

# REGULATION PATTERNS OF TRAINING FOR TAWs IN EUROPE

## VOLUNTARISTIC MODEL

- training: free choice of Agency/worker
- no specific measures
- financing: Agency/workers volunteer investments

in some cases:

- cooperation between Agencies and Public Employment Services or training institutions

## REGULATED MODEL

- training: TAWs right
- specific measures/system for TAWs training
- financing: mandatory or volunteer contribution from Agencies

in six countries (Austria, Belgium, France, Italy, Spain, Netherlands)

- bilateral body for training funds collection and management

## A COMPARISON BETWEEN TWO NATIONAL CASES.

### FRANCE

- unemployment model: women and youngsters with a low educational level
- general CVTS: highly regulated, individual right to continuing training, consolidated bilateral systems, high level of adult participation in training
- TAW characteristics: great diffusion, high regulation, predominance of young medium-low qualified males, main destination's sector: industry.

### ITALY

- unemployment model: youngsters entering the labour market, territorial gap, mass youth unemployment in the south (also medium-high educated)
- general CVTS: fragmentation, low participation, individual right to training not completely affirmed, recent and difficult spread of bilateral systems
- TAW characteristics: low diffusion, medium-high regulation, predominance of medium-high qualified youngsters, main destination's sector: services

# TRAINING OPPORTUNITIES FOR TAWs IN FRANCE

## FAF.TT

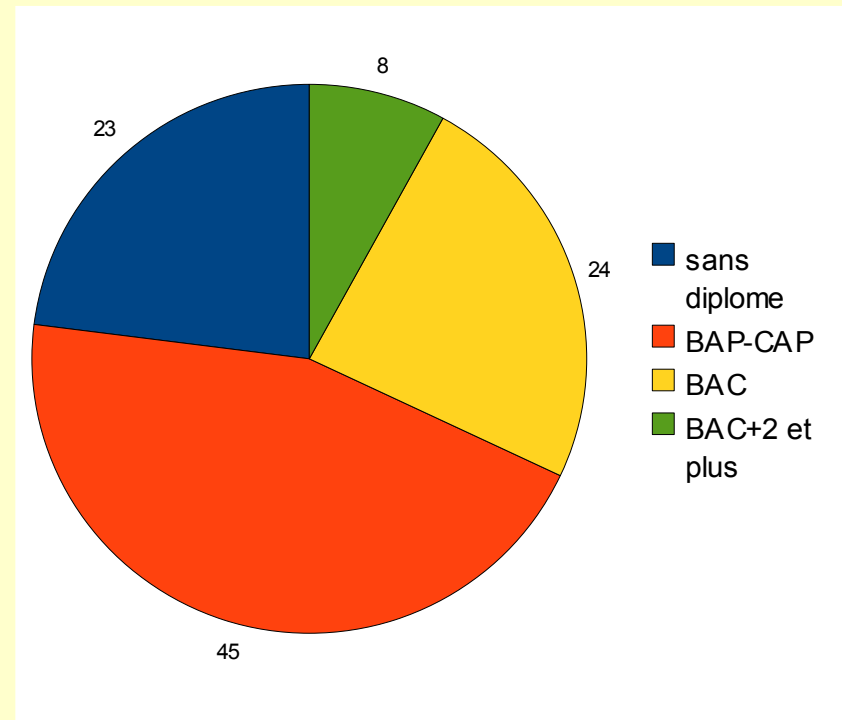
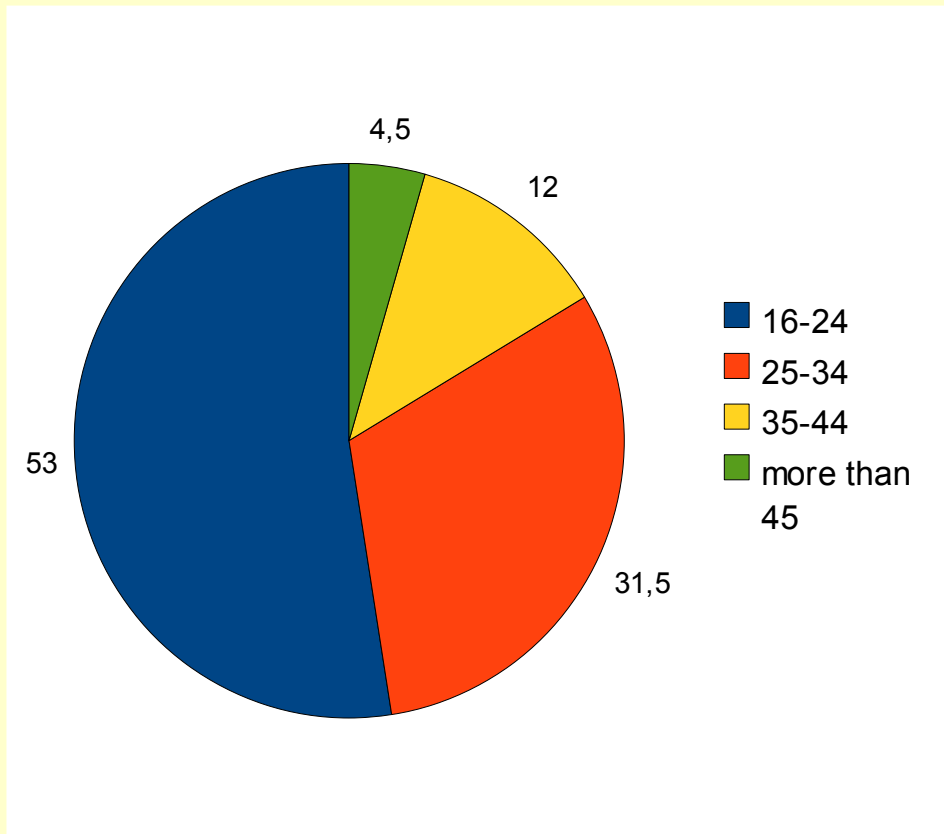
- Training Plan (*Plan Formation*)
- Professionalizing contracts (*Professionalisation*)
  - contract of employability (CIEPI)*
  - professionalizing temporary contract (CPI)*
  - professional development contract (CPDI)*
- Individual leave for training (CIF- Congé Individuel Formation)
  - training (formation)*
  - competencies assessment (bilan competences)*
  - competencies evaluation (validation des acquis des expériences)*

