



# Measures to increase the employment of young people

The experimentation of the competencies validation and certification related to the “Art Craft Training Factories - Botteghe di Mestiere” in Emilia-Romagna

**Anpal Servizi S.p.A. - Divisione Transizioni**

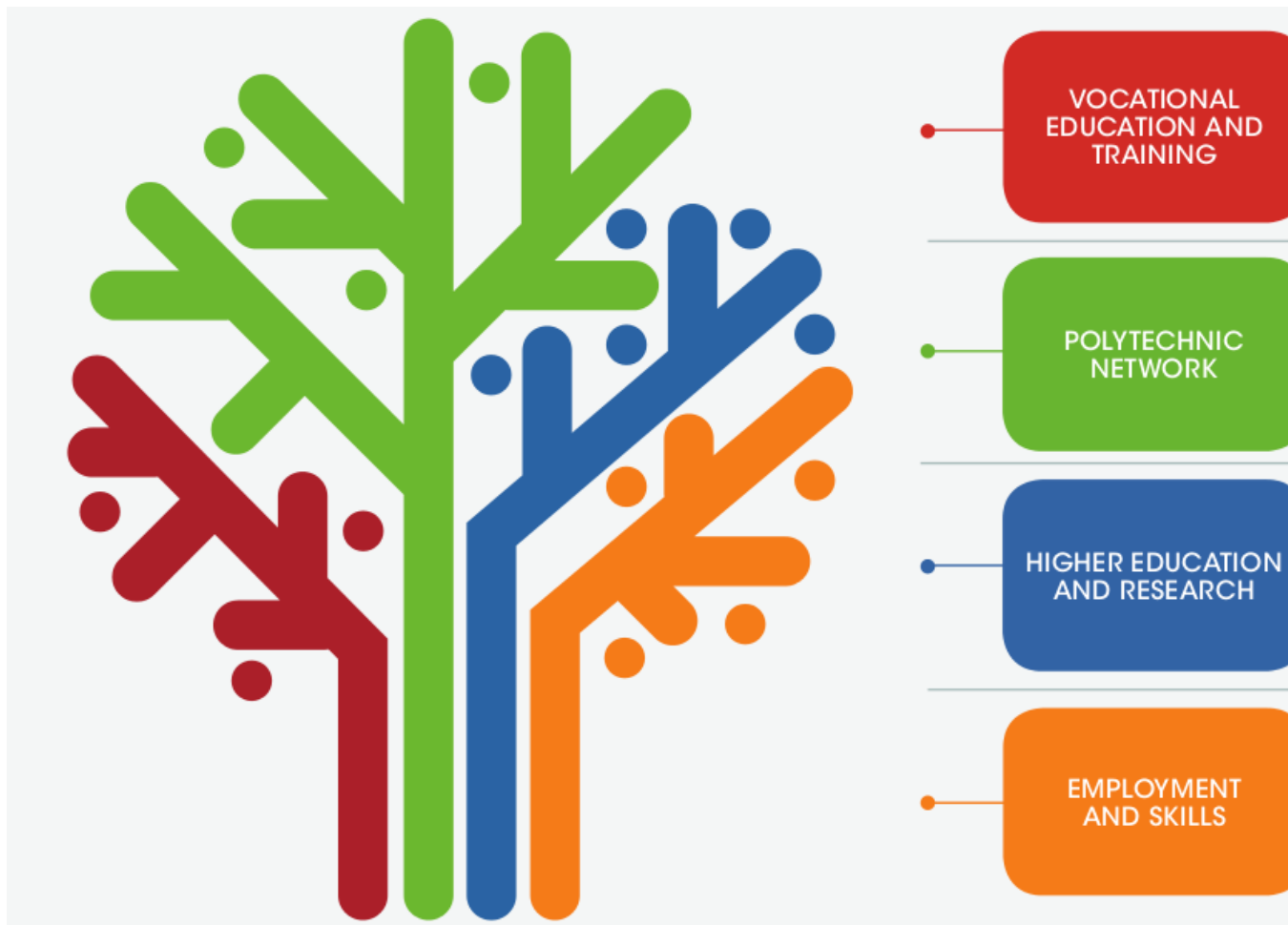
**Programma AMVA** (Apprendistato e Mestieri a vocazione artigianale)

