

CIETT WORLD EMPLOYMENT CONFERENCE

Employment Policy in Lombardy Region Masterclass

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RegioneLombardia



Employment policy framework in Lombardy

Objective: **increasing the effectiveness of welfare in Lombardy**

PRINCIPLES



TOOLS

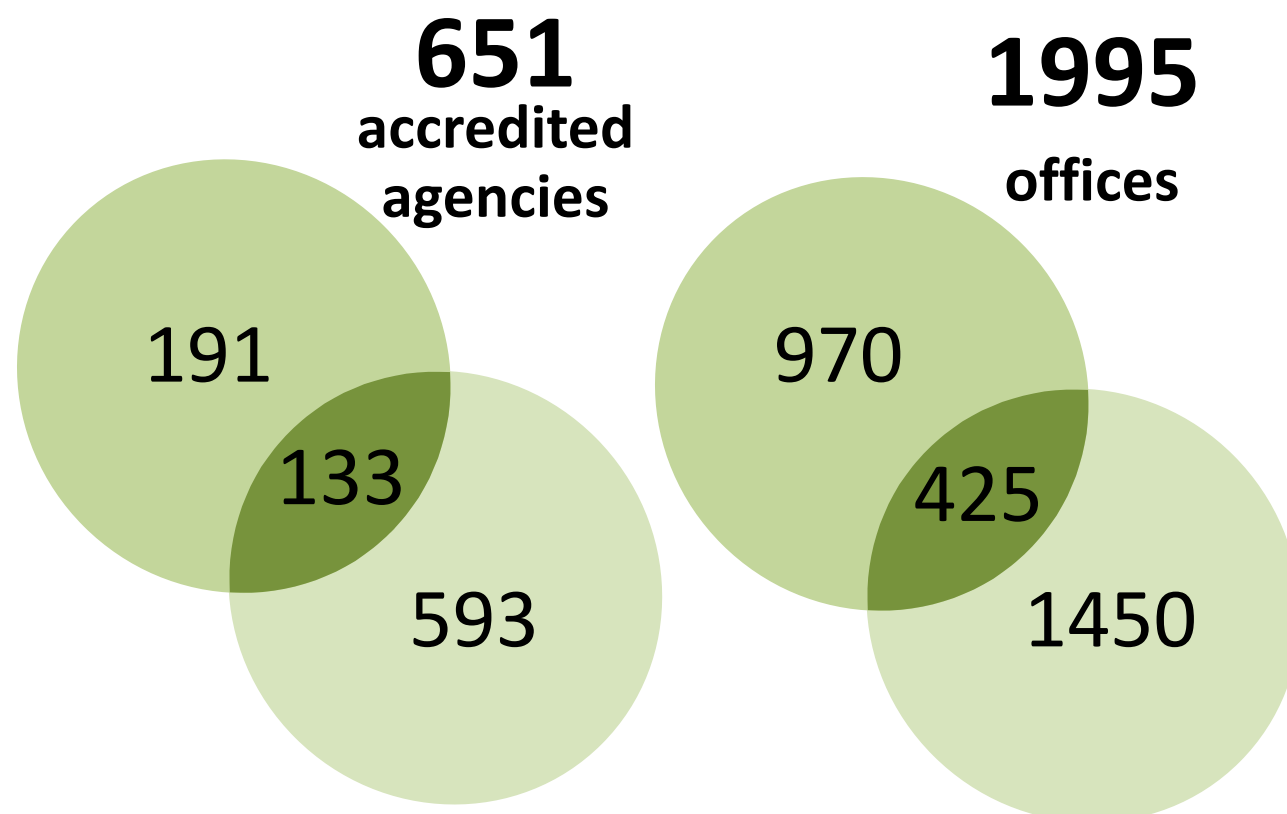
1. **Accreditation** of training and employment agencies that ensures they meet quality standards
2. **Dote**: individual budget for a mix of employment and training services

1. Accreditation

Accredited agencies for employment and training services work **within a network**, according to the nature of specific interventions, overseeing the emerging demand in the different territories.

The network provides **high flexibility** and ensures **supply for the full range of services**.

