

JOB SERVICES AND POLICIES IN VENETO REGION

THE FUTURE - RECOVERY PLAN - ACTIVE LABOUR MARKET POLICY ALMP's

QUADRO DELLE MISURE E RISORSE (MILIARDI DI EURO):

6,66

Mld

Totale

Ambiti di intervento/Misure	Totale
1. Politiche attive del lavoro e sostegno all'occupazione	6,01
Riforma 1.1: Politiche attive del lavoro e formazione	4,40
Riforma 1.2: Piano nazionale per la lotta al lavoro sommerso	-
Investimento 1.1: Potenziamento dei Centri per l'impiego	0,60
Investimento 1.2: Creazione di imprese femminili	0,40
Investimento 1.3: Sistema di certificazione e della parità di genere	0,01
Investimento 1.4: Sistema duale	0,60
2. Servizio civile universale	0,65
Investimento 2.1: Servizio civile universale	0,65

OGGETTIVI GENERALI:



M5C1 - POLITICHE PER IL LAVORO

- Potenziare le politiche attive del mercato del lavoro (ALMPs) e la formazione professionale. Sostenere l'occupabilità di lavoratori in transizione e disoccupati, mediante l'ampliamento delle misure di politica attiva del lavoro, nell'ambito del nuovo "Programma Nazionale per la Garanzia Occupabilità dei Lavoratori (GOL)", e promuovere la revisione della governance del sistema di formazione professionale in Italia, attraverso l'adozione del "Piano Nazionale Nuove Competenze".
- Rafforzare Centri per l'Impiego (*Public Employment Services - PES*): Promuovere interventi di *capacity building* a supporto dei Centri per l'Impiego, con l'obiettivo di fornire servizi innovativi di politica attiva, anche finalizzati alla riqualificazione professionale (*upskilling e reskilling*), mediante il coinvolgimento di stakeholder pubblici e privati, aumentando la prossimità ai cittadini e favorendo la costruzione di reti tra i diversi servizi territoriali.
- Favorire la creazione di imprese femminili e l'introduzione della certificazione della parità di genere. Realizzare la piena emancipazione economica e sociale della donna nel mercato del lavoro, prevedendo una sistematizzazione e ristrutturazione degli attuali strumenti di sostegno, con una visione più aderente ai fabbisogni delle donne, attraverso una strategia integrata di investimenti di carattere finanziario e di servizi di supporto per la promozione dell'"imprenditorialità femminile". L'introduzione di un sistema nazionale di certificazione della parità di genere mira ad affiancare le imprese nella riduzione dei divari nella crescita professionale delle donne e alla trasparenza salariale.
- Promuovere l'acquisizione di nuove competenze da parte delle nuove generazioni: favorire il *matching* tra il sistema di istruzione e formazione e il mercato del lavoro, mediante il rafforzamento del "Sistema Duale" e dell'Istituto dell'apprendistato, e il potenziamento del "Servizio Civile Universale" per i giovani tra i 18 e i 28 anni.

- Strengthen Active Labor Market Policies (ALMPs) and Vocational Training
- Strengthen Employment Centers (Public Employment Services - PES)
- Promote the creation of women's businesses and the introduction of gender Quality certification.
- Promote the acquisition of new skills by the new generations

Reform 1.1: Active employment policies and training

Reform of active policies and vocational training, it supports vocational re-training and reintegration paths for workers in transition and for unemployed and defines with the **Regions** the essential levels of training activities for the most vulnerable categories.

Adoption, together with the regions, of the National Employability Guarantee Program (GOL). National program of taking charge, provision of **specific services and personalized professional planning**. The new GOL Program intends to learn from the experience of recent years, to try to overcome the **territorial heterogeneity** of the services provided at the level between the regions.

Other elements on which it will be necessary to intervene is the **proximity of the interventions** and the **network integration of territorial services (PES)**. Specific attention will be dedicated to the work placement of people with **disabilities**.

RECOVERY PLAN - ITALY

Reform 1.1: Active employment policies and training

Adoption of the National New Skills Plan, promoted by the Ministry of Labor and Social Policies in collaboration with the **Regions**, the aim of **reorganizing the training of workers in transition and the unemployed**, through the strengthening of the **vocational training system** and the definition of essential levels of quality for **up-skilling** and **re-skilling** activities in favor of the beneficiaries of income support instruments.

The **Plan will also integrate other initiatives**, regarding measures in favor of young people - such as strengthening the **dual system** - and **NEETs**, as well as **actions for adult skills**, starting with people with very low skills.

For **employed workers**, the New Skills Fund is strengthened, to **allow companies to reshape working hours**, in order to **encourage training activities** based on **specific collective agreements with trade unions**.

In this way, once the training needs for the specific company, sector or territory have been identified, the required **upskilling** is ensured by putting the cost of the hours spent in training on the resources of the Fund. **The costs of training** (teachers and classrooms) **remain to be borne by the enterprises**, for which it is possible to use the **bilateral funds** (agreement trade union and entrepreneurs association).

