

# **Apprenticeship in the world of professions: current law and future perspectives. The case of Italy**

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*Youth Unemployment and Joblessness: Causes, Consequences,  
Responses*

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# The Apprenticeship contract today

The Apprenticeship contract has been introduced in Italy to allow young people (15 – 29 years old) to get the due training and consequently a job

## **Despite of these aims**

- The Italian labour market exhibits structural weaknesses
- The total number of Italian apprentices is lower than the legislator expectations and the European average

# The causes of inefficiencies

- The lack and inefficiency of training;
- The conflict among Italian State, Regions and collective bargaining (overlapping of powers)
- The changed interpretation of the apprenticeship contract after Constitutional sentences and Law No. 176/2010
- “Vocational training guide lines of 2010” are not applied

# The consequences

Authorization to redraft the Apprenticeship contract (Law No. 183/2010 article 46);



The Apprenticeship Reform Bill (approved by the Ministers Council on the 28<sup>th</sup> of July 2011)

# The novelties of Apprenticeship Reform Bill:

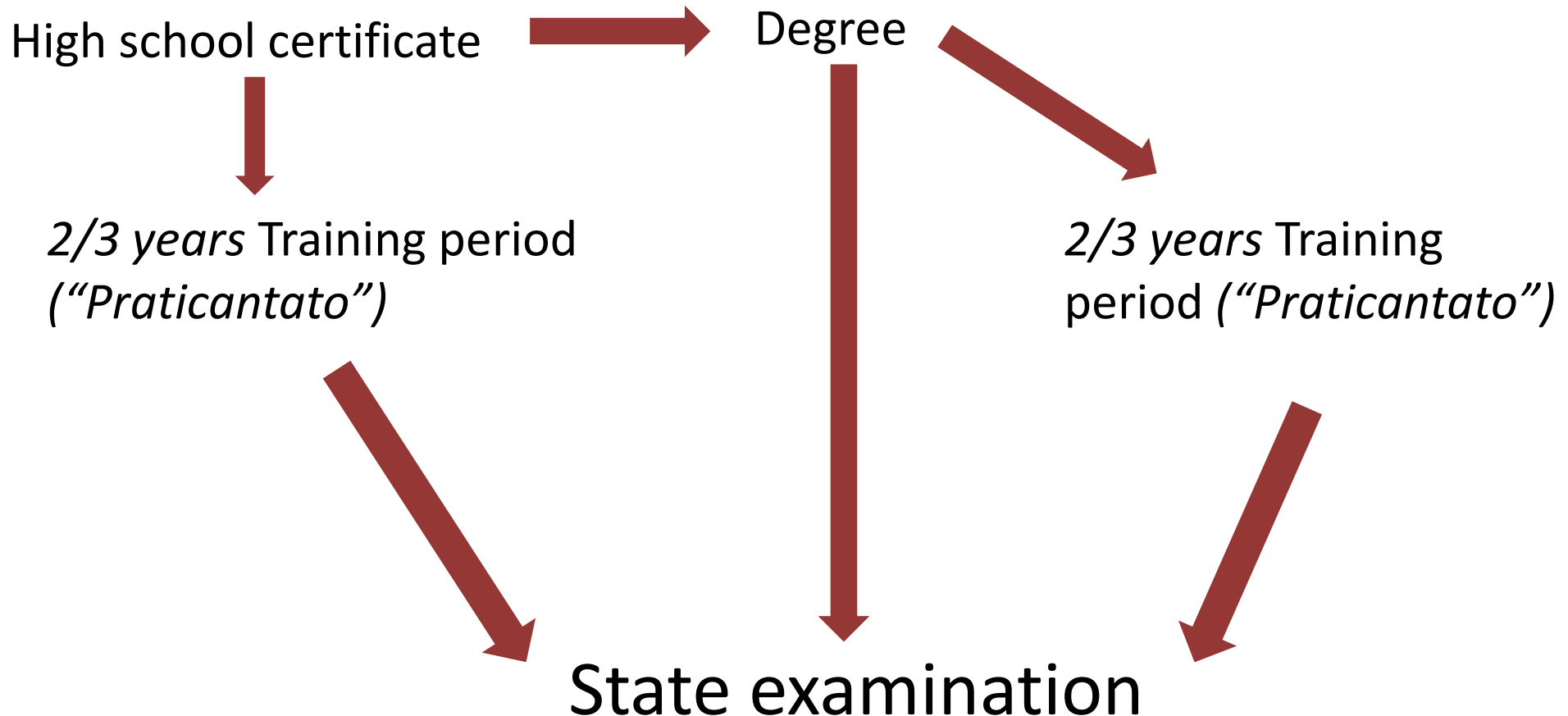
<b>NOVELTIES</b>	Simplification (regional laws, questions, ... )
	Less bureaucracy
	More power to Collective bargaining
	Intervention of interconfederal agreement
	Financing by Interprofessional bilateral funds
	Different definitions, scope, age limits to apprenticeship contracts
	Public and private sector
	Hobos and mobility workers
	New definitions of Apprenticeship levels

# New definitions of Apprenticeship levels:

- Apprenticeship for the professional title (*Apprendistato per la qualifica professionale*)
- Professional training apprenticeship or contract to learn a craft (*Apprendistato professionalizzante o contratto di mestiere*)
- High training and research apprenticeship contract (*Apprendistato di alta formazione e ricerca*).

