



Main Results

In Italy exist 3 type of apprenticeship: Type 1 apprenticeship for the professional qualification ; Type 2 'professionalising apprenticeship' (i.e. Layer – psychology ...); Type 3 higher education and research apprenticeship

The type 1 apprenticeship does not generally find a valid application in Italy, especially for ICCs.

Apprenticeship seems to be more linked to the manufacturing and craft sector.

The cultural and creative sector in Italy covers a large diversification of public and private enterprises. Most employees are public.

The CCIs seem to be more easily involved into "Alternanza Scuola Lavoro" (School-work exchanges) – a form of experience of the Italian Dual System of training .

Into Cultural and Creative sector – private small and medium-sized enterprises - is often the business owner himself who has to follow the apprentice as a contact person for In-Company Training.

"Alternanza Scuola-lavoro" (school-work exchange) allows the identification of places of learning and professional growth not only in Industries but also in cultural associations, thus starting a process of validation of skills from informal experience, not only from formal and non-formal training.

The Ministry of Education, University and Research has signed an agreement with the National Agency for Active Labour Policies (ANPAL) to make available a new profile: the ANPAL's tutors

For the image:

<http://www.indire.it/progetto/its-istituti-tecnici-superiori/monitoraggio-nazionale/>

Case Study Results

- **Case study: Music Movie**

Key features: co-creation of a "orchestra" performance (Italy Venice - Germany)

Liceo Kaiser Heinrich di Bamberg (DE) - Liceo Musicale e dal Liceo Artistico di Venezia

<http://www.alternanza.miur.gov.it/VEIS02400C.html>

- **Case Study: FabLab@HPE** (Rome – Milan)

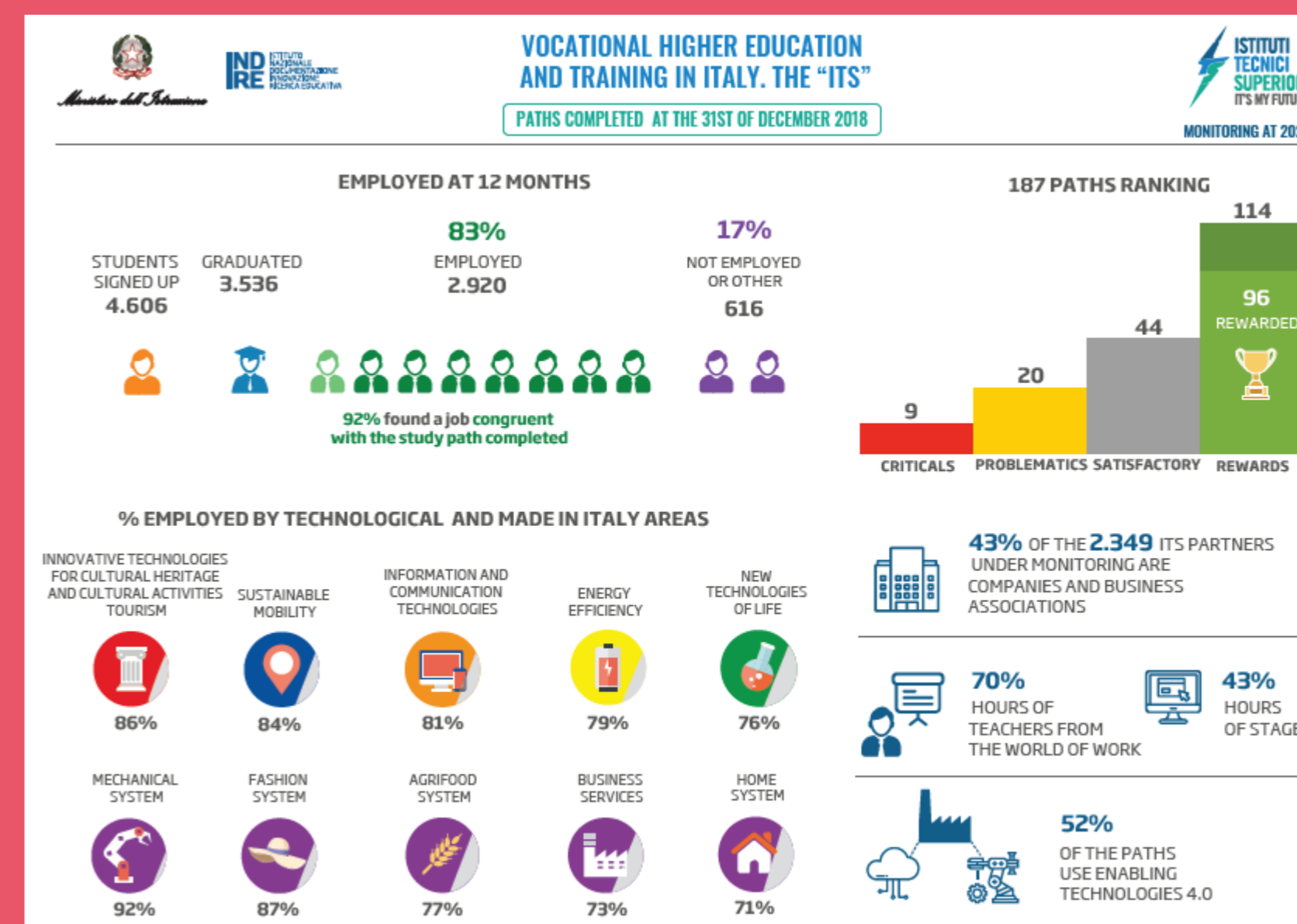
Key features: simulated enterprise where students are immersed in a design context typical of an IT reality, equipped with tools and operating methods similar to those normally used in these areas.

