

Livorno, Tuscany, Italy



Local Pact for VET and Employability



Keyword(s):

Network;

Labour Market and VET;

Local and Regional Development

Introduction

The good practice concerns the creation of the 'Pact for vocational training and job placement in the territory of Livorno' signed on 27 July 2020 and re-signed on 25 May 2021 to foster training paths consistent with the demands of the labour market.

The structuring of the Pact required strong cooperation at the regional and local level.

The expected result is to make integrated services available to citizens. Integration refers to opportunities for the acquisition, upskilling and reskilling of people. An additional result is to increase the responsiveness of the local training system to the demand linked to the strategic production sectors for the Livorno area: boating, automotive, and construction.

Main challenge

The idea of the local Pact arose from the need to overcome the mismatch between the skills demand of local businesses and the skills supply of citizens, including those in employment who need to acquire new skills. This is why the local administration

(municipality of Livorno) put forward the idea of setting up a local training pact to the regional ministry (Education, vocational training, university, research, employment, international relations, gender policies).

The Municipality of Livorno proposed to take on the political role in the issue of training policies and thus bring together the various players in the area, in addition to the regional authority. This made it possible to have the municipality, closer to the territory's needs, involved in the table with coordination and management tasks. Initially, the social parties, trade unions, chamber of commerce, and port system authority were present in the pact, and then it was expanded to include the Livorno city's school directors, ARTI (regional employment agency), and the order of labour consultants. ANPAL (National agency for active labour policies) was also attending the Pact.

The Pact for Training meetings is also attended by temporary employment agencies and Provincia Livorno Sviluppo (an entity of the province of Livorno that performs training and fund-raising functions at the community level). Thus, all the realities of the territory that are connected to the labour market are represented in the Pact for Training.

The Pact was created with the idea of promoting cooperation with the Region in the field of training policies delegated to the regional level of government.

The main challenge was the coordination of the bodies that have joined the pact, enforcing individual roles and functions in the actions that the Pact intends to promote. The whole local institutional system, all the social partners, and all the higher education institutions are within the Pact: an important network that is articulated in specific Working Groups according to the themes on which the Pact intervenes.

Timing

The Pact for vocational training and job placement in the Livorno area was signed on 27 July 2020 and re-signed on 25 May 2021 for a three-year duration.

The pact was included in the municipality's programme to foster the territory's recovery, also as a consequence of the economic crisis linked to the health emergency.

The Pact in the first working period managed to carry out all its meetings and initiatives despite the COVID-19 emergency. This type of activity managed together with the signatory parties helped to create a climate of confidence and recovery in the city.

Objective

Through the Pact for vocational training and job placement in the Livorno area we intend to:

- promote economic development and job placement, aligning the regional training offer to the needs of companies in the Livorno area
- support companies, and in particular those that are strategic for development (such as companies in the nautical, automotive, construction, mechanical and high innovation sectors) by creating qualified personnel in the area
- try to overcome the mismatch that still exists today between the skills acquired in school and university courses and the demand for skills from businesses
- make an integrated set of opportunities for acquiring and updating skills available to citizens

Target group

The Pact for Training is addressed to citizens, especially young people, and organisations operating in the area of Livorno.

Geographical range

Local and Regional Levels.

Stakeholders and partners

The Pact was initially composed of political actors and later expanded to others. In 2020, the members of the Pact were:

- Tuscany Region,
- Municipality of Livorno,
- Maremma and Tyrrhenian Chamber of Commerce,
- the trade unions (CGIL, CISL & UIL),
- the trade associations (Cna, Confindustria, Confartigianato, Confcommercio, Confesercenti, Legacoop Toscana, Confcooperative, Spedimar, Asamar, Coldiretti, Confagricoltura, Confederazione Italiana Agricoltori).

In 2021, the partnership increased in the number of territorial actors involved with the involvement in the Pact of the Port System Authority of the Northern Tyrrhenian Sea, ANCE and high schools.

