



# The Apprenticeship Scheme

# The Apprenticeship Scheme (in Italy)



The **apprenticeship scheme** in Italy in a nutshell  
(Legislative Decree [D.L.81/2015, Capo V artt. 41-47](#))

- The apprenticeship scheme is conceived as a tool to train young people, paving the way for their employability, in a win-win situation both for the employer (several benefits) and for the apprentice who learns a profession by combining on the job training with theoretical knowledge.
- The **training component** is the core of such a contract , which qualifies as a labour contract whereas the employer, in addition to the pay to the apprentice, must provide him/her with the due training required to acquire the professional expertise and skills.
- Such a decree aims at creating and promoting the dual system which combines training, education and labour market entrance with the final aim to obtain an **ISCED qualification** (levels 3 and 4).

# The Apprenticeship -1

## Existing types

- ✓ Type 1: «**Apprenticeship for Vocational Qualification and Diploma**», Upper Secondary Education Diploma and High Technical Specialisation Certificate” the *minimum access age is 15 and the maximum age is 25*.
- ✓ Type 2 «**Professional apprenticeship**» the *entry age is set at 18 and the maximum is 29*. It is anyway possible to activate the contract at the age of 17 for those who already have a vocational three-year qualification.
- ✓ Type 3 «**Higher Training/Education and Research apprenticeship**», the *minimum age is 18 and maximum age is 29*.

# The Apprenticeship -2

## The Apprenticeship Type #1

<b>ORIGIN</b>	<p>Type 1 apprenticeship is part of the more general framework of education-work alternance, that aims at supporting the integration between education/VET systems and the labour market by limiting two problems:</p> <ul style="list-style-type: none"> <li>• early school/training leaving, to reduce the percentage of the 18-24 population with a lower secondary qualification</li> <li>• the drop-out rate.</li> </ul>
<b>TARGET: Youth aged between 15 and 25</b>	<p>Youth who have not fulfilled compulsory education requirements Youth having attended the second year of technical Institutes</p>
<b>QUALIFICATION/IDIPLOMA</b>	<p>Through Type 1 Apprenticeship four types of training/education qualifications may be obtained:</p> <ul style="list-style-type: none"> <li>• Vocational Qualification.</li> <li>• Vocational Diploma.</li> <li>• Upper Secondary (general) Education Diploma.</li> <li>• High Technical Specialisation Certificate.</li> </ul> <p>The new legal framework for Type 1 Apprenticeship allows for vertical pathways and further specialization or education at all levels:</p> <ul style="list-style-type: none"> <li>• The final qualification(s) – when achieved by the apprentice – are official qualifications belonging to regional (but recognized at national level) or State-level regulations. Through such qualifications, the apprentice may enter further training/education levels.</li> <li>• Vertical permeability is possible within each of the systems involved: regional for vocational qualification or diploma; national for upper secondary education diploma; mixed national-regional for high technical specialization certificate.</li> <li>• Apprentices who successfully finalize their training can prolong the contract for 12 months to obtain either a High Technical Specialisation certificate or the 5-years vocational upper secondary education diploma.</li> </ul>