Certified as compliant with the principles of 'Good Practice' by the EC among the European programmes for occupation Legislative - Decree N° 167/2011



# ER Education Research Emilia-Romagna

An educational infrastructure for an ecosystem of innovation



VOCATIONAL EDUCATION  
AND TRAINING

POLYTECHNIC NETWORK

HIGHER EDUCATION AND  
RESEARCH

EMPLOYMENT AND SKILLS

In 2005 Emilia-Romagna realized a system of regulations called *Sistema di formalizzazione e certificazione competenze* - SRFC, fully implemented in 2006. SRFC validates and certifies formal, non-formal and informal skills linked to EQF. Accredited bodies and companies within active policies services are able to recognise, validate and certify skills for regional citizens and Italian in general.

The SRFC has been implemented in active labour market policies and in educational and vocational training policies. The main purpose of SRFC is to allow to the greatest number of citizens to present their own skills in a reliable and expandable way in the labour market, educational and vocational training systems.

The service consists of two main stages: the first stage validates the skills of the single citizen through an individual interview made by an evaluation process expert; the second one certifies the skills through an exam hold by a pool of experts which come from the job market, too.

In Italy there are:

Professional profiles identified and governed nationwide whose training is under the exclusive ministerial responsibility (University)

*(Doctor, Social Assistant, Professional Educator, Professional Nurse, Physiotherapist, Rehabilitation therapist, Occupational therapist for disabled people, Educator in kindergartens , etc.)*

Professional profiles identified and governed nationwide whose training, however, is left to the individual Regions

*(Beautician, Hairdresser, Social Health Operator)*

Professional profiles/Qualifications whose definition, regulation, training and certification are under the responsibility of the individual Regions

## Reference Context

The context in which regional Qualification is included is rather complex

### European

- Decision 2241/2004/EC -Europass
- Recomm 23/04/2008 – EQF
- Recomm 2009/C 155/02 - ECVET
- Recomm 2009/C 155/01 – Educational and Vocational Training Systems Quality

**National** Decreto Legislativo n.13/2013 (certificazione formale e non formale)

- D.P.R. 92/2012
- Decreto legislativo n. 226/05 and subsequent amendments and additions
- Decreto Legislativo 276/2003 and D.I. 10/10/2005
- CU, CP, social Partners agreements
- Regulations for the Reform of the Educational System

Regional  
Qualification System  
-SRQ-

### Shared Culture

- Institutions
- Social Partners
- Training Providers
- Educational Systems

### Regional

- RL 12/2003
- RL 17/ 2005
- RI 5/2011



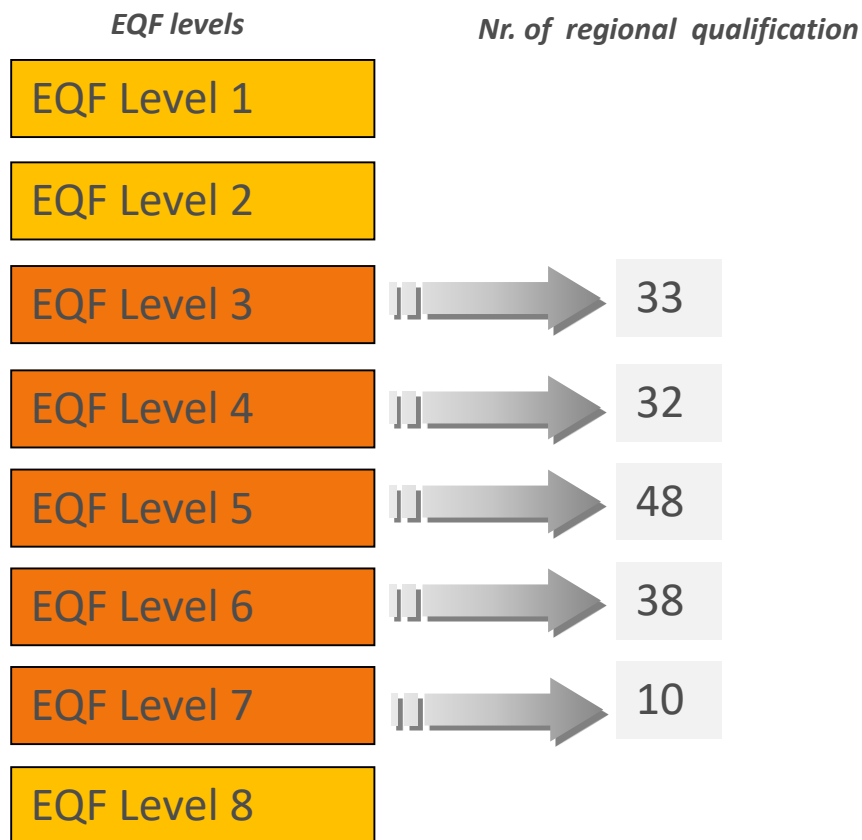
Emilia Romagna Region has been equipped, for several years, with a number of instruments/devices that, in line with the objectives of Europe 2020 and the logic of life-long learning, have the purpose of:

