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TUSCANY REGIONAL REPORT (Overview)

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Abstract

Among the sectors that create occupations in 2008-2012 there are services that are mainly managed by public bodies, such as education (+9 million) and health (+4 million), research and development (+700) and computer (+600). In the manufacturing industry good data refer only to leather goods (+4.5 million), electrical machinery (+400) and the food industry [1] (+626). Occupations are also increasing in utilities (+700) and security services (+4 million).

Within the manufacturing sector, while the engineering industry is experiencing a gradual and progressive fall (-10 thousand employment contracts between July 2008 and June 2012), the made in Italy shows a substantial decline in the first phase of the crisis (-12 thousand employment contracts) followed by a more marked improvement (+4 million), 2010-2011, interrupted, however, by pace than the double dip (-600 employment contracts).

Young people are the first to be affected by the crisis: unemployment people aged 15-24 has doubled, growing from 15 to 30%, while it reaches 20% in the range 15-29. Nowadays about 18 young people out of 100 belong to the NEET (young people who do not study and do not work). In 2008 there were 13 out of 100. Among the Neets the prevalence of inactive young people is in the majority (62%), as well as the proportion of young people without work experience (41%).

Generally speaking in Tuscany from 2008 to 2012 the fall in employment was 1.1%, lower than the percentage at the national level (-2.2%), the one in Lombardia region (-1.6%), Piedmont region (- 2.1%) and it was in line with the percentage of the Veneto region (-1.1%). Between 2012 and 2011 in Tuscany the trend in employment is better compared to other Italian regions: -1.1% (Piedmont), +0.2% (Lombardy), +0.1% (Veneto).

Trend of the labour market is to reflect the evolution of the economic cycle in delay, and it provides an indication of things getting worse in the coming months. On the one hand there is a stagnation of the employed labour force, whilst on the other the unemployment rate is expected to rise in 2013 up to 9%, the highest level since 1990.

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0. INTRODUCTION

Tuscany is the ninth Italian region by population, with 3,730,130 residents at the end of 2009. After the demographic drop in the '90s, the new millennium recorded moderate growth in population due to immigration figures that compensated the natural balance. Even more recently, in spite of the economic crisis and the difficulties that have struck local employment and income – particularly concerning young people – Tuscany has maintained worldwide the image of a region strongly characterised for quality of life, culture, natural landscapes and the wealth of local historical heritage. It is a 'mark' that is part of the industrial and commercial profile of the region, where great importance is given to the sectors of fashion, seaside tourism, art cities and wine and food offers. Over the last decade the region has seen a deep change in its productive structure, with strong reorganisation of manufacturing work, accelerated by the global crises of recent years, which developed in parallel with the reinforcement of the structural process of service expansion, both in the number of economic units and employment. Agriculture and related activities play an important role for both quality and specialisation; in particular in the wine and oil production line, but with limited job places. Farm holidays are confirmed, first of all in Italy for number of companies and turnover, as well as for the capability of attracting young businesspeople.

The employment structure is divided into large economic sectors with the following values (for 2009): 67.3% services, 29.3% industry, 3.4% agriculture. The job market shows levels of employment and unemployment that are structurally better than the national average even concerning unemployment, and within the European market. In 2009 the employment rate in the 15-64 year old population was 64.8% compared to 57.5% of the Italian average, of 61.9% of the Central Italy division (NUTS1) of which Tuscany is a part, and 64.6% of Europe 27.

In the same year, the unemployment rate was confirmed at 5.8% compared to Italy's 7.8%, 7.2% of the IT Centres, 8.9% of Europe 27. It should be noted that, like the other Italian regions, Tuscany has a substantial gender difference, which when unemployment is concerned, shows 7.8% for women and 4.2% for men.

Accentuating the problems deriving from temporary jobs and the reduced dynamics of regional economy during the crisis, this led to a worsening of the young people's situation, evident not only by the persisting high levels of unemployment, but even more by the widening of the area of inactive young people and in NEETS condition.

The policies and programming of the regional agency insist on the need to obtain improvements in inserting young graduates in the economic and employment system. In terms of employees, in spite of Tuscany's good position in the field of public research, especially the university field, it is found that a good part of the private enterprise system has a low demand for highly qualified jobs, determining a structural mismatch in the young people's job market: an unbalance that precedes the most recent economic crisis, but which in recent years is having a discouraging effect as shown by the drop in university enrolments.

REGIONAL OVERVIEW,

STATISTICAL DATA,

TRENDS

AND

LABOUR MARKET NEEDS

1. POPULATION AND DEMOGRAPHIC DYNAMICS

At the end of 2009, the resident population of Tuscany was 3,730,130, according to the data of the Tuscany Region Statistics Office. This is a demographic aggregate in which 'extended' youth age-range – from 15 to 34 years - numbers 763,651 individuals, whereas the younger range from 15 to 24 years numbers 318,474 and the range between 25 and 34 years numbers 445,177.

Similar to the other Italian regions that are a part of the Central Italy (NUTS 1) area, from 2000 to 2009 Tuscany registered strong population ageing, compensated in part by a substantial foreign immigration process that alleviated the decrease of the young population and overall determined an increase of the total population. The demographic indicators show that the quotient of natural variation per one thousand inhabitants (births-deaths) went to -2.62 from -3.56 in 2000, against an increase in the migration quotient of 8.62 from the previous 6.72.

Quotient of natural and migratory increase per thousand population. Tuscany.

	Natural	**Migration**	**Total**
Year 2009	-2,62	8,62	6,00
Year 2000	-3,56	6,72	3,17
Source: Tuscany Region Official Statistics			

1.1. Youth population in Tuscany

At the end of the decade the decrease in youth population was undoubtedly high, compared to the situation in 2000: the whole 15-34 age group dropped by 13% (in absolute terms about 113,000 people), with a particularly high contraction between 25-34 years (-17.2%). The overall group share of the total population of Tuscany in 2009 was 20.5% and compared to the working-age population was 31.9%. Both these values appear lower than those for 2000, respectively 24.7% and 37.3%.

Youth population in Tuscany. For 2009 and 2000

	2009	**2000**	**Var% 2009/2000**
Population 15-34 years old	763.651	877.315	-13,0
15-24	318.474	339.595	-6,2
25-34	445.177	537.720	-17,2
Population 15-64 years old	2.392.092	2.352.187	1,7
Total population	3.730.130	3.547.604	5,1

Source: Tuscany Region official statistics

1.2. Demographic birth rate projections

The data in the table suggest a stationary forecast in Tuscany in the annual number of births for the period 2020-2024 and moderate growth in values for the following period.

In the overall view of the regions involved,[1] Tuscany emerges as the only situation registering an increase in the birth rate during the reference period (+3.2%), against expected drops in the other areas, in some cases relatively substantial. The phenomenon can be explained on the basis of the

[1] Data refer to an international comparative survey where demographic data of Tuscany, Baden Württemberg, Styria, Basque Country, Jamtli, Wales were compared and interpreted (OSA-One Step Ahead-2013).

forecast of further immigrant increases, to be put in relationship with the rapid ageing process of the native Tuscan population and the demand for an unskilled work force on the regional job market.

Demographic projections: births (in thousands)

GEO/TIME	2020	2022	2024	2026	2028	2030	% change 2020-2030 (index 2020=100)
Stuttgart	32181	31638	31010	30336	29658	28995	90,1
Karlsruhe	25026	25087	24984	24777	24503	24194	96,7
Tübingen	15076	14883	14618	14309	13981	13652	90,6
País Vasco	14731	14093	13679	13479	13469	13609	92,4
Toscana	26902	26785	26827	27013	27330	27753	103,2
Steiermark	10197	10113	9995	9851	9695	9549	93,6
West Walles and The Valleys	22411	22425	22330	22168	21974	21791	97,2
East Wales	14701	14761	14729	14637	14520	14411	98,0

Fonte: OSA Project Indicators

2. Levels of education

2.1. Population between the ages of 30 and 34 years with higher education.

In the 30-34 age range, which we can consider employment consolidation of competences acquired, the population of Central Italy having the highest level of education does not exceed 22.8%, clearly below the EU 27 average (32.3%). The results for Central Italy partially reflect the situation of Tuscany, which is placed on the lowest values of this territorial aggregate due to the different existing structural configuration between the regions included in such area on the NUTS 1 level.