# TRAINING OPPORTUNITIES FOR TAWs IN ITALY

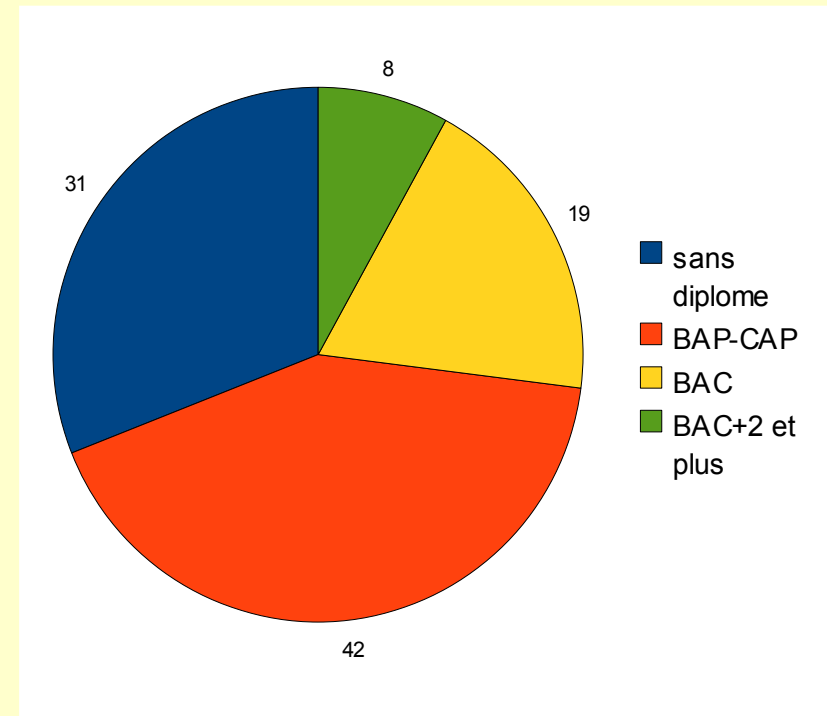
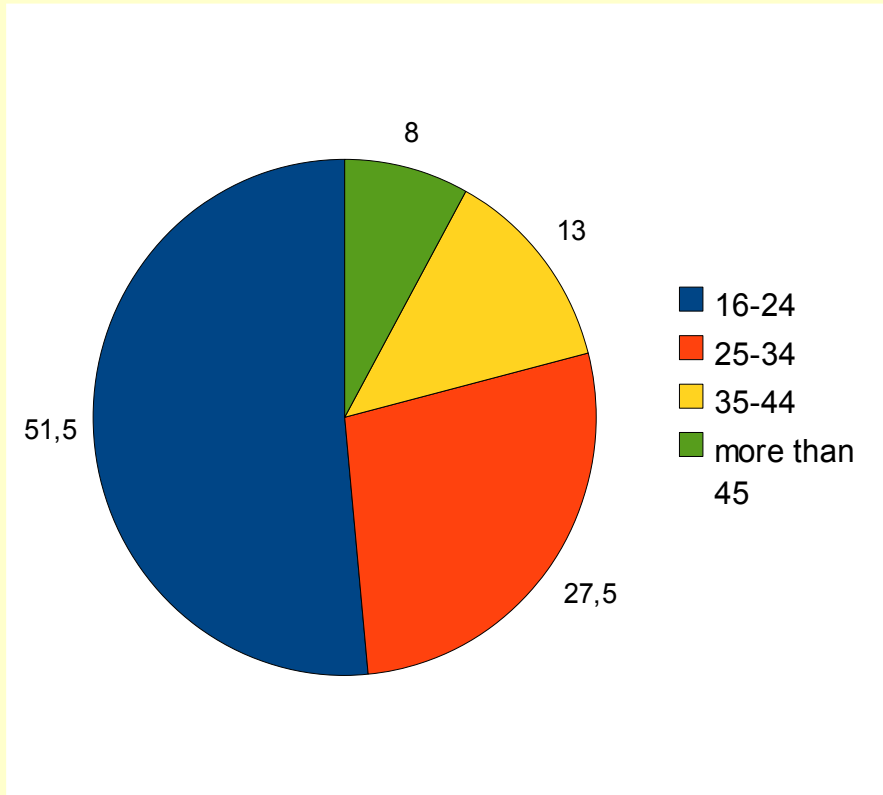
## FORMA.TEMP

- generic training (formazione di base)
- orientation (orientamento)
- vocational training (formazione professionale)
- continuing training on individual demand (formazione continua su domanda individuale)
- on the job training (formazione on the job)

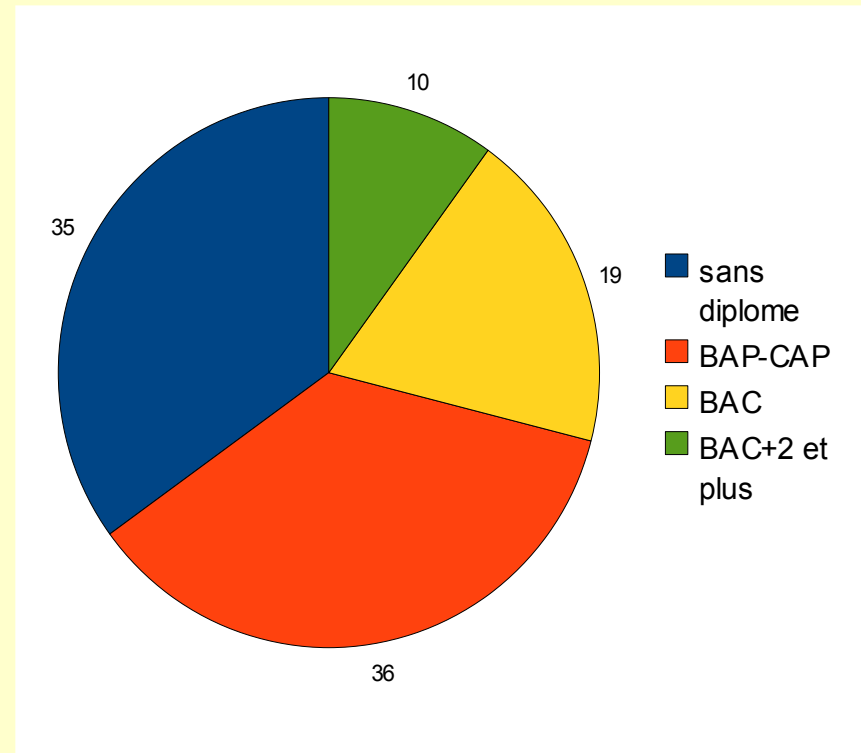
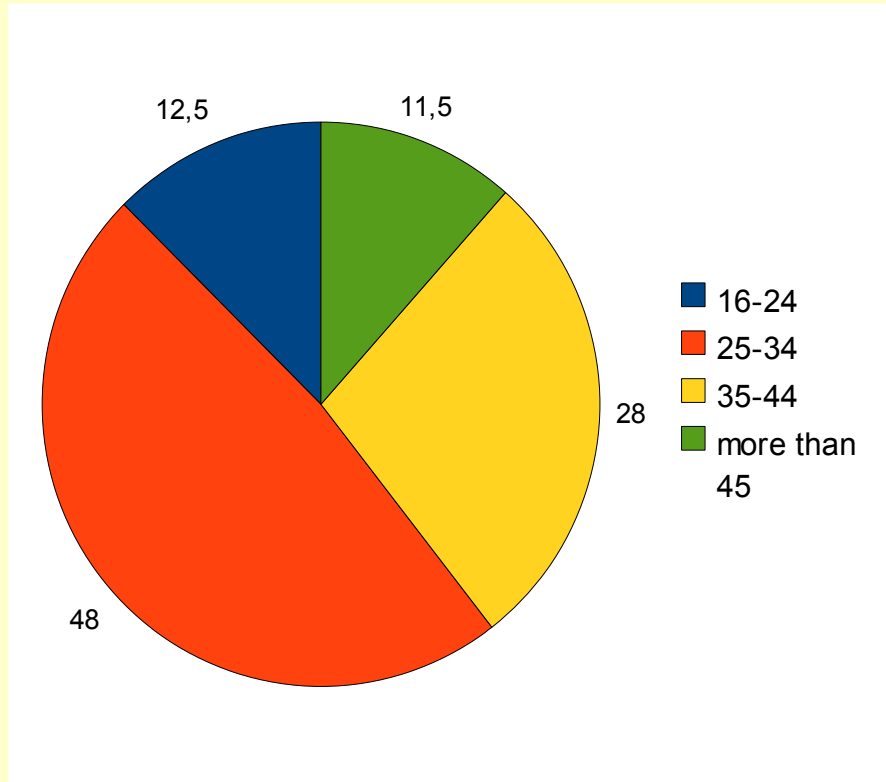
# Professionalizing Contracts (CPI - Contrat de Professionalisation Intérimaire)



