



# KEY ISSUES FOR CONTINUING VOCATIONAL TRAINING POLICIES IN ITALY, BASED ON THE RESULTS OF THE INAPP SURVEY INDACO-COMPANIES

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**Third International Conference of the journal *Scuola Democratica - Education and/or social justice***

Session D.02

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

**June 5, 2024 · University of Cagliari (Italy)**



1/2023 GENNAIO-APRILE

**SPECIAL ISSUE**

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

guest editors  
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e Alberto Vergani



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il Mulino

Angotti R, Dordit L.(2023), in: Economia&Lavoro n.1 2023, Carocci,  
Roma<[https://www.fondazionebrodolini.it/sites/default/files/pubblicazioni/file/Indice1-2023\\_IT.pdf](https://www.fondazionebrodolini.it/sites/default/files/pubblicazioni/file/Indice1-2023_IT.pdf)>

## Scheme of the presentation

- Although the Italian Continuing Vocational Training system has assumed an increasingly crucial importance in the socio-economic development, it has a number of **criticalities** that still hold back its massive and widespread use.
- The paper provides a transversal analysis of the CVET system, aimed at identifying a core of **key issues** that currently significantly limit access to training practice by a large share of potential users.
- For each theme dealt with, alongside an examination of the essential **data** of the scenario, some in-depth **observations** are proposed, some of which intersect with international reflection on the various topics addressed.

# Data sources

- **INDACO-Companies** is the Italian survey that integrates the five-yearly national CVTS survey
- The survey uses methodologies, classifications and definitions used in the **Eurostat CVTS** (*Continuing Vocational Training Survey*) surveys and allows comparisons to be made with the CVTS surveys carried out in the various European countries.
- The paper is based on an analysis of the 2020 edition, which involved a sample of **20,000 Italian companies** representative by region, size and sector of economic activity and refers to the 2019/2020 year.
- More recent data (2022 edition) in the Inapp Report, XXIII Report to Parliament on Continuing Vocational Training (see last slides)



# Key issues

- 1. Gaps between companies on a geographical and dimensional basis**
- 2. Gender gap, age gap, qualification gap**
- 3. Sectoral differentiations in the use of CVT**
- 4. Limits of public financing**
- 5. High incidental rate of compulsory training**
- 6. Reduced level of coherence between analysis of training needs and development of skills**