ACTIVE POLICIES AND JOB SERVICES IN THE VENETO REGION

We Live with 4 characteristics of the LABOUR MARKET

- Destruction and reconstruction of jobs
- Mismatching of supply and demand
- High and low qualifications

PES means First Aid for activation

- Applications vs vacancies from PES and Authorized private body
- Participation in active policies: Internship, Training, Accompaniment to Relocation

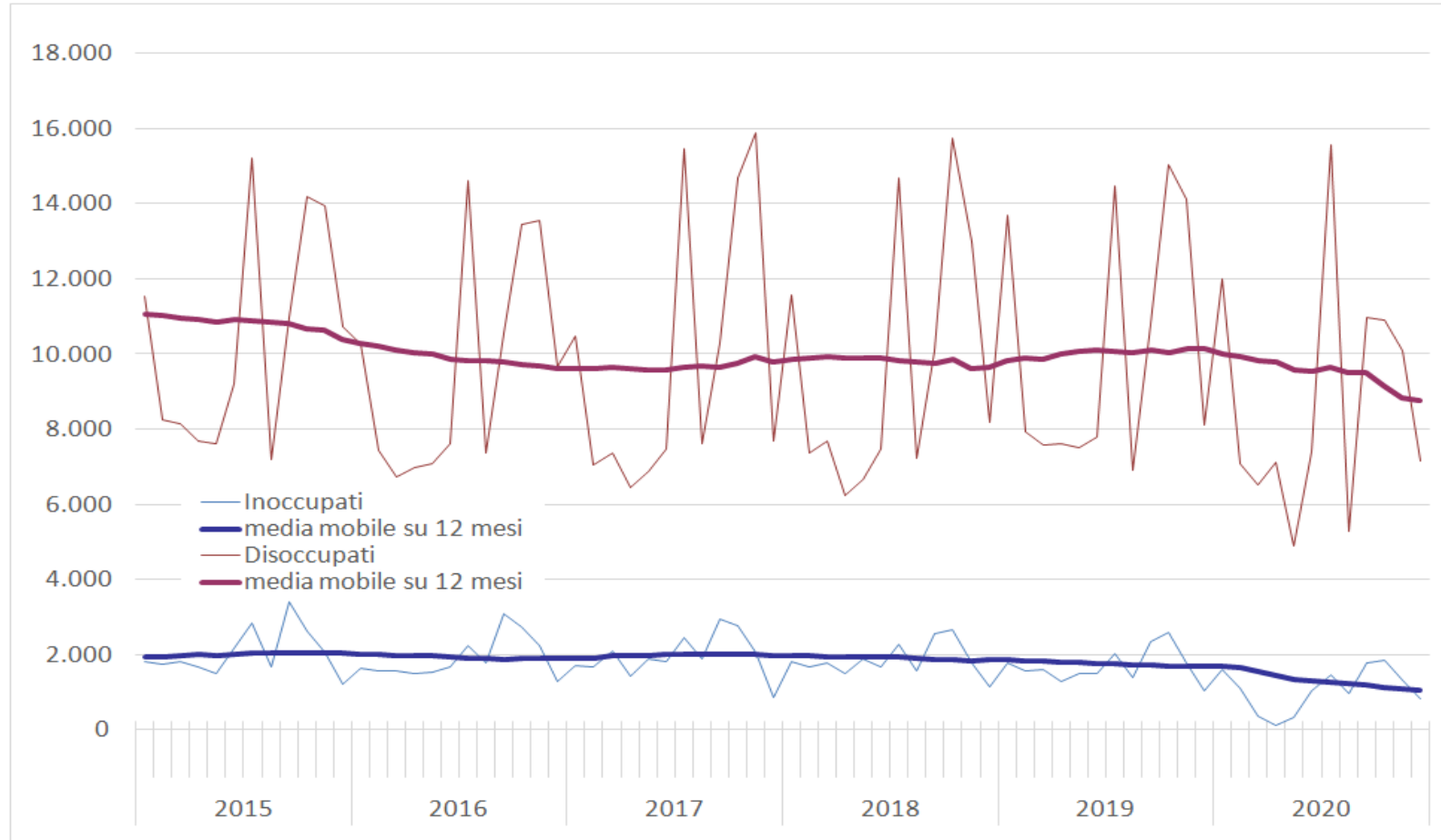
Public-private collaboration in LMPs

- The Authorized private body carries out specialist activities in the LMPs
- For the PES the main LMPs is Internships
- The direction is gathering stable work

ACTIVE POLICIES AND JOB SERVICES IN THE VENETO REGION

- **Target**
 - Up to 3 months - online and offline information
 - From three months to a one year - relocation and short training
 - From one to two year - long training and relocation
 - Disabled - targeted projects (internship and accompaniment to relocation)
 - Disadvantaged - territorial projects
- **Costs of ALMP's are recognized based on the result**
- **Regional measures universally present (Youth and Adults):**
 - **LMPs: training, internship, accompaniment to new employment**
 - **Youth Guarantee has produced a radical change for active policies: standard measures, cost to result, tracking**

VENETO - THE STARTING POINT: UNEMPLOYED (FLOWS) 2015-2020



Monthly unemployment flows 12,000 /month, 10,000 DID/month unemployed and 2,000 DID/month UNOCCUPIED (beginners). DID means **declaration of immediate availability**

Decrease in the DID flow in 2020 by -17%, from 143,000 DID in 2019 to approximately 118,000 in 2020

In July 2020 the entry levels of previous years (precarious school DIDs) were maintained, other periods of significant fall, especially for March, April and May (lockdown). The unemployed follow a downward trend which is further accentuated towards the end of the year.