The network in figures



Provide training services

Provide employment services

Provide employment and training services



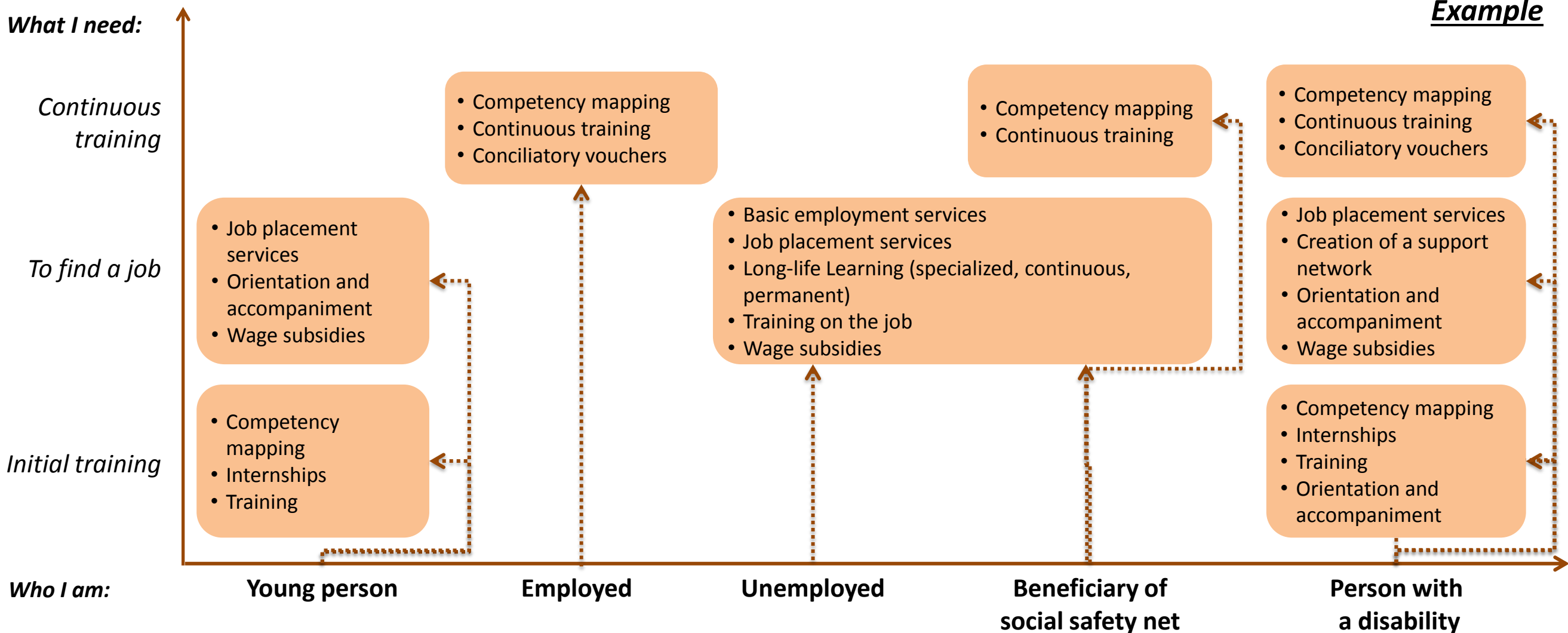
Within the Youth Guarantee, also **schools and universities** can take their students (who have earned a diploma/degree in the last 4 months) up to provide them with employment services