For example the presence of university graduates in the total population (without separation into age groups) is 10.9% in Tuscany, whereas in the other Central Italy regions we have the following values: Marche 11.0%, Umbria 11.5%, Lazio 14.8%; in this last case there is the effect of the capital city where there is a greater concentration of advanced service functions.

People between 30-34 years with higher education.

GEO/TIME	2009	2008
Baden-Württemberg	33,1	29,8
Noroeste (ES)	52,7	49,8
Centro (IT)	22,8	23,6
Südösterreich	19,7	20,7
Norra Sverige	36,1	34,5
Wales	:	:

Maschi

GEO/TIME	2009	2008
Baden-Württemberg	35,6	32,9
Noroeste (ES)	36,4	37,5
Centro (IT)	16,5	18,6
Südösterreich	18,0	20,2
Norra Sverige	29,7	29,0
Wales	39,9	32,1

Femmine

GEO/TIME	2009	2008
Baden-Württemberg	30,8	26,6
Noroeste (ES)	51,5	51,1
Centro (IT)	29,2	28,5
Südösterreich	21,3	21,1
Norra Sverige	43,0	40,4
Wales	40,2	38,2

Fonte: OSA Project Indicators

Maschi = Men / Femmine = Women / Fonte = Source

Overall, it is evident that, even compared to most of the other European regions[2] under examination, a negative differential emerges for Tuscany, the fundamental causes of which are to be researched in the still weak demand for highly skilled work in the regional economy, and in the progressive drop of job opportunities in the public sector – teaching in particular – following the national measures for containing public expenditure. In recent years in particular, the difficulties in entering the job market, the difficulty in stabilising temporary work and the modest difference in

[2] Data refer to an international comparative survey where statistical data on education of Tuscany, Baden Württemberg, Styria, Basque Country, Jamtli, Wales were compared and interpreted (OSA-One Step Ahead-2013).

earnings between university graduates and non-graduates have discouraged many young people from continuing with higher education. This has therefore determined a reduction of attendance and incidence in relationship to the population. Even with respect to the share of university graduates, Tuscany is still far from achieving the 40% goal placed by Europe for 2020; according to the most recent data available, the share of university graduates in the region is 32.6% [3]

In almost all the areas shown in the table, with the exception of the German region, women have the highest levels of higher education. The growth process of female employment that took place in Tuscany over the last decade was interwoven with the progressive economic development of the service industry and with the increase in demand for jobs with new duties, which took place in a restrained way at the qualified professional levels. The best ones achieved by women with university degrees were in teaching, in magistracy and in the health field.

2.2. School system drop-outs.

The percentage of early school leavers is, in Central Italy, the second highest among the areas in comparison,[4] at 13.5% in 2009. In this case too the data reflect the greater stability with which the young female component pursue educational and training goals, also as a reflection of lesser possibilities to leave school in order to access jobs with lower qualifications.

School and training drop-outs (in thousands).

GEO/TIME	2009	2008
Baden-Württemberg	9,5	10,1
Noroeste (ES)	20,7	20,5
Centro (IT)	13,5	14,5
Südösterreich	7,1	8,2
Norra Sverige	11,6	12,3
Wales	17,6	18,4

Maschi

GEO/TIME	2009	2008
Baden-Württemberg	9,5	9,8
Noroeste (ES)	24,8	25,1
Centro (IT)	15,8	16,8
Südösterreich	8,4	9,2
Norra Sverige	13,3	13,0
Wales	18,2	19,2

Femmine

GEO/TIME	2009	2008
Baden-Württemberg	9,5	10,4
Noroeste (ES)	16,5	15,7
Centro (IT)	11,1	12,1
Südösterreich	6,0	7,1
Norra Sverige	9,8	11,5
Wales	17,0	17,6

Fonte: OSA Project Indicators

Maschi = Men / Femminine= Women / Fonte = Source

[3] Cf. IRPET (2011), *Education in Tuscany. 2010 Report*, www.irpet.it.

[4] Comparison among Tuscany, Baden Württemberg, Styria, Basque Country, Jamtli, Wales (OSA-One Step Ahead-2013).

In general, the reduction of drop-outs seen in central Italy between 2008 and 2009 can even reflect the drop in job demand caused by the crisis and therefore less pressure for young people to abandon their studies in order to enter the job world early. Those who drop out of secondary school early are offered the possibility of completing their educational cycle through a specific form of apprentice contract, in which the experience of entering a job place is accompanied by training contents that allow the young person to achieve a professional qualification and conclude secondary studies.

In Tuscany, the analyses of recent years show that the increasing trend for students to achieve a diploma has been mitigated by the weight of young immigrants. Tuscany has 77% of students entering upper secondary school, slightly higher than the national average (75.8%). Concerning the type of school students have enrolled in during the last decade, there has been an increase in lyceums, at the expense of a moderate drop in the number of students enrolled in professional schools.

As in other regions, when Tuscany was faced with the increase of its population participating in various forms of apprenticeship, there was also a high increase in the number of people excluded from education and training, especially between 2000 and 2005. Even though it is quite difficult to gather data (in particular for the non formal activities) because it must be interpreted cautiously, the variation of the population not involved in learning activities would be +87.8% in the period under examination, in the case of population 15 years old and over, and +35.4% in the adult population between 25 and 64 years old. One may legitimately suppose that, in addition to the greater weight of the older groups, among which there is less likelihood of participation, the rapid growth of the number of immigrants had substantial influence, most of them doing jobs requiring low qualifications, excluded from ongoing training routes or more education.

2.3. NEETS – Not in Education, Employment or Training

In all of the regional data under examination, the quantitative substance of NEETS in Central Italy is placed on intermediate values (in 2009 at 16.4% of young people in the 18-24 age range), reflecting a situation that so far has not taken on socially devastating aspects, yet which the economic crisis has clearly accentuated, focussing national public attention on this phenomenon that had not had particular attention. From the specific analyses already mentioned, in this case the Tuscany data do not seem to differ substantially from those of the widest Central Italy apportionment, identifying a NEETS percentage of around 16%.

Among the causes that are felt to have a negative influence on the exclusion of young people from both employment and training, on the one hand emerge the poor correspondence of formal educational qualifications with what is required by the job market, and on the other hand the difficulty of leaving the precariousness of temporary contracts that go on for years and offer very low pay.

In recent studies, (cf. IRPET Report on the labour market in Tuscany, 2010) the problem of the difficult transition of young people to adult status is confirmed by the fact that they stay in the family of origin after age 24**:** 57% of young people aged between 25-29 years remain in their family of origin; 31% of young people 30-34 years also remain. The relationship between the long times for leaving the family of origin and the poor opportunities for a stable job and the progressive consolidation of a professional profile is obvious. The fact that young people stay in their family even after finding a job is highly connected to the quality - in terms of income, security and protection – that such job can offer. The wait-and-see attitude and uncertainty about the chance to

improve one's condition, even within a context of quite penalising rental markets (which the Tuscan Region tries to face today with specific measures regarding housing for young people), in the long term determines weakening of human resources present and the reduction of the innovative contribution to the economic system, typical of the work of young generations.

