

GIOVANI *si*



Regione Toscana

WORKSHOP

**Investing in youth for tomorrow's Europe:
policies for youth autonomy and perspectives
for the European Social Fund**

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Fondo Sociale Europeo
Programma Operativo
Regione Toscana



Unione Europea
Fondo sociale europeo



Regione Toscana

Diritti Valori Innovazione Sostenibilità

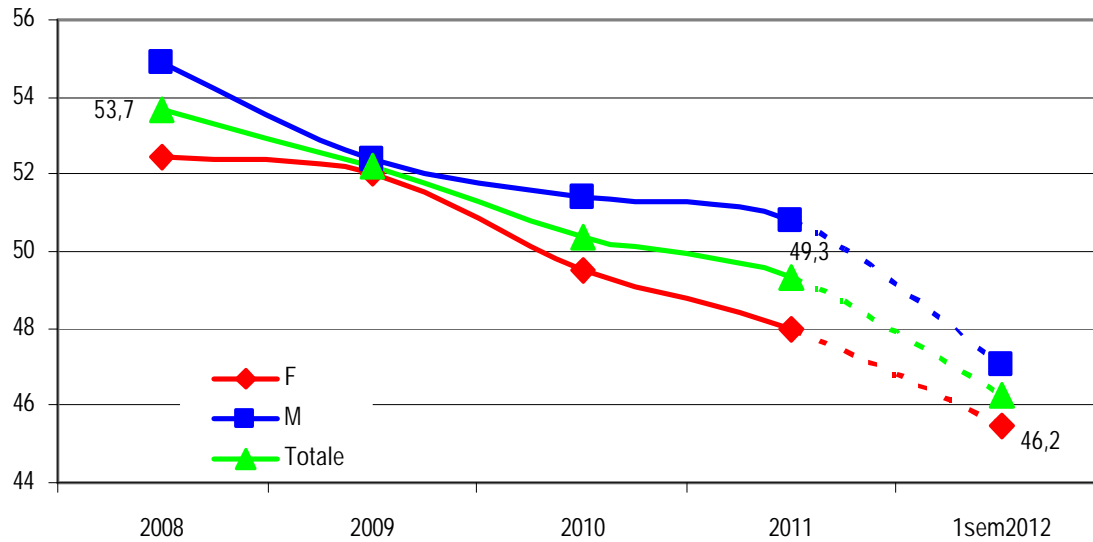
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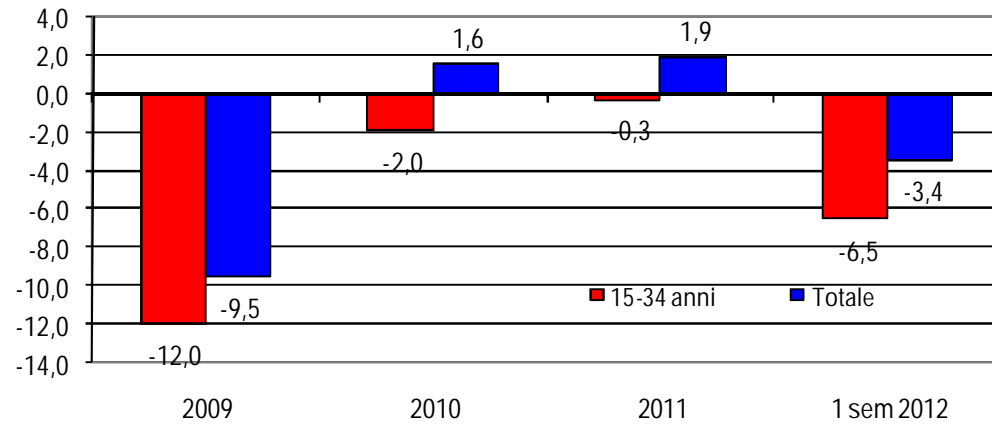
Measures to support youth employment. A few examples