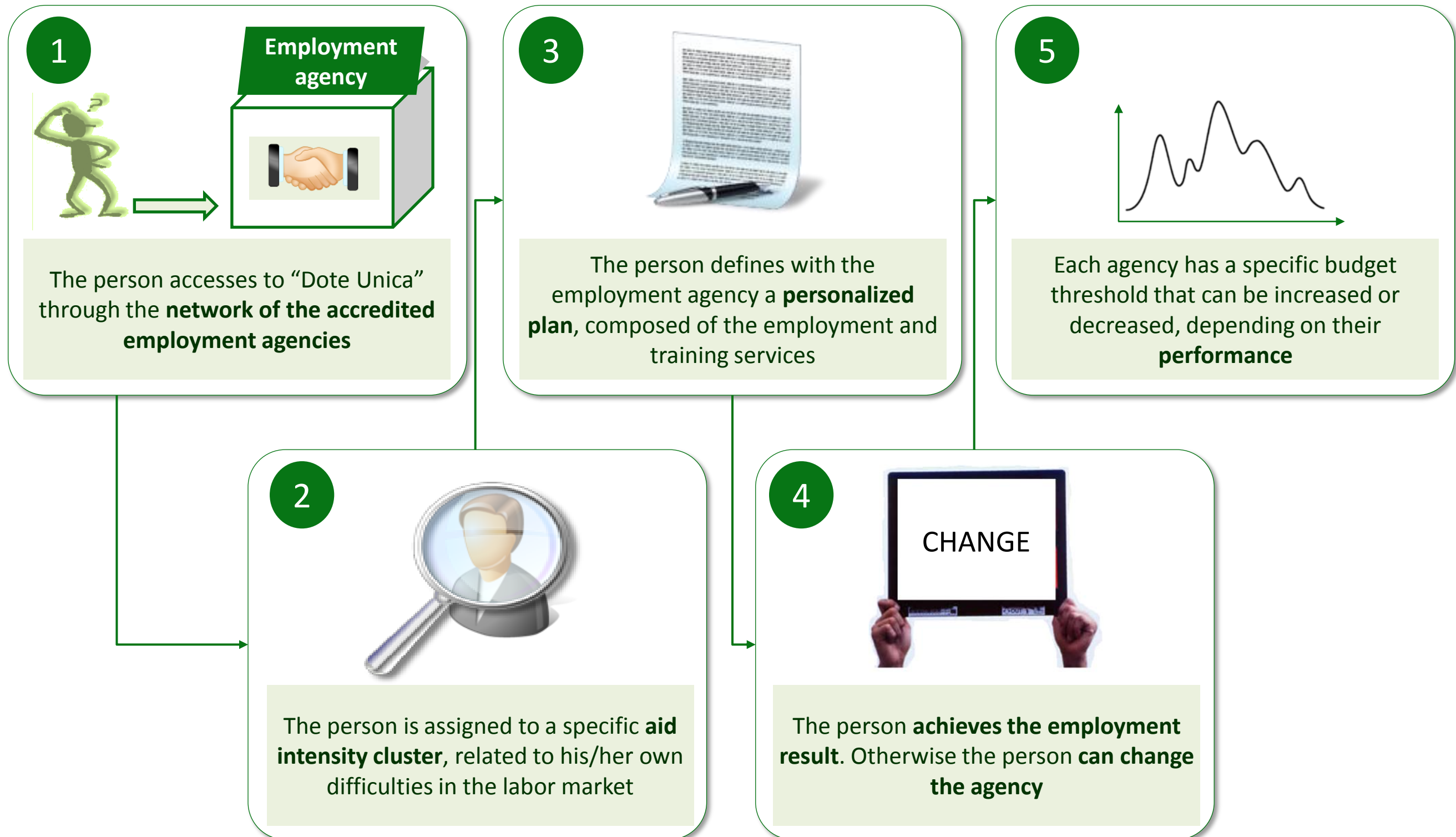
2. Dote Unica Lavoro

Dote Unica Lavoro **support persons throughout their active life**, according to different individual conditions and specific needs expressed by each person. For each target, a number of services from a defined set of baskets of services may be activated.

Example



How Dote Unica Lavoro works



“Dote Unica”: Target clusters

A personal “budget” accompanies persons throughout their whole active life, according to different individual conditions and specific needs expressed by each person. Each person is assigned to a specific aid intensity cluster, related to his/her own difficulties in the labor market.

SOCIAL - DEMOGRAPHIC VARIABLES

EMPLOYMENT STATUS

AGE

QUALIFICATION

GENDER



AID INTENSITY CLUSTERS

CLUSTER 1 “LOW AID INTENSITY” (1-49 POINTS):

People able to reposition themselves in the job market independently or requiring minimal support

CLUSTER 2 “MEDIUM AID INTENSITY” (50-74 POINTS):

People in need of intensive services for the placement or replacement in the job market

CLUSTER 3 “HIGH AID INTENSITY” (75-100 POINTS):

People in need of intensive services for a medium/long period for the placement or re-placement in the job market

CLUSTER 4 “OTHER AID” (0 POINTS):

People in need of services for the maintenance of their position in the job market



“Dote Unica”: Baskets of services

Within “Dote Unica” the person may activate a number of services from a defined set of baskets of services, based on the minimum standards (costs, terms and conditions of delivery, repeatability of services) framework approved by Lombardy Region.