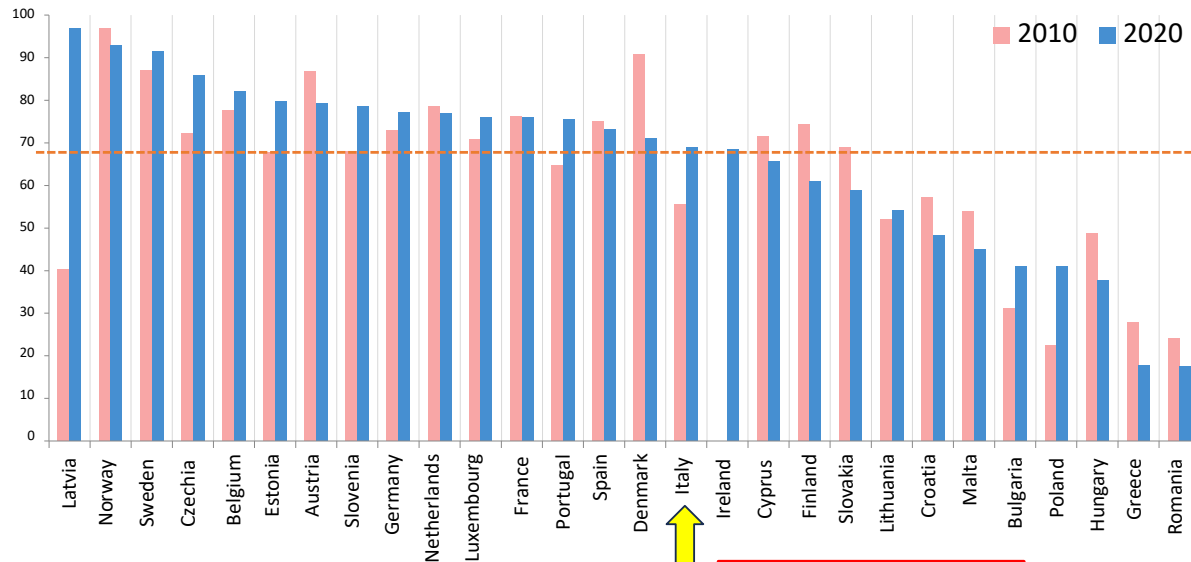


# 1. Gaps between companies on a geographical and dimensional basis

## Employer provided training in Europe

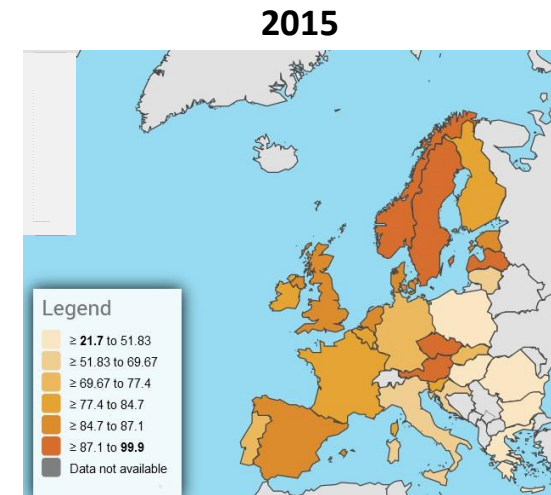
Italy in **15th** place in Europe for the percentage of companies with 10 employees or more that provide training to their employees, with a value of **68.9%** in a range that goes from 17.5% in Romania to 96.8% in Latvia.

### Companies that have offered training to their employees in Europe (%)

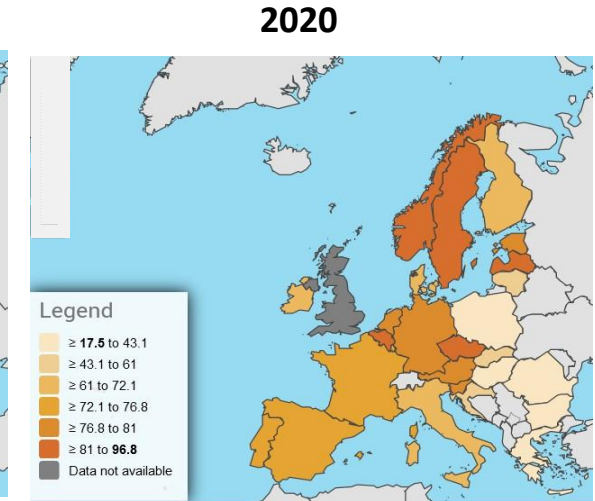


Source: Eurostat, CVTS

ITALY  
2005 = 32,2% (25°)  
2010 = 55,6% (18°)  
2020 = 68,9% (15°)