# The Apprenticeship -3

## The Apprenticeship Type #1

<b>Competent Authority</b>	State, Regions
<b>Duration</b>	<ul style="list-style-type: none"> <li>the <b>minimum</b> as no less than 6 months (art. 42 c.2 Leg. Decr. 81/2015);</li> <li>the <b>maximum</b> duration as ranging from 1 year to 4 years depending on the final qualification (art. 4 c.1 Inter-ministerial Decree and Inter-Ministerial Decree of 12 October 2015).</li> </ul>
<b>Training component</b>	<p>The training component is made up of external( at the training institution) and internal training ( at the employer's premises), which should be designed according to the specific employer's needs and the skills to be acquired. The % of the training component share between the two is defined by Law.</p> <p>The internal training time is defined as the share of hours spent in training activities under the supervision and responsibility of the employer. This clear distinction is to be considered necessary by law also because <b>the training time spent in the workplace</b> is remunerated only 10% in comparison with the <b>ordinary working time</b>.</p> <p>The employer defines a training programme/ agreement with the training institution where the learner is hosted in order to define the employer's training obligations; so that the learning outcomes to be achieved by the learner in the two learning environments "Education or Training Institution" and "Company/Organization/Research Institution" are clearly defined</p> <p>The maximum share (out of the total annual school-time) of education/training hours which can be delivered outside of the company are defined by Legislative Decree 81/2015, and varies according to the qualification to be achieved.(between 20% and 50% of the scheme)</p> <p><b>Alternation:</b> between the company and the training institution in apprenticeships does not follow a standard scheme but it is very different region by region mainly depending on:</p> <ul style="list-style-type: none"> <li>the total amount of out-of-company training apprentices have to participate in;</li> <li>the company's production needs (which are not linked to a specific apprenticeship type);</li> <li>the out-of-company training supply delivery structure, profile, contents and organisation.</li> </ul> <p>That being said, the most common schemes in Type 1 apprenticeships are the following:</p> <ul style="list-style-type: none"> <li>2 days in training institution and 3 days in company every week (a week-based scheme);</li> <li>1 week in training institution and 3 weeks in company (a month-based scheme).</li> </ul> <p>That being said, the most common schemes in Type 1 apprenticeships are the following:</p> <ul style="list-style-type: none"> <li>2 days in training institution and 3 days in company every week (a week-based scheme);</li> <li>1 week in training institution and 3 weeks in company (a month-based scheme).</li> </ul>



# The Apprenticeship -4

## The Apprenticeship Type #1

### Contractual arrangements: apprenticeship contract

The apprenticeship contract is a subordinate permanent employment contract. It must be in written form and must include an Individual Training Plan, whose responsibility is shared between the education/training institution and the employer.

Typical contents are the following :

- the final VET/educational qualification to be achieved;
- the initial date and total duration;
- the trial period duration;
- the contractual placement and wage;
- the compulsory attachment named “Individual training plan”, containing all training details, methodologies and learning outcomes;
- the legal and regulatory framework to be applied;
- the workplace and working time;
- the name of company tutor;
- the learning outcomes and the on-going assessment evaluation of expected learning outcomes;
- other general clauses concerning safety, confidentiality and privacy.

### Status of the learner

The apprentice has a subordinate permanent employment contract with the company even if he/she is entitled to the “**double status of student and worker**”. At the end of the apprenticeship period the employer and the apprentice may terminate the contract. If not otherwise explicitly stated, the apprenticeship contract turns into an ordinary open-ended dependent (subordinate) employment contract.

### Compensation

Companies pay apprentices’ wages which may be “up to two levels lower than a (correspondent) qualified employee” or a “proportionate percentage in relation to working seniority”. The wage is determined in the contract. As already said, the employer must pay the apprentice 10% of his/her wage for in-company training hours. This percentage may be modified by National Collective Labour Agreements. No wage has to be paid to apprentice for the external (school-based) formal training. In addition to wage, also some apprentice’s social security costs must be paid by companies:

- insurance against job-related injuries and illnesses, ordinary illnesses,
- invalidity and old age;
- maternity,
- family allowance;
- employment social insurance.



# The Apprenticeship -5

## The Apprenticeship Type #1

### Eligibility of the employer and responsibility

The employer must meet the following requirements:

- **“structural capacities”** (suitable spaces for company-based training and, in case of apprentices with disability, the absence of architectonic barriers);
- **“technical capacities”** (availability of instruments and supports allowing the implementation of internal training; instruments and supports must obviously comply with the in-force regulations);
- **“training capacities”** (availability of one or more company tutor(s))

Each apprentice has one company tutor and one training institution tutor but one tutor may follow more than one apprentice. Among the tutor’s tasks there is the coordination of the teachers/trainers involved in delivering training to the apprentice (the tutor is not the trainer).