VENETO LAVORO - NETWORK PES - MISSION

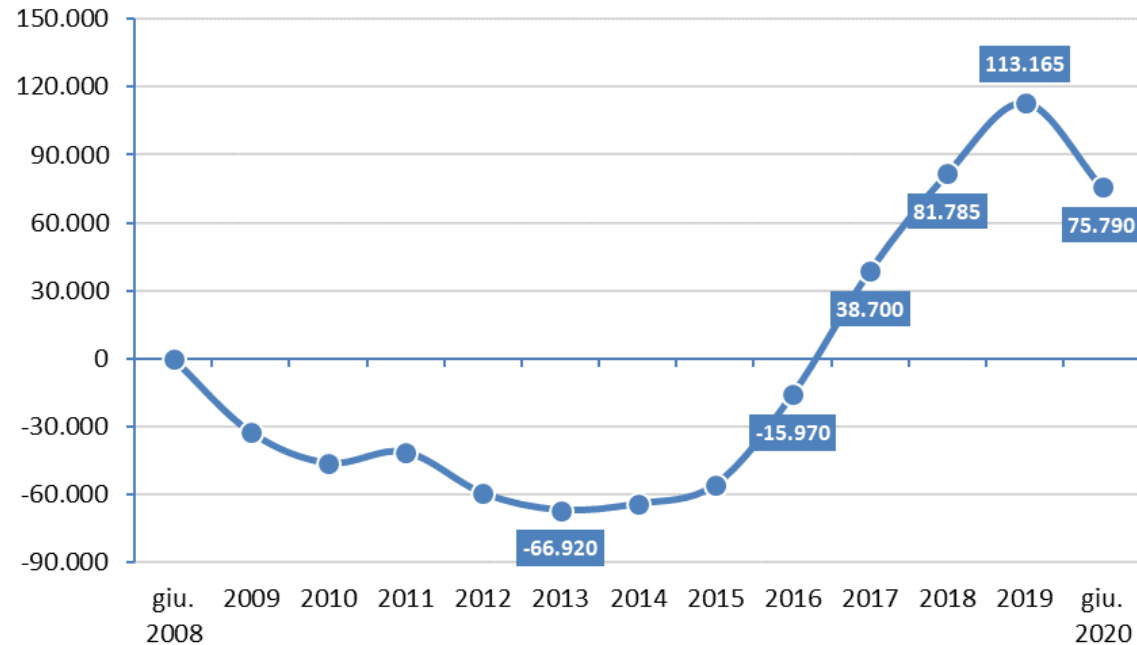


- **Organizational infrastructure:** planning, control and management of PES in activities for the unemployed and businesses; assistance to accredited private operators for access to active policies for all the unemployed;
- **Information infrastructure:** SILV regional information system with applications for services to users of the system people, companies, public and private operators;
- **knowledge infrastructure:** production of knowledge on the regional labor market, starting from information from the information system, regarding the economic situation and the effects of national and regional policies.