Young people 18-24 years old NEETs. Total (in thousands)

GEO/TIME	2009	2008
Baden-WÜrttemberg	9,4	8,5
Noroeste (ES)	16	12,2
Este (ES)	24,8	18,5
Centro (IT)	16,4	14,9
Südösterreich	10,5	7,9
Norra Sverige	15,2	12,5
Wales	19,5	16,6

Fonte: OSA Project Indicators

2.4. Lifelong learning

During the past decade the pursuit of the Lisbon goals and the ongoing processes of evolution in the economy and in the society have led even Tuscany to strengthen the processes inspired by the right to lifelong learning. All the areas of intervention – formal, non formal and informal learning – have found a form of recognition in the regional programming and legislation. In the new national scenario, which as of 2000 expanded the competence of the regions in matters of education, employment and training, the Tuscan Region has aimed its reinforcement on the integration of the various means accessing education, fixing the basic determinations in regional law 32/2002. This took place along with the resolution of the European Council on permanent learning in 2002. In the region this phase led to a reinforcement of public initiatives concerning adult education, including web learning tools.

It is made up of the group of formal educational opportunities – namely those promoted by school and by professional training and targeted at the achievement of qualifications or professional certificates – and informal ones aimed at personal development through learning that does not lead to achieving a qualification.

As emerges from the data in Tuscany, there was substantial growth of the population's participation in forms of learning, a decisive increase is found in the early years of the decade. The variation of the population involved in lifelong learning activities was +87.8% in the period being examined, in the case of population aged 15 and older, and +35.4% in the adult population between the ages of 25 and 64. This corresponds to an average annual increment of +7.8% and +3.9% respectively.

Lifelong learning. Participation in education and training of people aged 15 and over.

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	7685,1	7681,8	7623,7	7594,7	7565,6	7517,5	7564,1	7428,3	7287,5	7223,8	6,4	0,7
País Vasco	1537,8	1542,9	1542,7	1547,4	1518,5	1595,9	1592,0	1573,7	1577,5	1557,3	-1,3	-0,1
Toscana	2867,5	2850,0	2845,2	2817,1	2764,8	2769,8	2220,3	2036,4	2036,3	1527,2	87,8	7,8
Steiermark	843,6	850,7	839,3	833,9	829,8	829,0	853,0	213,1	217,9	434,0	94,4	27,5
Mellersta Norrland	203,6	202,4	209,0	:	:	:	:	:	:	:		-1,3
Wales	1868,0	1869,1	1851,5	967,2	937,9	642,0	1109,8	1310,6	1347,0	1345,9	38,8	9,0

Fonte: OSA Project Indicators

Lifelong learning. Participation in education and training of people between the ages of 25 and 64.

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	5249	5233,9	5267,6	5287	5312	5280,6	5403,4	5374	5320,8	5272,9	-0,5	0,0
País Vasco	1087,3	1091	1093	1095,8	1084,3	1149,4	1142,7	1132,4	1132,9	1119,9	-2,9	-0,3
Toscana	1914,2	1896,4	1896,3	1873,2	1852,9	1860,7	1895,6	1906,5	1897,7	1413,3	35,4	3,9
Steiermark	572,6	583,3	575,6	573,4	576,3	578,9	608,9	152,3	154,7	305,7	87,3	27,0
Mellersta Norrland	149,4	150,2	158,2	161,8	152,8	119,8	111,1	143,4	143,9	129,4	15,5	2,4
Wales	1231,6	1229,1	1229,4	832,2	808,5	557,3	963,2	1149,2	1185,9	1187,1	3,7	3,8

Fonte: OSA Project Indicators

3. YOUNG PEOPLE AND THE JOB MARKET

3.1. The young active population and rates of activity

The active population includes people who make up the labour supply chain in a certain territory and reference period, employed in a professional condition or people searching for work. In other words they are the total workforce present in a determined economic and social experience. The pre-eminent data that concerns the active population is its relationship with the working-age population, which is normally expressed by the population in the 15-64 age range. The activity rate that derives from this is important to understand the level of participation in jobs and, therefore, basically, the dynamism with which economic activities generates job places and employment.

In the youth population in particular, and also among women, the activity is influenced by a complex series of elements, found even in the Tuscan experience: for example prolonged unemployment or temporary employment could generate discouragement in searching for work, to the extent that these people are neither employed or unemployed, therefore they leave the work force. The level of activity officially found can be depressed by other phenomena: widespread jobs for which no earnings are declared, or little inclination or possibility for young people to combine education and work.

Active population in the 15-24 age range. Total (in thousands)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	696,9	720,1	692,5	682,5	678,3	600,3	604,5	597,8	580,1	575,1	21,2	2,2
País Vasco	73,1	76,8	78,4	86,9	88,0	89,4	92,7	95,3	103,1	106,2	-31,2	-4,0
Toscana	98,2	105,5	102,3	108,4	104,6	112,1	124,0	122,4	128,8	146,1	-32,8	-4,2
Steiermark	88,7	87,3	86,5	83,7	89,3	82,9	74,4	73,4	75,9	75,0	18,3	2,0
Mellersta Norrland	22,8	24,2	24,8	22,6	20,5	18,9	19,2	20,6	18,6	14,7	55,1	5,5
Jämtlands län	8,8	9,2	8,4	8,7	7,6	7,0	7,2	7,1	6,5	5,3	66,0	6,1
Wales	223,2	237,9	239,3	239,4	226,5	237,1	225,0	205,1	215,8	212,2	5,2	0,7

Maschi

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	366,7	379,1	366,2	366,4	357,6	323,6	316,5	316,3	300,7	295,0	24,3	2,5
País Vasco	38,2	41,1	41,2	47,4	47,8	51,0	53,6	52,2	58,3	60,3	-36,7	-4,8
Toscana	57,4	60,9	58,8	63,4	60,0	62,3	69,0	66,1	68,3	76,8	-25,3	-3,0
Steiermark	47,1	45,6	45,8	43,6	47,9	45,2	41,5	40,4	42,1	42,6	10,6	1,3
Mellersta Norrland	:	:	:	:	:	:	:	:	:	:	:	:
Jämtlands län	4,5	4,9	4,9	4,8	3,7	3,6	3,2	3,4	3,5	2,0	125,0	11,7
Wales	117,9	127,2	129,6	124,7	120,3	130,1	119,2	113,6	116,0	112,5	4,8	0,7

Femmine

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	330,3	341,0	326,4	316,0	320,7	276,6	288,0	281,4	279,4	280,1	17,9	2,0
País Vasco	34,9	35,8	37,2	39,5	40,2	38,3	39,1	43,1	44,8	45,9	-24,0	-2,9
Toscana	40,8	44,5	43,5	45,0	44,7	49,8	55,0	56,3	60,4	69,4	-41,2	-5,6
Steiermark	41,6	41,7	40,6	40,1	41,4	37,6	32,8	33,0	33,9	32,4	28,4	3,0
Mellersta Norrland	:	:	:	:	:	:	:	:	:	:	:	:
Jämtlands län	4,3	4,3	3,5	3,9	4,0	3,4	4,0	3,7	3,0	3,3	30,3	3,9
Wales	105,3	110,7	109,7	114,8	106,2	107,1	105,8	91,4	99,8	99,7	5,6	0,8

Fonte: OSA Project Indicators

For Tuscany, the reference dates show a marked trend to reorganising the number of active young people under the age of 25 in the 2000-2009 period, also as a consequence to the demographic contraction for that age range, with a drop for the whole period of 32.8%. The leading

causes of this drop, strongly concentrated in the first five years, are not all to be taken as negative, because such evolution also means that more young people are entering universities. Yet in most cases it happens without combining substantial work with studies. It should be noted that the net drop in 2009 also shows the increasing difficulties in finding or keeping a job following the consequences of the global economic crisis.

