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Extracurricular traineeships in Italy Some insights into the issue of quality

Webinar on addressing bogus traineeships

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SECTION 1 THE ITALIAN REGULATORY FRAMEWORK AND THE ISSUE OF QUALITY

What are extracurricular traineeships?

A *training measure* falling under the **competence of the 20 Regions and Autonomous Provinces**

The **2017 Guidelines** (Agreement between Government and Regions): update of the 2013 Guidelines

The budget Law 2022 (L. 234/2021): revision of the previous regulation framework (still to be implemented)



Traineeship

A traineeship is an active labor market policy measure whose underlying contractual purpose is vocational training

- *does not represent an employment relationship*

*The host organization must submit a **Mandatory communication** to the relevant Employment office and fully comply with occupational health and safety regulations*





Parties involved in the traineeship

- **Trainee**
- **Promoting organisation:** the organisation (public or private) that initiates the traineeship, designs the training project, and monitors its implementation and compliance. It is responsible for ensuring the proper execution of the traineeship programme.
- **Host organisation:** the company or employer where the traineeship takes place





The 2017 Guidelines

- **Reasonable duration** 2-12 months (exceptions for some targets)
- ***Fairly* allowance** (min. 300 - max 800 euros)
- **Mandatory work insurance**
- **Final Attestation of the activities carried out**
- **Other specific provisions** aimed at ensuring the quality (numerical limits and incentives; no previous employment relationship with the same host organizations, etc.)





The 2017 Guidelines

- Traineeships are based on a **individual training project agreed in writing between promoter, host organization and trainee**, which defines training objectives and implementation conditions
- The **promoter is responsible** for ensuring the **quality** of the traineeship and the learning activities
- **Tutorship** has to be provided by both the promoter and the host organisation





The 2017 Guidelines

- Purpose of the training = acquiring and/or developing new skills

Elementary occupations consist in simple, repetitive duties/activities which do not require a specific training for the acquisition/development of new skills



SECTION 2 A SNAPSHOT OF TRAINEESHIPS IN 2023

- **INAPP Annual monitoring reports**
- **Methodology:** administrative data from the Mandatory communications of the Ministry of Labour and Social Policies
- Legislation, trends, territorial distributions, specific groups, etc.