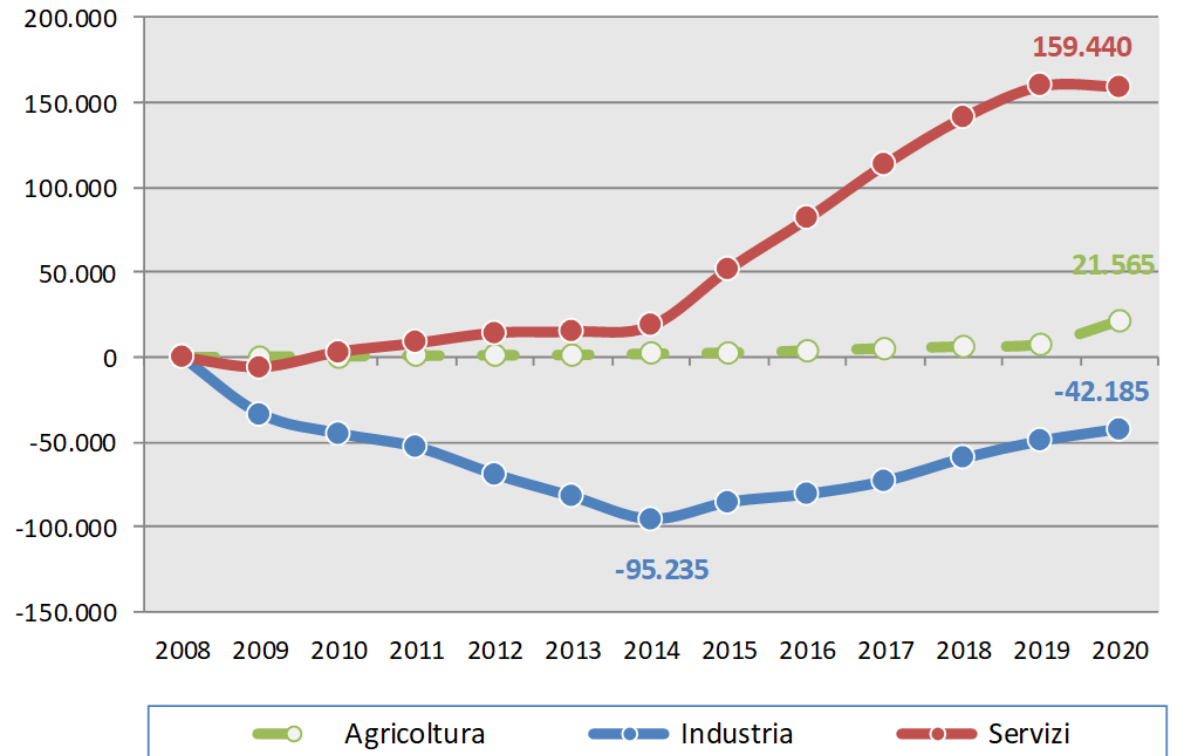
60% OF THE UNEMPLOYED IN VENETO DO NOT HAVE DIGITAL SKILLS AND TOOLS

LM FEATURES: (1) DESTRUCTION AND REBUILDING OF WORKPLACES

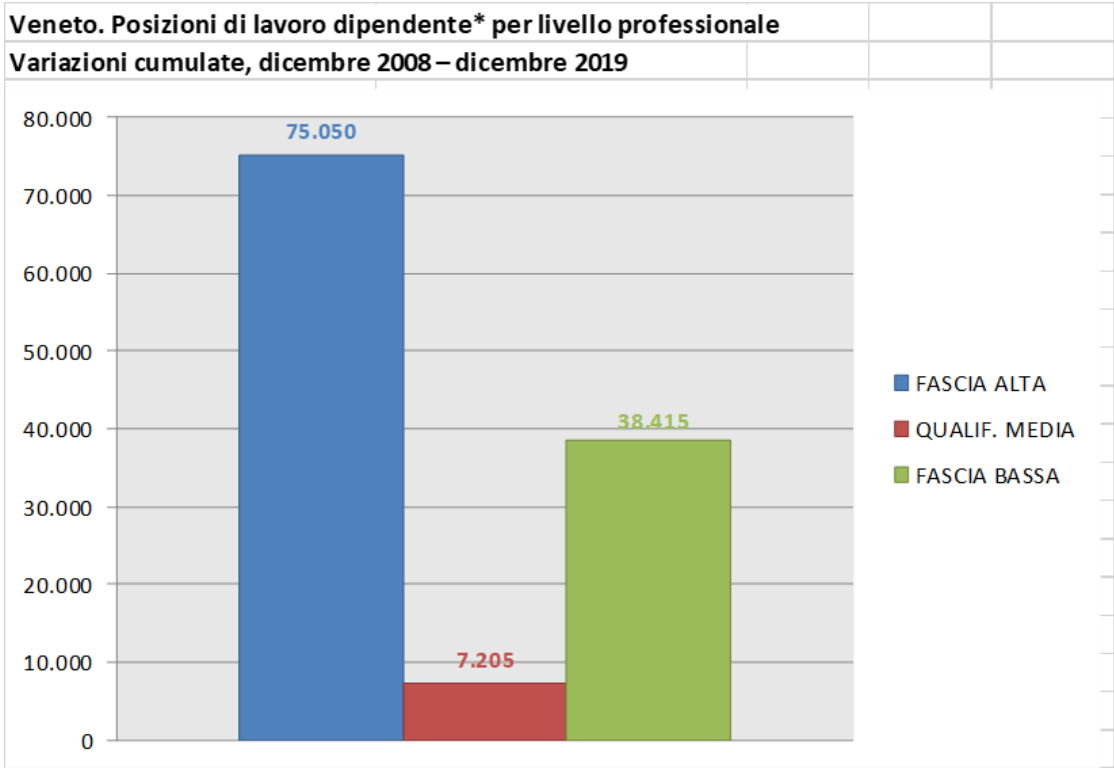
Veneto. Variations in employment positions from 2008 to 2020. Monthly data.



Veneto. Cumulative changes in employment positions from 2008 to 2020. Sectors.

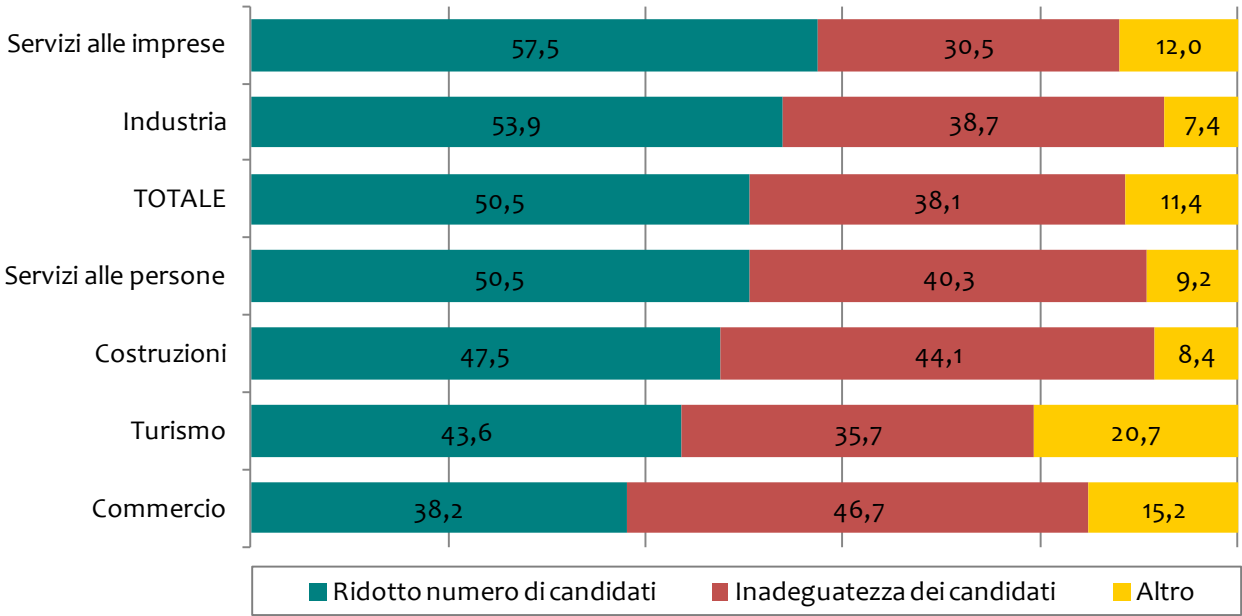


LM FEATURES: (2) POLARIZATION LOW/HIGH QUALIFICATIONS (3) MISMATCHING SUPPLY AND DEMAND



* Al netto del lavoro domestico e del lavoro intermittente.
Fonte: elab. Veneto Lavoro su dati Silv (estrazione 25 luglio 2020)