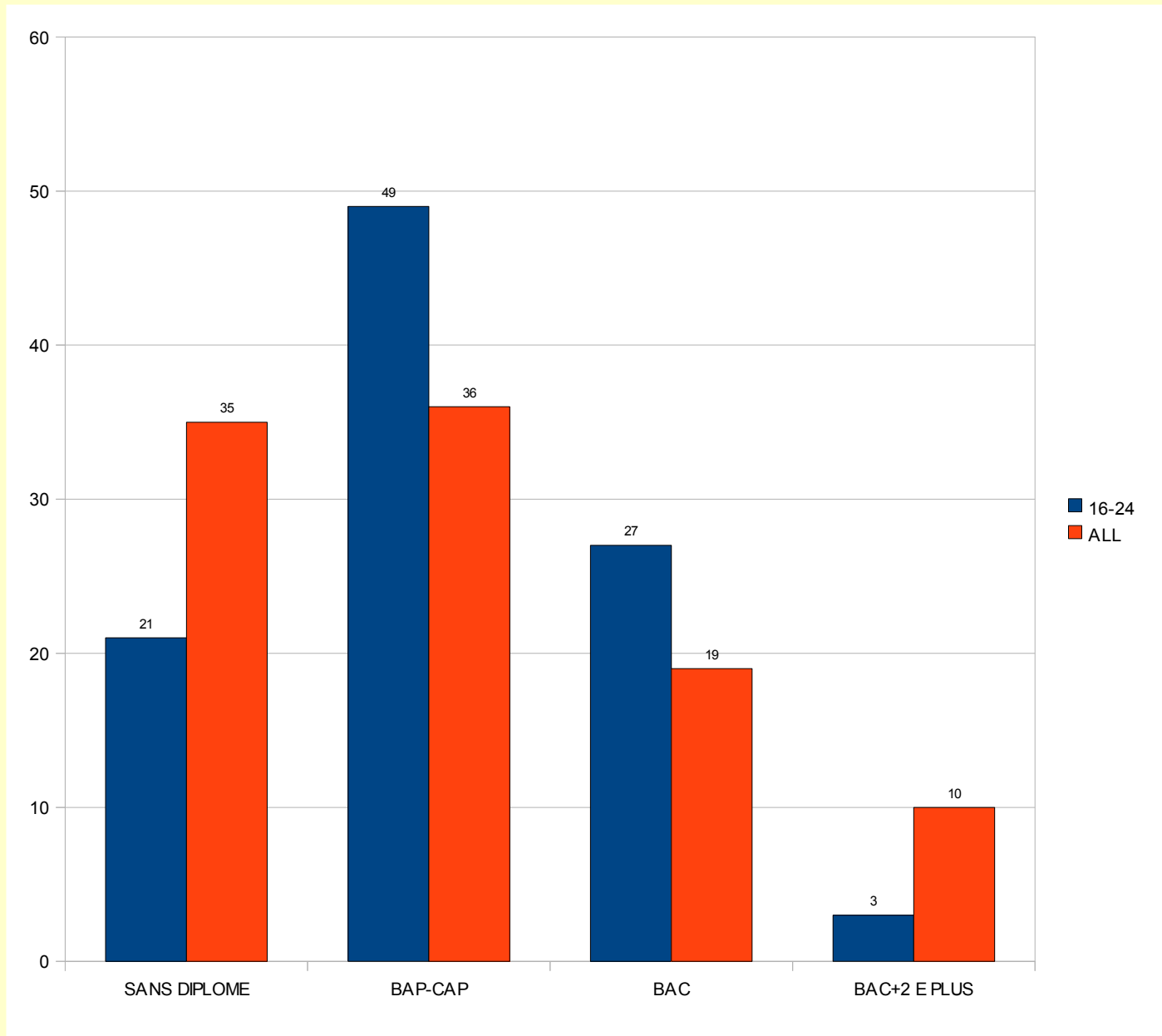
# Employability Contracts (CIPI – Contrat d'insertion professionnelle intérimaire)