Source: data processing on SIL Regione Toscana

Youth: the most affected by the crisis

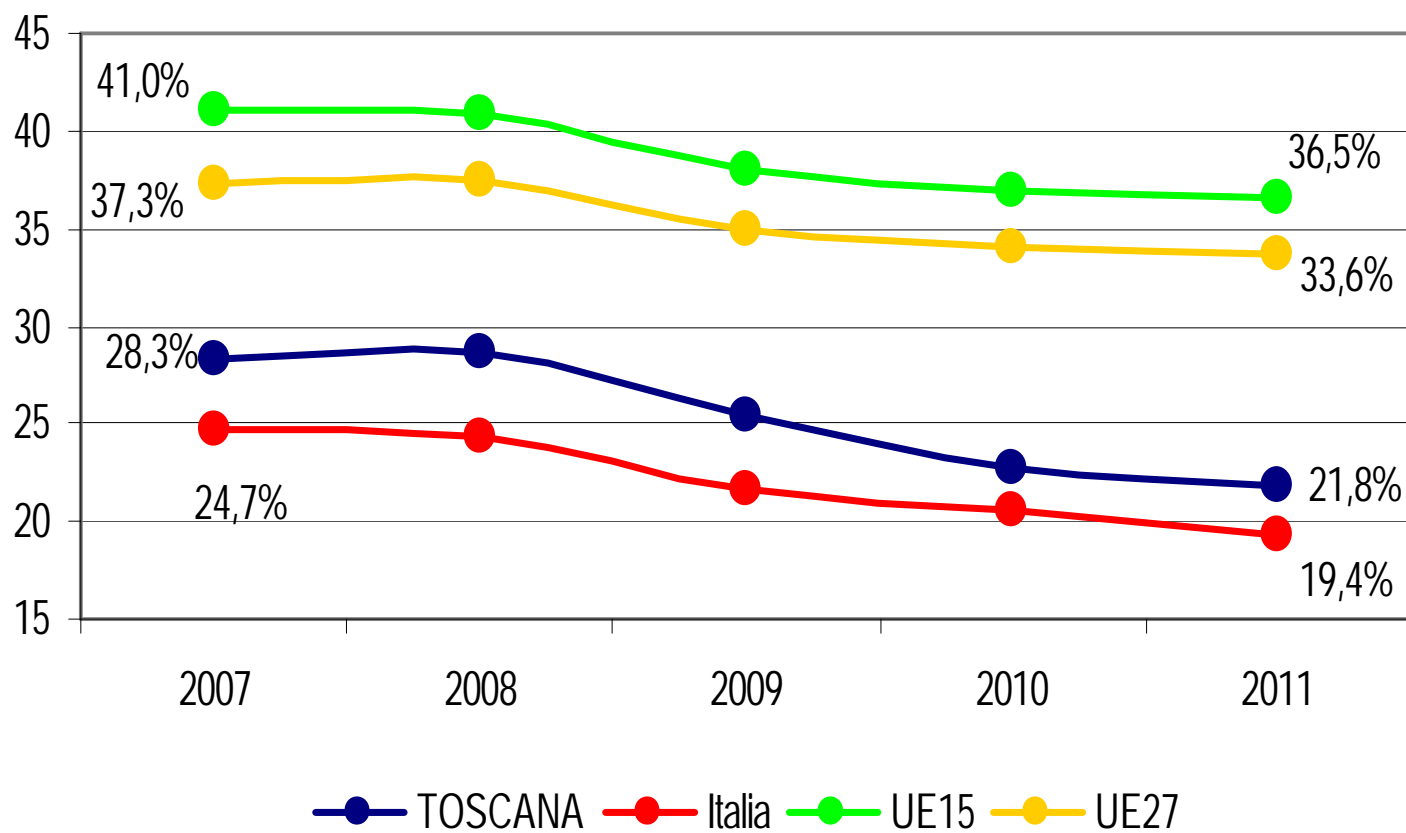