The progress of the activity rate in the recent past clearly shows the drop of participation in the segment of younger people: going from 33.5% in 2005 to 31.0% in 2009.

The low activity rate of Tuscan youth is still about two percent higher than the Italian average.

From the gender profile, participation contraction was more marked among young women (41.2% for the period) than for men (25.3%). The phenomenon can be interpreted not only in view of the greater propensity of women to access higher levels of education, but also for the influence of young immigrant workers, mainly men, which has reduced the drop in active workers

Activity rate in the 15-24 age group, by gender. 2009

TIME	2009		
GEO\INDICATOR	Activity Rate Total	Activity Rate Men	Activity Rate Women
Baden-Württemberg	53,1	54,2	51,7
País Vasco	39,2	40,6	37,8
Toscana	31,0	35,4	26,3
ITALIA	29,1	34,0	23,9
Steiermark	61,5	64,8	58,2
Mellersta Norrland	52,2	:	:
Jämtlands län	53,0	:	:
Wales	57,3	59,2	54,9

Fonte: OSA Project Indicators

In the panorama of the regions being examined, Tuscany, along with the Basque Countries, appears to have recorded a drop in the number of active young people; nevertheless while the Basque Countries have slightly increased the activity rate (hence their drop is purely demographic), the drop of the indicator was very strong in Tuscany, hence indicating the presence of important problems for inserting young people in the regional job market.

3.2. Employment of young people

In Tuscany the situation and trend of employment in the youngest age range (15-24 years old) reflects what has been shown above concerning active participation in work, as is seen by observing the change data for the start - end period and the annual average change for the period itself: it shows very close values and reflects the strong drop of employed young people for the period (-33.5%). After a phase of fluctuating trends between 2005 and 2008, the explosion of the economic crisis led to a sharp reduction of employment in 2009, the first year of extended employment impact consequent to the recession.

In 2009 in the 15-24 age range, 80,700 young people were employed, of which 48,000 men and 32,700 women. Their effect on total employment was 5.1%, with a slightly lower incidence for women (4.9%) compared to men (5.3%). This is consistent not only with the existence of greater barriers for young women entering employment, but also with their trend for greater participation in higher levels of education with respect to their peers, among which, for example, apprenticeship is

a much more widespread tool as a training ‘bridge’ between school and work at a relatively early age.

In the interregional comparison, the change data confirm the marked penalisation of Tuscany (along with the Basque Countries) for the period considered.

In the next higher range, ages 24-35, the trend for Tuscany is still definitely negative, but not as marked as in the range of the youngest ones. In this group there were 350,700 employed, with a decrease of 45,200 with respect to 2000 and 48,500 with respect to 2004, the year in which an uninterrupted negative trend began. With respect to the beginning of the period, the most recent annual data shows a drop of 11.4%, and the annual average contraction rate in the whole period was 1.3%.

In this case the gender difference appears significantly important: the drop for men (-14.2% between 2000 and 2009) is much more accentuated than for women (-7.6%). This reflects the growth of participation and insertion on the job market that in the pre-crisis years was typical of the female component in early adulthood, also as a consequence of the motivations deriving from higher levels of education.

Employed in the 15-24 age group. Total (in thousands)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	639,4	672,4	645,3	622,2	603,5	542,8	559,6	565,2	558,7	542,1	17,9	1,9
País Vasco	50,1	62,1	65,0	68,8	71,1	67,5	71,0	74,1	81,2	79,0	-36,6	-4,7
Toscana	80,7	90,3	88,2	91,8	87,1	94,1	105,4	102,6	107,0	121,4	-33,5	-4,2
Steiermark	79,9	81,3	79,4	77,4	81,9	76,9	70,0	69,2	71,2	70,2	13,8	1,5
Mellersta Norrland	15,8	17,6	19,9	18,2	16,1	15,3	16,4	17,8	16,2	13,2	19,7	2,7
Wales	178,7	200,0	204,7	206,7	197,3	209,2	195,4	176,3	185,0	178,9	-0,1	0,2
Toscana Maschi (1000)												
	48,0	53,2	52,4	54,7	51,6	55,1	60,4	57,7	59,1	67,4	-28,8	-3,5
Toscana Femmine (1000)												
	32,8	37,0	35,9	37,0	35,5	39,0	45,0	44,9	47,9	54,0	-39,3	-5,2

Tuscany Men (1000 / Tuscany Women (1000)

Employed in the 25-34 age group Total (in thousands)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	1041,8	1058,5	1053,5	1044,4	1045,0	997,5	1072,4	1099,3	1136,5	1151,0	-9,5	-1,1
País Vasco	244,3	274,0	278,7	278,2	274,2	273,2	275,4	267,2	268,4	257,3	-5,1	-0,5
Toscana	350,7	365,3	373,5	385,1	385,5	399,2	399,1	395,8	402,0	395,9	-11,4	-1,3
Steiermark	130,1	130,5	127,9	127,6	130,5	134,0	137,5	139,3	149,4	153,7	-15,4	-1,8
Mellersta Norrland	32,3	33,0	33,3	33,4	34,0	32,0	33,0	33,5	36,0	34,1	-5,3	-0,5
Wales	261,0	263,4	261,0	257,2	265,8	261,8	271,2	268,0	273,2	290,9	-10,3	-1,2
Toscana Maschi (1000)												
	194,7	198,8	206,5	213,8	212,7	223,4	226,5	226,2	232,3	226,9	-14,2	-1,7
Toscana Femmine (1000)												
	156,1	166,5	167,0	171,3	172,8	175,7	172,5	169,5	169,7	169,0	-7,6	-0,9

Tuscany Men (1000) / Tuscany Women (1000)

Compared with the other regions, Tuscany shows moderately greater changes than Wales and Baden-Württemberg, lower than Steiermark, whereas the difference with the dynamics of the Basque Countries and Mallersta Norland are more evident. Nevertheless, due to a demographic effect, during the decade all the regions show a trend to a quantitative drop in the employment aggregate.

If we consider the employment rate in the age ranges being examined, on the Italian panorama Tuscany shows higher values: clearly in the youngest age range, but even more significant in the group of young adults, with a difference of nearly ten percent (76.9% compared to 67.5%).

Employment rates in the 15-24 and 25-34 age groups, by gender. 2009

	15-24		
GEO\INDICATOR	Employment Rate Total	Employment Rate Men	Employment Rate Women
Toscana	25,5	29,6	21,1
ITALIA	21,7	26,1	17,0

	25-34		
GEO\INDICATOR	Employment Rate Total	Employment Rate Men	Employment Rate Women
Toscana	76,9	85,1	68,6
ITALIA	67,5	77,3	57,5

	total 15-34		
GEO\INDICATOR	Employment Rate Total	Employment Rate Men	Employment Rate Women
Toscana	55,8	62,1	49,4
ITALIA	47,5	54,8	40,0

Fonte: ISTAT - Eurostat

3.2.1. Employed with higher levels of education

In Tuscany the increase of the number of employed people with higher levels of education was undoubtedly substantial in the reference decade. From the job offer point of view, an important impulse for achieving university levels of qualification comes from the reform of Italian teaching systems in 2000, with the introduction of the three-year degree that hadn't been contemplated until then. A contribution from the job demand point of view can be attributed to the process of developing the service industry for economy and employment, requiring a greater number of highly qualified professionals. Finally we must consider institutional commitment, in particular by the Tuscan Region, in placing the demands of qualified development and the high training -work connection as a priority of their programming. Nevertheless we must consider that the positive trend was put in motion starting from a situation of low presence of highly qualified employment, which in relative terms even in 2009 was 16.6% of all those employed. A delay therefore remains and is derived from the structural economic vocation of Tuscany, with a prevalence of the manufacturing industry sectors having little demand for research and development and with a service sector broadly characterised by traditional functions (tourism, personal services).