### Financial incentives

The Type 1 scheme new regulation strongly encourages companies/employers to hire apprentices with specific incentives:

- A favourable duty scheme, for all types of apprenticeship: The apprentice pays 5.84% of taxable wage for social insurance and the employer pays between 3% and 10%, or pays no contribution if the company has 9 employees or fewer.
- Incentives defined in art. 32 Leg. Decr. 150/2015 specific for Type 1:
  - in case of contract termination (by employer) at the end of training period, the employer does not have to pay the so-called “Termination duty for NASpl”;
  - the employer’s tax (duty) rate, equal to 10% to be calculated on social security taxable gross wage, is reduced to 5%;
  - the employer does not have to pay the ASpl[2]/NASpl ordinary funding duty (which is due for the type 2 apprenticeship and it is 1.61% on social security taxable gross wage).

Upon completion of type 1 apprenticeship i.e. once the apprentice has achieved the final qualification, the contract may be terminated by the employer or the apprentice. Otherwise, the contract may be transformed into a professional apprenticeship (type 2 scheme) for a further year. In this case, the employer receives an incentive to hire the apprentice equal to the payment of a flat rate of 10% of social security duty (considerably lower than the one required to hire a qualified worker)

To support the scheme’s implementation, the 2020 financial law introduced a new incentive for micro enterprises (less than 9 employees) offering type 1 apprenticeships from the 1<sup>st</sup> of January till 31<sup>st</sup> December 2020, namely the total exemption from social security contributions for a period of three-years.

[1] New Social Security benefit for employment (NASpl) that will replace, in case of unemployment, beginning on May 1<sup>st</sup>, 2015, Aspl and mini-Aspl;

[2] Social Unemployment Benefit (Aspl)



# The Apprenticeship -6

## The Apprenticeship Type #2

<b>AIM</b>	Aims at delivering a qualification diploma
<b>TARGET</b>	Candidates aged between 18 and 29 (although even 17 if already holding such professional qualification diploma + candidates benefiting from some income support (social welfare benefits )
<b>QUALIFICATION</b>	Qualification diploma/qualification of mastercraft
<b>COMPETENT AUTHORITY</b>	State, Regions
<b>DURATION</b>	3-5 yrs (5 years in case of a mastercraft qualification)
<b>TRAINING COMPONENT</b>	The training component is the core of such a contract. The competent authority -the region- will inform the employer about the modules (max 120 h in a three-year period) the apprentice needs to be taught to acquire the transversal skills needed. Additionally, the apprentice will receive the technical training specifically designed for that professional profile as agreed in the Collective Agreements and such training will fall under the employer's responsibility
<b>STATUS OF THE LEARNER</b>	<p>Apprentice, hires as an employee</p> <p><b>Compensation:</b> strictly related to the correspondent CCNL (collective Agreement) , bearing in mind that the apprentice's pay may be two steps lower that the correspondent professional category. Social security coverage:</p> <ul style="list-style-type: none"> <li>• insurance against job-related injuries and illnesses, ordinary illnesses,</li> <li>• invalidity and old age;</li> <li>• maternity,</li> <li>• family allowance;</li> <li>• employment social insurance.</li> </ul>





