

**THE ITALIAN STRATEGY FOR  
FOSTERING YOUTH  
EMPLOYABILITY AND  
EMPLOYMENT**

# THE CONTEXT

Unemployment rate, age 15-29 (Source: Istat - II trimester 2016)

- Total 26.9 % - Male 25.7 % - Female 28.6 %
- In 2015: total 30.8 % - Male 29.8 % - Female 32.2 %

NEETs U30 in 2016: 2mln and 35thousands, among which 1 mln and 143 thousands inactives

In 2015 they were respectively 2mln and 287thousands, of which 1mln and 276thousands inactives.

# HOW TO FOSTER YOUTH EMPLOYABILITY AND EMPLOYMENT?

The Italian Government design to tackle youth unemployment and the NEETs phenomenon is made out of several, complementary, measures:

- The Youth Guarantee and the introduction of important active labour policies in Italy
  - The normative and economic incentivisation of open-ended contracts
  - The introduction of the dual education system, in order to prevent the youngest generation becoming NEETs
- It is a wide change, in terms of approach to the labour market policies
- The goals: foster youth employment today; prevent the possibility for the youngsters to become NEETs, tomorrow

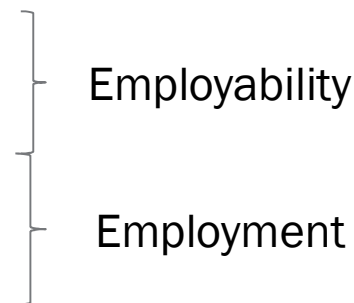
# THE YOUTH GUARANTEE

Following the EC Recommendation, the YG was launched on the Labour Day in 2014. It is a scheme composed by several steps and measures that allow a young NEET (aged 15-29, in Italy) to be accompanied in a tailored activation path.

The YG has been a *de facto* pilot in the revision of active labour market policies.

Main steps:

1. Online registration of the NEET to the scheme
2. The PES interview the NEET: they tell how the scheme works, they profile the NEET and, through the dialogue with the NEET too, they identify the best measure to provide to that NEET
3. The measures:
  - a) Traineeships
  - b) Civilian Service
  - c) Vocational Trainings
  - d) Apprenticeships
  - e) Contracts (open-ended or fixed-term ones)
  - f) Entrepreneurship and self-employment



# THE YOUTH GUARANTEE

Several challenging elements distinguished the Italian labour policies framework when the YG started being implemented:

- PES
- Multilevel governance
- Lack of experience and commitment in the field of the active labour policies, in favour of the passive ones → the YG embodies the main effort achieved by an Italian government...since many decades

The whole scheme is monitored and evaluated, by the Government and the European Commission.

# THE YOUTH GUARANTEE, **FACTS AND FIGURES**

- 1.178.475 young people registered to the YG
- Of which: 1.011.144 NEETs are eligible to join the scheme
- Among whom 780.773 have already been profiled
- Offers have already been delivered to 406.033 of the eligible registered NEETs
  - 62.000 open-ended contracts or apprenticeships
  - 190.000 traineeships started, and 40% of the people who got the traineeship found a job within 1 month from the end of the traineeship

# THE YOUTH GUARANTEE, EVALUATION

- 3 years after the Recommendation for the introduction of the European Youth Guarantee, the EC adopted a Communication that highlights the achievements of the scheme all over Europe
- There are now 1mln 400thousands young unemployed less and 700thousands less NEETs, in the EU
- Therefore, the European Council decided to re-fund the scheme: 2bln Euros for the upcoming three-years period 2017-2020
- The document underlines how the implementation of the YG in Italy has remarkably improved since 2014. It recognizes how the YG has been the driving force for more recent reforms, like: active labour policies; public-private partnerships; standard profiling with tailored measures; strengthened apprenticeships and dual education system

# JOBS ACT

The YG is only one of the actions implemented in order to boost the youth employment. The Jobs Act and the connected Rebate on National Insurance contributions are another important pillar of a broader design:

- The percentage of open-ended contracts that benefitted of the Rebate on National Insurance contributions that involved people aged U34 is equal to the 31,3% of the total amount
- The amount of young people that were hired in 2015 benefitting of the Rebate on National Insurance contributions is higher than those who didn't:
  - Aged 15-24
    - 224.063 contracts benefitting vs. 101.887 non-benefitting
  - Aged 25-34
    - 268.853 contracts benefitting vs. 515.884 non-benefitting



# APPRENTICESHIPS

- In Italy, there are three types of apprenticeship:
  - Apprenticeship for the qualification and the professional diploma
  - Professional apprenticeship
  - Apprenticeship for higher education and research
- Generally speaking, apprenticeship is a labour and training contract with a specific supporting legislation.
- Traditionally not linked to the education system, a project started in 2014 and signed by ENEL, the Ministry of Labour and the Ministry of Education opened the path towards the use of the 1° type of apprenticeship for involving the students of technical upper secondary school in trainings on the job, that in 2016 led to the hiring of 136 (former) students in the company, with a professional apprenticeship contract
- In 2016 the project continued, involving other some 140 students, in seven different regions of Italy
- The legislative decree 81/2015 made this project a steady tool as a further way of transition to work.

# THE DUAL EDUCATION SYSTEM

- The law 107/2015 introduced in Italy the dual education system: it is aimed at linking the two worlds of labour market and education, improving the employability of students and the ability for the education and labour systems to contaminate each other
- Since the 2015/2016 school year
  - Students aged 16-18/19 are involved in 400h/200h of training on the job for three years, while they continue studying
  - Schools can sign agreements with private and public companies, public administrations, third sectors associations..
- Goals:
  - Link the notions learnt at school with practical uses, on the workplace
  - Develop cross-the-border skills amongst students: communication, relational, decision making, problem solving..
  - Improve labour market knowledge and therefore provide a guidance for students

# WORK IN PROGRESS

- The latest proposal concerning active labour policies for boosting employment concerns the population of the Southern Regions of Italy, where we unfortunately register the highest unemployment rates and where the «less developed» regions of Italy are
- It would be funded by the European Cohesion Fund
- It consists in an Rebate on National Insurance contributions for open-ended contracts and apprenticeships for people aged U25 and over 25, if unemployed since more than 6 months

**THANK YOU FOR YOUR  
ATTENTION!**

**EGAMBARDELLA.EXT@LAVORO.GOV.IT**