



**“КРЪГОВЕ: Иновативен подход за интегрирани услуги и гъвкаво обучение за насърчаване на ученето през целият живот и заетостта сред уязвими групи”**

e-newsletter II, September 2013



### CIRCLES Project

As a result of the Circles project from **17<sup>th</sup> to 20<sup>th</sup> September 2013** **2 experts and 6 representatives of the targets (NGOs, training institutions and businesses)** visited the autonomous Province of Trento in the north of Italy.

It was the second visit in a partner country in the form of a transnational meeting. An exciting journey with a lot of new information gained and meetings with inspiring people.



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### What did we want to check?

- How do the **Integrated Service Centers** work and are they applicable to Bulgaria?
- How do *public authorities* and *training institutions* interact?



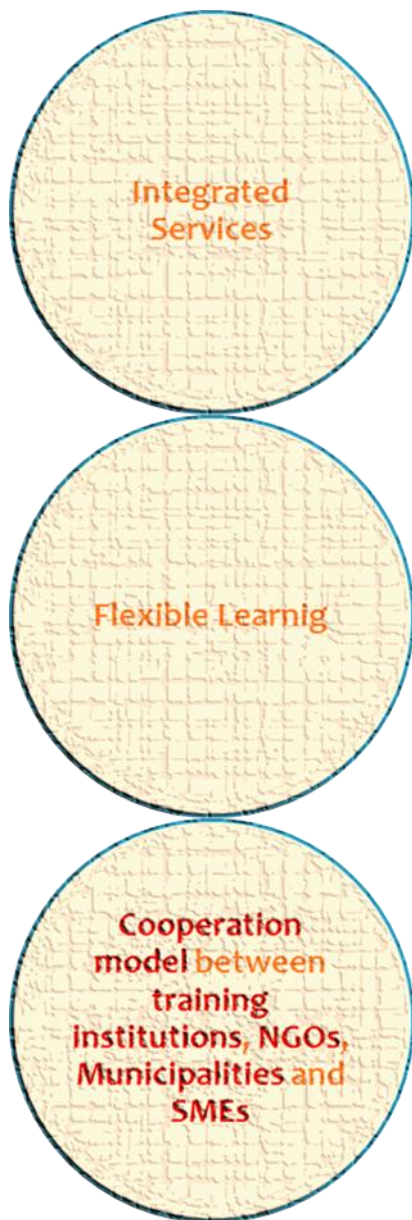
### Activities

- Experts' workshop;
- Meeting with **“FORES” Ltd.** staff, as well as representatives and targets of the EQUAL SFIDA Project;
- Study visit to **AGENZIA DEL LAVORO (Trento Employment Agency).**

### Province of Trento and the Italian Experience

#### Strong points:

- autonomous by Constitution, one of the five autonomous provinces;
- 217 municipalities included;
- very-well developed, considered one of the richest in the country;
- production level and export level much higher than the average of the country;
- no big industries;
- economy based on small-scale economic activities;





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- very high per capita consumption levels.

### Weak points:

- demographic problems;
- a great number of immigrants outside the labour market;
- low level of ICT spread;
- a great number of women over 40s are long-term unemployed.



### INTEGRATED SERVICE CENTERS

- ✚ Financed under the EQUAL Program in Italy 10 years ago.
- ✚ Tested in several provinces, including in Trento.
- ✚ Today a huge national network, i.e. sustainable.



### THE PROVINCE OF TRENTO AND AT HOME

#### Main difference

There is relatively low youth unemployment rate in Trento.

#### Similarity

Once their employment lost 40+ adults experience difficulties in finding a permanent job.

### TOPICS WE WERE INTERESTED IN

- ✚ In what way is the individual approach implemented in training – according to the needs of each individual, not the group?
- ✚ In what way are the previously acquired professional skills of people identified?
- ✚ In what way is the need of additional skills assessed?



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- + Is the needs assessment done in accordance with the labour market needs?
- + What is the role of the training institutions?
  - of businesses?
  - of the State?

### INTERESTING FACTS



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### ANSWERS RECEIVED

- + Assessment forms and interviews are being used to assess:
  - skills and competences;
  - needs;
  - for self-assessment, etc.
- + Financial and other types of support from the local and regional authorities is available (33% of the total amount for training in Trento is provided by the budget of the Province)
- + Businesses, training institutions and local authorities (employment agencies, for instance) collaborate between each other.

- Trento – offers the best *quality of training* in Italy;
- A functioning *apprenticeship system* is funded both by the Province and the State;
- Universities *collaborate* closely with businesses;
- Trento Employment Agency is totally autonomous (in terms of legislation, administration and finances);
- *GNP is 27% higher* than the average of the EU;
- 228 million euro (100% of the EU funding available) **have been absorbed for 2007-2013 period.** (Italy has absorbed only about 30%)



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### ABOUT AGENZIA DEL LAVORO – TRENTO EMPLOYMENT AGENCY

- + Unique model of autonomy since 1983;
- + Unites all institutions interested in creating and implementing employment policies;
- + Managing Board of 9 members:
  - Employment Agency – 3
  - Association of Employers – 3
  - Trade Unions – 3
- + There are 6 departments - each having 12 Employment Centers – offering vocational orientation and individual approach to users;
- + For the last 4 years investments mainly made in the employed people, not the unemployed!!!
- + Priority given to the third sector, i.e. services:
  - Public services;
  - Trade;
  - Tourism.
- + Awareness of the fact that heavy industry is not a solution for the region;
- + Unemployment rate for the last three months – 6.2 %
- + Employment rate – 65.30 %
- + Activities:
  - Vocational orientation;
  - Observation of the labour market;
  - Support of on-the-job trainings;



- Vocational training for employed people;
- Support of entrepreneurship.
- + Active network of European partners;
- + The main principle – **EXPERIMENT!!!**
- + 20 000 unemployed people trained in the last year – 30% found employment after the training;
- + **Key to success:**
  - creation of an active network of public operators and private organizations to achieve mutual objectives.