SECTION 2

281,376 traineeships

-10% compared to 2022

Under 30
77.5%

Over 34
15.4%

Female
52.0%

Male
48.0%

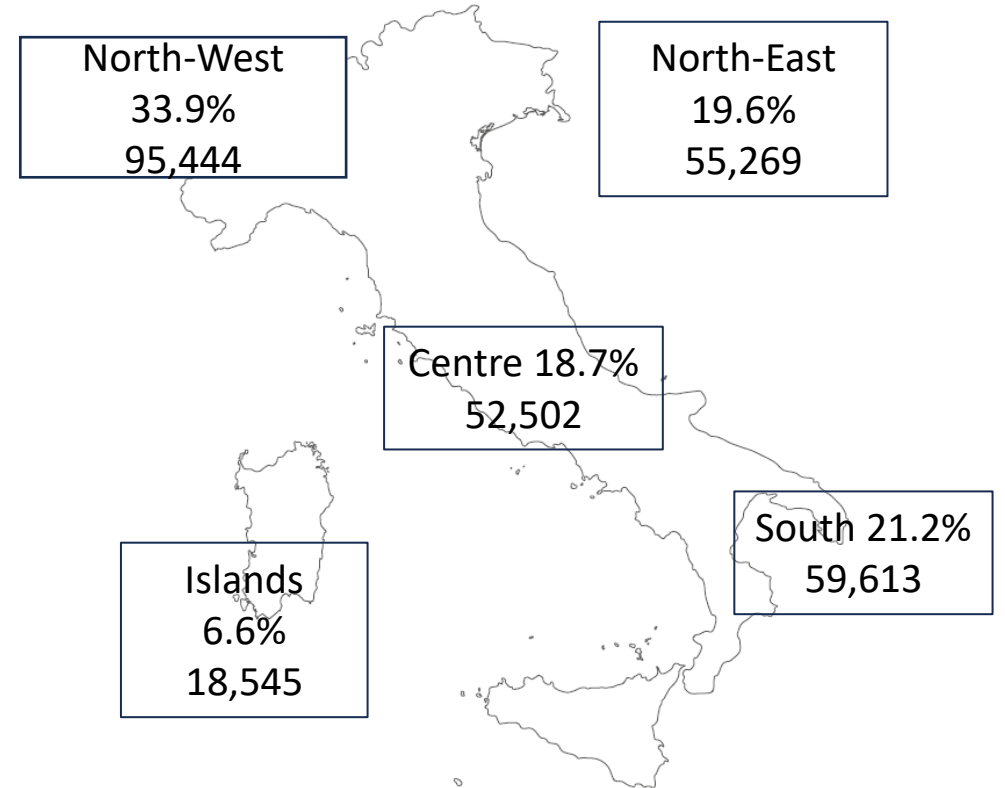
Italian
89.6%

Foreign
10.4%

Higher Edu.
48.8%

Tertiary Edu.
24.1%

Average duration
6 months



Employment rate after 6 months **55.5%**



SECTION 2

Traineeships 2023 by Groups of Major Professions

Major Professions (Istat CP 2011-ISCO-08)	2021	2022	2023	
	%	%	a.v.	%
Legislators, senior officials and managers	0.1	0.1	286	0,1
Professionals	9.8	10.6	29,960	10.6
Technicians and associate professionals	14.9	14.9	41,607	14.8
Clerical support workers	23.7	24.0	65,714	23.4
Service workers and shop and market sales workers	25.1	25.9	74,528	26.5
Skilled agricultural and fishery workers	12.1	11.5	32,131	11.4
Craft and related trades workers	4.5	4.0	10,879	3.9
Elementary occupations	8.8	7.8	22,468	8.0
n.a.	1.1	1.2	3,803	1.4
Total *	100	100	-	100
Total a.v.	329,216	312,836	281,376	-

Elementary occupations consist in simple, repetitive duties/activities which do not require a specific training for the acquisition/development of new skills

* Armed forces occupations not included

Source: INAPP elaboration based on data from Mandatory Communications (Ministry of Labour and Social Policies)



SECTION 2

Elementary occupations by trainees categories - 2023

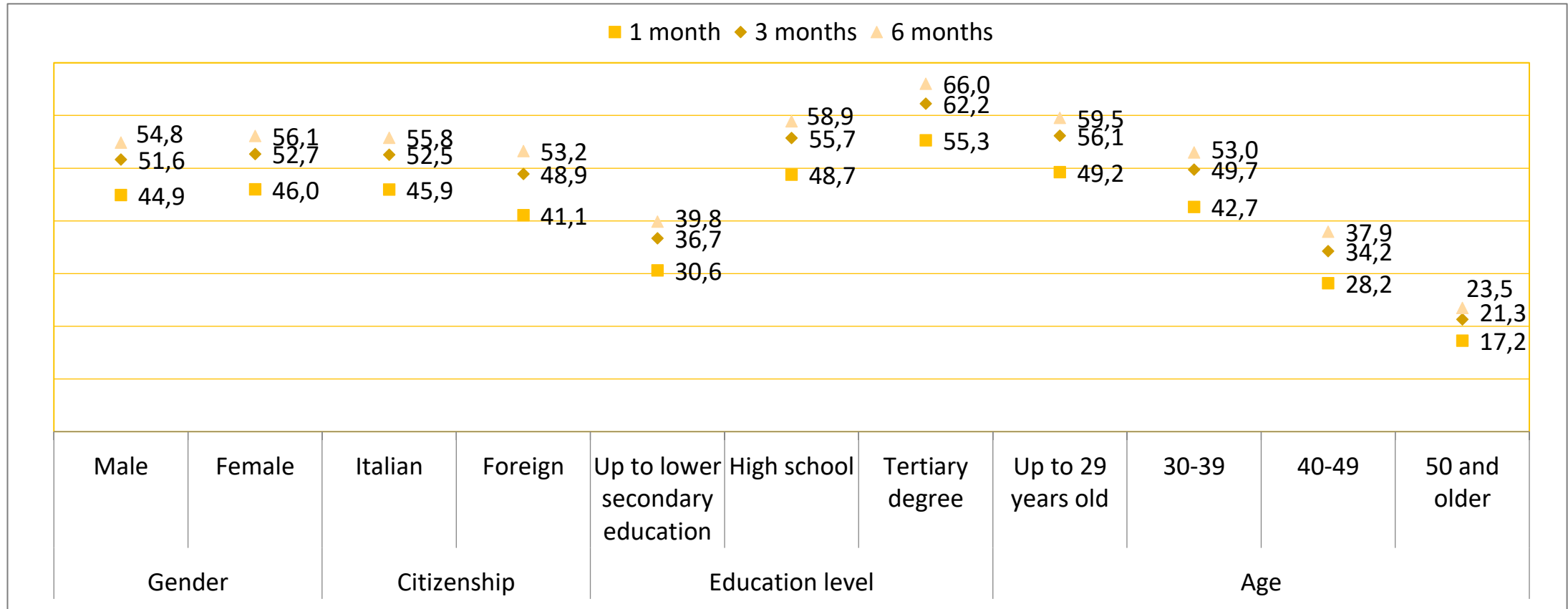
Traineeship categories	a.v.	%
Disadvantaged people	3,087	13.7
People with disability	1,875	8.3
People in care of health/social services	9,106	40.5
Total of disadvantaged categories	14,068	62.6
Unemployed/Non in employment	7,834	34.9
Newly qualified/Newly high school, university and Ph graduated	522	2.3
Worker on mobility/With short time allowance	44	0.2
Total of non disadvantaged categories	8,400	37.4
Total	22,468	100.0
Incidence of not disadvantaged categories on the total number of traineeship started		3.0

Source: INAPP elaboration based on data from Mandatory Communications (Ministry of Labour and Social Policies)



SECTION 2

Employment rates of extracurricular internships at 1, 3, and 6 months after completion, by gender, citizenship, educational level, and age group. Percentage values



Source: INAPP elaboration based on data from Mandatory Communications (Ministry of Labour and Social Policies)





Thank you for your attention

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