With these warnings, the absolute data showing considerable growth are appreciable, from the 119,400 employed people with degrees in 2000 to the 260,700 in 2009, which is an increase of 118% and an average annual growth rate of 9.6%.

The division by gender shows the strong contribution of women, for which the growth rate rises to 11.8% compared to 7.6% for men.

In comparison with the other regions, Tuscany presents a clearly superior change; even though all of them have achieved, for the period indicated, growth of the employed having higher education of between 30% and 50%.

This analysis also finds confirmation in the data of the most delimited age segment (25-64 years old), made up of 250,600 people and presents growth changes and rates similar to those described above.

Employed with a higher level of education, age 15 and over. Total (in thousands)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	1576,4	1472,7	1392,5	1361,1	1358,9	1276,8	1271,1	1180,0	1231,7	1212,4	30,0	3,0
País Vasco	475,9	479,2	481,0	475,1	458,2	406,7	385,9	367,5	359,4	339,1	40,3	3,9
Toscana	260,7	269,0	249,7	248,4	225,9	204,1	196,6	176,2	167,6	119,4	118,3	9,6
Steiermark	99,3	94,1	97,9	95,7	96,5	92,1	83,5	82,3	79,7	68,4	45,2	4,4
Mellersta Norrland	51,2	49,5	48,4	:	:	:	:	:	:	:	:	2,9
Wales	454,9	418,9	390,5	372,6	369,7	371,2	367,8	330,5	318,6	314,4	44,7	4,3

Toscana Maschi (1000)												
	118,3	120,1	120,6	127,7	114,9	102,4	100,4	89,6	87,3	64,2	84,3	7,6
Toscana Femmine (1000)												
	142,4	148,9	129,1	120,7	111,0	101,7	96,2	86,6	80,2	55,1	158,4	11,8

Fonte: OSA Project Indicators

Tuscany Men (1000)
Tuscany Women (1000)
Source: OSA Indicators

Employed with a higher level of education, in the 15-64 age group. Total (in thousands)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	1505,6	1411,2	1338,4	1306,8	1309,0	1235,3	1228,2	1144,6	1192,4	1181,6	27,4	2,8
País Vasco	453,2	452,8	452,3	444,0	426,3	377,4	358,0	335,8	324,9	304,8	48,7	4,6
Toscana	250,6	259,2	241,6	239,9	219,5	199,9	189,5	170,0	161,8	114,9	118,1	9,6
Steiermark	96,1	90,2	92,6	92,6	92,9	87,8	80,2	79,4	76,3	65,9	45,8	4,4
Mellersta Norrland	49,4	48,2	47,2	:	:	:	:	:	:	:	:	2,3
Wales	421,8	377,0	352,0	334,4	329,9	338,1	337,4	306,5	287,0	286,8	47,1	4,5
Toscana Maschi (1000)												
	112,0	113,8	115,3	121,8	110,1	99,2	95,7	85,1	82,9	60,6	84,8	7,7
Toscana Femmine (1000)												
	138,6	145,3	126,4	118,2	109,3	100,7	93,9	84,9	78,9	54,3	155,2	11,6

Tuscany Men (1000)
Tuscany Women (1000)

3.3. Youth unemployment

The second half of the reference decade found Tuscany with an average number of unemployed young people aged between 15 and 24, to be more contained with respect to the previous five-year period. This is partially to be put in relationship with the increase of university education and with the reduction of the demographic contingent of that group, and therefore consistent with the reduction of the overall work forces and with the drop of the levels of participation in economic activities, especially by men, as mentioned before.

The reduction of the overall number of unemployed young people was 3.3% per year from 2000 to 2009, with a decrease of 29.1% between the beginning and the end of the period. Yet this decrease was totally to be attributed to the men; among women, the young women were much more active on the job market than their male peers, and therefore the higher levels of participation compensated for the reduction due to more years of study and the drop in the birth rate.

Among the regions being examined, Tuscany is the only one to register, over the decade, a drop in the number of unemployed young people. Nevertheless, if we take into consideration the unemployment rate – and therefore we relate the number of unemployed to the workforce – no substantial drop is found except during the two-year period 2007-2008, namely in the years immediately preceding the employment crisis, which followed the beginning of the world economic recession with a certain time gap. The youth unemployment rate in 2009 was actually greater than in 2000 (17.8% compared to 16.9%) and clearly more with respect to the pre-crisis value of 2007 (13.7%), the lowest point for the decade.

The employment crisis of recent years presents an undoubtedly critical situation for young people's employment, even though maintaining less favourable unemployment indicators with respect to Italy, where the average weighs heavily on the high imbalances present in the southern regions of the country.

Unemployed in the 15-24 age range. Total (in thousands)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	Change% 2009/2000	Annual Change%
Baden-Württemberg	57,5	47,7	47,2	60,2	74,9	57,5	44,9	32,5	21,5	33,0	74,2	10,4
País Vasco	23,0	14,7	13,4	18,1	16,8	21,9	21,7	21,2	21,9	27,2	-15,4	0,6
Toscana	17,5	15,2	14,0	16,7	17,5	18,0	18,6	19,8	21,8	24,7	-29,1	-3,3
Steiermark	8,9	6,0	7,1	6,3	7,4	6,0	4,4	4,2	4,8	4,8	85,4	9,2
Jamtlands lan	3,0	2,4	1,8	1,5	1,5	1,2	0,9	1,0	0,9	0,5	500,0	24,2
Wales	44,5	37,9	34,6	32,8	29,2	27,9	29,6	28,8	30,8	33,3	33,6	3,6

Toscana Maschi (1000)												
	8,0	7,5	7,7	8,0	9,1	10,8	10,0	11,4	12,6	15,4	-48,1	-6,6
Toscana Femmine (1000)												
	9,4	7,7	6,4	8,7	8,4	7,2	8,6	8,4	9,2	9,3	1,1	1,4

Fonte: OSA Project Indicators

Tuscany Men (1000)
Tuscany Women (1000)
Source: OSA Indicators

This phenomenon can be found in the “very young” 15-24 age range, as well as in the following “young adult" 25-34 age range. Furthermore we confirm that the situation of young women in Tuscany is visibly disadvantaged with respect to their male peers, with special accentuation in the 25-34 age group, therefore in correspondence with the aim of leaving the area of temporary work and get a permanent job. This career appears much more problematic for women.

Unemployment rate in the 15-24 age range. Total

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000
Baden-Württemberg	8,3	6,6	6,8	8,8	11,0	9,6	7,4	5,4	3,7	5,7
País Vasco	31,5	19,2	17,1	20,8	19,1	24,5	23,4	22,2	21,3	25,6
Toscana	17,8	14,4	13,7	15,4	16,7	16,0	15,0	16,2	16,9	16,9
Steiermark	10,0	6,8	8,2	7,5	8,3	7,3	5,9	5,8	6,3	6,3
Jämtlands län	33,6	26,0	21,1	17,2	19,7	17,6	12,8	14,2	13,7	9,7
Wales	19,9	15,9	14,5	13,7	13,7	11,8	13,1	14,0	14,3	15,7

Fonte: ISTAT - Eurostat

Unemployment rates in the 15-24 and 25-35 age ranges, by gender. 2009

	15-24		
GEO\INDICATOR	Unmployment Rate Total	Unmployment Rate Men	Unmployment Rate Women
Toscana	17,8	16,4	19,7
ITALIA	25,4	23,3	28,7

	25-34		
GEO\INDICATOR	Unmployment Rate Total	Unmployment Rate Men	Unmployment Rate Women
Toscana	7,7	5,0	10,9
ITALIA	10,5	9,0	12,5

Fonte: ISTAT - Eurostat

4. EXISTING TUSCANY POLICIES

4.1. Qualitative and quantitative goals

The Tuscan Region has identified the strategic choices of regional action and the priorities of the 2010-2015 legislature through a series of fundamental acts, among them particular importance is given to:

- Approval of the 2010-2015 Government Programme approved with the Regional Council resolution of 26th April 2010;

- Approval of the 2011-2015 Regional Development Programme (RDP).