Source: Eurostat, CVTS 5-6



# 1. Gaps between companies on a geographical and dimensional basis

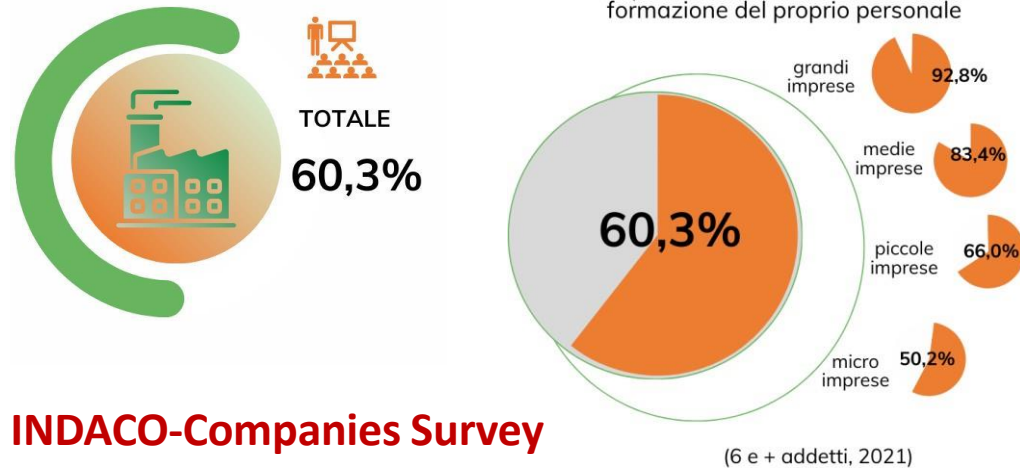
## Employer provided training in Italy

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

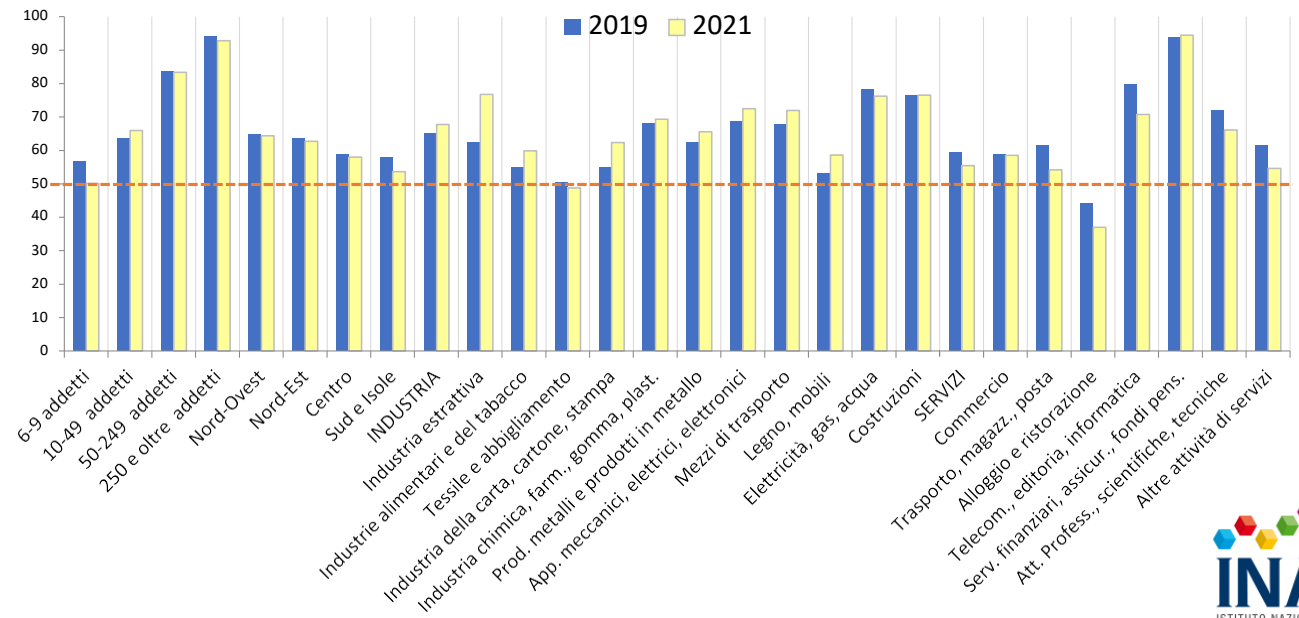
Different training propensity attributable to **North/South, size and sectoral gaps**

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



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

## 2. Gender gap, age gap, qualification gap

- **Gender gap:** women disadvantaged in accessing courses, particularly in industry
- **Age gap:** 50+ have a lower access rate than under 50s (-7.5%, 10% in the South and in small companies)
- **Qualification gap:** workers have a lower access rate than managers and executives (-24%)

Employees in companies with 6 employees or more who have carried out training courses, by gender, age, class of employees and territorial distribution (% employees)