Proposing the pact instrument as a resource for all the entities involved. The pact was joined firstly by political subjects and then the interest of other subjects, bodies, and entities followed. The involvement of local authorities took place in a targeted manner through the establishment of ad hoc and thematic Working Groups.

Strategy / materials

Livorno Municipality plays the role of a 'bridge' between bodies working in the fields of training & employment and the Regional Government.

Tasks to be maintained have been identified for each body involved:

- guarantee an integrated training offer
- identify and specialise the various professional figures
- enable young people to develop their careers in close cooperation with the enterprises in the Livorno area
- evaluate the organisation of work orientation, self-entrepreneurship and vocational training initiatives with the city's high schools.

Tuscany Regional Government plays additional roles such as:

- guarantee regular information on the opportunities offered by the regional training support tools (also through the "forMARE Toscana" network).
- make available, within the regional skills system, the necessary devices for the identification, validation and certification of skills

Maremma and Tyrrhenian Chamber of Commerce:

- contribute to the promotion and formalisation of training alliances aimed at creating an integrated network to be activated in the territory
- make available information on the occupational and professional needs of enterprises, deduced from the excelsior training system

Social partners and category associations:

- identify in the Municipality of Livorno the closest entity to undertake forms of dialogue useful for resolving any critical issues in the enterprises' area
- suggest that the municipality implement possible training coordination activities, within the scope of its competencies, useful for strengthening the entrepreneurial fabric in the Livorno area
- identify employment needs in the area and suggest orientation activities aimed at first and second grade secondary schools

Public initiatives and dissemination conferences:

- 25 November 2020 - The skills certification system for new development (in collaboration with Officina Della Competenze)

- 9 December 2020 - Promoting dual apprenticeship in Livorno, the role of local authorities, social partners and trade associations (in collaboration with the Tuscany Region)

Other events concerned specific production sectors in the Livorno area:

- 3 March 2021 - Work in the nautical sector in Livorno
- 26 March 2021 - The value of work in the Tuscan building industry (in collaboration with ANCE Toscana)
- Initiatives in the automotive sector

The events also accompany the Working Group meetings that take place once a month.

On the website of the Municipality of Livorno, several products are available such as:

- Summary report of each meeting
- Video recordings of the appointments made in the two years
- Report of the thematic working tables
- Training offers present in the territory

Members of the Pact proved to be very participative and proactive.

The ability of the municipality to become a promoter and animator of a wide network of key players through the capacity of European opportunities or other municipal instruments.

Resources

The municipality has no resources for training policies. The municipality's role is as a collector and promoter of resources on the territory through other channels (e.g. EU funds 2021-2027).

Compliance with Sustainable Development Goals (SDG)

The strategy underlying the training course is fully aligned with the Agenda 2030 main goals, in particular, Goal 17 "Partnership for goals" and Goal 8 "Decent work and economic growth".

Innovation(s)

The innovative elements of the Pact concern:

- the new role assumed by the municipal authority, which produces results. The municipality is configured as an engine for the development of the territory, also through training.
- high and positive response from the territory's stakeholders
- demand-driven approach of the Pact

Evaluation

Major achievements from the work of the Local Pact for Training:

