



European
Commission

SUPPORTING THE
UNEMPLOYED AND WORKERS
THREATENED BY REDUNDANCY

Endowment for Relocation and Requalification

Information review: October 2015

ITALY

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

<p>What were the outputs of the practice: people reached and products?</p>	<p>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.</p> <p>Products: N/A</p>
<p>What outcomes have been identified?</p>	<p>The 2010 interim evaluation found that:</p> <ul style="list-style-type: none"> ▶ 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%).
<p>What are the lessons learnt and success factors?</p>	<p>The main results are:</p> <ul style="list-style-type: none"> ▶ 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.
<p>More information on the practice</p>	<p>http://ec.europa.eu/employment_social/empl_portal/weesp/IT-2.pdf</p>



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