“Dote Unica”: terms and condition of payment

The person defines with the employment agency a personalized plan. The terms and conditions of payment defined are focused on their common interest in achieving the employment result in the shortest term.

1. Basic services	2. Welcome and orientation	3. Consolidating skills	4. Other measures
<p>Basic services essential for taking in charge the recipients. <u>Free of charge.</u></p>	<p>Services paid upon implementation of activities. <u>From € 210 to € 665</u> depending on the target cluster.</p>	<p>Services paid upon implementation of activities, but only in connection with the activation of internships or the achievement of employment results (training, tutoring) and / or for cluster 3 recipients. <u>From € 1.000 to € 2.000</u> depending on the target cluster.</p>	<p>Services paid upon implementation of activities or on the basis of the costs incurred in implementing such activities.</p>

5. Job placement services / self-employment support services (result-based services)

Services **paid upon achievement of the employment result**, thus only after:

- the **successful job placement of the recipient** (from € 740 to € 1.835 depending on the target cluster);
- the **inscription of the new company at the Chamber of Commerce and / or the opening of a new VAT position** (from € 2.510 to € 3.860 depending on the target cluster).

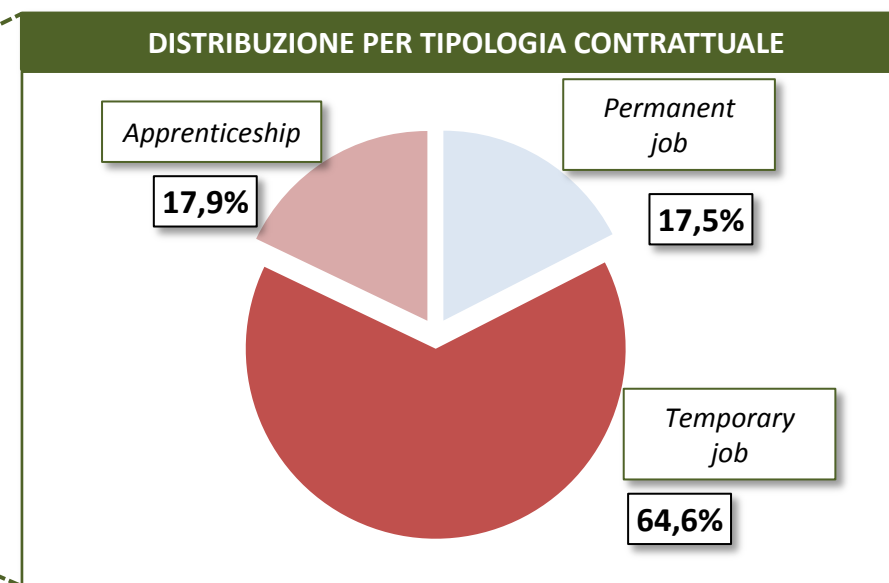
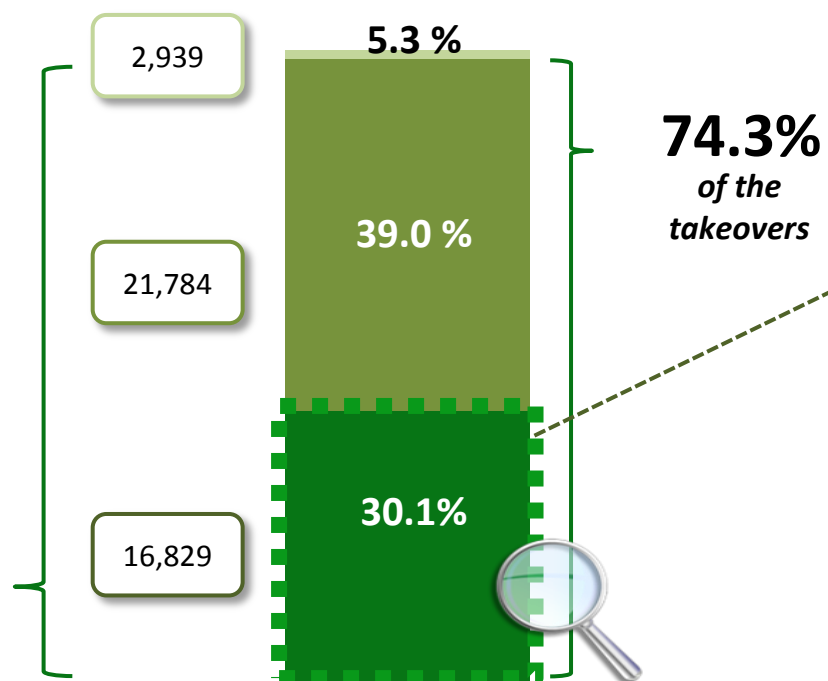
Dote Unica Lavoro: progress and results

