

Ready to go on 2021 – EURES TMS Edition

The Traineeship pilot project part 2

EURES Italy- Bernadette Greco

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EUROPEAN
JOB DAY

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ON 2021
EURES TMS
EDITION

🕒 30 JUNE 2021
@ Online event



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The Traineeship pilot project

Quality : Why and How?

Council Recommendation
on a Quality Framework for
Traineeships , 2014/C
88/01



- **QUALITY: WHY & HOW**

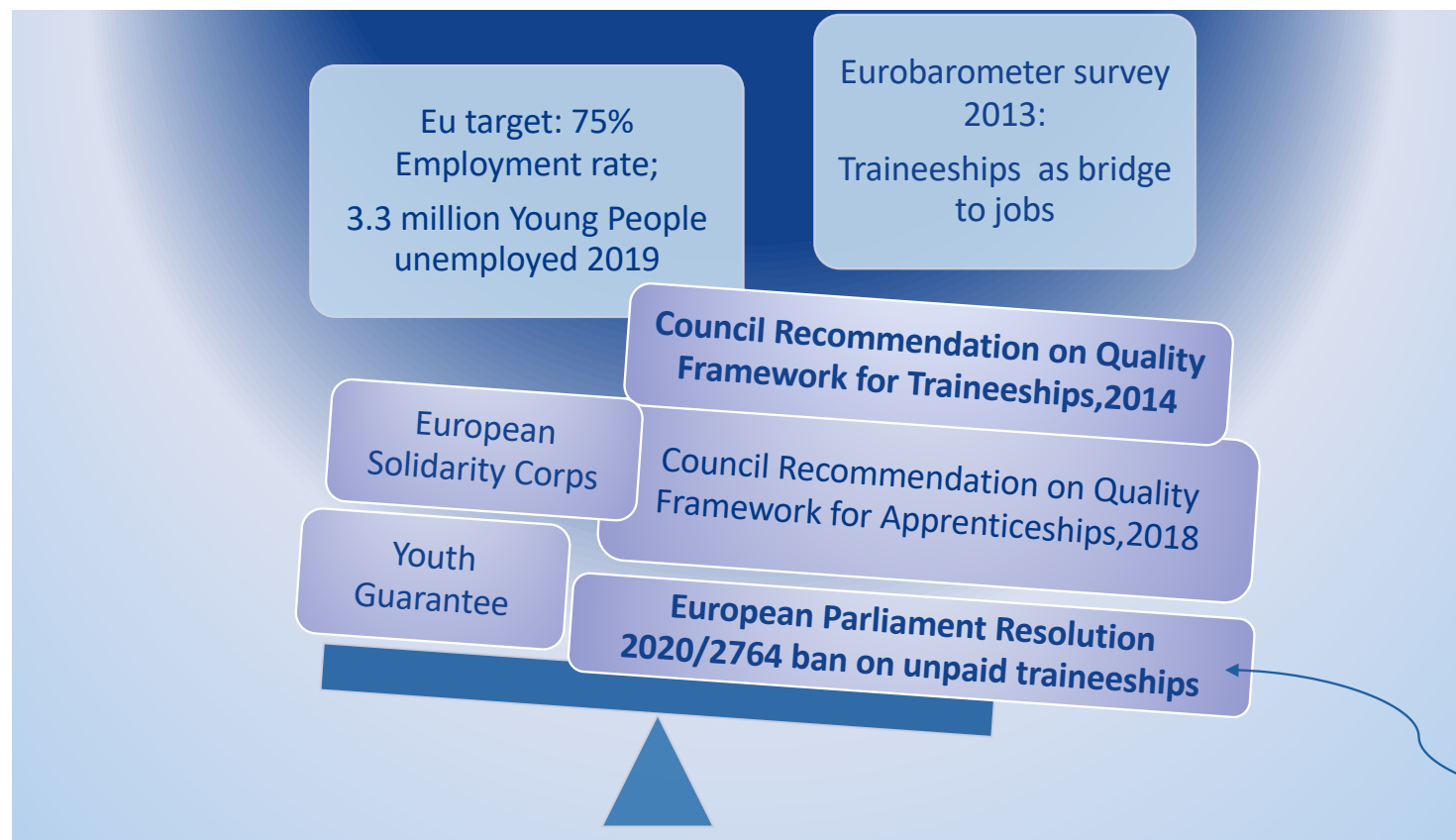
- **WHY (?) ↔ EMPLOYMENT OUTCOME**

- Learning component
- Working conditions

- **HOW? ↔ WRITTEN AGREEMENT**

.....For the purposes of this Recommendation, traineeships are understood as a limited period of work practice, which includes a learning and training component, ... in order to **gain practical and professional experience with a view to improving employability and facilitating transition to regular employment**

The Traineeship pilot project: The legislative train behind



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How to overcome?

QUALITY FRAMEWORK TRAINEESHIPS (QFT) in 22 points

Conclusion of a Written Agreement (2-3)

Rights and Obligations (9)

Learning and Training Objectives (4-5)

Reasonable Duration (10-11-12)

Proper Recognition (13)

Transparency requirements (14-15)

Cross-border **EURES** (16-17)

Use of Structural funds (18)

Apply QTF: Actors, PES (1-19-20-21-22)



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Types of traineeships: when, eligibility, country of destination

- ❖ ALMP vs OM
- ❖ Country of destination
- ❖ Status, age, requisites,
- ❖ Purpose of my traineeship: planning
- ❖ Education vs Work experience
- ❖ Duration, requirements, education provider, learning component



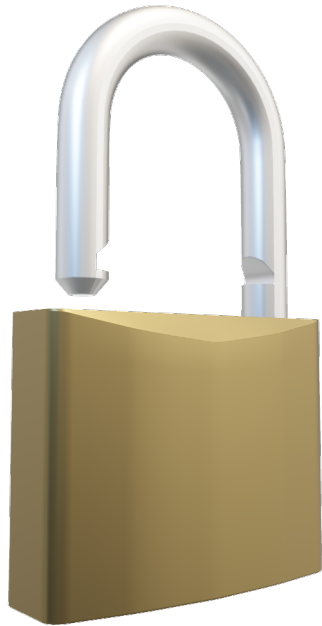
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One country in Europe/A different Traineeship scheme



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Main challenges



- ❖ Gaps in traineeship regulation: Social security!
- ❖ Unclear regulatory framework → Misuse
- ❖ OM traineeships are rarely regulated
- ❖ Traineeships = cheap labour
- ❖ Poor quality: poor learning component
- ❖ Low involvement of social partners vs quality
- ❖ ALMP deterrent for employers, sometimes
- ❖ Repeated traineeships vs precarious placements



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Success Factors



- ❖ Cooperation of stakeholders vs market needs
- ❖ Relevant quality , awarness, outreach
- ❖ Trainee's host vs new employee training
- ❖ Cleary defined roles: written agreement
- ❖ Mentorship
- ❖ Proper skills recognition to increase and boost the trainee's employability
- ❖ And whatelse? **EURES-TMS TEmpl!**



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THANK YOU for your attention!

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