# The Apprenticeship -7

## The Apprenticeship Type #3

<b>TARGET</b>	People at least 18 years not and not exceeding the age of 29, holding a secondary school education qualification or a post-secondary professional or technical education qualification. Qualifying graduates needing a compulsory training period to access regulated professions
<b>TYPES</b>	1) Apprenticeship for higher education leading to ISCED 5,6,7,8) 2) Apprenticeship for research, does not lead to a formal qualification
<b>EQF-ISCED- Qualifications</b>	EQF from 5 (National Technical Institutes) to 8 (award of doctoral degree). Apprenticeship, “organically integrate, in a dual system, training and work with reference to the education and training qualifications as well to the occupational qualifications included in the National Inventory. The same qualifications may be obtained as full time students rather than student-worker
<b>Duration</b>	<b>Minimum duration:</b> no less than 6 months; <b>Maximum duration:</b> ranging from 1 year to 3 years depending on the final qualification Research apprenticeships: duration is defined in the Individual training plan and is not linked to the acquisition of the formal qualification; Apprenticeship enabling access to regulated professions: duration varies according to the requirements set up for accessing single professions, as determined by their representative bodies and professional orders.
<b>Compensation and incentives</b>	Companies pay apprentices’ wages which may be up to two levels lower than a (correspondent) qualified employee” or a “proportionate percentage in relation to working seniority”. The wage is determined in the contract. In addition to wage, social security costs must be paid by companies : insurance against job-related injuries and illnesses, ordinary illnesses, invalidity and old age; maternity, family allowance; employment social insurance). The employer pays the apprentice’s in-company training hours at 10%, net of other indications defined through collective labour agreements (while no pay is foreseen for the training hours spent outside of the company). A favourable duty scheme, for all types of apprenticeship: The apprentice pays 5.84% of taxable wage for social insurance and the employer pays between 3% and 10%, or pays no contribution if the company has 9 employees or fewer.
<b>Coordinating Authorities</b>	Regions together with Universities and Higher Technical Institutes



# The Apprenticeship -8

## The Apprenticeship Type #3

### TRAINING

The distinction between training time and working time emerges from the **Individual Training Plan**, as a result of a requirement set by law. Art. 6 of the interministerial decree of 15 October 2015, laying down standards and general criteria for apprenticeship pathways, sets out the maximum share of external training (in the HE institution) that cannot exceed 60% of the total time. With the aim of calculating the time amount, it is agreed by law to refer to the University Credit Unit (**CFU**) system.

This distinction is essential as the employer will remunerate internal training 10 % than the ordinary working time.

The external (school-based) training time for higher education pathways (university studies, including doctoral degrees) may not exceed 60% of the number of hours calculated on the basis of university credits.

**Alternation:** There is no indication in the regulatory framework

Companies hosting apprentices are required to provide and to follow the Individual Training Plan which is an essential part of the contract, signed also by the apprentice. This tool is not only a formal way of scheduling the training activities of the apprentice but it's also a legal means for monitoring the right progress of the combined training activities, within and outside the learning venue. The Inter-ministerial Decree 12/10/2015 also envisages other tools to put in transparency and to assess the acquisition of learning outcomes like the "Individual Dossier".

### CONTRACTUAL AGREEMENT

The apprenticeship employment contract must be in written form and must include an Individual Training Plan, whose responsibility is shared between the education/training institution, the apprentice and the employer. The apprentice has a subordinate permanent employment contract with the company even if he/she is entitled to the "double status of student and worker". At the end of the apprenticeship period the employer and the apprentice may terminate the contract. If not otherwise explicitly stated, the apprenticeship contract turns into an ordinary open-ended dependent (subordinate) employment contract. Typical contents are the following (in accordance to a specific collective labour agreement or to an inter-sectors agreement or to a territorial/company agreement): the final educational qualification to be achieved; training provision, workplace and working time, name of the company tutor, the initial date and total duration; the trial period duration; the wage; other clauses concerning safety, confidentiality and privacy.



# The Apprenticeship -9

## The Apprenticeship Type #3

### Eligibility of the employer and responsibility

The employer must meet the following requirements:

- **“structural capacities”** (suitable spaces for company-based training and, in case of apprentices with disability, the absence of architectonic barriers);
- **“technical capacities”** (availability of instruments and supports allowing the implementation of internal training; instruments and supports must obviously comply with the in-force regulations);
- **“training capacities”** (availability of one or more company tutor(s))

Each apprentice has one company tutor

### Distinctive feature

Currently, the Chambers of Commerce are playing an important role of dissemination and promotion of apprenticeship either at local or national level. They make annual and monthly surveys about skills supply in the economic district and within the sectors. They provide information and assistance to companies in activating and implementing apprenticeship contracts. Besides the Union of Chambers of Commerce has been appointed as the national subject to implement a national Register of companies available for work-based learning experience (<https://scuolalavoro.registroimprese.it/rasl/home>). This tool is not a proper accreditation but is considered a means of dialogue between employers and training representatives (Schools, Vet providers, Universities). In the view of renewed regulatory framework, the Register may be implemented with the aim of becoming a tool for accreditation for companies that have training and technical capacity of initiating dual paths of training via apprenticeship or work-based learning.