		Classificazione Veneto Lavoro
FASCIA ALTA	Dirigenti, prof. intellettuali, tecnici	Dirigenti, professioni intellettuali, professioni tecniche
QUALIFICA MEDIA	Impiegati, operai specializzati	Impiegati, operai specializzati
FASCIA BASSA	Addetti alle vendite e servizi alla persona, operai semi-qualificati, non qualificati	Conduttori e operai semi-specializzati, professioni qualificate dei servizi, professioni non qualificate



Fonte: elab. Veneto Lavoro su dati Unioncamere - ANPAL, Sistema informativo Excelsior 2020

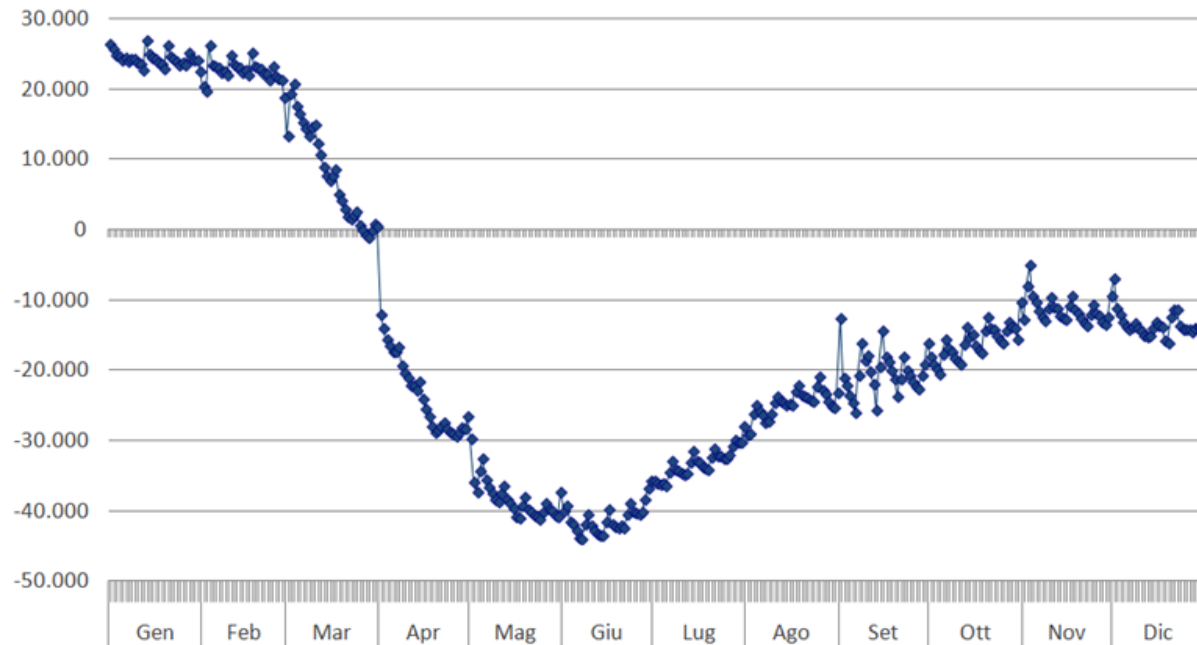
REDUCED NUMBER OF CANDIDATES

INADEQUACY – HARD AND SOFT SKILLS – OF CANDIDATES



LM FEATURES: (4) IN THE COVID ECONOMY

Veneto. Changes in employment positions from January to December 2020



Italy / Veneto estimates for 2020 fall in GDP between -8% (government prudential scenario) and -10.6% (risk scenario).

Covid redundancy fund 700,000 heads estimate 15 / 30,000 unemployed exits

Reduction of TD employees - 40,000

**Hiring 2020/19
TI -26% TD -22%**

**Unemployment growth
From 140k to 200k
+ 30%**

**Hiring 2020/19
Female -27%**

**Hiring 2020/19
Young -28%**

Classification of the unemployed (who previously had a job) in Veneto

107.797
DID
(2018)

100%
UNEMPLOYED

13,9%

Towards the
danger of
inactivity

44,2%

Fired and
not to be
relocated

9,7%

Not to be
disturbed

32,1%

Precarious in
search of
stability

Women 74% foreigners 45% mature age, low level of education (only 21% graduates), recently redundant 79%, PAL 12%, 365 days of unemployment. **Probability of exit 20%.**