- **putting into value and formally recognizing, the competences "anyway-anywhere" acquired by people** (independently from the places and situations in which the same competences have been learnt and acquired)
- **facilitating the learning all along the life course**
- **encouraging the mobility of people**
- **improving the quality of Educational, Vocational Training and Labour Systems** through regional actions for consolidating and developing professional competences



# Currently the regional inventory consists of 151 qualifications referred to 43 professional areas

The “professional areas” represent a set of profiles working at a different professional levels and/or specialization fields, consistent with their reference working macro-processes



## Each regional professional qualification

represents a “wide band” profile because it describes competences which can be practised into different roles and organizational and contractual working contexts

is a collection of working roles, acting on similar working processes or consisting of homogeneous professional competences

reflects professional figures which “can be trained” and are “present” in the labour world, therefore it can be found in our productive system

is a professional and formal title which certifies the ownership of competences “anyway-anywhere” acquired



in training courses  
*-formal learning*



through working and  
professional experiences  
*-non formal learning*



through social and individual  
life situations  
*-informal learning*



The **professional standards**  
(Abilities and Knowledge aggregated into  
Competence Unit) are the fundamental and  
constitutive aspect of the **regional professional  
qualifications**; they exist and have value if  
they are certified, validated and socially  
recognized/recognizable.



## Mechanical Operator

### BRIEF DESCRIPTION

The Mechanical Operator is able to manufacture mechanical parts, according to engineering drawings and specifications by preparing, using and inspecting conventional and CNC (computer numerical control) machines, as well as Flexible Manufacturing System

### PROFESSIONAL AREA

MECHANICAL AND ELECTROMECHANICAL PRODUCTION AND DESIGN

### EQF LEVEL

Level 3

### REFERENCE TO OTHER ITALIAN CLASSIFICATIONS

Reference system	Name
UP	<ul style="list-style-type: none"> <li>• 6.2.2.3.1 - Tool machine toolmakers</li> <li>• 6.3.1.1.0 - Precision mechanics</li> <li>• 7.1.2.4.1 - Machine operators for metal drawing machines</li> <li>• 7.1.2.4.2 - Machine operators for metal extrusion and profiling</li> <li>• 7.2.1.1.0 - Drivers of automatic and semi-automatic industrial machine tools</li> </ul>
ATECO	<ul style="list-style-type: none"> <li>• 25.29.00 - Manufacture of tanks, reservoirs and metal containers storage or production purposes</li> <li>• 25.71.00 - Manufacture of knives, cutlery and white goods</li> <li>• 25.73.20 - Manufacture of molds, mold holders, templates, shaping machines</li> <li>• 25.91.00 - Manufacture of steel bins and similar containers for transport and packaging</li> <li>• 25.92.00 - Manufacture of light metal packaging</li> <li>• 25.93.20 - Manufacture of springs</li> <li>• 25.93.30 - Manufacture of forged seamless and stamped chain</li> <li>• 25.94.00 - Manufacture of nuts and bolts</li> <li>• 25.99.11 - Manufacture of carafes and insulated metal bottles</li> <li>• 25.99.19 - Manufacture of crockery, cookware, pottery, kitchen utensils and other non-electric household accessories metal items for the furnishing of bathrooms</li> <li>• 25.99.30 - Manufacture of objects in iron, copper and other metals</li> <li>• 25.99.99 - Manufacture of other metal articles and small metal pieces</li> <li>• 28.11.12 - Manufacture of pistons, elastic bands, carburetors and similar parts of internal combustion engines</li> <li>• 28.15.20 - Production of ball bearings</li> <li>• 32.50.50 - Manufacture of armor for glasses of any kind; see mounting of common glasses</li> <li>• 32.99.13 - Manufacture of metal articles for personal safety</li> </ul>