General progress per aid intensity cluster:

	No. of Dotes		Amount	
1. Low aid intensity	8,216	13%	€ 7,675,833.86	6%
2. Medium aid intensity	16,812	27%	€ 28,074,241.13	24%
3. High aid intensity	31,581	51%	€ 80,368,581.40	68%
4. Other aid	5,341	9%	€ 2,327,897.66	2%
	61,950		€ 118,446,554.05	

As of 21st May 2015,
41,552 participants
have started a **work
experience**

- Contracts > 180 days
- Contracts < 180 days
- Internships



Employment agencies' Top Ten based on number of people who started a work experience

PEOPLE WHO STARTED A WORK EXPERIENCE






AGENCY	Dote Unica Lavoro (CLUSTER 1-2-3)	Permanent job	Temporary job	Apprenticeship	TOTAL	%
1	AW	3,145	4,638	129	7,912	85.7%
2	AW	2,043	3,124	130	5,297	78.4%
3	AW	1,422	1,672	80	3,174	84.6%
4	AW	755	1,382	154	2,291	68.2%
5	AW	755	1,022	65	1,842	81.2%
6	OEA	451	530	222	1,203	83.6%
7	AW	472	640	68	1,180	77.3%
8	PES	309	584	74	967	54.8%
9	AW	482	460	14	956	90.0%
10	PES	333	476	74	883	68.3%

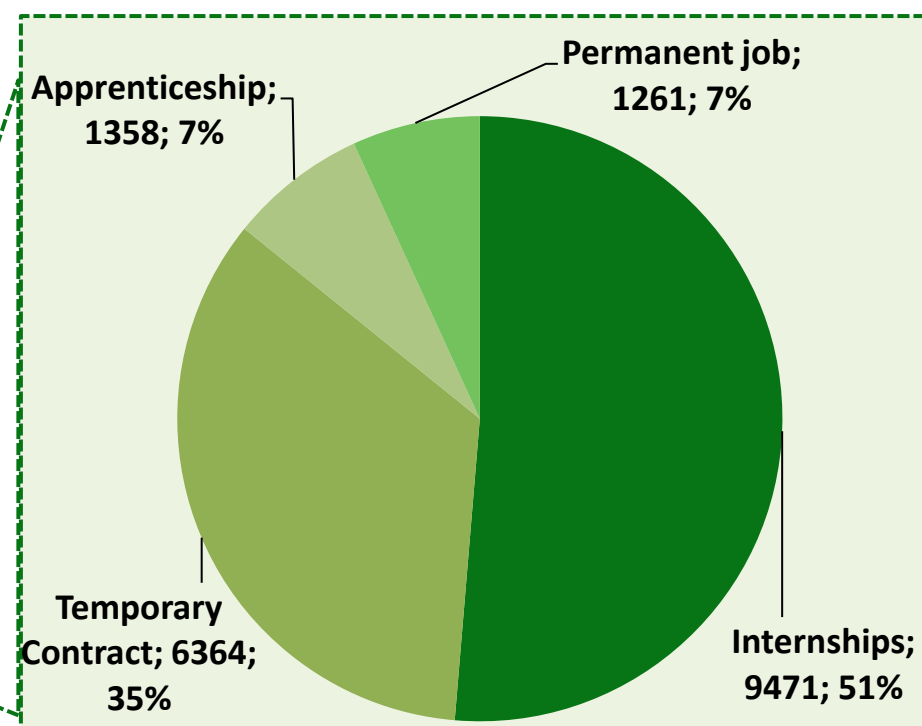
AW: Agency Work ; PES: Public Employment Services; OEA: Other Employment Agencies.