# Individual Training Leave (CIF – Congé individuel de formation)

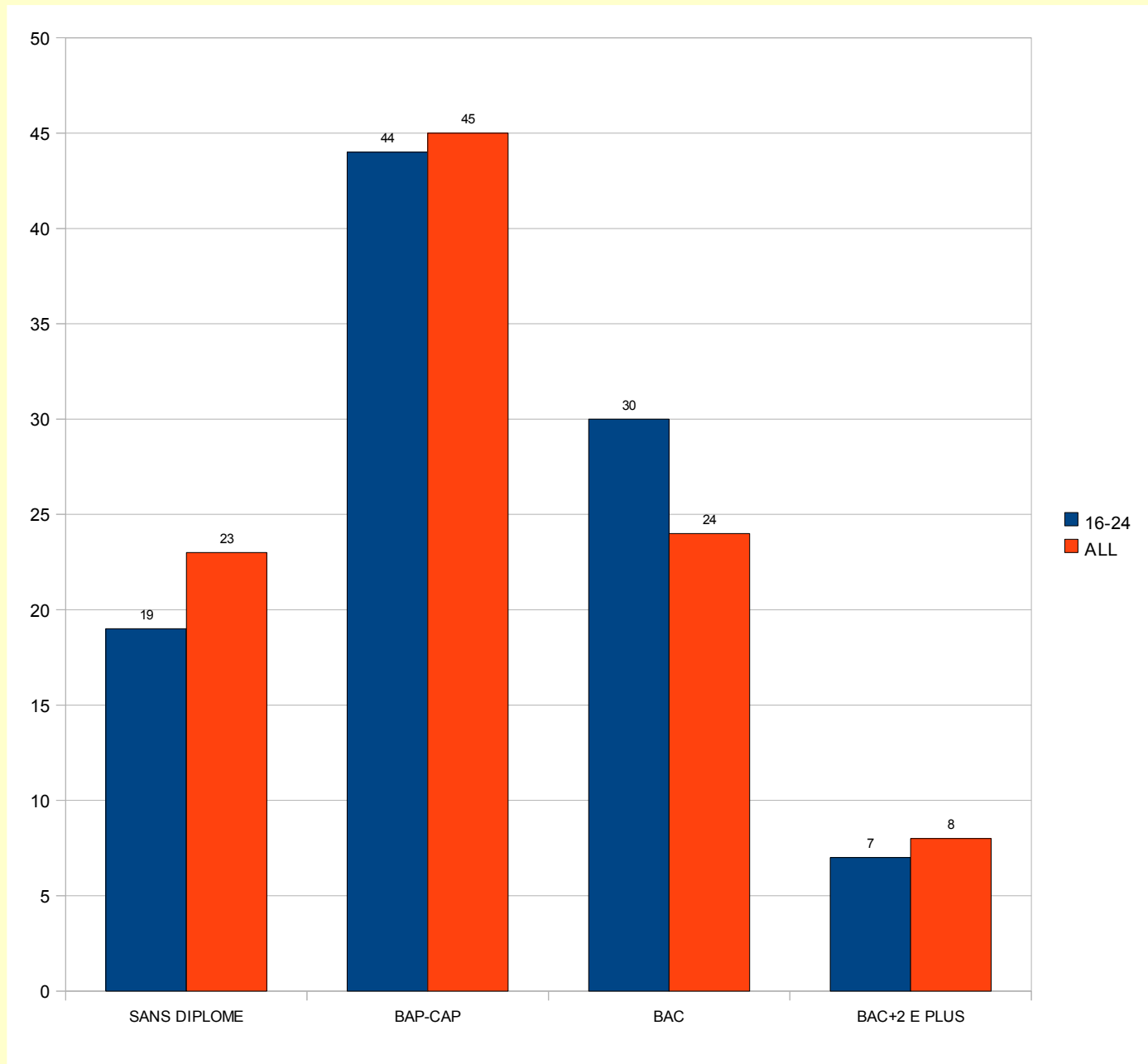


## Educational level of **CIF** beneficiaries (youngsters/all)





## Educational level of **CPI** beneficiaries (youngsters/all)



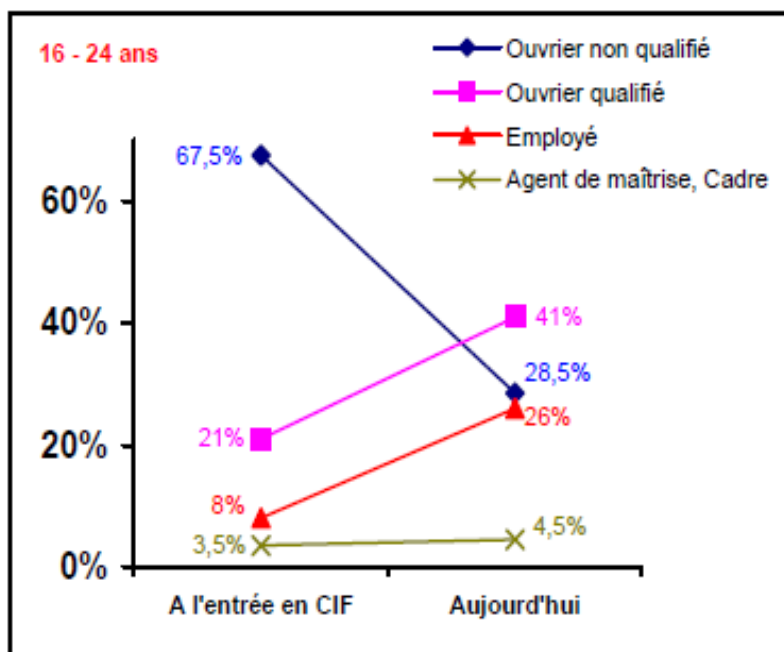
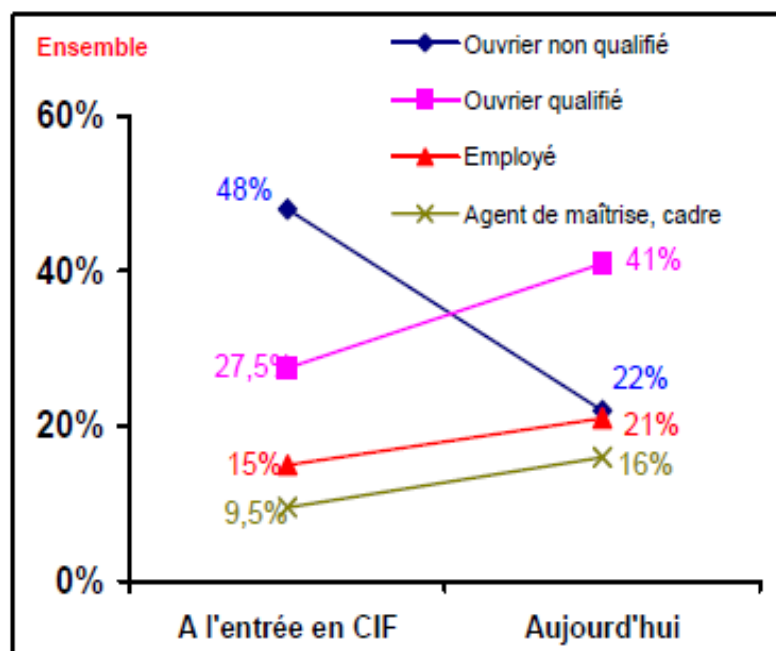
Occupational status after participation in CPI, CIPI and CIF (% on the total of beneficiaries)