COMPETENCE UNIT	SKILLS	KNOWLEDGE
<b>1. Preparing manufacturing machines</b>	Recognise and prepare both conventional and computerized numerical control manufacturing machines used in different manufacturing processes.	<ul style="list-style-type: none"> <li>➤ Technologies and processes in mechanical manufacturing</li> <li>➤ Materials (steel, aluminium, composites, etc.) and their physical and mechanical properties, standards and testing.</li> </ul>
	Identify equipment used in manufacturing machines (tools, jigs and fixtures, working instructions and programs).	
	Employ procedures for setting parameters of manufacturing machines and CNC programs for different manufacturing processes	<ul style="list-style-type: none"> <li>➤ Manufacturing machines from conventional to Flexible Manufacture Systems (FMS). The machine components and their functions, capabilities and specifications.</li> </ul>
	Apply pre-setting, calibration and inspection procedures to manufacturing machines.	
<b>2. Manufacturing mechanical parts</b>	Interpret engineering drawings and specifications of mechanical parts to be manufactured.	<ul style="list-style-type: none"> <li>➤ Tools and their use in mechanical manufacturing.</li> </ul>
	Recognize manufacturing processes according to the part to be manufactured (including geometry and dimensions) and its material.	<ul style="list-style-type: none"> <li>➤ Operations of manufacturing machines and tools: drilling, turning, milling, reaming, grinding, etc.</li> </ul>
	Apply relevant mechanical manufacturing techniques.	<ul style="list-style-type: none"> <li>➤ Measuring techniques and instruments (callipers, micrometers, comparators, etc.) and their applications.</li> </ul>
	Identify risk sources, adopt preventive and corrective actions to increase personal safety and improve working environment.	
<b>3. Controlling the compliance of mechanical parts and operations</b>	Identify any technical fault and non-compliance of raw materials and semi-finished parts.	<ul style="list-style-type: none"> <li>➤ Computer technologies applied to manufacturing machines, CNC and FMS.</li> </ul>
	Evaluate the correctness and the efficiency of the manufacturing process of the mechanical part.	<ul style="list-style-type: none"> <li>➤ Reference to legislations and regulations, related to European and others standards and their application in mechanical manufacturing.</li> </ul>
	Select and use measurement tools and devices for mechanical parts inspections.	
	Verify the compliance of mechanical parts in and at the end of the manufacturing process.	
<b>4. Managing the workplace</b>	Apply routine maintenance procedures (cleaning, lubrication, etc.) to assure proper operations of manufacturing machines.	<ul style="list-style-type: none"> <li>➤ Manufacturing templates: instruction sheets, production programs, quality control sheets, etc.</li> </ul>
	Monitor manufacturing machines and equipment functionality and respond according to procedures.	<ul style="list-style-type: none"> <li>➤ Basic references to technical design: symbols, conventions and geometric dimension &amp; tolerance (GD &amp; T) standards.</li> </ul>
	Estimate the tool life and wear level and respond properly	<ul style="list-style-type: none"> <li>➤ Common principles and applied concepts for safety legislation</li> </ul>
	Identify faults, defects and improper operations in the workplace and respond properly.	<ul style="list-style-type: none"> <li>➤ Safety at work: rules and behaviour applied in the working place.</li> </ul>