Youth Guarantee in Lombardy

Youth Guarantee in Italy is implemented by the single Regions as Intermediate Bodies within the National Programme. Since 1st May 2014 **Youth Guarantee in Lombardy has been implemented through Dote Unica Lavoro**, which inspired the national model.

The youngsters (15-29)...

	1) register to the YG web portal	53,608 people
	2) choose the preferred agency	36,438 people
	3) have an first interview with the agency	28,265 people
	4) are taken in charge by the chosen agency to be provided with all employment and training services	23,607 people
	5) join the labour market	18,454 people



Lessons learned



1 Communication plan and a widespread distribution of agencies **to inform and support people appropriately**

2 **Agreement** with agencies, **commitment** in the implementation process

3 **Simplification** of procedures (unit cost, automatization) in order to **increase quality** and effectiveness and to **reduce the administrative burden**

4 Increased **awareness** of enterprises

5 System of **incentives** (and disincentives) for **virtuous behaviour** (or against opportunism)

Reproducing Dote Unica Lavoro: key factors



An **accreditation model of public and private agencies**, in order to ensure quality and meet standards



Appropriate financial plan to ensure the integration of different financial sources and the continuous support through the time



An **information system** able to manage the high number of applications



Awareness and engagement of all the relevant stakeholders



Youth Guarantee: Regional web portal

<http://www.garanziagiovani.regione.lombardia.it/>

garanzia giovani
www.garanziagiovani.gov.it

UNIONE EUROPEA
Iniziativa Europei dell'Occupazione Giovanile
Fondo Sociale Europeo

Ministero del Lavoro
e delle Politiche Sociali

Regione Lombardia

in Regione Lombardia

Garanzia Giovani Lombardia: l'occasione che cerchi!

Garanzia Giovani

MENU | Home

- > Cos'è Garanzia Giovani
- > Per i giovani
- > Per le imprese
- > Per le istituzioni scolastiche
- > Comunicazione
- > Monitoraggio settimanale

Cos'è Garanzia Giovani

Se sei un giovane tra i 15 e i 29 anni, residente in Italia - cittadino comunitario o straniero extra UE, regolarmente soggiornante - non impegnato in un'attività lavorativa né inserito in un corso scolastico o formativo, Garanzia Giovani Lombardia può aiutarti a entrare nel mondo del lavoro

Sei un giovane?

ADERISCI

Aderisci fin da subito al programma! Leggi e compila la scheda di registrazione.

Sei un'impresa?

Nuovi incentivi per le imprese che investono nei giovani.

Per le Istituzioni Scolastiche

Come erogare i servizi di intermediazione per gli studenti denominati "flusso" nel programma Garanzia Giovani in Lombardia.

» [Per saperne di più](#)

Come sta andando Garanzia Giovani in Lombardia?

Leggi il Monitoraggio regionale sull'andamento del Programma Garanzia Giovani.

Faq Garanzia Giovani in Lombardia

Le domande più frequenti e le risposte sui requisiti necessari, l'adesione e i punti informativi del Programma Garanzia Giovani in Lombardia.

Faq Garanzia Giovani in Lombardia per le istituzioni scolastiche

Le domande più frequenti delle istituzioni scolastiche e le risposte sui requisiti necessari, l'adesione e le varie fasi del

Per saperne di più Garanzia giovani: link utili

- > Commissione Europea: piani nazionali
- > Raccomandazione europea del 22 aprile 2013
- > Consulta il sito nazionale del Progetto
- > Consulta l'albo informatico degli autorizzati nazionali
- > Video Garanzia Giovani in Lombardia

**Garanzia Giovani Lombardia
l'occasione che cerchi!
in Regione Lombardia
guarda lo spot**

Guarda lo spot di Garanzia Giovani in Lombardia

**Garanzia Giovani Lombardia
l'occasione che cerchi!
in Regione Lombardia
guarda il video**

Guarda il video educational di Garanzia

Thank you for your attention!

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