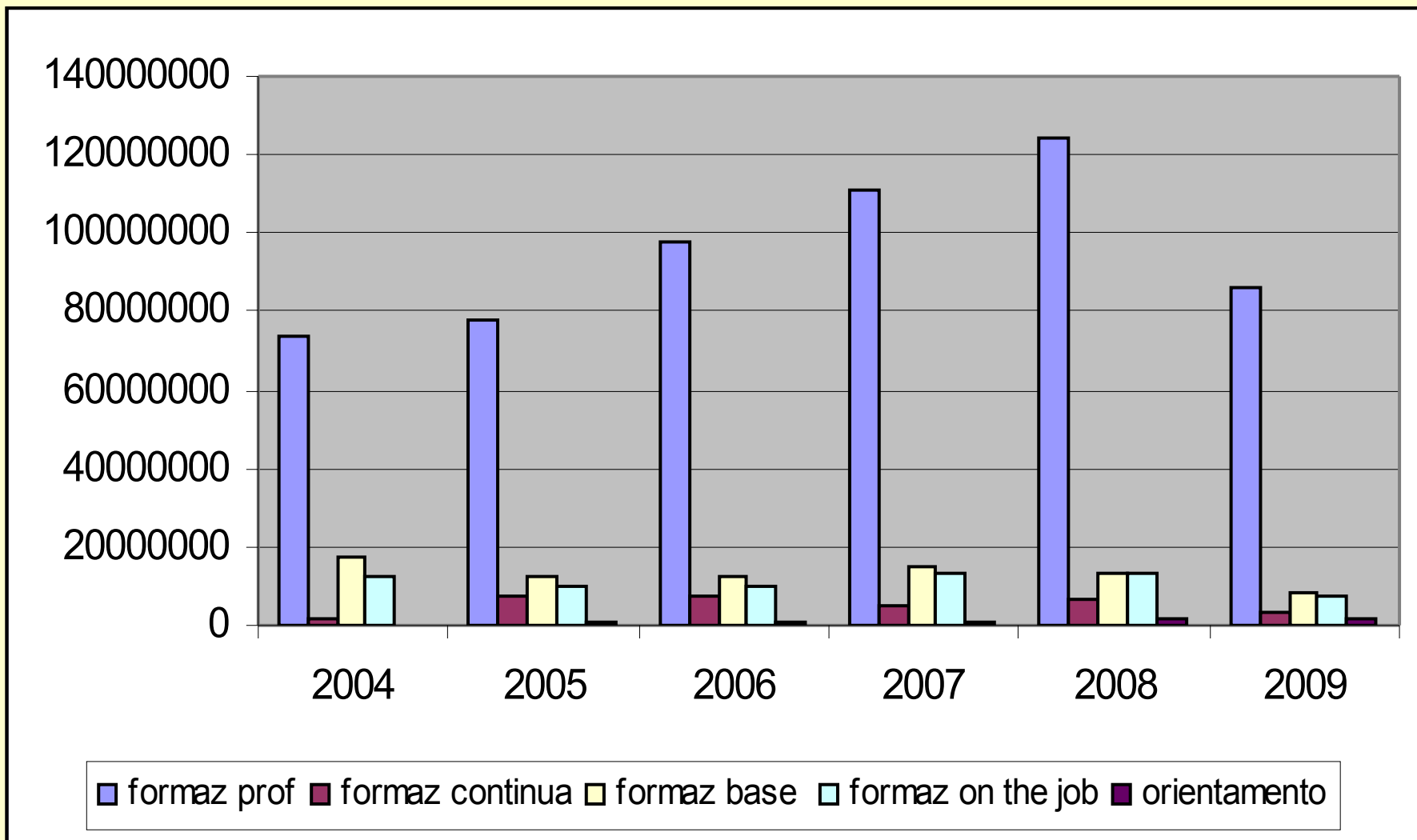
| <b>Professionalizing Contract</b> |                   |                  |
|-----------------------------------|-------------------|------------------|
|                                   | <b>Before CPI</b> | <b>After CPI</b> |
| permanent contract                | 6,5               | 35               |
| temporary contract                | 7,5               | 8                |
| TAWs                              | 47,5              | 30               |
| <b>EMPLOYED</b>                   | 61,5              | 73               |
| in training                       | 6,5               | 4                |
| unemployed                        | 25                | 22               |
| inactive                          | 6,5               | 1                |

| <b>Contracts of employability</b> |                   |
|-----------------------------------|-------------------|
|                                   | <b>After CIPI</b> |
| permanent contract                | 12                |
| temporary contract                | 11                |
| TAWs                              | 34                |
| <b>EMPLOYED</b>                   | 57                |
| in training                       | 5                 |
| unemployed                        | 34                |
| inactive                          | 4                 |

| <b>Individual training leave</b> |                  |
|----------------------------------|------------------|
|                                  | <b>After CIF</b> |
| permanent contract               | 30               |
| temporary contract               | 12               |
| TAWs                             | 42               |
| <b>EMPLOYED</b>                  | 84               |
| in training                      | 3,5              |
| unemployed                       | 12,5             |
| inactive                         | 1                |