# The Certification of Competences System - SRFC

It enables people, independently of their origin, to have the competencies they have acquired formalized/validated and certified

## The aim of the SRFC

is to enable a large and growing number of people to present their competencies in a reliable manner, increasing their credibility and making them marketable in the educational and vocational training system and in the labour market

Formalization/validation and certification allow competencies to be recognised inside:

- the “educational-vocational training” system in terms of training credits, on the basis of provisions or agreements between system components
- the labour world “...according to the directions and choices that the parties, in exercising their autonomy, intend to carry out” (D.G. 936/2004)



## The SRFC is addressed to



**people who have participated** (in a partial or complete manner) **in a training path** at the end of which a formalization/validation and certification document is issued

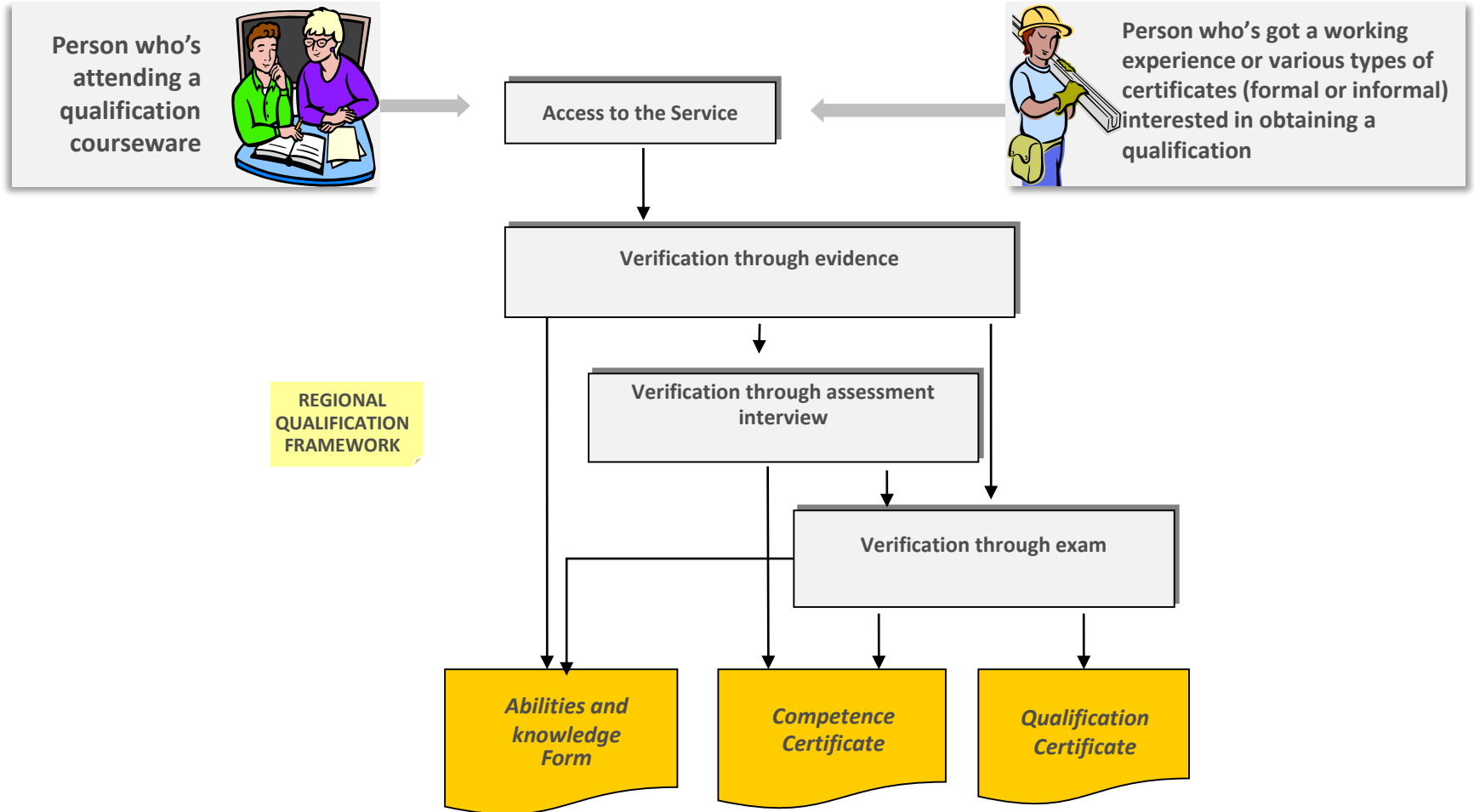
**FORMAL LEARNING**



**people with experience** gained through working and/or informal contexts and/or with credentials acquired in formal learning situations interested in obtaining a formalization/validation and certification document

**NON-FORMAL AND  
INFORMAL LEARNING**

# The SRFC Process



# Features of the Regional Formalization and Certification System

## SRFC

is a UNIQUE and UNITARY system in which

- the considered competences have the same value even if acquired in different learning contexts;
- the competences are ascertained and assessed with respect to the same reference professional standards regardless of the learning context;
- the certificates issued are the same and have the same value regardless of the contexts where the competences have been trained and developed



# Art Craft Training Factories - Botteghe di Mestiere in Emilia-Romagna

## Description of the initiative/practice

The practice concerns the experimentation of the competencies validation and certification related to the “Botteghe di Mestiere”. We intend to present the context of implementation of the experimentation, the numbers of our experience, the description of some phases of our route (our personalized training plan, accompaniment and route monitoring, formalization/validation and certification)

The experimentation is located within the **AMVA** program (Measures To Increase The Employment Of Young People)  
**Certified as compliant with the principles of ' Good Practice ' by the EC among the European programmes for occupation**





# AMVA - the Conceptual Approach

This national program, carried out together with the EMILIA ROMAGNA region, aims

- to facilitate connection and integration of regional and national policies on local development, employment and training
- to foster integration between labour policies and measures to attract investments in order to combine:
  - measures to support economic, territorial and sectorial development
  - measures to promote job placement

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## AMVA - the Structure & Partners

