



UNIONE EUROPEA
Fondo sociale europeo



Regione
Lombardia



POR FSE 2014-2020 / OPPORTUNITÀ E INCLUSIONE

LEARNING BY DOING: EDUCATION AND VOCATIONAL TRAINING IN LOMBARDY REGION

GRADUALLY BUILD UP YOUR FUTURE WITH OUR JOB-ORIENTED TRAINING SYSTEM

MEANING

#**IeFP** Vocational Education and Training



MEANING

#**CFP** Vocational Training Centers
#**ITS** Higher Technical Institutes

MEANING

#**IFTS** Higher Education and Technical Training

Job-oriented training

You've just finished lower secondary school: are you now willing to undertake **high quality technical studies**, within a dynamic and modern context, to immediately experience your **corporate skills** and to have 80% of possibilities to find work? **Choose the Job-Oriented Education and Training – leFP.**

People choosing **job-oriented education and training** can take up a **highly specialized course**, divided into a number of related steps. It allows people to immediately acquire the competences necessary to enter the labor market.

Job-Oriented Training in Lombardy Region

The “*Job-Oriented Training*” levels

Qualifica			Diploma	IFTS	ITS	
1 anno	1 anno	1 anno	1 anno	1 anno	1 anno	1 anno
Istruzione e formazione professionale						

(Qualification, Degree, IFTS certification, ITS diploma) are **nationally recognized** and **related to European qualification standards**.



What does #leFP mean?

leFP means **Job-Oriented Education and Training**: a training channel regulated and managed by Lombardy Region which represents a valid alternative to the State-run educational path.

Today it's possible to attend an leFP training course and to obtain a high-school diploma; after four years, students get an education and vocational training diploma but they can attend an extra and integrative year (5th) in a Professional Institute to obtain a nationally-recognized certificate.

The “Job-Oriented Training” is composed of leFP courses.

The regional leFP system also provides **customized paths** dedicated to students with **specific learning needs, with disabilities or returning to study after an interruption**.

What does #CFP mean?

CFP are Vocational Training Centers, accredited by Lombardy Region, where it's possible to access leFP training courses. Those Centers are located throughout all the provinces of Lombardy Region.

Please check the map available on the following website to find your nearest Center (training catalogue):



<http://www.doteunicalavoro.regione.lombardia.it/of/>

What does “Dual-Training System” mean?

It means that during the steps of your “job-oriented training”, you’ll have the possibility to **attend classroom sessions and to work in a company: you’ll learn by doing.**

According to your age and to the “step” you’re in, the dual training will be structured in different ways to provide you the most appropriate learning system.

You’ll have a school-work alternation experience and then you’ll sign an **apprenticeship contract** with a company in line with your studies. That’s a real contract of paid employment, allowing you to get your leFP diploma or qualification while working.

If you wish, you can also have your **school-work alternation experience abroad**: you’ll have the possibility to live and work in a cutting-edge context where to improve your linguistic, relational, communicative and professional skills.

Why choosing leFP?

Because leFP blends training and work in some pathways characterized by an ongoing, structured and efficient interconnection.

TO SUM UP

Which qualifications can I get thanks to leFP courses?

A vocational school diploma and the “Job-Oriented Training” qualifications, namely:

- **Vocational education and training qualification,** at the end of a 3-year experience;
- **Vocational education and training diploma,** at the end of a 4-year experience or a 1-year experience representing the 4th year.
- **IFTS Certification**
After getting the professional Diploma and attending an extra year of specialization.
- **Vocational School Diploma**
After getting the leFP diploma, attending an extra year in a state-run vocational school and passing the Vocational Education national examination.
- **ITS Diploma**
After getting the IFTS Certification or a national high school diploma and attending two extra years of specialization.



What does #IFTS mean?

They are 1-year practical courses allowing you to get a Certification of advanced technical specialization in order to easily enter the labor market; or, if you already have a vocational IeFP Diploma and you'd like to further develop your skills, IFTS allow you access an ITS experience.