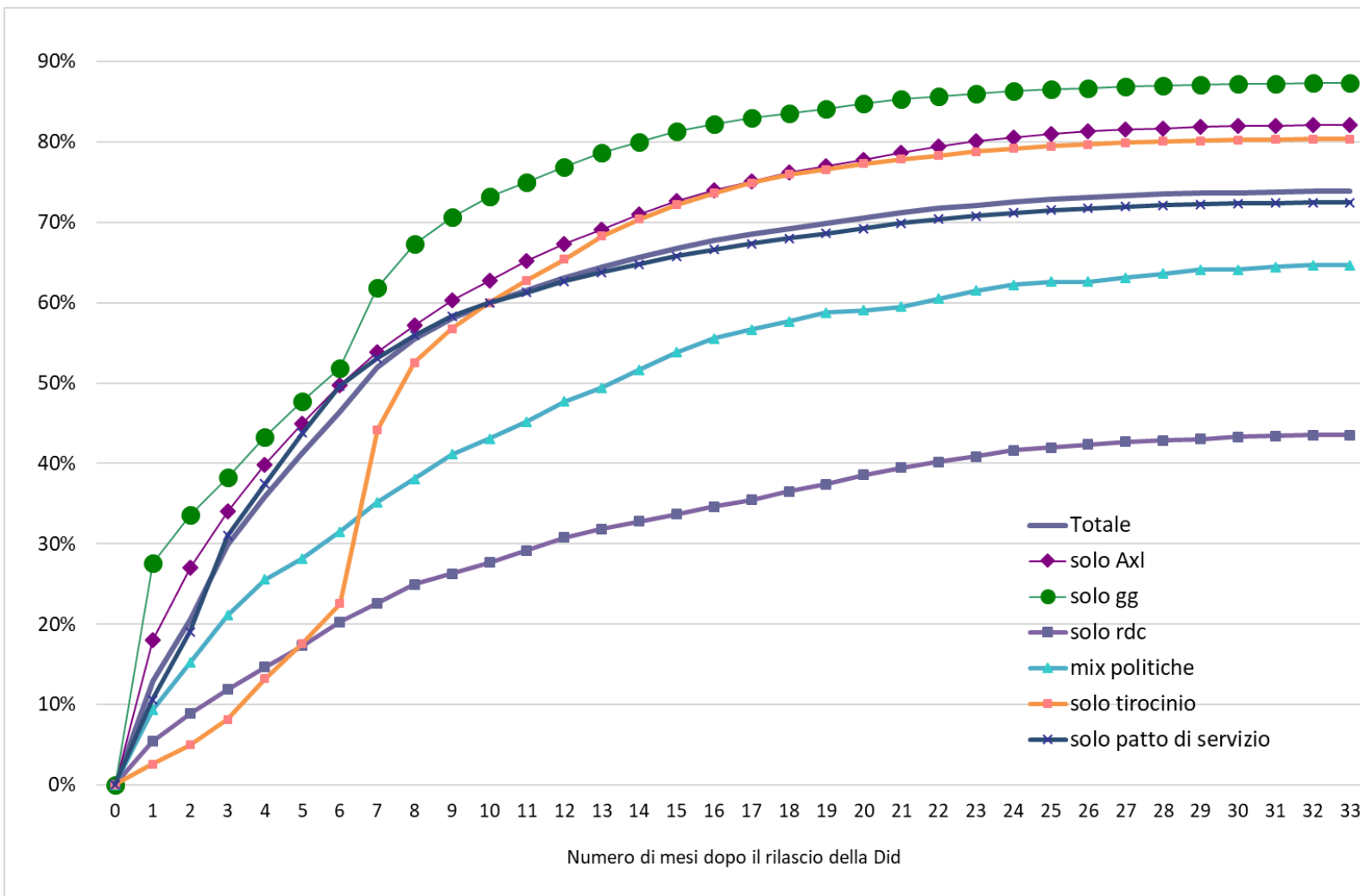
Women and adults 60%, middle school and diploma 27%, term TD 55% tourism and services, layoffs 27%. PAL 20%, 280 days unemployment. **Probability of exit 38%.**

Easy exit from unemployment. Women 67% adults 73% graduates 51% foreigners 2%. Education 80% high qualification 77% immediate loss. 79 days unemployment. **Probability of exit 80%.**

Men 54% and under 30 41%. 50% with degree and diploma. Term TD 79%. PAL 29% AxL 182 days unemployment. **Probability of exit 55%.**

Active Policies: Training,
Internship, Relocation

EFFECTS OF THE VENETO SYSTEM OF ACTIVE POLICIES



Available registered in 2018:
cumulative relocation rates by distance from the DID according to the different active policies.

GG early activation and placement rate at one year 75% of them have found work and at 24 months the share is close to 90%.

Axl Policy for unemployed over 30 with high relocation starting from 10-12 months from the release of the Did until reaching rates of over 80% at 24 months.

Internship Politics Active
evergreen just check it

TARGET

"Entrust" each new unemployed user to an operator who assumes responsibility for their care and coordinates and monitors the entire process of job placement, from taking charge to leaving unemployment.

**The unemployed of the current year
are tied up to the Case Manager**



ACCOUNT MANAGER

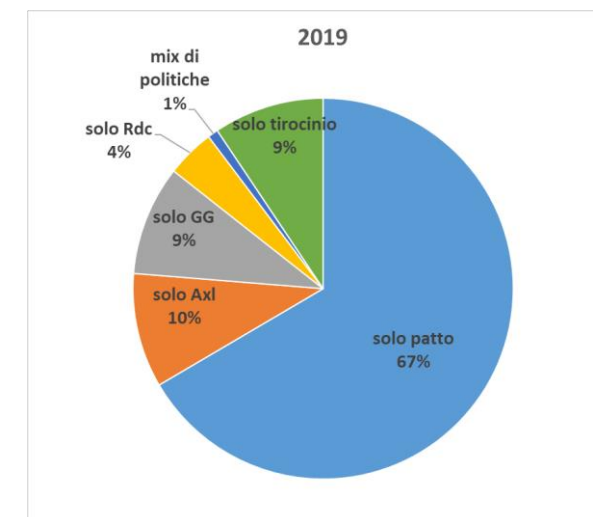
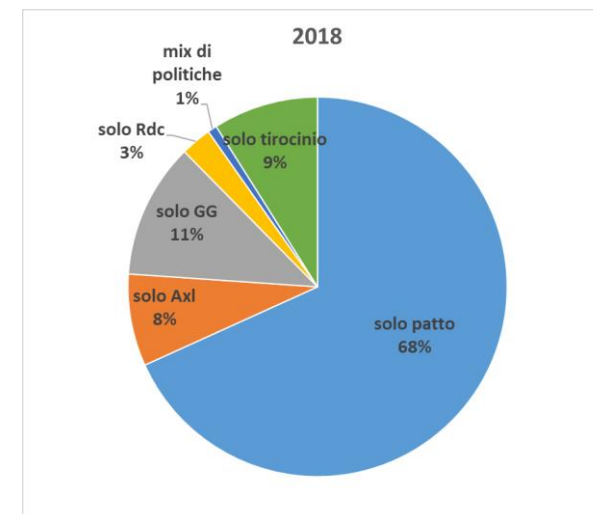
TARGET