Annual variance % of youth (15-34) employment



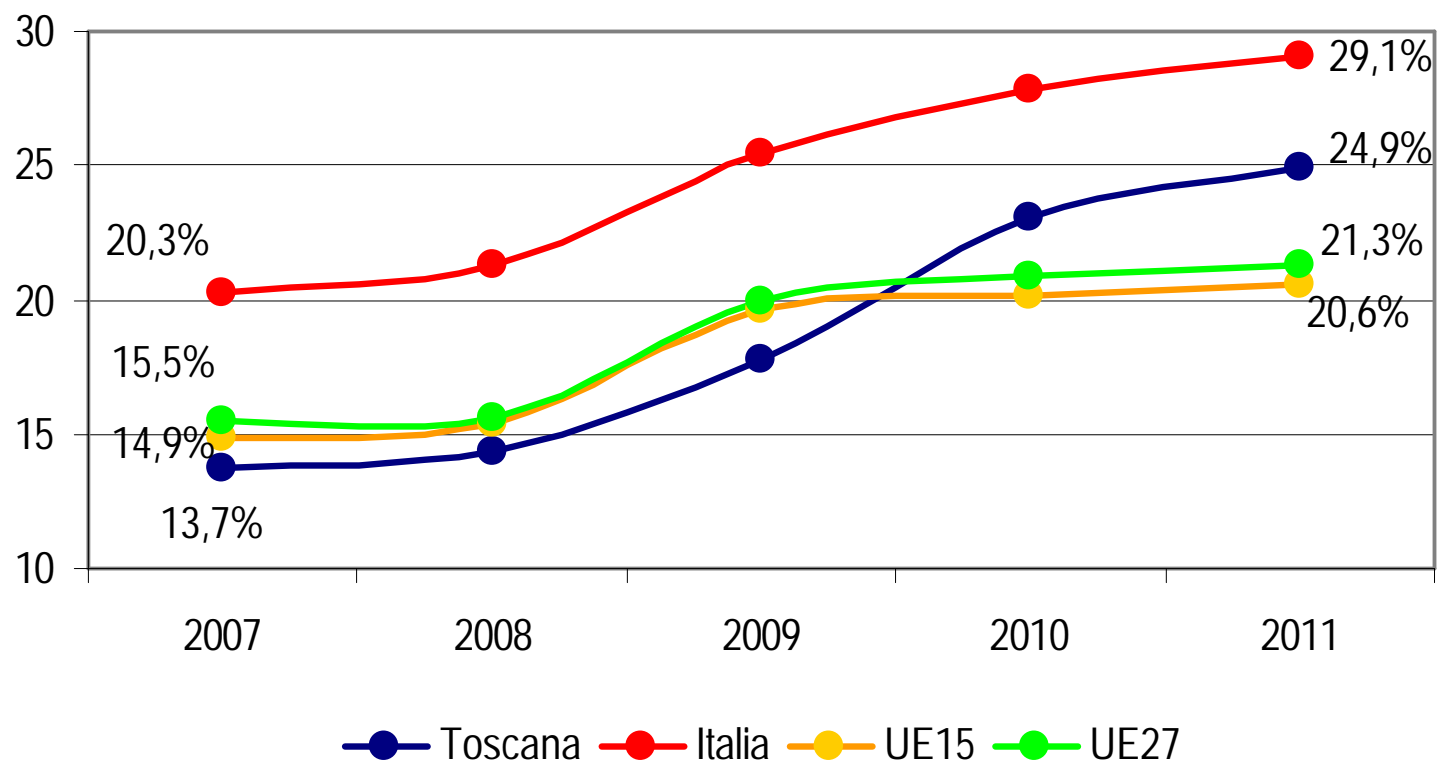
Source: data processing on SIL Regione Toscana