- Ministry of Labour and Social Policies
- Italia Lavoro S.p.A. today called Anpal Servizi S.p.A. (National Agency for Active employment policies)

Timeframe	Budget €	Geographical area	Human Resources
30 months Start: August 2011 End: December 2014	118,408.000,00	National	175-180

The Project is structured in two areas of interventions:

1. System Level Action : To reinforce cooperation among enterprises, trade associations, employment services and other labour market stakeholders
2. Operative Action: **Art Craft Training Factories - Botteghe di Mestiere**



## Benefits

A system of businesses representation promoted in the early planning of needs and in upgrading services.

Integration of National and local ( Regions, Municipalities) policies activated.

Improvement of the capacity of public and private employment services to interact and answer to supply requests.

Stable job placement of young people and generational business turnover promoted

## Main objectives

This experimentation is the first experience of the genre in the regional and national field.

The regional law 7/2013 introduced the concept of qualification of the traineeship, guaranteeing access to all the knowledge and skills necessary for the acquisition of at least one unit of competence of the qualification taken in reference in the regional system of Qualifications, for the purposes of its certification and its attestation

The aims of our practice are:

- to formalize and certify skills and knowledge resulting from training courses **on the job, using regional certification devices** and
- to provide the Emilia-Romagna Region with elements and data useful to support the definition of implementation methods and the preparation of application tools, in order to make the current regulations operational



## Art Craft Training Factories

The “Bottega di Mestiere” is a model represented by a single company or aggregate companies (ATI-ATS-PARTNERSHIP) operating in the production sectors of the Italian tradition, which aims to:

- support the conveyance of specialized skills to new generations;
- reinforce the appeal of traditional crafts;
- encourage generational turnover



# The targeted users of our validation initiative/practice

The **targeted users** of our validation practice are listed as follows:

- **regional companies** selected through a public notice, a "competition of ideas" that has rewarded the project ideas owning: ability to support the recovery and diffusion of the typical trades of the Italian tradition; ability to transfer skills and talents; ability of the proposed intervention model to generate a re-entry in work-related terms; sustainability and transferability of the proposed model.
- **trainees** selected directly by the "Bottega di Mestiere" drawing from a list of candidates declared eligible following a public application procedure bound to the possession of specific requirements as envisaged in the competition announcement (age between 18-29; completion of the compulsory school; status of unemployment or non-employment for at least six months).