	Totale	Donne	Gender gap	Over 50	Age gap	Over 50 - F	Gender gap - Over 50	Under 50 - F	Gender gap - Under 50
<b>Classe di addetti</b>									
6-9	51.0	48.5	-4.0	50.0	-1.5	45.7	-6.5	49.7	-3.0
10-49	63.2	60.2	-4.5	62.7	-0.8	60.2	-3.7	60.3	-4.9
50-249	82.9	79.9	-4.5	82.9	0.1	78.6	-6.3	80.4	-3.8
250 e oltre	93.9	93.5	-0.7	95.6	2.5	94.9	-1.0	92.9	-0.3
<b>Ripartizione territoriale</b>									
Nord-Ovest	81.8	81.8	0.1	81.0	-1.0	80.7	-0.5	82.2	0.3
Nord-Est	78.1	76.8	-2.2	77.5	-0.9	76.0	-2.5	77.2	-2.1
Centro	73.2	69.5	-5.9	74.1	1.4	69.3	-7.3	69.6	-5.1
Sud e Isole	62.6	61.1	-2.1	66.2	5.3	66.4	0.2	59.2	-2.7
<b>TOTALE</b>	<b>75.7</b>	<b>74.9</b>	<b>-1.4</b>	<b>76.1</b>	<b>0.6</b>	<b>74.9</b>	<b>-1.8</b>	<b>74.8</b>	<b>-1.1</b>

## 2. Gender gap, age gap, qualification gap

### FOCUSING ON...

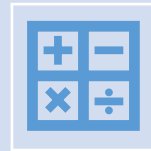
- Strong segmentation of the system of access to corporate training concerns particular employee profiles



Greater access for young people, high-educated and high-skilled



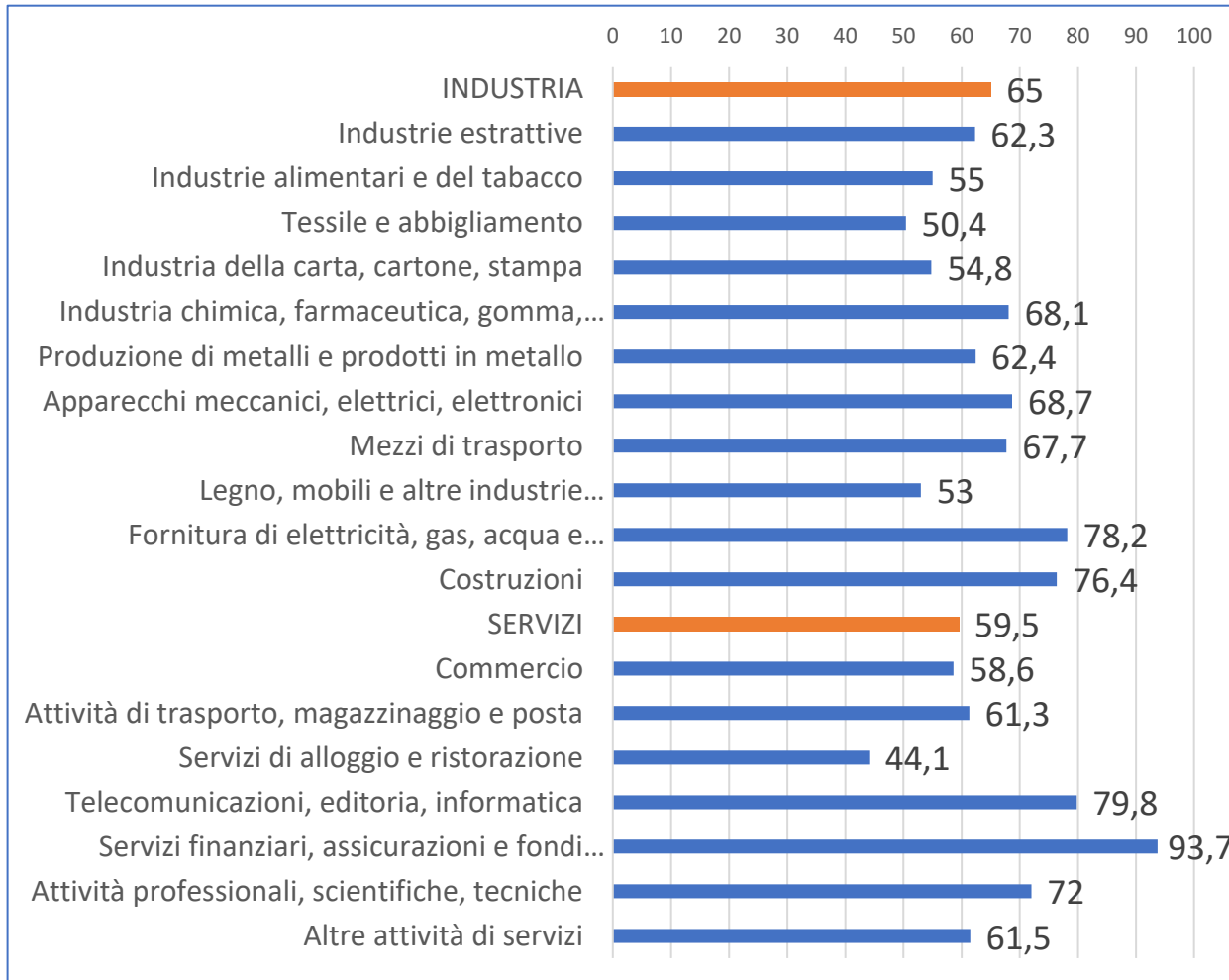
Less access for low-educated, 45+ and low-skilled workers