# The Apprenticeship -10

One country, more and regulatory frameworks for an apprentice.  
Willing to find them out all?

Region/province	Apprenticeship web-site
Bolzano	<a href="https://www.provincia.bz.it/formazione-lingue/formazione-professionale/default.asp">https://www.provincia.bz.it/formazione-lingue/formazione-professionale/default.asp</a>
Trento	<a href="https://www.agenzialavoro.tn.it/aziende/apprendistato_2012;">https://www.agenzialavoro.tn.it/aziende/apprendistato_2012;</a> <a href="https://www.agenzialavoro.tn.it/Schede-informative/Il-contratto-di-apprendistato">https://www.agenzialavoro.tn.it/Schede-informative/Il-contratto-di-apprendistato</a>
Abruzzo	<a href="https://selfi.regione.abruzzo.it/menu_items/apprendistato">https://selfi.regione.abruzzo.it/menu_items/apprendistato</a>
Basilicata	<a href="https://www.regione.basilicata.it/giunta/site/giunta/departement.jsp?dep=100056&amp;area=109172">https://www.regione.basilicata.it/giunta/site/giunta/departement.jsp?dep=100056&amp;area=109172</a>
Calabria	<a href="https://www.regione.calabria.it/website/organizzazione/dipartimento7/subsite/formazione_professionale/">https://www.regione.calabria.it/website/organizzazione/dipartimento7/subsite/formazione_professionale/</a>
Campania	<a href="http://www.apprendistatoregionecampania.it/">http://www.apprendistatoregionecampania.it/</a>
Emilia Romagna	<a href="https://formazionelavoro.regione.emilia-romagna.it/apprendistato">https://formazionelavoro.regione.emilia-romagna.it/apprendistato</a>
Friuli Venezia Giulia	<a href="https://www.regione.fvg.it/rafvfg/cms/RAFVG/formazione-lavoro/tirocini-apprendistato/">https://www.regione.fvg.it/rafvfg/cms/RAFVG/formazione-lavoro/tirocini-apprendistato/</a>

## The Apprenticeship -11

**One country, more regional regulatory frameworks for an apprentice.  
Willing to find them out all?**

Region/province	Apprenticeship web-site
LAZIO	<a href="https://www.regione.lazio.it/rl_lavoro/?vw=contenutiDettaglio&amp;cat=1&amp;id=9">https://www.regione.lazio.it/rl_lavoro/?vw=contenutiDettaglio&amp;cat=1&amp;id=9</a>
LIGURIA	<a href="https://www.regione.liguria.it/homepage/scuola-e-formazione/formazione.html">https://www.regione.liguria.it/homepage/scuola-e-formazione/formazione.html</a>
LOMBARDIA	<a href="https://www.regione.lombardia.it/wps/portal/istituzionale/HP/servizi-e-informazioni/cittadini/lavoro-e-formazione-professionale/apprendistato">https://www.regione.lombardia.it/wps/portal/istituzionale/HP/servizi-e-informazioni/cittadini/lavoro-e-formazione-professionale/apprendistato</a>
MARCHE	<a href="https://www.regione.marche.it/Regione-Utile/Istruzione-Lavoro/Lavoro/Apprendistato">https://www.regione.marche.it/Regione-Utile/Istruzione-Lavoro/Lavoro/Apprendistato</a>
MOLISE	<a href="http://www3.regione.molise.it/flex/cm/pages/ServeBLOB.php/L/IT/IDPagina/31">http://www3.regione.molise.it/flex/cm/pages/ServeBLOB.php/L/IT/IDPagina/31</a>
PIEMONTE	<a href="https://www.regione.piemonte.it/web/temi/istruzione-formazione-lavoro/formazione-professionale/apprendistato">https://www.regione.piemonte.it/web/temi/istruzione-formazione-lavoro/formazione-professionale/apprendistato</a>
PUGLIA	<a href="https://por.regione.puglia.it/-/azione-8-5?redirect=%2Fasse-viii-promuovere-la-sostenibilit%25C3%25A0-e-la-qualit%25C3%25A0-dell-occupazione-e-il-sostegno-alla-mobilit%25C3%25A0-professionale">https://por.regione.puglia.it/-/azione-8-5?redirect=%2Fasse-viii-promuovere-la-sostenibilit%25C3%25A0-e-la-qualit%25C3%25A0-dell-occupazione-e-il-sostegno-alla-mobilit%25C3%25A0-professionale</a>
SARDEGNA	<a href="https://www.regione.sardegna.it/argomenti/cultura/formazione.html">https://www.regione.sardegna.it/argomenti/cultura/formazione.html</a>



