

Internship and Traineeship: Legal Framework and the Role of Employment Agencies

silvia.spattini@adapt.it

[@SilviaSpattini](https://www.instagram.com/SilviaSpattini)

Italian Legal Framework

Curriculum-based traineeships

- part of education or vocational training programmes – study curriculum
- Regulation: set down by schools and universities

Non-Curriculum based traineeships

- Not part of a study curriculum
- Training contents and/or career guidance purpose
- Regulation: Regions exclusive legislative power on traineeships

Guidelines on traineeships

- Laid down by State and Regions
- Aim: common legal framework all over Italy
- They require to be enforced through regional laws

Italian Legal Framework

Traineeships

- a three-way relationship between:
 - the trainee
 - the host company or organization
 - the promoter
- based on an **agreement** between the promoter and the host organization
- the three parties sign the **training plan**
- no employment relationship
- promoters insure the trainee
- both promoting institutions and host organisations provide a **tutor**

Italian Legal Framework

Trainee:

- new graduates exclusively within 12 months after having earned their diploma or degree

Duration:

- 6 months, extensions included

Host organizations

- Companies and public or private organizations can host trainees

Remuneration/Allowance

- At least 300 euros

Italian Legal Framework

Promoters

- Listed by guidelines on traineeships:
 - public employment services and regional employment agencies
 - universities,
 - high schools
 - vocational training centres
 - rehabilitation centres
 - employment access services for people with disabilities
 - social co-operatives
 - private employment agencies and organizations authorized to perform job matching

Promoters

Regions didn't enforce exactly the guidelines

Some regions:

- **No organizations authorized** by the Ministry of Labour **to perform job matching**
- but **only** employment agencies and **organizations certified by a regional administrative procedure**
- fail to ensure a common legal framework

The Role of Promoter

Traineeships:

- alternation between school and work
- link between education and training and the world of work
- smooth school-to-work transition
- but, used also as a way to enter the labour market

The Role of Promoter

- **Employment agencies** may support achieving these goals:
 - knowledge of demand and supply sides of the labour market
 - knowledge of employers professional needs

Employment agencies may:

- make a good match between trainees and host organizations
- encourage the use of traineeships
- promote a correct practice, avoiding misuse

The Role of Promoter

- **Aim:** to make proper use of traineeships

Promoters may:

- ensure the correct provision of training
- certify the skills acquired by the trainee during the period in the host company

The Role of Promoter

EU report:

- Among key success factors:
 - Close alignment with labour market needs
 - Appropriate matching of trainees to host organisation

Employment agencies are in the best position to ensure these conditions

Key Success Factors

Key Success Factors	Italy
Robust institutional and regulatory framework	☒ 🤔
Strong social partner involvement	☒
Strong employer involvement	☒
Close partnerships between employers and educational institutions	☒
Close alignment with labour market needs	☒
Funding, including employer incentives	☑️ 🤔
Robust quality assurance	? 🤔
Appropriate matching of trainees to host organisation	? 🤔
Combination of theoretical, school-based training with practical work-related experience	☑️
Existence of an traineeship agreement	☑️
High quality guidance, support and mentoring of trainees	? 🤔
Certification of acquired knowledge, skills and competences	☑️ 🤔

Thank you!
www.adapt.it
silvia.spattini@adapt.it