



**INCENTIVISING EMPLOYERS TO RECRUIT YOUNG QUALIFIED JOBSEEKERS, LONG-TERM UNEMPLOYED AND OLDER JOBSEEKERS**

# Work experience

Information review: October 2015



## ITALY

The practice belongs to the activities developed at the regional level to promote active labour market policies through employment incentives to employers. The subsidies for offering work experience are granted on a competitive basis at the provincial level. The subsidies amount to EUR 650 gross per participant per month, and they are available for up to one year. Work experience can take place in public offices, companies, non-profit organisations, and accredited organisations established in one of the region's provinces.

Name of the PES	Regione Marche P.F. Politiche comunitarie Marche Region – DG European policies
When was the practice implemented?	2007 – on-going
Which organisation was involved in its implementation?	Public and private vocational training institutions which provide classroom-based training to participants in the practice. Training is tailored to the needs of each participant and employer.
Which social groups were targeted by the practice?	Jobseekers: <ul style="list-style-type: none"> <li>▶ Young people</li> <li>▶ People with secondary and tertiary level education</li> </ul> All employers
What were the practice's main objectives?	The practice seeks to incentivise employers to recruit young qualified jobseekers, long-term unemployed and older jobseekers by means of financial subsidies and support interventions in the Marche Region.
What activities were carried out?	The activities are as follows: <ul style="list-style-type: none"> <li>▶ Jobseekers and employers interested in taking part in the practice contact the provincial PES.</li> <li>▶ The choice of participants is made by the provincial PES on a competitive basis. Selection criteria is designed at the provincial level, based on the workforce profile. To be considered eligible, an applicant needs to obtain a minimum score of 60/100; the higher the score, the greater the chance of being granted work experience.</li> <li>▶ The PES can organise complementary classroom-based training or counselling in other preparatory actions for those taking part in work practice.</li> <li>▶ Work practice can take place with public, private or third sector employers.</li> <li>▶ Employers undertake to offer participants in the practice an open-ended contract once the work experience is complete.</li> </ul>
What resources and other relevant organisational aspects were involved?	The ESF Managing Authority in the Marche Region sets the provincial budgets for the practice. Provincial PES offices (Ancona, Ascoli Piceno, Fermo, Macerata, Pesaro-Urbino) are responsible for implementing the practice. They set priorities, select participants, organise and advise on training measures, and are responsible for the follow-up and monitoring of the practice. Calls for work experience are organised annually.
Source(s) of funding	Regional budget (tax revenue) European Social Fund
What were the outputs of the practice: people reached and products?	<b>People reached:</b> As of 2012, 6 043 work experience opportunities have been granted since the practice started in 2007.  <b>Products:</b> N/A

**What outcomes have been identified?**

- ▶ Most work experience places have been granted to women (4 277; or 70.78% of the total).
- ▶ The profiles of the beneficiaries show that over half of the work experience placements have been granted to individuals with tertiary education (52.54%), followed by individuals with secondary school diplomas (43.95%).
- ▶ Regarding age, 36.98% of beneficiaries were aged 25 to 29, and 20.49% aged 30 to 34. In spite of the fact that the work experience scheme targeted young jobseekers, about 22.19% of beneficiaries were aged 34 or older.
- ▶ Regarding geographical distribution of the practice, the province of Ascoli Piceno had the highest number of work practice applications granted (35.45%), followed by Ancona (21.69%) and Macerata (25.17%).

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

The evaluation of the practice, based on counterfactual analysis, highlighted the fact that the practice has had positive effects on employment. It is effective for all sub-groups, regardless of the socio-economic and personal characteristics of the participants (gender, nationality, education, age). Twelve months after completion of the practice, the treatment group was 15.9 % more likely than the control group to be in employment. Compared to the control group, the treatment group was:

- ▶ 20.7% more likely to have found employment of any kind after completion of the practice
- ▶ 19.6% more likely to have an open-ended contract 12 months after completion of the practice
- ▶ 81.3% more likely to have left unemployment 12 months after completion of the practice.

The same goes for the length of time spent between completion of the practice and the first open-ended job: for those in the intervention group, this is significantly shorter than for the control group. However, this difference is also accounted for by the commitment on the part of participating employers to hire the participant on completion of the practice.

Regarding the length of the first work contract, there are no significant differences between the intervention and the control group.

**More information on the practice**

[http://ec.europa.eu/employment\\_social/empl\\_portal/weesp/IT-9.pdf](http://ec.europa.eu/employment_social/empl_portal/weesp/IT-9.pdf)



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