The 2011-2015 RDP is an action of address and programming called to clearly define the priorities on which to invest available resources in order to reopen a new economic growth phase combined with social cohesion. Against the macroeconomic data that don't see a stable recovery of the economy on the horizon, the Region has made a revision of their functions in many subjects, nevertheless aiming at safeguarding the policies regarding education, development of the job market, and social policies. The RDP has a new setup, concentrated on integrated development projects and on transverse lines of modernisation. In this sense a fundamental strategic goal is made up of relaunching the existing productive activities and creating conditions for the birth of new economic, social and cultural activities, with special attention to developing the contribution of young generations.

Among the integrated projects at the basis of the RDP, a central role is carried out by the project for autonomy of young people - "*Giovani Sì*" – with the aim of guaranteeing dynamism and opportunity to a generation that sees at risk the development of individual capabilities, job quality and stabilisation, social emancipation and participation. Worrying phenomenon are the delay in leaving the family of origin, prolonged precariousness in the working world, a decrease in purchasing power. Tuscany, as well as other Italian regions, in recent years has shown a significant 'barycentre shift', from the use of functional flexible work forms to the economic—productive system used by young people as a bridge towards job stability, towards a longer situation of temporary jobs, characterised by temporary contracts with little or no protection, low pay, little skill enrichment.

Therefore the project intends to structure system actions and instruments to enhance young people's worth, with the following goals:

- guarantee a true right to study, developing the higher training routes and international mobility of students;

- guarantee qualitatively high professional training that is connected to the demand of the economic system;

- promote entry to the working world and subsequent employment stability through access to subsidised credit and incentives for hiring;

- encourage young people to start their own companies;

- guarantee a quality internship system, paid and oriented to stable employment insertion;

- activate contributions for rent and buying a home.

Depending on the measures provided for, the Project concerns various youth age ranges and therefore is not strictly aimed at the 16-32 age group.

It presents intervention lines in actuation and connection, as far as the region is competent, with the European initiative "Youth on the Move".

The Integrated General Orientation Plan of the education, training and work systems (2011-2015 PIGI), approved by the Municipal Council on 27th December 2011 and transmitted to the Regional Council for approval, is a further piece of the Tuscan region programming that connects to the RDF addresses and the "*Giovani S*ì" project, activating specific policies and measures in favour of the young generations in the subjects mentioned above. Through it the regional strategy to promote the creation of qualified work, reduce

precariousness, sustain a high value training offer for professional qualifications, indicates a medium term route that takes into account the serious consequences of the global crisis on the job market and the actions necessary to contain its impact. It is a matter of projecting interventions beyond the crisis, with the aim of weighing positively on the prospects of modernisation, growth and inclusion in Tuscany's employment system in the years to come.

In agreement with European strategy, Tuscany must aim at creating the jobs necessary for an economy that is dynamic and based on the development of knowledge and intelligence, with great attention to the ongoing changes determined by globalisation so that they increase opportunities for individuals instead of worsening the factors of unbalance and pushing the weaker social components to a position of emargination and poverty.

4.2. Identification of goals and social groups

Programming and integrated projects connected to it, take a wide range of social targets for reference in relationship to the specific field of action as planned by the operating measures. For example, the 2011-2015 PIGI identifies for each reference measure the age range or the distinctive condition of the people in the social, work or learning system. More in detail, the target groups of the interventions include, in reference to the programming area and the age range and/or the socio-economic situation:

Education Area: Population 0-6 years old, population 6-18 years old, population 18 years old and over, population 16-25 years old, population 14-18 years old, diploma holders, university students, young graduates up to 35 years old, young graduates 22-35 years old,

Work and Training Area: Employed, employed with a temporary contract, unemployed population age 18 and over, the unemployed entered on the unemployment lists, female population 18 years old and over, young graduates, people disadvantaged in the job market, people with disabilities, workers in redundancy or unemployment on mobility lists, workers in exceptional redundancy, workers in mobility, workers with no income support and nearing their pension age, workers with solidarity contracts, and companies in situations of company crisis, restructuring, reconversion.

Competence and Orientation Area: population 14 years old and over, students in the last two years of secondary school, students of the first two years of the second cycle of education and training, students of the last two years of secondary school, university students.

Translational Mobility Area: population 14 years of age and over, students of secondary schools, IFTS (Higher Education and Training System) students, young diploma holders and graduates up to 35 years old, apprentices and entrepreneurs.

4.3. Reference life cycle (16-32 age group) and goals

The Tuscan Region programming aimed at young people includes policies and measures not strictly aimed at the 16-32 age group adopted by the OSA project, because they appear modulated according to the type of intervention, regarding the goals to be achieved and the legislation in force if the age threshold for each determined action is established.

For example, considering the education system, the measures in subjects of school-work alternation are aimed at young people between 15-18 years of age, non formal education activities of adults and of the e-learning regional system actually include anyone at least 18 years old - therefore they can include even the great majority of young people. Student loans for highly specialised studies are aimed at young graduates between 22-35 years old, whereas the programme of work internship co-financed by the region and employers is aimed at the 18-30 age range. In the case of the regional law supporting young entrepreneurs, the age range potentially concerned is the 18-40 year olds, therefore aimed at involving young adults; interventions concerning apprenticeship concern the age target defined by national law: 18-29 years old.

4.4. Institutional instruments that define the correlated measures and plans

The reference institutional instruments are the following:

- The 2010-2015 government programme, in which the President and the Regional Municipality show the basic directions and policy priorities of the current legislature;

- Annual Documents for Economic and Financial Planning (DEFP), which gives an annual detail of the lines of intervention in relationship to the available balance sheet resources;

- Regional Development Programme (2011-2015 RDP), long term programming document that establishes the strategic lines of the Regional Municipality operations, which must concur with the individual Regional sectors, in this case using the Integrated Development Projects articulated in Integrated Development Projects, among which the *Giovani Sì* project was particularly important

- Sector plans, among them we see the Plan of General Integrated Orientation, the programming that indicates the aims and methods of implementing policies for the education, training and work sectors (2011-2015 PIGI)

- Regional Operative Programme (ROP) Regional Competitiveness and Employment Objective FSE 2007-2013 – European Social Fund, according to the articulation in five axes plus technical assistance.

EXISTING REGIONAL POLICIES

5. STRATEGIC AREAS

5.1. Education and training

Sustaining fulfilment of the obligation, encouraging access and stay in the education system until achieving higher education diplomas is a priority of Tuscany, to be met with multiple tools and actions, within the sphere of integrated strategy aimed at promoting the quality and innovation of the education system. Therefore it is necessary to refine specific interventions and instruments, aimed at overcoming the educational barriers made up of situations of family and/or individual hardship situations of a social-economic nature, connected to situations of disability, language diversity and citizenship.

More specifically, consistent with the European indications for 2020 on subjects of education and teaching, the Tuscan Region identifies a few areas of priority intervention.

CHILDHOOD SERVICES.

The aim is to reinforce the regional network of educational services for infancy, maintaining that the educational experiences at this age are the first fundamental step towards learning that will be developed in subsequent phases of life. Within this framework, the theme of pedagogic coordination takes on a decisive role and an important system function in sustaining, treating and monitoring the processes that concern services in general, from those linked to promotion and overall programming to those that refer to planning experiences with children and families, up to supervision of the work group. In Tuscany, the public system of the state nursery school offer has shown that for several years there has been an increasing gap between the offer of places in these educational structures and the emerging demand from families. Consequently the Tuscan Region has intervened in recent school years, guaranteeing the availability of regional resources destined to the extension of the school offer and its qualification.