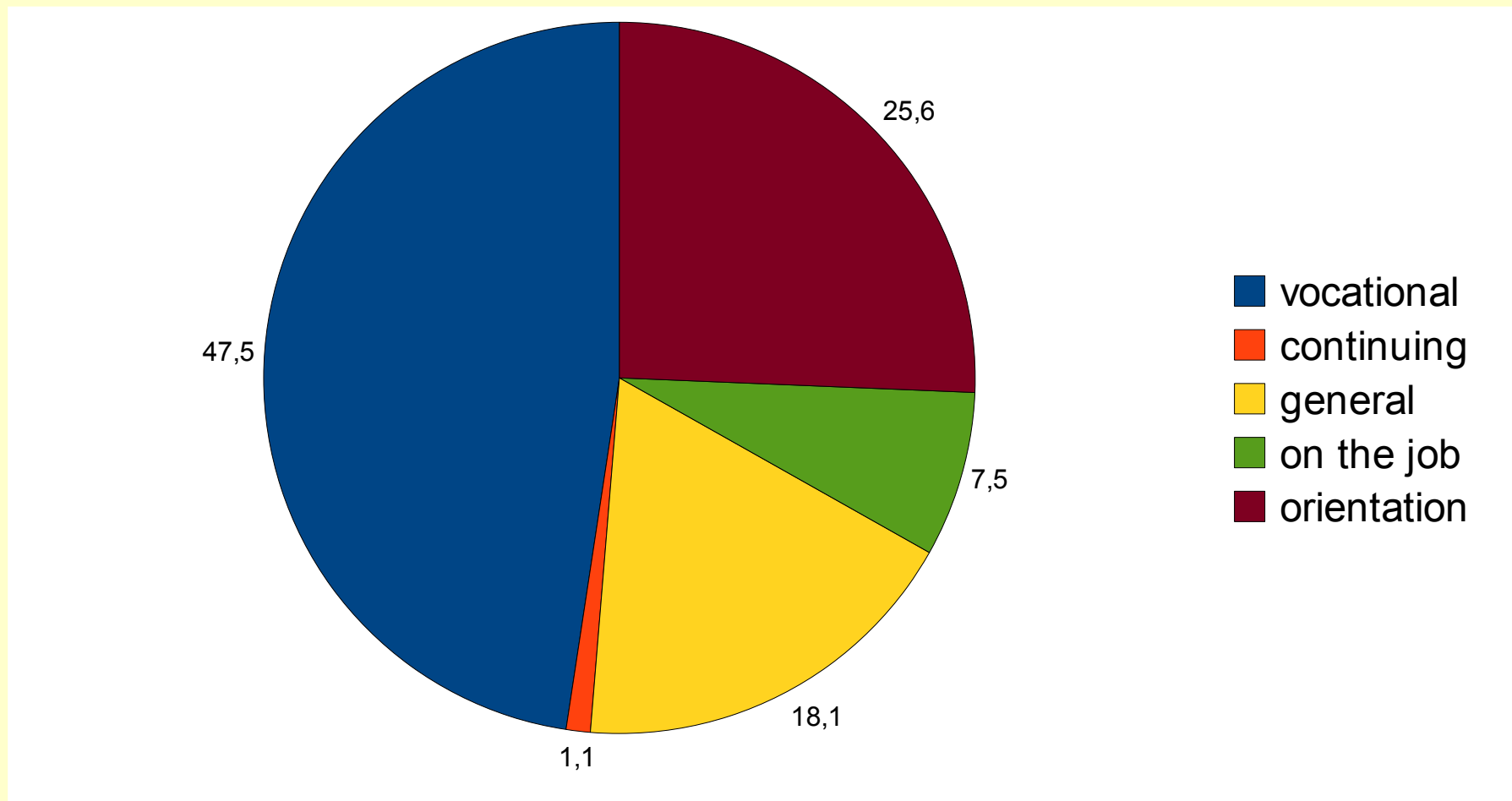
## Evolution de la qualification

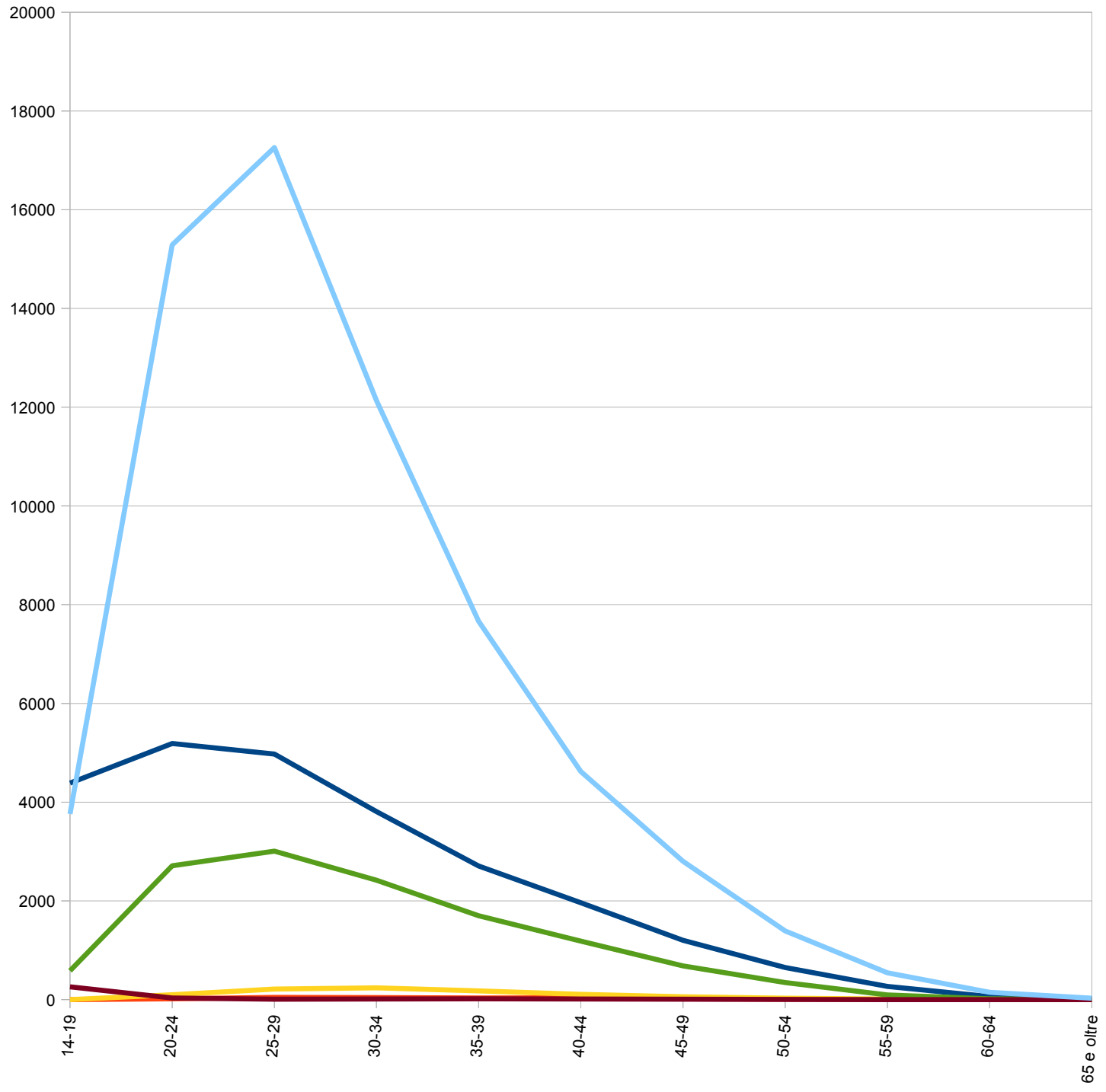




Fonte: Forma.Temp, Rapporti di attività.