# The professional world

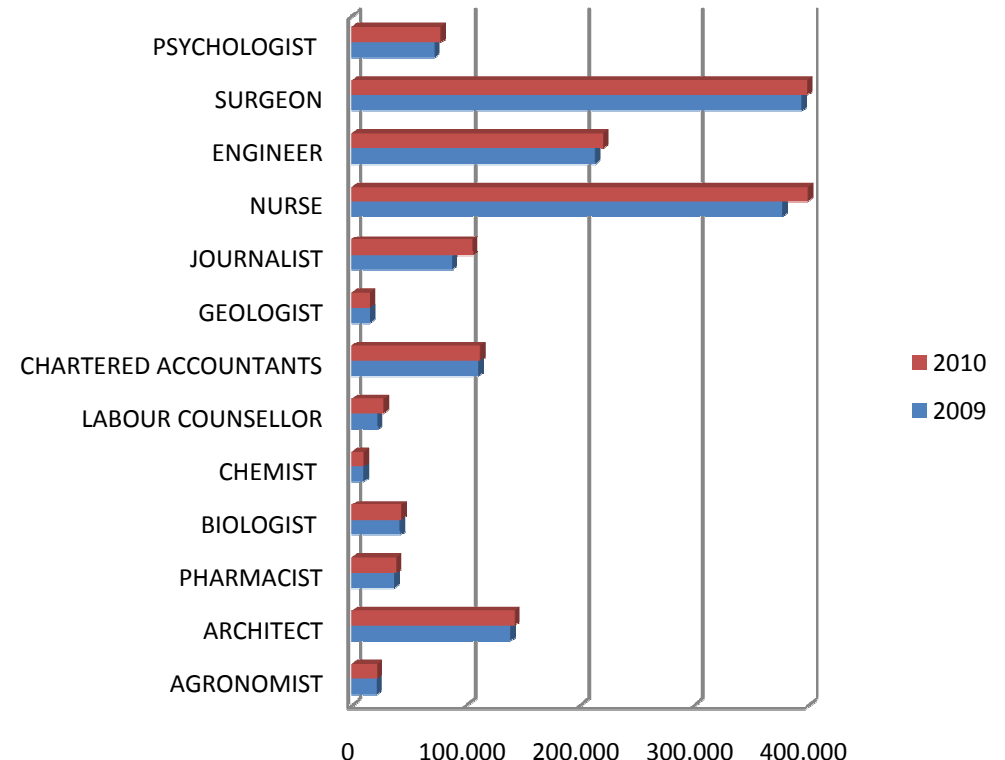
Become a professional: How?



# Increase of professionals

The young graduates who have passed the State exam increased in 2009 - 2010

VOCATION	PROFESSIONALS IN 2009 AND 2010		
	2009	2010	Variation rate (%)
AGRONOMIST	20.993	21.318	1,5
ARCHITECT	138.390	141.988	2,6
PHARMACIST	36.582	38.228	4,5
BIOLOGIST	42.137	43.443	3,1
CHEMIST	9.978	10.036	0,7
LABOUR COUNSELLOR	22.195	27.572	19,5
CHARTERED ACCOUNTANTS	110.789	112.164	8,3
GEOLOGIST	15.488	15.364	-0,8
JOURNALIST	87.811	105.724	20,4
NURSE	376.694	399.296	6
ENGINEER	213.193	220.014	3,1
SURGEON	393.727	398.452	1,2
PSYCHOLOGIST	72.174	77.226	7
<b>TOTAL</b>	<b>1.540.151</b>	<b>1.610.825</b>	<b>4,6</b>





# Success rate in State examination

Even if the number of professionals increases, the success rate in the State examination could be much higher

VOCATION	PASSED ENROLLED	MAX	MIN
CHARTERED ACCOUNTANTS	48%	100% (CT)	8% (VE)
ARCHITECTES	49%	74% (BA)	18% (PA)
DOCTORES	98%	100% (..)	88% (PE)
GEOLOGISTS	62%	91% (NA)	36% (BA)
JOURNALISTS	78%	-	-
LAWYERS	26%	56% (NA)	16% (CL)
SOLICITORS	6%	-	-
PHARMACISTS	97%	100% (AN)	86% (RM)
PSYCHOLOGISTS	77%	95% (MI)	64% (PV)

•Labels

•In green – Province of northern Italy

•In red – Province of southern Italy

•In black – Province of the center of Italy

Source: M. PELLIZZARI, G. BASSO, A. CATANIA, G. LABARTINO, D. MALACRINO, P. MONTI, *Legami familiari ed accesso alle professioni in Italia* (Family ties in licensed professions in Italy); 2011

**The training is patchy!**

# Future perspectives of Apprenticeship in Italy

The Bill could help avoiding:

- The abuse of stages (*cannibalization*)
- The false training in “praticantato”
- The phenomenon of quasi-dependence of young professionals

Many professional orders are moving towards a reform of “praticantato” ( see chartered accountants, auditors, lawyers)

# Conclusions

- The Apprenticeship Reform Bill can become the tool to revitalize the Italian labour market and school-to-work transition
- People who desire to become a professional and cannot afford it, have now the possibilities to be taken as apprentices and gain a proper salary
- Something is changing in the regional mentality (*Tuscany – “Giovani Sì” project; Emilia Romagna – “Athenaeums” project*)

Thank you for your attention  
Gracias por su atención

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