

Sapere utile



# THE DUAL SYSTEM IN ITALY

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iidVET kick-off meeting

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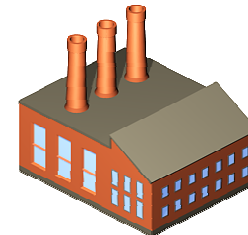
Why improve the **integration between the educational system and the labour market?**

- to cope with young people unemployment
- to increase the level of qualification
- to boost growth and competitiveness of the economy

Two main forms of dual system in Italy:

- *Legislative Decree no. 107/2015* – **«School-Work Alternance»**
- *Legislative Decree no. 81/2015* – **Apprenticeship**

- The Italian «**school-work alternance**» has been introduced with the aim of improving young learners work-related skills
- It starts with an agreement between school and companies; young applicants are **students**, not employees, and the school is responsible for the entire learning process
- The **Legislative Decree 107/2015** has reformed school-work alternance in secondary education, making it mandatory



- The Italian Apprenticeship is a **labour and training contract** with a specific supporting legislation; it is located mainly in the labour market, with limited connections with the education system
- Italian apprentices are **paid workers**, who participate to training courses/experiences in order to acquire different kinds of qualifications
- Three different forms of apprenticeship: 1<sup>st</sup> level, 2<sup>nd</sup> level and 3<sup>rd</sup> level; the **first level** one is similar to the German dual system, the **second level** one is the least connected with the education system
- Target group: young **people from 15 to 29** when entering; it can last up to **3 years** according to collective bargaining

- Reduced cost of new entrants and training opportunities
- Work-related capabilities of young employees (learning-by-doing)
- Opportunity to test new entrants through on-the-job training

## **Best practice: *Ducati Motor Holding S.p.A. (Project DESI)***

**DESI (Dual Education System Italy)** is a programme aimed to bring the young back to school and, at the same time, include them in a project work inside the company training centre

**Timing:** 3 months at school + 3 months inside the company

**Target:** young people between 18 and 25 years old, having a three-year qualification (EQF3)

- SMEs mindset towards the value of training, both practical and theoretical
- SMEs tend to underestimate the school curriculum value, as they are not well aware of the role they can play in schooling/training system
- Companies are intensively looking for new skills linked with the new manufacturing (industry 4.0)
- Key role of in-company tutors and supervisors (pedagogical support and guidance)
- Visibility for companies that engage in apprenticeship and dual system
- Agreements and improvement of collaboration between stakeholders



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# Thank you!

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