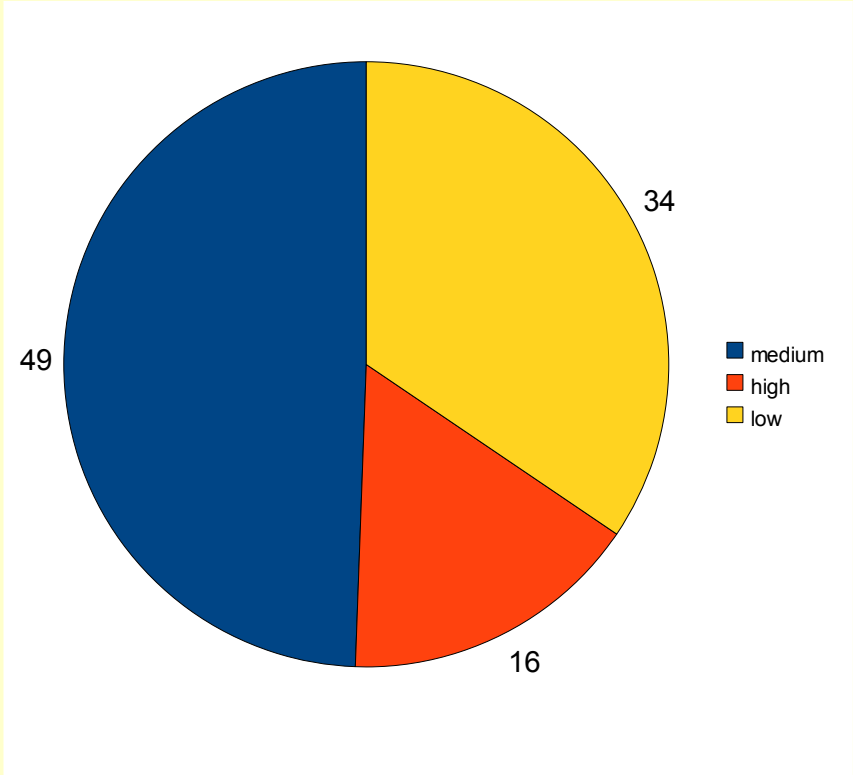
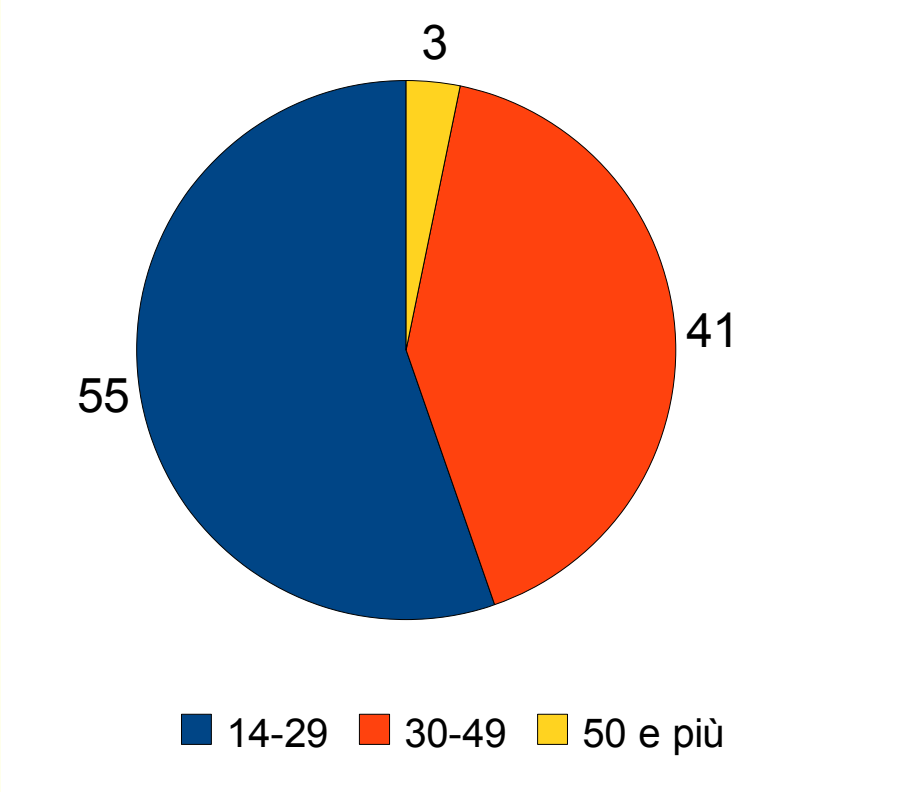
## Distribution of beneficiaries in the training tipologies



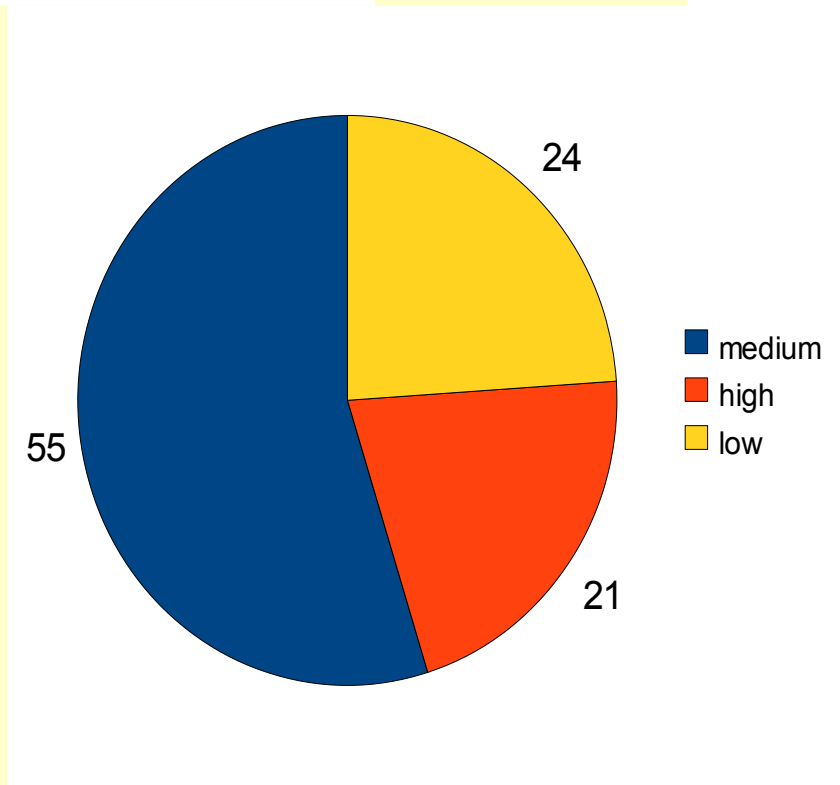
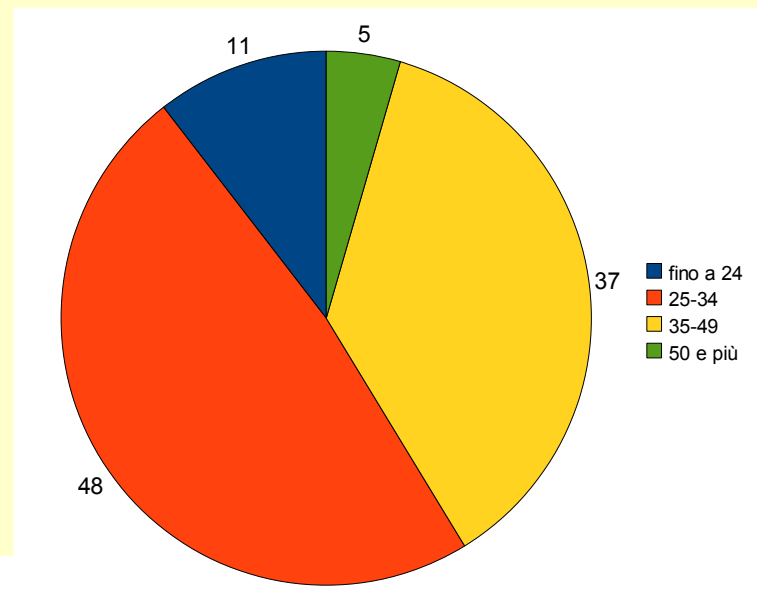
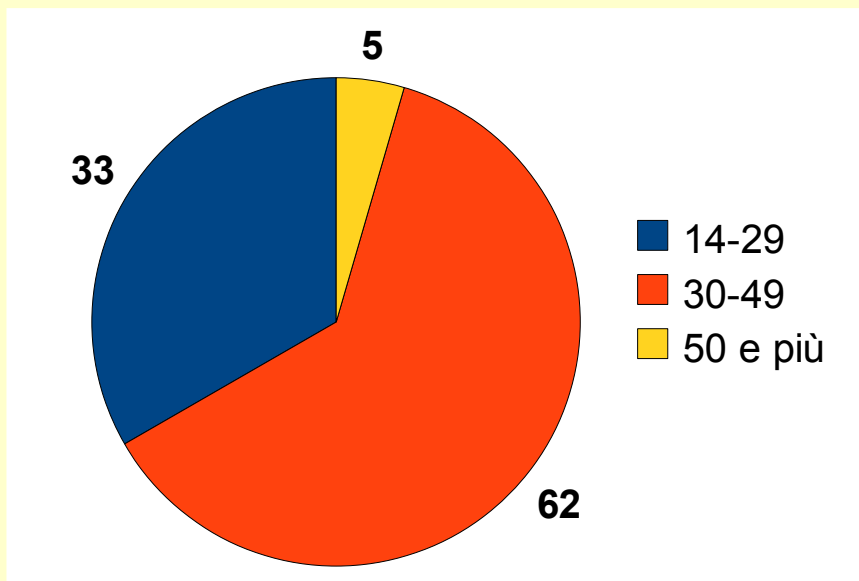


