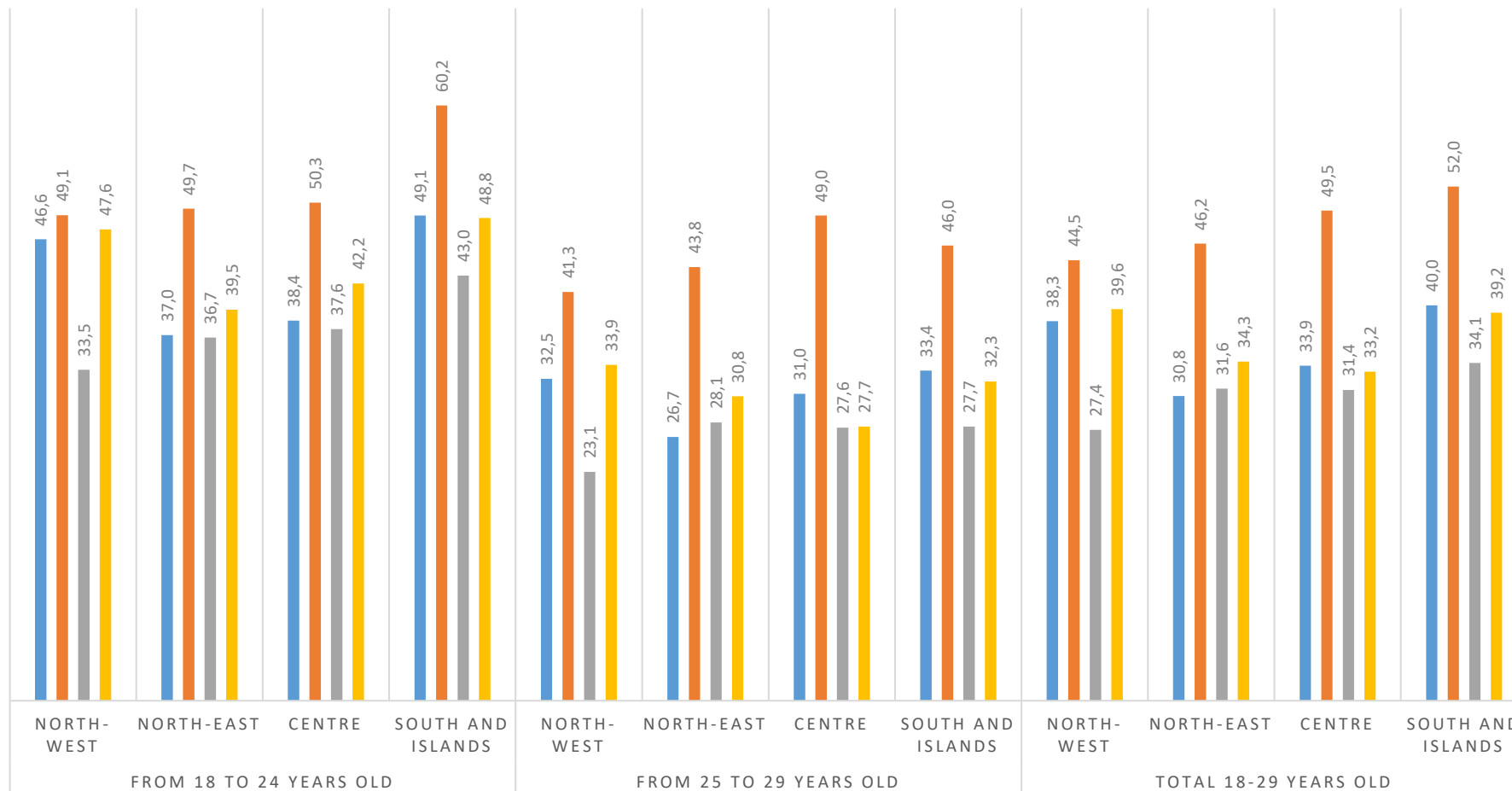
- The difficulties encountered in the transition from school to work can also be interpreted in relation to the qualifications held by young people.
- For almost all types of difficulties, the highest percentage is found in young **high school graduates**, followed almost always by young people with a **middle school diploma**.
- An exception to this picture are the unsatisfactory contractual supply, highlighted above all by young graduates, emphasising a discomfort in young people with higher levels of education, contributing to the well-known phenomenon of the so-called 'brain drain'.
- On the other hand, as highlighted by other analyses (ISTAT et al. 2019,) the prevalence of overeducation is greater than that of undereducation, especially for those under 30; from the employers' perspective, this results in a productive system that offers inadequate opportunities and undervalues the human capital of young people, pushing the qualified for a job suitable for their education to move abroad.



# TERRITORIAL INEQUITIES



- there are no adequate job placement services / I felt alone
- unsatisfactory contract offers (short or underpaid)
- lack of preparation or inadequacy for the job
- underemployment / menial tasks



**Incidence of difficulties encountered in the transition from school to work by geographical area of young people aged 18-29 (%)**



# TERRITORIAL INEQUITIES



- **With reference to geographical area**, the constituency of the South and Islands generally has a higher number of young people who say they encountered difficulties in the transition from school to work, while the trends in the answers in the other areas of the country are different for each type of difficulty.
- About half of the young people aged 18-29 in the South and Islands (52%) and the Centre (50%) found the **contract offer unsatisfactory**; the incidence decreases, albeit not considerably, in the North (45% in the North-West and 46% in the North-East).



# TERRITORIAL INEQUITIES



- With regard to **underemployment and the lack of job placement services**, the incidence of problems experienced by young people in the North-West is very close to that of their peers in the South and islands, while it decreases in the Central and North-Eastern regions.
- These data certainly relate to the methods of job searching, which, as mentioned, more often takes place through informal channels – requests to relatives and friends, sending CVs, searching on the Internet and consulting newspapers – rather than through intermediation channels.
- The use of agencies, especially private ones, is generally more widespread in the northern regions compared to those in the south, indicating a lower efficiency in some areas of the country, of the institutions in charge of facilitating the matching of job demand and supply.



# CONCLUSIONS



- In general, the percentage of young people who encounter difficulties in the transition from school to work appears to be high, especially with reference to the **youngest group aged 18 to 24**.
- Difficulties related to being a minor can also be linked to **provision of career guidance services** within the training course. Young people are increasingly aware of the low level of career guidance they had during their school pathways, the **lack of practical experience**, the **inadequacy of specific and transversal skills and poor preparation on how the job market works**.
- Ideally, in the school-work transition path, the number of those who have left the training system without being able to enter the productive world with an adequate contract should be low and the time in which they find themselves in this situation should be short, linked to personal choices and not to difficulties, inefficiencies and obstacles encountered in the transition process.



# CONCLUSIONS



- Instead, a picture emerges in which many young people, upon leaving the training system, find themselves **without adequate skills required by the labour market**; still many young people, **despite having a high level of education, do not find a position** suited to their abilities and expectations **(especially in less dynamic areas which do not allow to appropriately valorise the local human capital)**.
- In this situation, the lack or inefficiency of useful tools to guide and accompany young people in their search for work weighs heavily. These **limits make the school-work transition a sort of labyrinth** for many young people in which there is a great **risk of spending a lot of time or even getting lost**.
- The **local territories act as multiplier and not as a mediator of differences** in socio-economic context. The conjunction between the fragmentation of the institutional configuration, especially in terms of implementation, and regional differences results, in fact in inequality of opportunities for young Italians.





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