

Up-skilling pathways for adults in a global and local perspective

8th February 2018

Lombardy Region – Facts & Figures

Lombardy Region invests in **workers' skills** to increase their **competitiveness** at **international level**



Lombardy Region

- **Fourth-largest Region** in Italy, with capital **Milan**
- **First-populated Region**, **10 million people**
- **GDP: 22% of national GDP**
- **High participation in the labour market:**
 - **Active population: 8.546** (16,4% of national active population)
 - **Activity rate: 71,6%** (vs. Italy 64,9%)
 - **Unemployment rate: 7,4%** (vs. Italy 11,7%)
 - **Youth unemployment rate (15-24): 29,9%** (vs. Italy 37,8%)



Principles of Education, training and employment policies

A key driver of regional policies is the programming and implementation of **education, vocational training and employment measures under the same DG** in order to ensure an **integrated system of active policies**, based on:

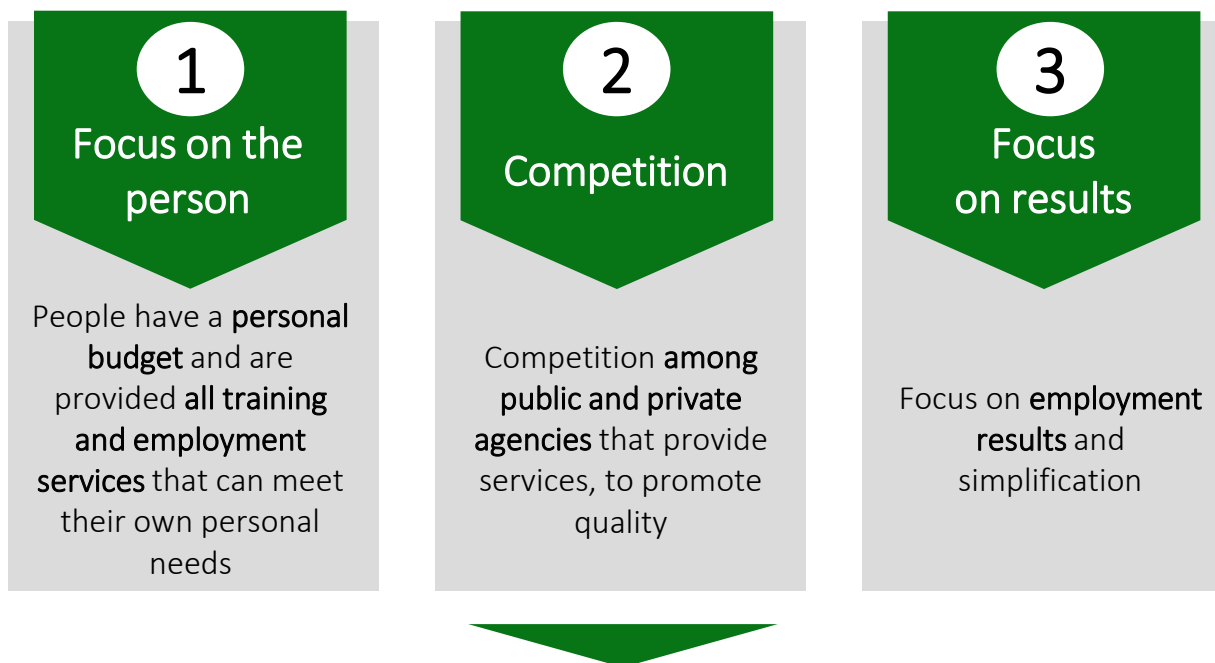
1 **Freedom of choice** and active engagement – citizens' responsibility for the participation to individual paths

2 **Establishment of a network** of private and public agencies (education, vocational training and employment services): the regional accreditation system ensures the control on the entire system and the quality of services provided

3 **Participative Governance** (engagement and empowerment of local stakeholders)

