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## Dote Unica Lavoro: the project undertaken by the Region of Lombardy

Employment policies in Lombardy have been based on the Dote Unica Lavoro **model** since its creation in 2013, marking an evolution of the welfare system.

The **FSE 2007-2013 program** has allocated more than **€ 77 million** to **employment and vocational training services** and through **employment incentives** to businesses.

Such benefits are directed towards residents or people domiciled in Lombardy who have **never previously been employed**, as well as all categories of the **unemployed** and workers benefitting from **temporary and special earning top-up funds** or workers who for contractual reasons are subject to a cut in their working hours, or **people in employment** who wish to benefit from vocational training. The Dote Unica Lavoro initiative has brought about an initial implementation of Garanzia Giovani, until the PON YEI-financed initiative is able to cover all under 29 year olds.

A person wishing to benefit from the project must direct his request to the **appropriate employment services** (public or private). Following an initial interview, the applicant's **support intensity level** will be established according to specific characteristics (employment status/distance from labour market, qualifications, sex, age) as well as his level of difficulty in accessing the labour market. A peak value per level is jointly established by the applicant and the operator, in order to define the appropriate services that meet the applicant's needs within the limits of said value.

All of the available services are part of a basket outlined by the Region of Lombardy, represented by the Minimum Standards Framework which defines the **unique cost and quality standards**, terms and conditions and **results-oriented reimbursement procedures** in order to ensure the quality of the services and that objectives are met. Dote Unica Lavoro is indeed very much a results-oriented program based on incentive mechanisms designed to maximise the fulfilment of each policy objective, for e.g.: the **"operator budget"**, i.e. operators are awarded a maximum sum based on performance, the **results-based reimbursement** of employment inclusion services and the reimbursement of part of the training services **when an internship or an employment contract has been secured**.

Dote Unica Lavoro considers internships as part of the **professional training experience** and as a means of penetrating the labour market. A tutor is designated for each intern who could potentially be hired by the company once the internship is over. However no participation allowance will be provided, leaving that matter to the discretion of the company.

The first edition of the program ended in December 2015 with a total of 82.217 people having benefited from it, with the implementation of the complete range of services, resulting in an **81% share of employment inclusion**. What is more, Dote Unica has facilitated the employment inclusion of 19.414 young people between the ages of 15 and 29 (93%), notably through work placements; indeed 55% of young people who have completed an internship with the Dote Unica Lavoro program **have gone on to secure an employment contract**.

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