- general
- competencies assessment
- continuing training
- On the job
- orientation
- vocational

# VOCATIONAL TRAINING (Formazione professionale)

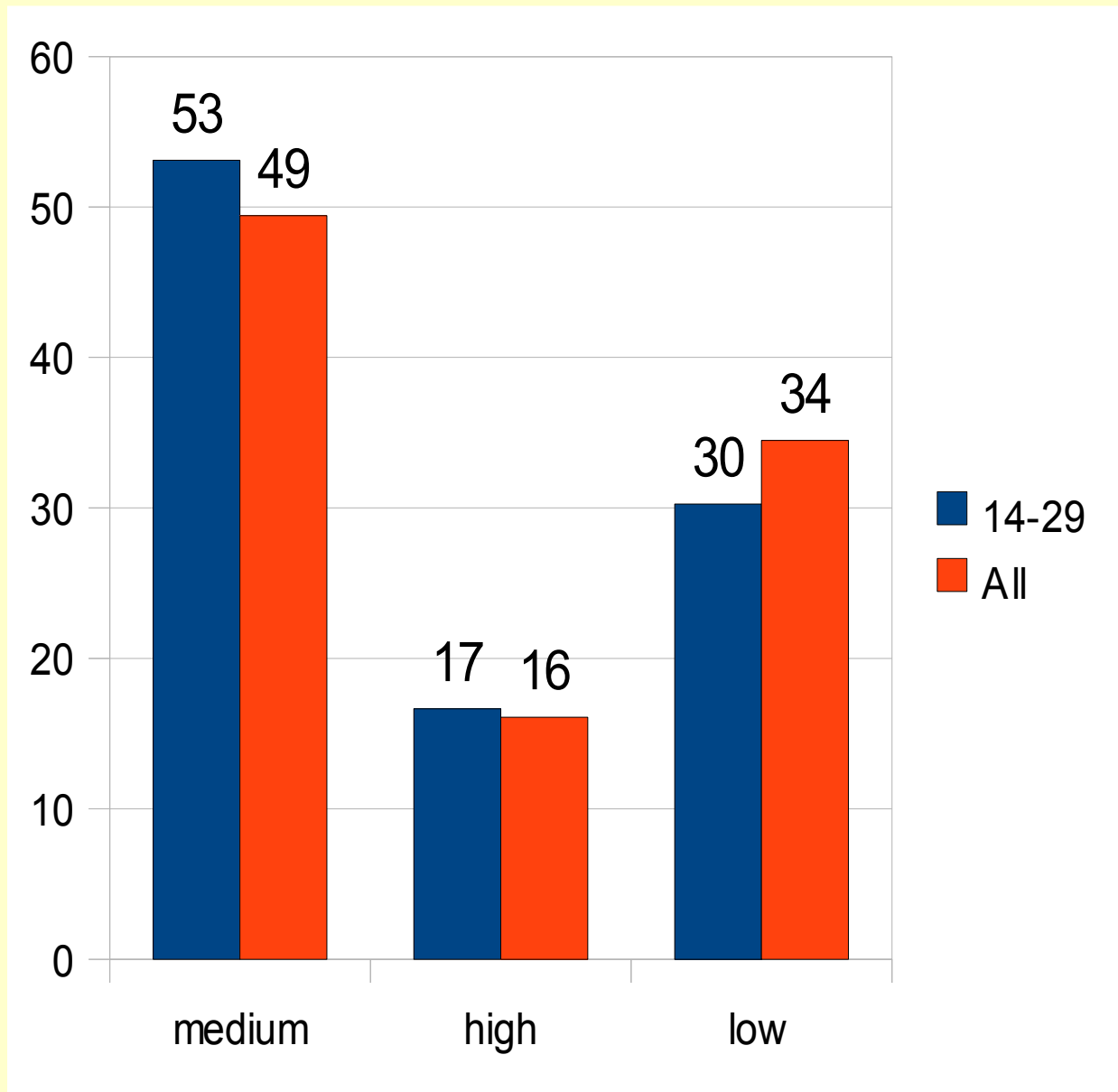


# CONTINUING TRAINING VOUCHERS (formazione continua su domanda individuale)





# VOCATIONAL TRAINING (educational level: youngsters/all)



# CONTINUING TRAINING VOUCHERS (educational level: youngsters/all)