Objective: increasing the effectiveness of welfare in Lombardy

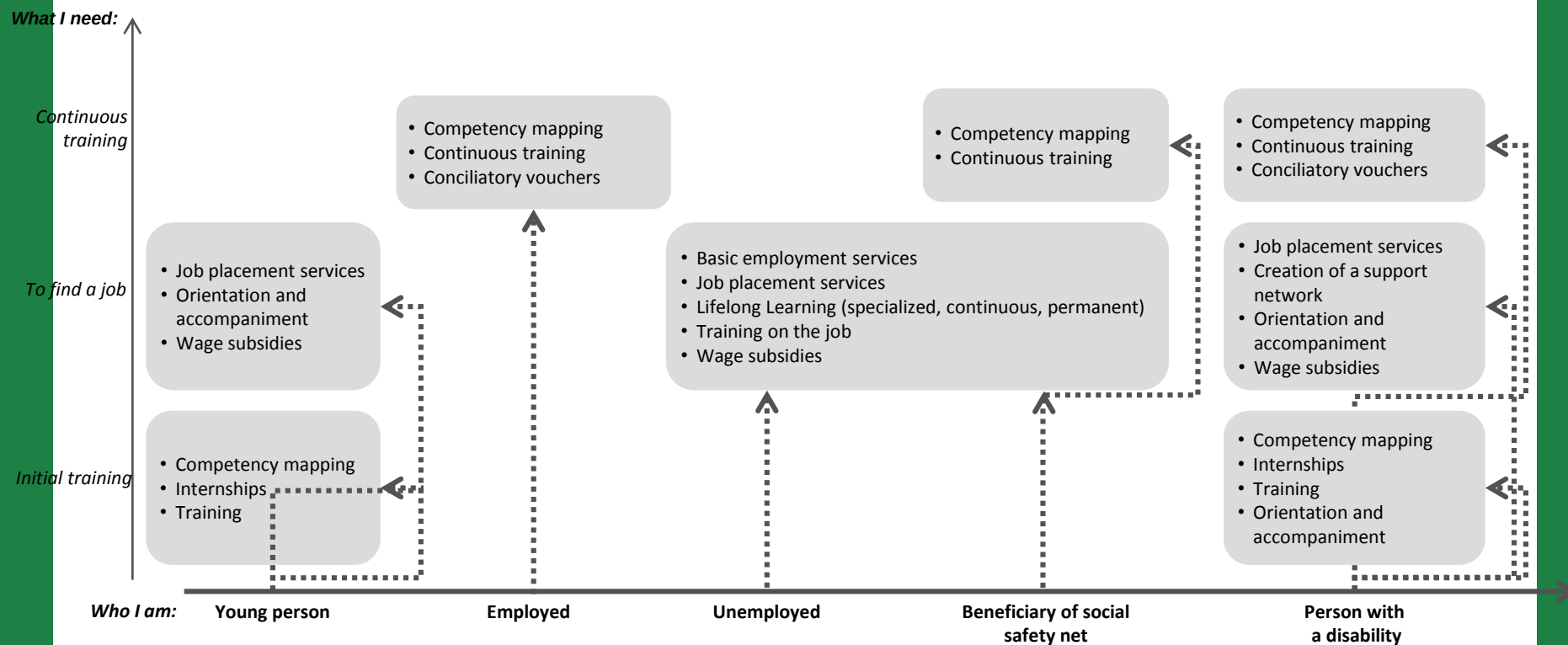
PRINCIPLES



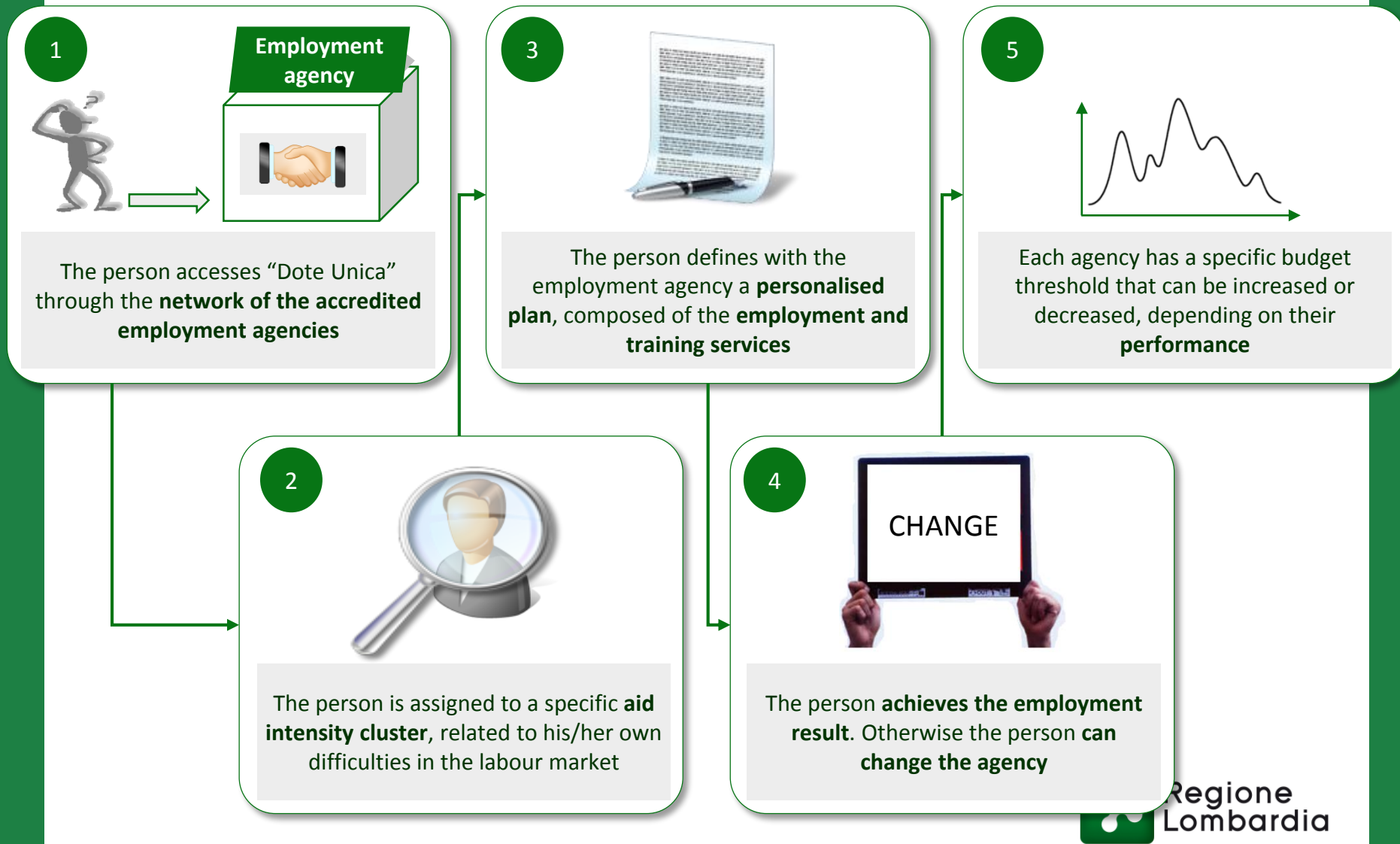
TOOLS

1. **Accreditation** of training and employment agencies that ensures they meet quality standards
2. **Dote («dowry»)**: individual budget for a mix of employment and training services

Dote Unica Lavoro supports persons throughout their active life



How Dote Unica Lavoro works



Target clusters



The budget available to each individual is proportional to his/her own **distance from the labour market** (time spent out of the job market). This variable is **controlled through three other factors** (age, educational level and gender), which may be positively or negatively affect the likelihood of finding a job.

All these variables take on a value within a defined set and assume a numerical weight. According to the sum of these weights, the person is assigned to a **specific aid intensity cluster**.

1

"Low aid intensity"

People able to join the job market autonomously and requiring minimal support

Example:

Person unemployed for 2 months, male, aged 25-34, medium level of education

2

"Medium aid intensity"

People in need of intensive services for placement or replacement in the job market

Example:

Person unemployed for 6 months, female, aged 35-44, low level of education

3

"High aid intensity"

People in need of intensive services for a medium/long period for placement or replacement in the job market

Example:

Person unemployed for 13 months, female, aged 45-54, low level of education

4

"Other aid"

People in need of services for maintaining their position in the job market

Example:

Employed person



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Agreement with employment agencies

Dote Unica Lavoro is based on an **agreement** with **private and public** employment agencies

Administrative simplification

Uniform rules applicable to all kind of “Dote”

Use of **standard scales of unit costs** to simplify reporting and enhance quality and results

Budget threshold

Each agency has a **maximum budget threshold**

