

Apprenticeships: an overview of the Italian system.



From 2003 to 2011

- Even if apprenticeship has a long tradition in Italy in the crafts sector, it is only from 2003 that this work contract became applicable also in the industrial sector.
- From 2003 to 2011, apprenticeship schemes were not so widespread, mainly because of regulatory gaps in the regional legislation, especially with regard to the training aspects.
- The extremely differentiated (at regional level), uncertain and weak legal framework discouraged companies that wanted to use apprenticeships.



The 2011 reform: renewing apprenticeships

- The main objective of the 2011 reform of apprenticeships has been to simplify the legal discipline of this contract, allowing companies to use it.
- Social partners played an important role in the definition of the reform, through social dialogue, and still continue to play a relevant role: collective agreements are entitled to define the vocational training aspects of apprenticeships.



Apprenticeships - I

- In Italy, there are 3 types of apprenticeships:
 - **Apprenticeships to support transitions for the youngsters** (age 15-25):
aimed at completing the achievement of a qualification or a vocational qualification/certification within the education system;
 - **Vocational apprenticeships** (age 18-29):
aimed at the achievement of a vocational training qualification at the workplace;
 - **Apprenticeships to achieve high qualifications** (age 18-29):
to support training paths to achieve: high school diploma, university and higher education degrees, technical specializations and access to professions regulated by the law such as lawyers.



Apprenticeships - II

- Attractiveness of apprenticeships in a *flexicurity* perspective:
 - is a permanent contract which combines work and training; *after an initial training, lasting from 6 months up to 3 years, the contract continues unless the apprentice or employer decides to terminate it.*
 - reduced social security contributions but granting adequate protections;
 - allows collective bargaining to define specific working conditions and wage levels for apprenticeships.



Future perspectives

- Apprenticeships are an important instrument to help transitions and tackle youth unemployment.
- The new Italian Government has just announced further reforms of the apprenticeships in order to promote it.