# The Apprenticeship -12

One country, more and regulatory frameworks for an apprentice.  
Willing to find all them out?

Region/province	Apprenticeship web-site
SICILIA	<a href="http://pti.regione.sicilia.it/portal/page/portal/PIR_PORTALE/PIR_LaStrutturaRegionale/PIR_Assessoratoistruzioneeeformazioneprofessionale/PIR_PubblicIstruzione">http://pti.regione.sicilia.it/portal/page/portal/PIR_PORTALE/PIR_LaStrutturaRegionale/PIR_Assessoratoistruzioneeeformazioneprofessionale/PIR_PubblicIstruzione</a>
TOSCANA	<a href="https://www.regione.toscana.it/-/apprendistato-normativa-e-opportunita">https://www.regione.toscana.it/-/apprendistato-normativa-e-opportunita</a>
UMBRIA	<a href="https://www.regione.umbria.it/lavoro-e-formazione?idc=370&amp;explicit=SI">https://www.regione.umbria.it/lavoro-e-formazione?idc=370&amp;explicit=SI</a>
VENETO	<a href="https://www.regione.veneto.it/web/lavoro/apprendistato">https://www.regione.veneto.it/web/lavoro/apprendistato</a>
VALLE D'AOSTA	<a href="https://www.regione.vda.it/lavoro/Imprese/Apprendistato/default_i.aspx">https://www.regione.vda.it/lavoro/Imprese/Apprendistato/default_i.aspx</a>

# The Apprenticeship

## REFERENCES:

CEDEFOP

CLICLAVORO

REGIONAL WEB-SITES

BERNADETTE GRECO  
EURES-ITALY  
APULIA REGION





**EURES PORTAL:** <https://ec.europa.eu/eures/>

**ANPAL PORTAL:** [www.anpal.gov.it/eures](http://www.anpal.gov.it/eures)



	SOCIAL EURES	SOCIAL EURES ITALIA
FACEBOOK	<a href="https://www.facebook.com/EURESjobs">https://www.facebook.com/EURESjobs</a>	<a href="https://www.facebook.com/EURESItaly">https://www.facebook.com/EURESItaly</a>
TWITTER	<a href="https://twitter.com/EURESjob">https://twitter.com/EURESjob</a>	<a href="https://twitter.com/ItalyEures">https://twitter.com/ItalyEures</a>
LINKEDIN	<a href="https://www.linkedin.com/company/eures/">https://www.linkedin.com/company/eures/</a>	
YOUTUBE	<a href="https://www.youtube.com/user/EURESjob">https://www.youtube.com/user/EURESjob</a>	



## **CHAT EURES: EURES Advisers can be contacted through EURES portal**

<https://ec.europa.eu/eures>, by accessing to the CHAT service.

For Italy, the service is available every Friday (except public holidays) from 10:30 to 12:30 (CET).

<https://ec.europa.eu/eures/public/it/chat-with-eures-advisers>

Search for EURES Advisers: [EURES - Search for EURES Advisers - European Commission \(europa.eu\)](https://ec.europa.eu/eures/public/it/search-for-eures-advisers)