PREVENTION AND THE STRUGGLE AGAINST SCHOOL DISPERSION AND LEAVING.

This aim must be achieved through various integrated measures that act both on a system level and on an individual level in order to support students in hardship situations. This must be implemented within the framework of a global strategy aimed at raising the quality of teaching. It is necessary to provide for prevention measures (to reduce the risk), intervention measures (to contrast the phenomenon) and compensation measures (to bring the early leavers back to studying). During the current legislature there is the intention to confirm the system of giving incentives to hardship students of primary and secondary schools, pursuing the route of system rationalisation and innovation, started up by the Region in the latest three-year period. The requirement to maintain and enhance economic support interventions aimed at primary and secondary students arises from the awareness that it is above all at these levels that disparities of income and social extraction have their maximum effect, also determining the probabilities of access to university education.

RAISING LEVELS OF EDUCATION.

In the regional context this can take place by investing in initiatives aimed at encouraging school attendance and finalized at achieving a secondary school diploma. It must be observed that according to current national regulations, schools can activate Training Offer Plans within the orientation defined by the Regions, consistent with the educational, cultural and professional profile coming from the various types of scholastic institutes. In application of this regulation, the Tuscan Region has taken a choice: it is the first region in Italy to issue specific directions to scholastic institutes whose main aim is to support schools by contributing to the improvement of learning. The addresses have concerned the following spheres:

- environmental education

- scientific education
- musical education
- traffic education
- interventions to support territories in hardship situations

SCHOOL AND WORK INTEGRATION.

The Tuscan Region sustains new forms of encounter between school training and the working world, with the aim of making a closer bond between the two spheres which on the one hand allows a better understanding of the framework of the competences required by the economic system, and on the other hand facilitates the passage from school to the working world. This aims at reinforcing the link between classroom training and practical experience, enriching curricula with skills that can be used in the working world; encouraging the professional orientation of students, reinforcing the networks of cooperation between scholastic and training institutes, the working world and civilian society, correlating the training offer to the cultural, social and economic development of the territory. The school or training institute evaluates and certifies the competences acquired by students, according to the means established by law no. 53/2003, taking into account the indications provided by the external training tutor (or company tutor).

UNIVERSITY AND POST UNIVERSITY EDUCATION.

The regional aim is to guarantee young people equal access to university studies, maintaining high quality standards and the diffusion of services issued to students by the regional system of the right to university study, and at the same time redesigning this system towards an increasing development of merit and social equity, expanding and diversifying the means of support to students while maintaining the central focus on the "study scholarship" instrument. Another aim to pursue will be perfecting, finalizing and diversifying – bringing them into a system - the interventions aimed at giving an incentive to post-graduate training: from economic support to the application (such as vouchers for attending specialised training courses or the "student loan" aimed at promoting credit access to young graduates), up to promoting highly qualified doctor degrees of an international character, founded on solid partnerships that involve universities, research institutes, companies and others qualified in the working and professional world.

In the sphere of further highly qualified and innovative post-graduate training possibilities, there are interventions such as apprenticeships, founded on inserting young graduates in projects of technological innovation of process or product.

Furthermore, the Region intends promoting and sustaining the access of young graduates to high qualification research doctorate courses with an international character, aimed at developing specialisation and enhancement of competences and at favouring insertion in the job market and in advanced research.

PROFESSIONAL TRAINING.

The consequences of the economic crisis require supporting a strategy of modernisation of the regional system of professional training, aimed at giving suitable answers to such changes and developing the presence of young people. Continuous training, in particular, is a lever of primary importance to curb the professional obsolescence of workers, promoting the updating of knowledge and competences with a view to lifelong learning. For the next five-year period the Region will take on the goal of increasing coherence between the programmed training for workers and companies and the social and economic development of the territories. The activity of the region also tends to develop growth in the business culture as a central element of promotion capability, and development of the territories as a tool that includes economic and social development. There must be widespread and continuing processes of qualification and updating of working people – employers, the self-employed, employees, and in particular the weaker ranges of the job market, such as atypical and older workers.

In the sphere of continuing training they are of special interest because of flexibility and the aims they have shown in the years of implementation, and therefore they deserve to be offered again as activities of strategic interest such as vouchers and training or prepaid training credit cards (the ILA card).

5.2 Work and employment policies

Current Region programming (RDP, PIGI) emphasises the general aim of giving a strong impulse to creating qualified work, with strong attention to the problems of young people and women; reducing the incidence of precarious work implies proposing actions aimed at three specific goals in work subjects.

Reinforcement and rationalisation of job services
The first one concerns reinforcing the system governing the job market, to be pursued by strengthening the networks of services for jobs to a new level of integration and cooperation among both public and private subjects. Therefore it means working so that the intervention of private subjects is not the product of a mere authorisation of 'externalisation' by the regional agency, but it comes about in a shared project context in which each actor carries out their part, in certain cases even in a concurrent form. Starting from the necessary rationalisation of the interventions imposed by containing professional and financial resources of the Employment Centres and in general for all employment services, a dynamic, innovative system can grow, which along with the Region and Provinces sees the fundamental contribution of the representative associations of the labour world. The processes aimed at pursuing a higher coordinated response capability of the system should put leverage on strengthening the instruments, with special attention to the online instruments that support the encounter between job demand and offer; more generally, there is the need to proceed with the technical and organisational updating of the information system to manage information flows and data banks of the services provided to workers.

Reinforcement of employability and work stability of young people and women.
The second specific goal concerns actions aimed at encouraging the encounter between work demand and offer, strongly addressed to sustain insertion, qualification of competences and re-employment of young people, women and workers with temporary ('atypical') contracts. This is one of the fundamental passages of the PIGI programming, that includes fundamental interventions of the *Giovani Sì* project that takes shape here with measures in contrast with the precariousness of employment, its impulse at the birth of business initiatives, qualification of apprenticeship and incentives for hiring.

The Region has signed specific agreements with the social parties for lines of intervention in favour of temporary workers:

- the memorandum of understanding with the union organisations on atypical work (pact for atypical workers);
- the memorandum of understanding between the Tuscan Region, Provincial and District Administrations, social parties and Formatemp, with the aim of guaranteeing suitable training to workers in management and positively develop the customer – worker relationship.

Support to workers hit by the economic crisis
The third goal concerns support to workers hit by the crises or involved in company restructuring processes that entail being laid off and a high risk of permanent loss of the job place. This contemplates action that, deriving from the agreement between State and Regions notwithstanding the use of social safety valves, connect the policies of supporting the income of the workers who are dismissed or risk unemployment with the reinforcement of active policies aimed at incrementing the possibilities of safeguarding employment or re-hiring.

Integration of interventions on the job market
The actions contemplated in the three lines mentioned above are directed at strengthening a context of strong interaction between the services offered by the regional services network for employment, the incentives for hiring, support for the active presence of young people and young entrepreneurs, services of orientation

towards requalification and training opportunities, apprenticeship and quality internships and with a high rate of stabilisation.

5.3. Family and social policy measures

Regional policies in favour of families, which therefore involve also the youth segment up to age 32, have been delineated recently in the 2011-2015 RDP.
The present phase sees a reduced transfer of financial resources from the State, against the need for greater and more widespread interventions in support of citizens. The Tuscan Region deems it is essential to further optimise resources, reinforcing integration between the health system, social services and other sectors promoting public protection.