Consolidate the role of the PES towards **enterprises** through specialized management with the ACCOUNT operator able to customize the service provided, guarantee support and assistance, monitoring needs, customer loyalty.

Business Portfolio + Vacant



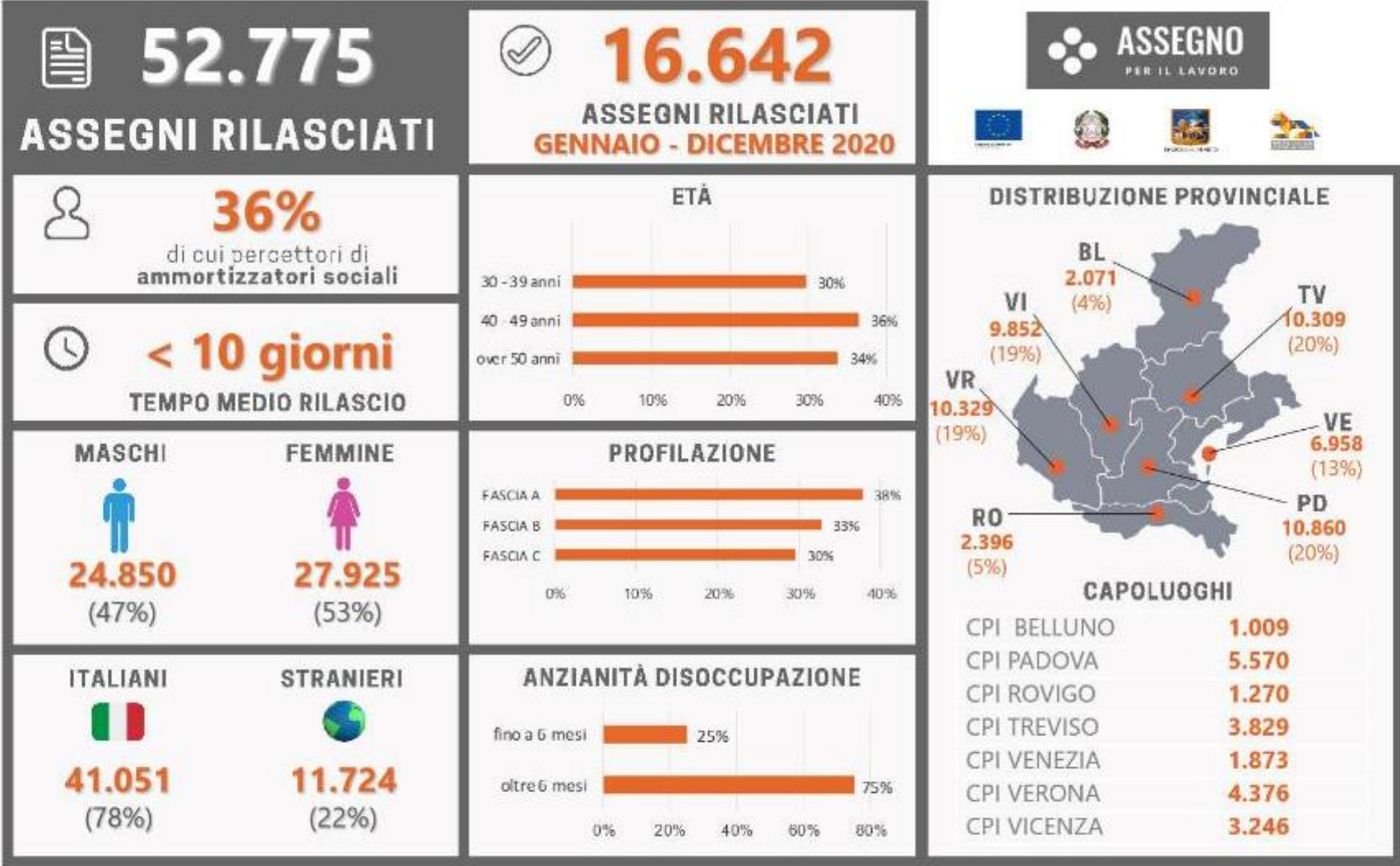
THE MAIN ACTIVE POLICIES IN VENETO



ACTIVE POLICIES FOR WORK IN VENETO: MEASURES AND TOOLS

	TRAINING	INTERNSHIP
YOUTH GUARANTEE	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CHECK FOR WORK	<input checked="" type="checkbox"/>	
WORK EXPERIENCE	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

CHECK FOR WORK: DATA MONITORING



CHECK FOR WORK: DATA MONITORING

Job seekers in Veneto region are supported with an allowance of up to EUR 5,796

So far the measure has supported 52,775 **unemployed people**

It is a form of fruitful collaboration between public and private employment services

Since October 2018 the government of the Veneto Region, has offered a "Check for work" to **unemployed people over the age of 30 years old**, resident or domiciled in the region, regardless of the duration of their unemployment. **With the allowance, the unemployed are supported in their search for work with "information services, guidance and counseling, training and support for insertion / reintegration into the labor market".**

CHECK FOR WORK: DATA MONITORING

Once the unemployment benefit has been granted to applicants (for a maximum amount of EUR 5,796), the Employment Center defines the employability of the unemployed person, "i.e. the degree of distance of the unemployed from the labor market, and the degree of aid intensity, which will determine the maximum admissible amount for services aimed at favoring the placement / relocation of the person".

