The 'Endowment for Relocation and Requalification' was launched in 2007 to improve the employability of workers in redundancy schemes and the unemployed and to assist them in finding a job or move into self-employment. The requalification endowment is composed of training programmes and coaching services to enhance and develop personal skills. More than 80% of respondents are satisfied and would repeat the experience.

| Name of the PES | Regione Lombardia  
|-----------------|---------------------  
|                 | Direzione Generale Occupazione e Politiche del Lavoro  
|                 | Government of Lombardy  
|                 | DG Employment and Labour Policies  
| When was the practice implemented? | 2007 – on-going  
| Which organisation was involved in its implementation? | The service delivery is carried out by the PES and for profit / non-profit private operators, according to the horizontal subsidiarity principle. Private operators are accredited by DG Employment and Labour Policies of Lombardy.  
| Which social groups were targeted by the practice? | ▶ Jobseekers: all unemployed;  
|                                                     | ▶ People seeking training – employees.  
| The general requirement to apply for an endowment is to be between 16–64 years of age and a resident of Lombardy.  
| What were the practice’s main objectives? | The 'Endowment for Relocation and Requalification' practice in the Lombardy Region aims to support the unemployed and workers threatened by redundancy. Individuals are provided with a financial endowment that can be used for acquiring services aimed at either re-entering work or re-training. These services can be supplied by public or accredited private (profit/non-profit) agencies. The relocation endowment consists of a results-driven Personal Intervention Plan (PIP), providing counselling aimed at finding a job or at moving into self-employment.  
| What activities were carried out? | The recipient receives EUR 3 000 for purchasing employment services. They are free to choose what service provider to work with. The activities carried out are:  
|                                   | ▶ Two interviews consisting of a detailed assessment of the recipient’s profile and preparation of his/her PIP;  
|                                   | ▶ Tutoring and guidance counselling (introduction to the tools of job search; preparation of cover letters and CV; preparation and coaching for the job interview);  
|                                   | ▶ Scouting activities and job search (identification of job opportunities, submission of applications);  
|                                   | ▶ When requested, individual advice and support for undertaking self-employment.  
| The requalification endowment also foresees individual/group training for upgrading and expanding the skills of the recipient.  
| What resources and other relevant organisational aspects were involved? | Individual counselling, guidance, mentoring, coaching.  
| Source(s) of funding | Regional budget (tax revenue)  
| European Social Fund |
### What were the outputs of the practice: people reached and products?

#### People reached:
More than 20,000 endowments have been allocated since the beginning of the practice. Among endowment recipients, young people are under-represented (less than 3%). Older workers represent around 10% of all requalification endowments and 13% of relocation endowments.

#### Products:
N/A

### What outcomes have been identified?

The 2010 interim evaluation found that:
- 43.5% of the endowment beneficiaries have a job and 60% have had a job experience 8 to 10 months after completing the programme.
- 82.0% of beneficiaries have actively sought work after the ‘endowment’ (limited effects of discouragement, around 5%).

### What are the lessons learnt and success factors?

The main results are:
- The net impact on the activation of subjects is statistically significant and positive (7%-8%);
- More than 80% of respondents are satisfied and would repeat the experience.

### More information on the practice


---

<table>
<thead>
<tr>
<th>Contact details for further information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name:</strong> PES Mutual Learning Support Team</td>
</tr>
<tr>
<td><strong>Email:</strong> <a href="mailto:pes@icfi.com">pes@icfi.com</a></td>
</tr>
<tr>
<td><strong>Websites:</strong> <a href="http://www.lavoro.regione.lombardia.it">www.lavoro.regione.lombardia.it</a></td>
</tr>
<tr>
<td><a href="http://www.dote.regione.lombardia.it">www.dote.regione.lombardia.it</a></td>
</tr>
</tbody>
</table>