The budget threshold will increase or decrease according to its **performance** in terms of efficiency and effectiveness

Orientation to results

Placement services are reimbursed upon **successful job placement** of the person

Payment of training services is conditional on the **achievement of employment results**

Internships are encouraged as a first access to the labour market

The successful placement of the person in a **short time** is an incentive for the agency

Services’ terms and conditions of payment are focused on the common interest in achieving employment results in the shortest term possible. For instance, **training services are paid upon the activation of internships or the achievement of employment results** (contracts > 180 days).

Dote Unica Lavoro results

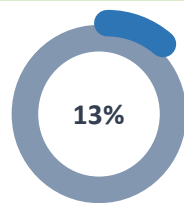
NO. «DOTE» INDIVIDUAL PATHS ACTIVATED

121.176

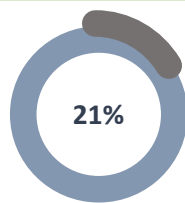


Out of which 93.140
unemployed

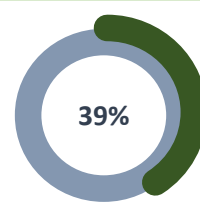
CLUSTERS



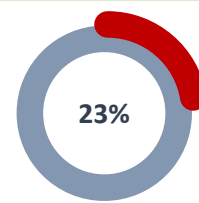
Cluster 1



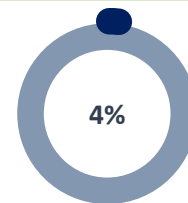
Cluster 2



Cluster 3



Cluster 3 PLUS



Cluster 4

AGE



20%

15-24



24%

25-34



26%

35-44



23%

45-54



7%

+55

GENDER



54,54%



45,46%

NO. UNEMPLOYED PEOPLE FINDING A JOB: TOT. 80.259 (86,17 %)

Fixed-term contract 76%

Permanent contract 7%

Apprenticeship 8%

Traineeship 9%

***December 2015/2017**



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Lessons learned



Communication plan and a widespread distribution of agencies **to inform and support people appropriately**



Appropriate financial plan to ensure the integration of different financial sources and the continuous support over time



An **information system** able to manage the high number of applications



Simplification of procedures (unit cost, automatisisation) in order to **increase quality** and effectiveness and to **reduce the administrative burden**



Appropriate financial plan to ensure the integration of different financial sources and the continuous support over time

Thank you for your attention

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