

## Italy REPORT

NUMBER OF EXPERIENCES REVIEWED:   1  

### Type of action

	Exceptional	Regular	Continuous
EXPERIENCE #1		X	X
EXPERIENCE #2			
EXPERIENCE N			

### Geographical scope

	District	Local	Regional	National	European	International
EXPERIENCE #1	X					
EXPERIENCE #2						
EXPERIENCE N						

## FEATURES IDENTIFIED

### Short description about the experiences reviewed

The Empolese Valdelsa district, through the Employment Services aims to "ensure the right to work" providing integrated services, individualized and responsive to the diverse needs of the worker in the course of his professional life, accompanying the integration and reintegration of people into the labour market by supporting the processes of choice and transition

The overall objective is to promote full employment and quality of work through policies aimed at increasing investment in human capital and research, the adaptability of workers and enterprises, entrepreneurship development, integration and social cohesion, in a perspective of lifelong learning and the pursuit of equal opportunities between men and women

### Type of actions included

	Advising	Guidance	Counselling	Training	Intermediation	Other
EXPERIENCE #1	X	X	X	X		
EXPERIENCE #2						
EXPERIENCE N						
EXPERIENCE						

- information activities, advising (guidance, counselling, skills assessment), assessment of qualifications, in order to motivate the input in training and to identify paths of development and strengthening of individual skills;
- information, guidance, training for workers over 45 years aimed to retraining and upgrading of skills, in order to support the reinsertion in the job market or the creation of new new activities
- guidance and training interventions aimed at employees with atypical contracts, through flexible and / or individualized pathways, designed to facilitate the transition to more stable forms of employment
- Services (mentoring, training, consulting) for the generational change, business succession and support to the emergence of irregular work
- design, development and testing of specialized services and innovative models and tools of intervention for Public Employment Services
- orientation activities both in schools and for the integration and reintegration of unemployed people into the labour market
- services and incentives for education, consulting, training, guidance to support entrepreneurship and work culture, particularly for youth and women
- occupational integration of immigrants through training and guidance activities focused on basic and specialist skills and accompanying services
- incentives to individuals and accompanying services to support the creation of new enterprise and self-employment (individual consultation, equipment, etc..) Also aimed at supporting specific integrated projects for immigrants;
- information, guidance, and training for workers who have lost or are about to losing their job aimed to foster their re-entry into the labour market
- guidance, counselling and information, designed to support the integration and reintegration of women into the labour market and to draft new individual career paths either in self-employment or as employees

**NEEDS OR MOTIVATIONS THAT LED TO THE DEVELOPMENT OF THE PROGRAM**

	Type of problems identified	Diagnostic methods used	Main conclusions
EXPERIENCE #1	The successful and effective implementation of the objectives in the field of employment and of active labor market policies envisaged in the planning documents at national, regional and local capacity depends on the planning and	Data Analysis Empolese Valdelsa local authorities, , through the Observatory on the labour market aims to create an instrument for detecting and processing the data available to local decision-makers to	The Need to integrate different policies and to create synergy among the services that operate on the local labor market, helping to make more effective the interventions related to employment policies and

	<p>governance of the local system by ensuring consistency and balance between strategies and lines of action . This is what the depicted actions are trying to fulfil</p>	<p>improve the governance capacity of the area. The idea beyond the observatory is that the system of Local Governance must be supported by a technical level through detection tools capable of reading and analyzing the performance of the local labor market, the various cyclical and sectorial dynamics of economy thus ensuring the territory a constant monitoring of its economic and social status. The employment centers are institutionally deputies to the collection of mandatory disclosures of private and public employers and represent a rich source of data and constantly updated In particularly following the entry into force</p>	<p>development.</p>
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		of the new legislation on mandatory reports of employers (art. 1 of L. 296/06 - "Finance Act 2007) and the new mode of electronic transmission of communications has significantly increased the capacity of data collection centers for use as reducing the processing time. Furthermore, the data collected by the Centers for use can be integrated with other sources from local institutions (Chamber of Commerce, INPS National Institute for Social Previdence).	
EXPERIENCE #2			
EXPERIENCE N			

**ACTION'S FEATURES**

Stakeholders involved

	Enterprises	Private bodies	Trade unions	Public services / authorities	Employer's federation / association	Other
EXPERIENCE #1	X		X	X	X	
EXPERIENCE						

#2						
EXPERIENCE N						

Short description about the methodologies used in the different programmes/experiences

Step 1: interviews , specialized Guidance; Counselling, Skills assessment; workshop  
 Step 2: Group work; simulations; role playing; laboratories equipped with the necessary instrumentation, company visits; job club  
 Step 3 Tutoring and ongoing support  
 Step n: tutoring and ex post support

Techniques and technologies used

	Procedures (Techniques)	Procedures (Technologies)
EXPERIENCE #1	<ul style="list-style-type: none"> <li>- Active Job search techniques;</li> <li>- Paths of employability;</li> <li>- Services to support the relocation of target users affected by the economic crisis;</li> <li>- Accompanying actions and individual tutoring;</li> <li>- Pre-selection and selection specialized Guidance counselling;</li> <li>- Orientation seminars unemployed;</li> <li>- Training courses on basic skills (computer science, English, Italian, safety ...)</li> <li>- Training courses on soft skills (communication, problem solving ..)</li> <li>- FAD courses</li> <li>- Short and medium training courses directed to the acquisition of professional skills</li> <li>- Continuous training courses directed to the acquisition of professional skills</li> <li>- internships</li> </ul>	Information technology; overhead projector, audiovisual tools
EXPERIENCE #2		
EXPERIENCE N		

Target group characteristics

	Age	Gender	Educative level	Socioeconomic background	Disabilities	Other
EXPERIENCE #1		Male/female	middle school / students in secondary education / university graduates and post-graduates		people with disabilities and other individuals at a disadvantage	Inactive/unemployed people employees, self-employed and freelancers; workers with atypical employment contracts workers on public benefits and financial aid
EXPERIENCE #2						
EXPERIENCE N						

Resources needed

	Time	Materials	Equipment	Costs
EXPERIENCE #1	About 36 hours per week	Facilities and equipment made available by the employment services		<i>ESF, Ministry; own resources: Amount not quantifiable</i>
EXPERIENCE #2				
EXPERIENCE N				

Human resources involved

	Direction	Management	Technical tasks	Bureaucratic	Other
EXPERIENCE #1	X	X	X	X	X
EXPERIENCE #2					
EXPERIENCE					

N					
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Evaluation of the experience

	Monitoring methods	Assessment methods
EXPERIENCE #1	quantitative analysis, attendance count	qualitative analysis; satisfaction surveys, meetings of the workteam
EXPERIENCE #2		
EXPERIENCE N		

**OUTCOMES**

Level of compliance with the specific objectives expected (showed in percentages)

	Obj. #1	Obj. #2	Obj. #3	Obj. #4	Obj. N
EXPERIENCE #1	70%				
EXPERIENCE #2					
EXPERIENCE N					

Action's results

	Real results based on the original purpose of the action	Impact in the territory / institutions
EXPERIENCE #1		
EXPERIENCE #2		
EXPERIENCE N		