## How long it has been in force

The practice has been in force for **12/18 months**.

During this period of time **139 “Botteghe di Mestiere”** have been funded on the whole national territory, **TEN** of them in the Emilia-Romagna Region, one for each Province with the exception of Rimini, with 2 financed “Art Craft Training Factory “



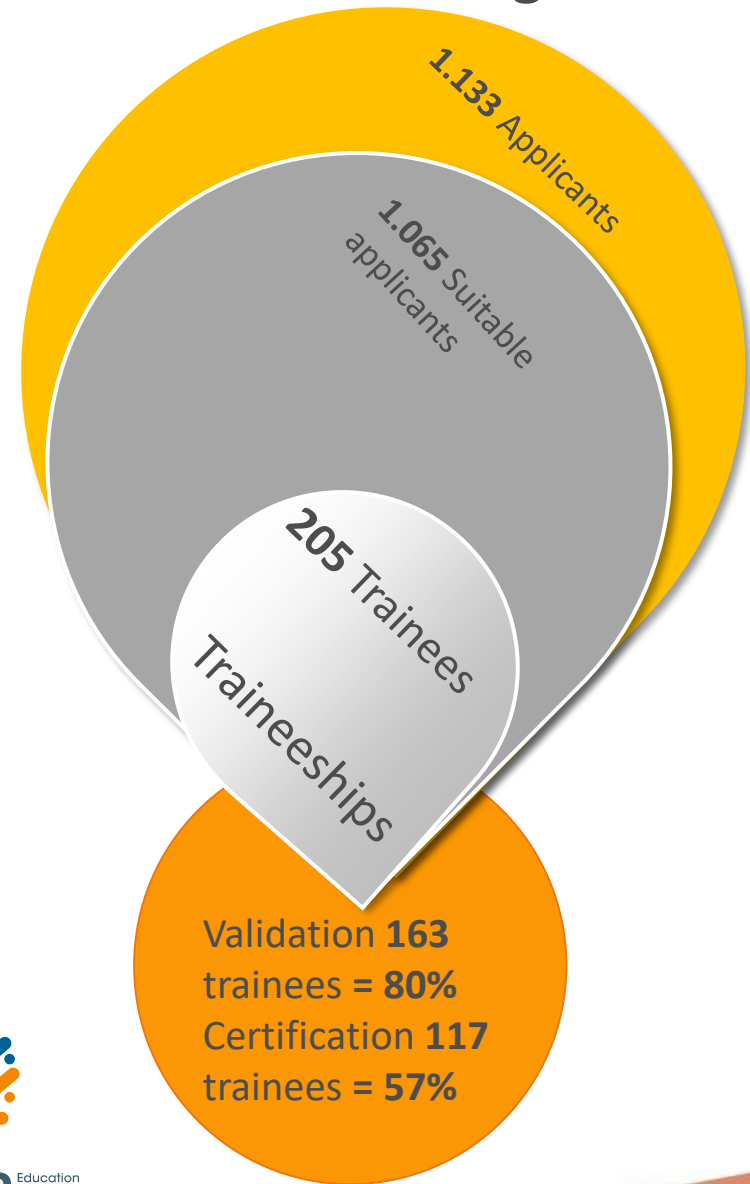
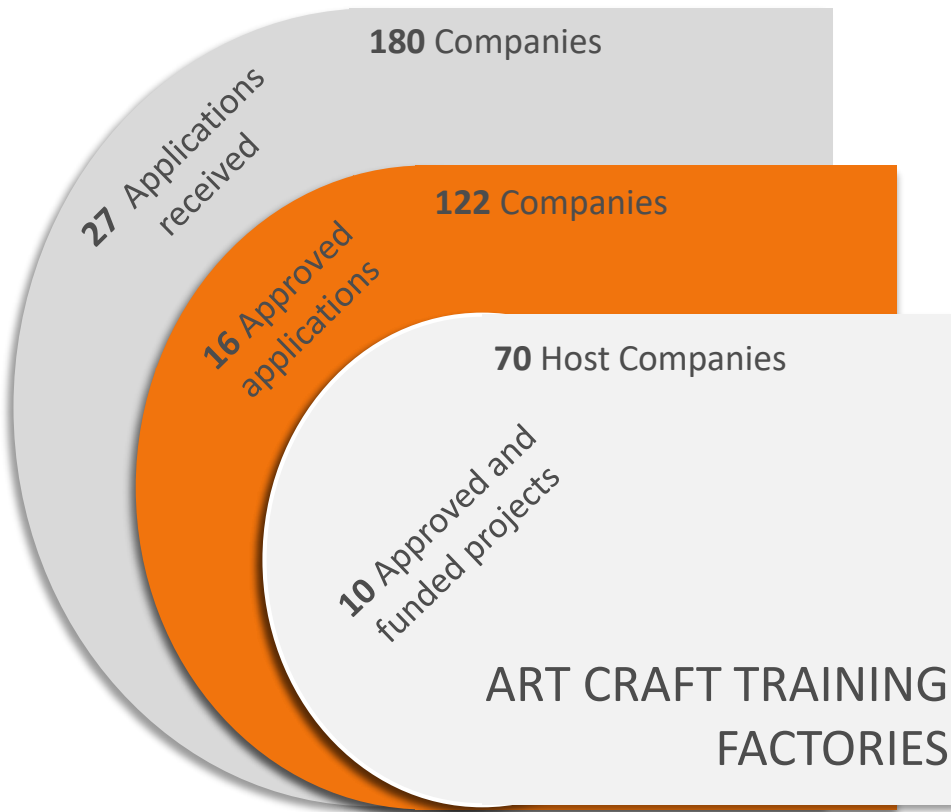
# Internships