The possibility of being involved in training decreases, with a multiplier effect between the three variables mentioned.

### 3. Sectoral differentiations in the use of CVT

#### FOCUSING ON...



#### ■ Industry

75% Supply of electricity, gas, water, etc. and in Construction.  
50% Textiles and clothing

#### ■ Tertiary sector

90% Financial and insurance services.  
44% Accommodation and catering services

## 4. Limits of public financing

### FOCUSING ON...

- Only **7.6%** of companies received public funding for training. More than 92% of companies use exclusively their own resources.
- The lack of recourse to funding is due to:
  - ✓ the amount of **administrative** obligations linked to the operational management of training activities.
  - ✓ To the **burden** in terms of indirect costs (staff, time, additional expenses, etc.).
  - ✓ The **lack of a flexible and standardized offer**.
- The companies receive funding from: Interprofessional Funds (70.3%). Public administrations (17.5%), other sources (14.6%).
- Only minimally were the resources made available by the **4.0 Industry Plan** used (6.4%).
- The percentage of financed companies grows as the number of employees increases.

## 5. High incidental rate of compulsory training

### FOCUSING ON...

- **Environment, health and safety** at work (83.5%)
- Production and service provision techniques and technologies (32.5%)
- Office work, secretarial work, accounting, finance and administration (20%).
- Privacy protection, anti-corruption, anti-money laundering, transparency, (16.6%)
- Development of personal skills, motivational activities, team work (14.1%).
- The relevance is greater among large ones and less in micro enterprises (language learning +42%).
- The **regulatory framework** of certain sectors and professional profiles, together with binding regulations on health and safety in the workplace, environment, etc., in the industrial sector, require greater training.
- In sectors less affected by the introduction of **innovation**, training tends to be limited to content requested from outside, rather than the pervasive value of growth being recognised.
- **Small companies** do not train less if they do not have a relationship with a large contracting company, which requires compliance with particular product or process requirements, the result of specific skills, also gained through training.

## Final remarks

- The topics covered represent **open issues** in the perspective of a development of the Italian CVT system that can be considered effective and inclusive, capable of accompanying adequate **upskilling and reskilling** of human resources.
- This is in light of the new challenges - from the **digital** to the **ecological transition** - which the entire productive system of the country will increasingly have to deal with.
- The recomposition of the critical issues examined calls into question further aspects of the system, primarily its forms of **multi-actor and multi-level governance** which could be further refined, in light of the needs for greater integration of the devices for reading the changes underway and the preparation of more convergent intervention strategies on a territorial level.
- It will be interesting to verify in the future whether the policy design, currently being implemented within the PNRR, will have managed to unfold its effects.

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THANKS FOR THE ATTENTION

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