(Do you remember about the “Job-Oriented Training”?
IeFP Qualification - > IeFP Diploma - > IFTS - > ITS)

IFTS courses are also accessible by those people who got a Diploma after attending a 5-year Vocational School but desiring to further develop their competences. This 1-year practical course doesn't replicate the high school model but it's divided into modules, it gives importance to lab activities and at least 40% of training hours are dedicated to apprenticeships, even abroad.

Please check the “*IFTS Catalogue*” on the Lombardy Region website:



www.regione.lombardia.it



What does #ITS mean?

They are 2-year parallel courses representing an alternative to the traditional University system, allowing you to become a highly-trained technician. Those courses are developed and implemented by some Foundations collaborating with companies, Universities/Centers of scientific and technological research, local authorities, education and training system. It guarantees a strong link with labor market and the possibility to train highly-skilled professionals, as required by companies.

AFTER AN ITS COURSE, MORE THAN 80% OF STUDENTS FIND A JOB.

20 Foundations offer ITS courses throughout the Region.

Please check the “ITS Catalogue” on the Lombardy Region website:



www.regione.lombardia.it



Which are the benefits for companies accepting and/or hiring young people involved in Dual-Training System?

- **Economic benefits**

deriving from hiring a person after obtaining the diploma or for the apprenticeship to obtain the diploma:

In 2019, contributory benefits are in place in the event of permanent and increasing-protection employment contracts, signed within 6 months following the completion of studies, for young people spending at least 30% of their school-work alternation hours or completing an apprenticeship (I or II level) in the same company. For 3 years, employers are completely exempted from the payment of social security contributions, to the exclusion of INAIL (National Institute for the Prevention of Accidents at Work) contributions, up to a maximum of 3.000 € per year.

- **Hiring a person for a (I or II level) apprenticeship to obtain the diploma:**

- *reduction of contributions to pay and a reduction to 10% of remuneration value during practical training periods in the company;*
- *employment at two levels below the category of destination, according to methods established by collective bargaining at an interconfederal or national level. Collective bargaining sets criteria for compensation increases. In an alternative way, collective bargaining can fix the apprentice's remuneration as a percentage of the length of service;*
- *development of specific skills required by the company, with the support of the training program;*
- *sharing educational and training purposes together with the Institution;*
- *contributing to the cultural, educational and vocational growth of young people, by executing an important social role with a positive image return.*

- **Tax incentives**

Expenses related to apprentices' training are not included in the base for IRAP calculation.

Which are the involved parties in case a company hires an apprentice to obtain a diploma?

Three parties are needed to establish this contract:

- **Companies** including the apprenticeship contract in their CCNL (National Collective Labor Contract);
- **Young people from 15 to 29 years old** needing to obtain a diploma or a qualification, according to the apprenticeship contract;
- **Institutional training centers and training centers** accredited by Lombardy region.

How is it implemented?

It's implemented with a labor contract called Apprenticeship contract (to obtain a diploma), lasting for the entire period dedicated to studies and conditional upon the attainment of the diploma. The apprenticeship being over, provided none of the contractual parties terminates the contract, an open-ended employment relationship is deemed in force.

A Protocol needs to be established

It's an agreement signed by the employer and by the training institution providing contents and the duration of the training experience in the company.

An Individual Training Plan needs to be established

A summary of the apprenticeship training purposes needs to be attached to the employment contract. The Individual Training Plan needs to be realized by the training authority, in collaboration with the company in case of I and III level apprenticeship; in case of II level apprenticeship, it is realized by the company only.

Throughout the experience, two Tutors shall support the apprentice and the company.

A training Tutor

Supporting the apprentice when dealing with the Institution, monitoring the experience and intervening in the initial, intermediate and final assessment of the apprenticeship.

A Corporate Tutor

Facilitating the apprentice's integration in the company, supporting the internal training, conveying all the necessary pieces of information for the job and assessing the apprentice together with the training tutor. This role can be covered by the employer.

How long will this experience last?

The experience lasts at least 6 months, till the exam to obtain the desired diploma.

FOR FURTHER INFORMATION

WWW.FSE.REGIONE.LOMBARDIA.IT