<http://www.alternanza.miur.gov.it/RMPS65000Q.html>

- **Case Study: hiStoria Labs** (Abruzzo)

Key features: Realization of the Audio-guide device: from the design to the completion of the interactive audio-guide of the dome.

<http://www.alternanza.miur.gov.it/TEPS02000N.html>





Key features, role and profile of the Apprenticeship Coach in the CCI

Key features: THE TUTOR OF TRANSITION – ANPAL

Key Skills/Competencies:

knowledge of the training contracts of the sector and/or company;
Competences and knowledge of the evaluation tools
Competences in training and learning methodologies are also essential
Psychological, empathic and communicative skills

Role and profile:

The ANPAL's tutors are experts that work between school and business. Experts in the labour market. They support Alternance school representatives, tutors and School Managers in the implementation of the change and help the students to find the right solution for their "work experience".

Issues specific to the CCIs

Private: Small, individually managed enterprises

The Private ICCs are struggling to guarantee employment and permanent contracts

Few VET courses dedicated to training in the ICC sector

The CCI sector mostly involves and engages graduates - higher education

Role of CCI employers

The value of CCI lies in the relationship between apprentice/employee and holder

Favored the proactive and entrepreneurial approach

Role of the Vocational Educational Training provider

Structures that are privately managed and answer to the Region;

Manage and design the pathways – Courses not under the direct responsibility of the State and MIUR;

Few VETs (IeFP and ITS) provide training for the CCI sector (only catering, tourism and somewhat conservation of cultural heritage);

VETs struggle to make investments to cover the costs of qualified teachers and resources;

Underpaid teaching staff;

Difficulty to find CCI professionals (private individuals) willing to reduce their time working for the teaching.

Young people's needs

Benefits of CCI apprenticeships for young people:

- Acquire a more entrepreneurial and proactive approach to work
- Training programs tailored to professional needs

Barriers preventing young people from starting apprenticeships:

- Economic difficulties of CCIs to support permanent contracts - economic gap to guarantee profit over time
- Few VET providers dedicated to the ICCs sector

Measures needed to counteract the barriers and support young people's needs:

- Economic incentives for companies
- Economic incentives for vet providers to promote quality training in a new sector
- Co-design the pathways and the time management