Youth employment rate



Source: ISTAT, EUROSTAT

Youth unemployment rate

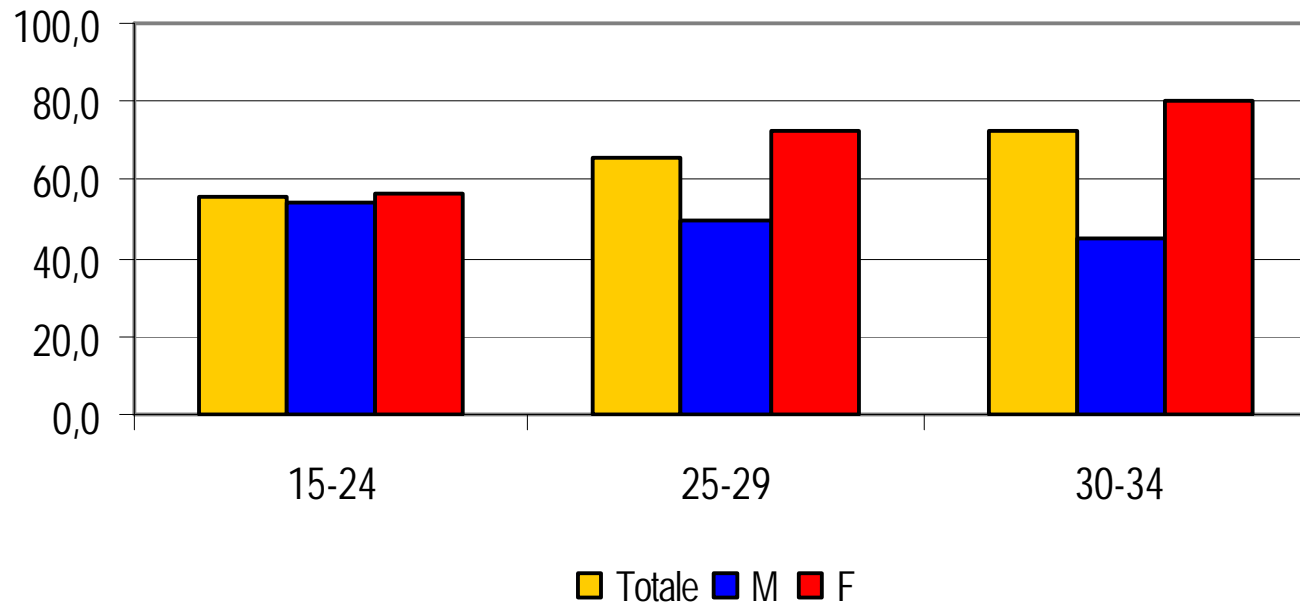


Source: ISTAT, EUROSTAT

NEETs in Tuscany

NEETs' phenomenon has really worsened in the last few years. In 2011 NEETs were 17% of youth (under 30) while in 2009 they were 13% .
Moreover NEETs' condition has become more permanent

Inactive population as a % of NEET by sex and age. Tuscany
2011



Source: processing by IRPET on ISTAT data

Tuscany Region actions

- n INTERNSHIPS AND APPRENTICESHIPS
- n ACTIONS TO SUPPORT EMPLOYMENT
(young graduates and PhD holders,
stabilizations)
- n LAW CONCERNING YOUNG
ENTREPRENEURS
- n TRANSNATIONAL MOBILITY

INTERNSHIPS AND APPRENTICESHIP EUROPEAN AND NATIONAL FRAMEWORK

European Parliament Resolution of 6 October 2010

- It calls on Member States to face and remove exploitation of young people by employers who more widely use **apprenticeship** and **internship** instead of regular employment as well as it urges Member States to draw up agreements on **internships** supported by economic aids.

Agreement between the Ministry of Labour, Regions and Social Partners of 17 February 2010 (Training Guidelines in 2010) and of 27 October 2010 for the revival of apprenticeship with a view to:

- Make the legal-institutional framework of the **apprenticeship** contract certain
- Set up a discussion table for the definition of guidelines to reform **apprenticeship** and **internships** and to avoid their illegitimate use.

Apprenticeship Consolidation Act (Law 167/2011)

Law of Labour Market Reform (Law 92/2012)

- It remits the definition of Guidelines on **internships** to a State/Regions Agreement

INTERNSHIPS

REGIONAL NORMATIVE FRAMEWORK

- ∅ Agreement between Region and Social Partners, 29 April 2011, for a "Charter on quality internships in Tuscany Region" and start of the testing phase
- ∅ Regional law no. 3, 27 January 2012
- ∅ Regional Regulations no. 11/R , 22 March 2012
- ∅ Administrative implementation acts (April 2012)

INTERNSHIPS

The Regional Law

- ∅ It rules **extracurricular internships** in public and private organizations
- ∅ **Beneficiaries**: young job seekers aged at least 18, unemployed, laid-off and redundant workers
- ∅ **Special provisions for disadvantaged categories**: disabled people, disadvantaged people (drug addicts, etc), migrants (refugees, etc)
- ∅ The private or public host organization is **obliged** to give the intern a lump sum as reimbursement of expenses (at least **500 euros** per month)
- ∅ The Region **co-finances the internship** and **provides incentives** if the company hires the young person with a permanent contract
- ∅ The Region can **give grants** to professionals hosting interns

INTERNSHIPS

REGIONAL GRANTS AND INCENTIVES

Grant for reimbursement of expenses

- Ø 300 euros per month for young people (18 - 30 years old)
- Ø 500 euros per month for disabled and disadvantaged people

Incentive for employment

- Ø 8,000 euros for young people (18 - 30 years old)
- Ø 10,000 euro for disabled and disadvantaged people

INTERNSHIPS

In 2011 there were 11.487 internship contracts (1,6% on the total accesses to work); they were on the decrease compared to 14.757 of the previous year (2,1% on the total accesses to work). In the first semester 2012 the trend was on the decrease as well (- 27%).