"Once the compensation has been received, the worker has 30 days to choose one of the 108 accredited bodies for Employment Services in the Veneto Region that can implement the measures, with 400 offices available throughout the region".

Part of this allowance (€ 1,770) can be used for training, such as language or IT certification and professional development.

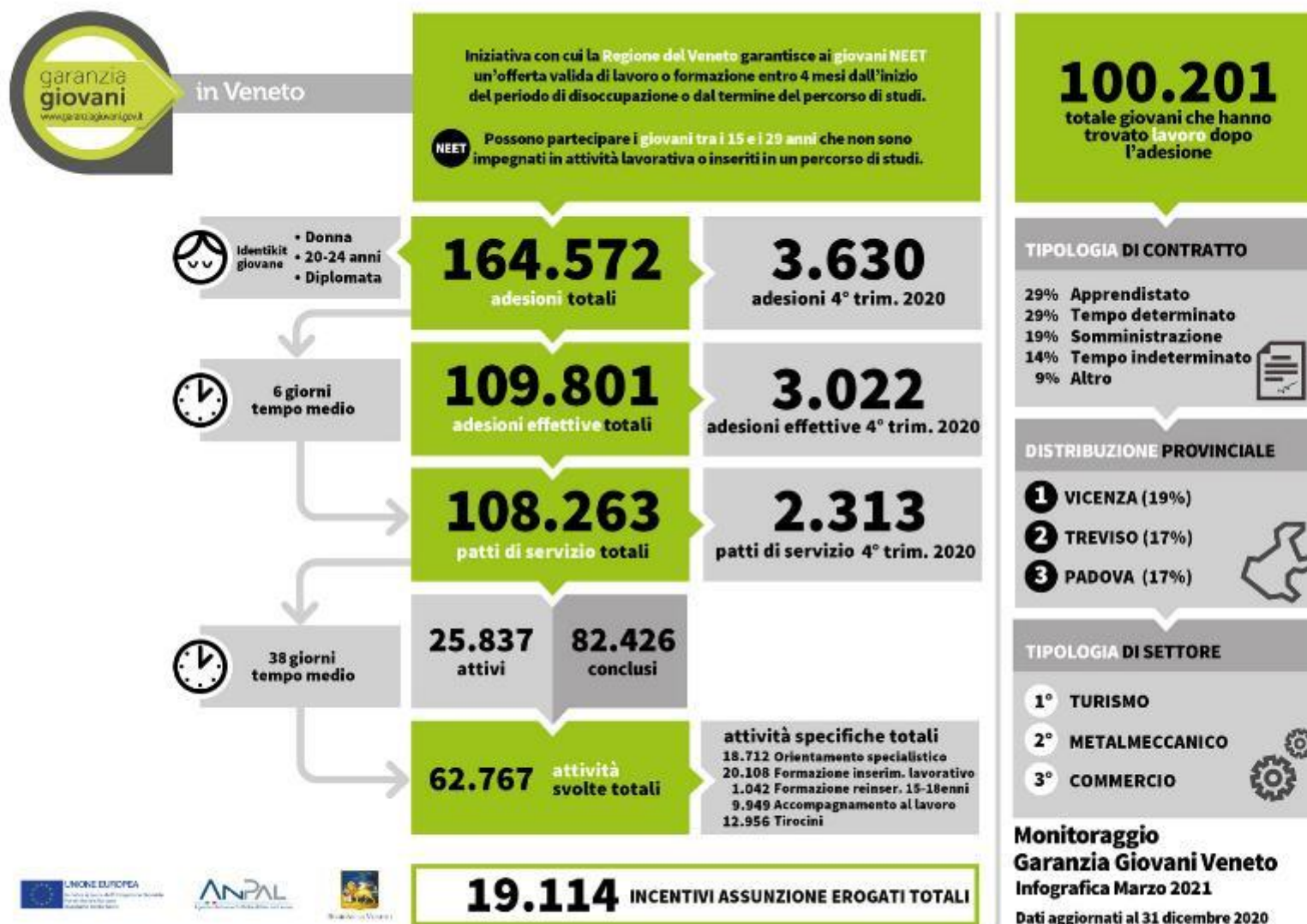
CHECK FOR WORK: DATA MONITORING

The accredited bodies are the **private sector employment services**, such as GI Group, Umana, Adecco, Manpower, Enaip Veneto, which receive most of the allowance when the candidate signs an employment contract lasting at least 6 months, also for temporary work.

The measure was successful for 32,416 job seekers, who signed long or short term employment contracts.

Similar initiatives have been developed in other Italian regions, but mostly aimed at young people under the age of 30 and that is not in education, work or training (the so-called NEETs).

YOUTH GUARANTEE VENETO: DATA MONITORING





REGIONE DEL VENETO

THANKS FOR YOUR ATTENTION

www.venetolavoro.it | www.cliclavoroveneto.it