Regarding to the unemployment candidatures, **3200 internships** had started on the whole national territory, **205** in the Emilia-Romagna Region, with the involvement of **70** hosting companies.





# Program operative action results in Emilia-Romagna



WHOLE NATIONAL TERRITORIS  
139 ART CRAFT TRAINING FACTORIES  
**Approved and funded projects (1.011 companies)**  
and 3200 TRAINEESHIPS



## Art craft training factories: sectors

### Food Processing, and Eno-gastronomy

53 Validation  
43 Certification  
EQF 3/4

### Wellness

51 Validation  
35 Certification  
EQF 3/4

### Construction and Plant building

23 Validation  
15 Certification  
EQF 3/4

### Metal working

21 Validation  
13 Certification  
EQF 4

### Fashion

Textiles and  
leather goods  
15 Validation  
11 Certification  
EQF 3

# The steps of the route

## Overview of the process

### Phases



## The strong aspects in our practice

- our personalized training plan, operated in conditions that are very dynamic
- the involvement of companies in the certification process
- teamwork with tutors/job coach of host companies
- the expendability of certification of skills for the future worker and for companies

**“Art Craft Training  
Factories - Botteghe  
di Mestiere”**

participated in the National WorldSkills competitions 2014. The **Art Craft Training Factories** of the Bakers of **Emilia-Romagna** has won the first place and the possibility of access to the international competition.



The WorldSkills Competition occurs every two years and is the biggest vocational education and skills excellence event in the world that truly reflects global industry. The Competitors represent the best of their peers and are selected from skills competitions in WorldSkills Member countries and regions. They demonstrate technical abilities both individually and collectively to execute specific tasks for which they study and/or perform in their workplace.

<http://formazionelavoro.regione.emilia-romagna.it>



Ministry for the coordination of European policy  
for economic development, education,  
vocational training, university, research and labour,  
Emilia-Romagna Region