From the adoption of the Charter on internships (1.6.2011) to 30/9/2012 3.951 were the applications for regional grant for a total amount of € 5.693.200 and 73 were the applications to get grants for open-ended contract engagements.

APPRENTICESHIP

Contents of the Apprenticeship Consolidation Act (Law 167/2011)

- ∅ Apprenticeship is an **open-ended work contract** aimed at young people's training and employment
- ∅ **There are three apprenticeship typologies** according to different training objectives: vocational qualification and diploma (15-25 years old); profession contract (17-29 years old); higher training and research (18-29 years old)
- ∅ The general rules are remitted to **collective bargaining** (contract written form; presence of a **tutor**; remuneration; possibility of financial support by **interprofessional funds**; recognition of competences and vocational qualification; **training recording** on the training booklet etc.)

Tasks of the Region

- **The qualification and diploma apprenticeship** regulates training profiles on the basis of the State/Regions Conference Agreement Apprenticeship (15 March 2012);
- **The profession apprenticeship** regulates the public training supply according to basic and key competences for totally 120 hours;
- **The higher training and research apprenticeship** regulates the duration of apprenticeship only for those profiles pertaining to training in agreement with university, social partners, etc.

APPRENTICESHIP

THE NORMATIVE FRAMEWORK OF TUSCANY REGION

- ∅ Regional law no.16, 7 May 2012
- ∅ Regional regulations no. 28/R, 18 June 2012
- ∅ Administrative implementation acts (July-December 2012)

APPRENTICESHIP TO ACHIEVE VOCATIONAL QUALIFICATIONS AND DIPLOMAS

Contents of the regional rules and regulations

- ∅ **Recipients and duration** of the training pathway depending on entry qualifications
- ∅ **600 annual training hours inside and outside the company** that can be reduced in case of entry credits
- ∅ Possibility of **breaking down the professional profiles** defined at national level into **specific regional profiles** according to the standards of the regional competences system
- ∅ The public training supply is delivered on the basis of a **regional catalogue** of training activities
- ∅ The training courses are carried out by **accredited training bodies and schools**
- ∅ Training is mainly delivered through **vocational training courses** and **with the use of individual vouchers** to be spent in accredited training bodies

APPRENTICESHIP TO LEARN A TRADE OR A PROFESSION

Contents of the regional rules and regulations

- ∅ **Standards** of the public training supply
- ∅ **Regional catalogue** of the public training supply to achieve basic and key competences
- ∅ **Contents of transversal training** (health and safety at the workplace, equal opportunities, business relation, key competences)
- ∅ **120 hours in all** within the first three years of the contract duration, if necessary reduced in case of entry qualifications
- ∅ Training mainly delivered through the award of an **individual voucher** to be exploited in accredited training bodies, through **vocational training courses and e-learning**
- ∅ **Recording** of the acquired competences **in the training booklet**

APPRENTICESHIP

1.1.2012 - 25.4.2012

26.04.2012 - 31.07.2012

Hired 8.754

Hired 7.091
(average montly increase: 8%)

of which with profession contract: 8.503 (97%) of which with profession contract: 5.874 (81%)

Actions to support employment

Addressed to Tuscan businesses with a view to hire/reinsert specific targets of workers

TYPE	2011	
	HIRED WORKERS	AMOUNT
Young graduates and Phd holders (6.000/6.500 €)	100	399.250
Women over30 (6.000 €)	350	1.629.000
Stabilizations (6.000/7.200 €)	1.410	7.536.300
Workers selected from mobility registers (6.000/7.200 €)	360	1.977.600
People nearing pension eligibility (3.000/3.600 € per year for max 5 years)	20	123.150
Fixed-term contracts extensions / conversions of project contracts into fixed-term contracts (2.000 €)	5	10.000
TOTAL	2.245	11.675.300

During 2012 (provisional data till september) 1.050 hired workers for an amount of about 5.400.000 euros

REGIONAL LAW 21/2008

Promotion of youth and female entrepreneurship and of workers getting social security benefits

BENEFICIARIES

Small and medium enterprises, with registered office and operational premises in Tuscany, registered or under registration at the Chamber of Commerce:

ØENTERPRISES OF YOUNG PEOPLE: up to 40 years old (no more 35 as in the previous law).