- Birth of the Higher Technical Institute on Construction (ITS). It was a proposal that came out of the Pact Working Group (March 2021). The Tuscany Region accepted the proposal and the first regional ITS on construction was born in Livorno, one of the 4 ITS on construction created nationwide. The Region also financed ITS courses in the territories of Siena, Livorno Lucca.
- Recognition of the extended aid scheme for companies in the automotive sector in the Livorno area. In the automotive sector, the European Commission recognised the extended aid scheme for the Livorno area (Colle Salvetti, Rosignano, Fauglia beneficiaries of aid under Article 107, 3c of the EU Treaty). This also allows large companies to receive economic support for the interventions they put in place. The importance of such a result is linked to the fact that the Livorno area employs around 2,000 people in the automotive field and that local companies have the opportunity to present projects in the 'green' field and use of the electric motor and receive similar funding to that received by their competitor plants
- The Region of Tuscany has recognised Livorno as a pilot reality for training in the nautical field (the Azimut Benetti Group, world leader in the construction of megayachts is based in Livorno). This has made it possible to activate ad hoc training courses because the market is growing and because there is a strong need for continuous adaptation of skills and professional growth. There is a need for training to create and launch new luxury products at every level of the company, from engineering to clerical and operational profiles
- Promotion of dual apprenticeships. Even in ITS courses we would like to include the possibility of apprenticeships in addition to internships
- Seasonal work. There is a shortage of qualified personnel in tourism. By July the Covenant Working Group intends to discuss this in order to set up training activities in the autumn
- Workplace Safety Plan together with INAIL and ASL. Carrying out design work for students in the last two years of high school to promote a safety culture
- Collaboration with the Gorgona prison (agricultural penal colony). The municipality signed an agreement to carry out training activities for the work placement of prisoners. The objective is twofold: recovery of the island's

building heritage, also for future tourist development of the island, and reception and rehabilitation for inmates.

Further results can be considered:

- The realisation of public initiatives and conferences to disseminate and raise awareness of the issues
- Creation of Working Groups that met 9 times between mid-2020 and mid-2021
- Constitution of an ITS is dedicated to a building (the first in Tuscany)
- Constitution of an in-depth course on automotive with the University of Pisa
- Adhesion to the European apprenticeship alliance
- Joining the forMARE network
- Creation of courses on safety in the workplace in classes 4 and 5 of high schools in the Livorno area in agreement with INAIL and ASL
- Creation of a memorandum of understanding with the Livorno and the Gorgona prisons to use European funds for training courses in two areas (recovery of the building heritage; reception and guidance in the area)

Working Groups meet once a month to discuss initiatives to be proposed at regional Working Groups for the promotion of training measures for local development. The municipality has no competence in the subjects the Pact Working Groups work on, it lacks the structure that it can dedicate to the Pact. Nevertheless, the municipality manages to carry on the promotion and operation of the territorial network.

Impact

Since the project got its start only in a few recent years, quantitative data is not available on the impact of the individual actions on young people. However, the expected impact is linked to the creation of training courses for young people and for the category of disadvantaged persons (inmates of the Gorgona prison) and the recognition by the European Commission and the Tuscany Region of the need to activate funding benefits for large companies in the automotive sector in the Livorno area.

In the next two years, data will be available on the number of young people who will participate in ITS training and be placed in the labour market, including the local one.

Impediments

The main challenge is related to the management of financial instruments: once the EFRD and ESF operational programmes have been approved, an additional

dedicated Working Group can be set up. Some meetings have already made it possible to develop training projects.

Another challenge was to involve school headmasters because of the disconnect that sometimes exists between the world of production and schools.

The municipality played a decisive role at the general coordination level, especially in the promotion and operational phases of the project (working groups)

Replicability

After the Livorno experience, Florence and Prato also worked on structuring a Pact for vocational training and job placement. This shows that there is a need for the territory and the world of work to find new ways of cooperation to facilitate the integration of young people into the world of work.

Essential elements for its replicability are:

- a clear political, social and employment framework and funding for its implementation
- a strong partnership between the region, municipalities, training agencies and local institutions/organisations/businesses involved in job placement.

The Pact model can be replicated in other territories: the overtaking of the provinces and the competencies they had in employment and training has deprived the territory of the possibility of being an important actor by weakening its ability to grasp the territory's needs. With the pact, the territorial dimension is given back the possibility of actively working for growth also through training

Concluding remarks

One of the most useful tools to ensure a new and lasting development of the territory is training, which has a major role to play in developing qualitatively excellent skills in young people. It is also essential to work on the job start-up of this category by aligning the regional training offer to the needs of companies in the area.

Website/Social Media profile(s) of the initiative

<https://www.comune.livorno.it/articolo/rinnovato-patto-formazione-professionale-lavviamento-al-lavoro-nel-territorio-livorno>

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