

## **APPRENTICESHIPS: FROM SCHOOL TO WORK – THE ITALIAN CASE**

### **A European Alliance for Apprenticeships Event in cooperation with 2017 Award Winner Enel**

**21 June to 22 June 2018 – Rome and L’Aquila, Italy**

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#### **Short summary**

##### **General remarks**

- The European Commission organised an **European Alliance for Apprenticeships (EAfA) Event in cooperation with the [2017 Award Winner Enel](#)** in Rome and L’Aquila on **21-22 June 2018**.
- The aim of this EAfA conference was to discuss how to further improve apprenticeship systems in Europe with a particular focus on taking stock of the latest developments in Italy.
- Some 50 members of the EAfA and of the European Apprentices Network (EAN) attended the meeting, in addition to some 200 participants from Italian public authorities, companies and other stakeholders (Rome sessions). Moreover, 10 **EAfA newcomers** joined in Rome **resulting in 246 EAfA members**.

##### **Main content of the meeting**

- The plenary session started with a **welcome** by **Ms Cristina Cofacci**, ENEL, and **Mr Norbert Schöbel**, European Commission. This was followed by an introduction and address of **Mr Francesco Starace**, CEO, General Director Enel, and a video message by **Ms Marianne Thyssen**, European Commissioner for Employment, Social Affairs, Skills and Labor Mobility. The state of play of the Dual VET system and recent reforms in Italy were presented and discussed by **Ms Maria Assunto Palermo**, General Director, Ministry of Education, University and Research, **Mr Pierangelo Albini**, Head of Labour and Social Affairs Department, CONFINDUSTRIA, the Italian Employers’ Confederation and **Mr Filippo Contino**, Head of Industrial Relations, ENEL.
- In the session on **setting the scene** **Mr João Santos** from the European Commission presented the latest EU developments on apprenticeships, such as the **European Framework for Quality and Effective Apprenticeships** and the upcoming **Apprenticeship Support Services**. **Mr Antonio Ranieri** and **Ms Lisa Rustico** from Cedefop presented the results of the recent Italian thematic country review on apprenticeships.
- The session on **the Italian case** started with **Ms Francesca di Carlo** giving an insight into the **Enel** apprenticeship programmes and digital projects. **The Round table ‘Apprenticeships: from school to work in Italy’** was moderated by **Mr Claudio Tucci**, Il Sole 24Ore and **Ms Cristina Cofacci**, Enel Italy. It debated **the progress in Italy on apprenticeships involving** in particular EAfA members and Italian companies/employers and demonstrated best practices of apprenticeship and VET provision. Speakers included **Mr Antonio Bonardi**, GI Group Foundation, **Mr Massimo Culcasi** and **Ms Claudia Paoletti**, ENI, **Ms Letizia Barbi**, ALLIANZ, **Mr Giacomo Piantoni**, NESTLE, **Mr Filippo Di Gregorio**, DALLARA. This session was concluded with greetings by **Mr Carlo Tamburi**, Director Italy Enel.
- The afternoon was dedicated to the **employers’ and learners’ perspectives focusing on the European dimension**. This was complemented by a presentation of **Mr Andrea Lombardi** from Uniser Social Cooperative on the **benefits of learning mobility in apprenticeships** particularly through the new **ErasmusPro** activity on long-term mobility.

- **The round table on ‘The Apprenticeship experience: The employers’ perspective’** involved a discussion with EAfA companies/employers and employment services on best practices of apprenticeship and VET provision, moderated by **Mr João Santos**, European Commission. Interventions included **Mr Christoph Anz**, BMW, **Ms Sanita Bērzina**, LDDK Employers’ Confederation of Latvia, **Ms Maria Bartsoka**, OAED Greek Manpower Employment Organisation, **Ms Aneta Petrovska**, EVN Macedonia, **Mr Paolo Minotti**, SIEMENS, and **Ms Nagorre Larrea**, TUBACEX.
- The session on the **‘European Apprentices Network (EAN) meets Italian apprentices’** explored the **learners’ perspective**. Each EAN member was paired with an Italian apprentice and focused on a specific topic relevant to learners/apprentices comparing the Italian system to the country of the EAN members. Apprentices gave a wide range of testimonials and called for the respect of apprentices rights and social protection. **The EAN** also held an internal working meeting in the margins of the event.
- Finally, the **Newcomers ceremony for the EAfA** was moderated by Mr Norbert Schöbel from the Commission. In total, 10 newcomers joined the Alliance including: - **ESB Networks** (Mr Michael Conry); **Allianz** (Ms Letizia Barbi); - **Ankara Chamber of Commerce and Industry** (Ms Nilay Sahin); - **Czech Chamber of Commerce and Industry** (Ms Bartonova Palkova); **Connect Trade Union Ireland** (Mr Paddy Kavanagh); **UGT Spain** (no presence); - **University of Strathclyde** (Mr Stewart Mc Kinlay); **FORMA.zione** (Ms Sylvia Liuti); **SC Formazione** (Ms Rita Festi); **Uniser Social Cooperative** (Mr. Andrea Lombardi).
- The first day of the event was **jointly closed by Cristina Cofacci**, ENEL, and **Mr João Santos**, European Commission, and drew some preliminary conclusions. The Commission warmly thanked Enel for hosting such a successful EAfA event involving key players from the private sector in Italy. The **recent reforms on apprenticeships in Italy** have helped to accelerate positive developments both for companies and learners, with some companies in particular leading the way in terms of excellence. **Italy is now the country with the second highest number of EAfA pledges** which further underpins the mobilisation of activities on apprenticeships. The EAfA is continuing to grow and the **Electricity Sector Social Partners** (Eurelectric and IndustriAll Europe/EPSU) have announced that they will join for the **5 year EAfA anniversary** held on 8 November in Vienna in the context of the **3<sup>rd</sup> European Vocational Skills Week**.
- In the evening there was a social-cultural event and networking dinner (prepared by local apprentices) in collaboration with **Città Metropolitana di Roma Capitale, which is also a member of the EAfA**.
- On the second day, a visit took place to the **Enel Digital and Technical Training Centre** in L’Aquila, which is one of eight centers of Enel in Italy. It is managed by e-Distribuzione, a company belonging to the Enel Group. It included presentations by tutors and trainers on two main topics: 1) **“Digital Learning and Teaching Technologies in Apprenticeships - challenges and opportunities”** and 2) **“Mainstreaming Health and Safety Skills and Awareness in Apprenticeships - challenges and opportunities”**. Participants had the opportunity to experience some of the new technologies for training the apprentices, such as virtual and augmented reality used to train young people and workers in a safe environment for tasks on the electricity grid.

#### Follow-up

- Information about the next upcoming EAfA meetings will be sent out in due course (meetings on 24/25 September in Tirana and 8 November in Vienna), with reimbursement opportunities for EAfA members.