ØENTERPRISES OF WOMEN: there is no age limit.

ØENTERPRISES OF WORKERS GETTING SOCIAL SECURITY BENEFITS: for a minimum period of 6 months in the 24 months preceding the application submission; there is no age limit.

Enterprises can be:

ØNEWLY ESTABLISHED, that is during the 6 months preceding the date of submission of the application form or within 6 months of it.

ØGROWING, that is set up during the 3 years preceding the date of submission of the application form and investing to consolidate or improve their own competitiveness.

REGIONAL LAW 21/2008

Promotion of youth and female entrepreneurship and of workers getting social security benefits

Types of aid

Ø Guarantee on financing and leasing issued to financing bodies for a max. guaranteed amount not exceeding 80% of the financing amount and anyway for a max. guaranteed amount of 250.000 euros.

Ø Contribution to reduce the interest rate on financing and leasing.

Moreover, among the innovations of Regional Law 21, there is the introduction, as eligible costs, of commercial goodwill and circulating capital linked to investments to the maximum extent of 40% of financing.

REGIONAL LAW 21/2008

Promotion of youth and female entrepreneurship and of workers getting social security benefits

Applications on 31/12/2012	No. enterprises	Requested amount	No. enterprises	Admitted amount
Women's enterprises	611	38.495.564	459	27.140.094
Youth enterprises and social security benefits recipients	740	54.764.288	356	23.948.233
Enterprises to be set up	177	12.685.214	61	5.652.673
Start up	936	57.166.719	677	38.691.030
Growing enterprises	238	23.407.919	77	8.744.623
Total	1.351	93.259.851	815	51.088.327

Pupils' mobility

AIM: Development of language skills, work experiences, vocational training, laboratory activities, intercultural dialogue and entrepreneurship training.

Call	no. financed projects	no. pupils	no. teachers	Financing
2007	19	400	58	about 300.000 euros
2008	29	519	45	about 500.000 euros
2009	22	388	62	about 500.000 euros
2010	21	440	48	about 450.000 euros
2011	23	409	45	about 480.000 euros

Call 2012: no. 50 submitted projects

Available resources: € 1.000.000

IFTS

Transnational actions within higher technical specialization training pathways

Work experiences abroad (3-8 weeks)

Call 2008: 11 projects - 60 participants

Resources allocated: about 280.000 euros
(covering travel and subsistence costs)

Call 2010: 8 projects – 100 participants

Resources allocated: about 155.000 euros

Call 2011: 7 projects – 70 participants

Resources allocated: about 132.600 euros

Call 2012: 2 projects – 18 participants

Resources allocated: about 43.160 euros

Individual mobility

Call for transnational mobility “**vouchers**” (individual grants) supporting the carrying out of work experiences abroad.

Beneficiaries: people holding a diploma, university graduates, employed and unemployed people.

The mobility “voucher” finances a **professional internship project** to be carried out in a foreign company. The duration of the work experience must be: **min. 1 month and max 6 months.**

Voucher amount: from €1,200 to €5,100.

Call 2010: financed 106 vouchers

Call 2011: financed 17 vouchers

Call 2012: financed 86 vouchers

Sector mobility

Aim: To foster the professional growth of all the actors involved in a **particular sector or production field** through the development of cooperation with partners of other countries.

Available resources: 1.500.000 euros

Allocated resources: about 1.400.000 euros

Financed projects: no. 9

Sectors concerned: tourist accomodation, energy and environment, shipbuilding and port logistics, manufacturing.

Recipients: apprentices, upper-secondary school and university students, diploma holders, graduates, entrepreneurs and SMEs workers, representatives of social partners.