

Definition and eligibility - Traineeships

Definition of Traineeship

In Italy several definitions and typologies of traineeships are provided by law. While “Curricular traineeship” is part of formal curricula of Education and Training, non curricular-traineeship is an active policy measure aimed at enabling an individual to make a practical work experience in order to get professional skills, improving its employability and enrich his curriculum. In addition to that, special categories of traineeships are ruled by national law to access specific professions.

So, the trainee is not under an employment contract and cannot be considered an employee.

Overview

Besides the curricular traineeships, whose activation and rules are upon Education and training institutions, non- curricular traineeships fall under the competency of the Regions and Autonomous provinces. National guidelines adopted on January 2013 through a State-Region agreement lay down common principles, adopted and transposed at regional level, and provide three main categories of non curricular traineeships:

1. Guidance and training traineeships, addressed to whom has acquired a qualification/certificate/title within 12 months from the acquisition; maximum duration: 6 months
2. Traineeships for integration or reintegration into the labour market, targeted at unemployed people (also those in mobility lists or accessing ordinary social safety nets), inactive people; maximum duration: 12 months
3. Guidance/training, integration/reintegration traineeships for specific target groups (disadvantaged such as disabled people or asylum seekers; maximum duration: from 12 to 24 months)

Traineeships in Italy involves at least three actors: the above mentioned National guidelines define which bodies (public or private) can act as 1) “traineeship promoter”: Employment Services, Universities, schools, training agencies and centres accredited at regional level, authorized job-matching agencies, placement and guidance services); 2) other entities can act as «Hosting organizations»: private or public bodies respecting standards provided by law; 3) the trainee.

The traineeship is activated through a “cooperation agreement” between the promoter and the hosting organization.

The trainee has the insurance against accidents at work.

The activation of a non curricular traineeship is traced electronically, through the compulsory notification (it is one communication, made electronically, addressed to all the authorities in the field of controls, such as of Ministry of Labour, Social Security Institute, etc.). This communication has to be done 24 hours before the beginning of the traineeship.

Conditions and rules for internship in Italy

Both promoter and hosting organization have to designate a “tutor” for the trainee.

Eligibility

Generally, traineeships are open to all EEA nationals. However, there can be some particular conditions related to specific regional regulations, education and training paths and to specific status linked to specific requirements (such as unemployed or disadvantaged people).

Information about the national quality framework

Implementation

National Guidelines signed on January 2013 through a State-Region agreement lay down principles that have to be adopted by the regional governments within regional legislation. They act as common national regulatory framework setting the minimum quality standards for non- curricular traineeships, provided that Regions and Autonomous provinces may improve the framework maintaining or establishing more favourable conditions. These guidelines are fully coherent with the EU quality framework for traineeships as they have been approved during the preliminary working phases that led to the adoption of the European framework. They also foresee a minimum level of remuneration, under the form subsidy/compensation, that varies across the Region and is fixed at lowest rate of € 300.