The addresses in this field will aim at:
- Integration of the levels of health assistance and consolidation of the characteristics of a health system directed at prevention, through identifying correct life styles and full accessibility by citizens to services.
- Contrast to social exclusion, through protection and promotion of childhood and adolescence and support to families, contrast to gender violence, aid to young people with emancipation measures.
- Affirmation of the rights of children in families with separated or divorced parents, the right of minor children to receive care, upbringing and education from both parents through interventions capable of mitigating situations of parent hardship that have a negative effect on their relationship with the children.
- Immigration policies that find support in integration among sectors such as education, health, professional training, in agreement with the institutional levels of the territories.
- Developing the educational function, above all towards the younger people, participating in sports and movement, attentive to the processes of socialisation with reference to the values of healthy competition, refusal of violence and respect for the environment.

5.4. Mechanisms to support income

The regional interventions to support young generations contemplate recourse to a diversified series of instruments in relationship to the social reference targets:
They are:
- Scholarships. Even though state funds were cut in half for 2010, Tuscany will succeed in guaranteeing its full contribution for scholarships assigned through the regional Agency for the Right to University Studies (DSU).
- Additional contribution to scholarships, directed at sustaining expenses for international mobility.
- Fiduciary loans to allow access to credit by university students who don't meet the requirements for a scholarship.
- A revolving guarantee fund, managed by Fidi Toscana, that offers a guarantee free of charge for full coverage of bank loans to young people between the ages of 22 and 35 committed in high specialisation courses (university master’s, doctorates and specialisations).
- Regional co-financing of the salary destined to young people doing internships and training.
- Financing fund aimed at young entrepreneurs, with financing of tangible and intangible investments.
- Regional authorisation for income support interventions from the redundancy payment fund and unemployment indemnity in dispensation with national legislation in force, that concern, among others, apprentices, young workers suspended from work or dismissed.

5.5. Policies for the home

The *Giovani Sì* project of the 2011-2015 RDP contemplates a line of intervention aimed at supporting the payment of rent and purchase of the first home by rental with a pact of future sale, that concerns young people between the ages of 30 and 34. This support is directed at young people who, leaving their family origin nucleus, want to live on their own or want to create a new family nucleus.

Access to financing is regulated by parameters that use the ISEE system, suitable for the family nucleus that is being created.

5.6. Fiscal policies

Within the field of agreement on financial subjects, the Tuscan Region retains the reform of fiscal federalism approved by law 42/2009, a priority to deal with and resolve national emergencies such as tax evasion, insufficient coordination between local public entities, and citizen distrust towards institutions. Territorial finance is essential to pursue an efficient use of available resources in a context of subsidiarity and cooperation, guaranteed by the Region's coordination work.

On the 22nd of March 2010 the Tuscan regional council, and the associations representing the local entities Anci Toscana, Upi Toscana and Uncem Toscana stipulated the Pact of Territorial Stability (PST), agreeing on goals, incentive and sanction systems, and territorial monitoring procedures. The system will permit coordination of tax systems on various levels.

The Pact of Territorial Stability means that, on a territorial level, the programme goals can be re-determined for each local authority, consistent with the goals set by the EU for containing public deficit.

6. POLICY INITIATIVES. PUBLIC POLICIES ACTIVATED AND THE MAIN MEASURES CONNECTED TO THEM

6.1. Actors involved in strategy and governance.

The Chairman of the Council and the Regional Council are the governing organs of the Tuscan Region.
The chairman summons and chairs the council; the council exercises the administrative functions that are the competence of the Region.
The council deliberates bills; it approves regulations of its competence and deliberates regulation proposals that are competence of the Council; it prepares implementation of the laws, the programming acts and the acts of orientation approved by the Council; it prepares and manages the Region's balance sheet; it approves, subject to the opinion of the Council, the estimated balance sheets of the entities, companies and other organisms dependent on the Region.

Whereas the Region performs the functions of programming, directing, coordinating and implementing the intervention policies that pertain to a unitary nature of needs on a regional nature, the Provinces are entrusted with the legal ownership of essential areas, such as the functions in matters of professional orientation and training (cf. Regional Law 32/2002). The Provinces are entrusted with intermediate programming and coordination functions for initiatives concerning the right to school studies and the education system concerning the formulation of the provincial plans for organisation the scholastic network.
The *Comuni* are entrusted with the functions regarding education services for infancy, non formal education for adolescents, young people and adults, regarding the destination and disbursement of contributions to non-state schools and for the provision of the right to school study, along with the management of the relative school services.

The local authorities participate in the formal phases of agreement or confrontation contemplated by the regional statute.
The Region participates, in the forms contemplated by current legislation, in the process of training and implementation of the laws and acts of state government, with the principle of loyal collaboration.
With respect to Europe, the government organs and the council participate, in the manners foreseen by law, in the decisions directed at training and implementing community acts in matters of regional competence.
The participation of citizens and organised social subjects can be an independent initiative towards the administration, as a free contribution to regional initiatives, as an intervention in the formal phases of consultation, and as a contribution in verifying the effects of regional policies.

6.2. Direct or indirect coordination

The programming instruments that in this legislature allow the coordination of the actors in each strategic sphere refer to four fundamental areas:

- Competitive area of the regional system and human capital
- Sustainability area, quality of the territory and infrastructuring
- Area of citizens' rights and social cohesion
- Area of Governance, efficiency of the public administration, international projection.

Within these areas, the definition of the strategic directions, the specific goals and the measures of policies are implemented by the Regional plans.
The plans mostly relevant to topics that concern the condition of young people are the following:

- Regional economic development plan

- General integrated education, training and work (PIGI) orientation plan
- Culture plan
- Regional plan for environmental action
- Integrated direction plan for immigration policies
- Regional plan for general (gender) citizenship (la cittadinanza di genere)
- Integrated plan of international activities

Regarding the work done by the various departments, in addition to the unitary reference to the Regional Development Program (RDP) there are provisions for each sector programming plan to indicate which goals converge with those of the other sector plans (horizontal external coherence). In the case of the two education and training sectors, work, orientation, the integration is structural, basically it derives from the adoption of a single integrated intervention plan (*PIGI*).

The actions foreseen in the Plans are cross-integrated with the specific *Giovani Sì* project of the Regional Development Programme (RDP 2011-2015). The Presidency of the region is responsible for coordinating the Project, which technically makes use of the specific *Giovani Sì* office.

6.3. Laws, rules and regulative acts

The regulations most directly correlated with support policies for young people are the following:

Regional Development Programme (RDP) 2011-2015, of which the *Giovani Sì* project takes part as an integrated development project.

Objective 2 of the Operative Programme 2007-2013 Tuscan Region
Approved by a decision of the Commission of the European Communities C(2007)5475 of 07/11/2007

Integrated General Orientation Plan (PIGI) 2012-2015 in subjects of education, orientation, professional training, work, approved by the Regional Council with Council Proposal no.87 dated 27/12/2011

Regional law 26 July 2002, n.32
Unified code of the Tuscan Region legislation on matters of education, learning, orientation

Regional law 29 April 2008, n.21
Promotion of young and women entrepreneurs and workers already destined to be social safety valves
and subsequent modifications foreseen by regional law no. 28 of 11 July 2011.

Regional Council Deliberation no. 311/2011 *"Charter of quality training and internships in the Tuscan Region"* and modifications of the Regional Council Deliberation 835/2011

Regional Council Deliberation no. 549/2011 *Orientation for creating the regional offer of education and professional training, school and training year 2011-2012*

6.4. Typology of measures

The typology of measures is contemplated by the basic acts of regional programming, in particular by the 2011-2015 Regional Development Programme (RDP).

6.5. Financial solutions

The financial resources used by the Tuscan Region to implement the various interventions for young people concern three basic sources:

- resources from co-financing of the European Structural Funds and other funds financed by the European Commission
- own regional resources
- resources from Italian state financing or co-financing

The financial context for identifying resources to assign to the various interventions and overall implementation of the 2011-2015 Regional Development Programme (RDP) is at present characterised by wide margins of uncertainty due mainly to the current picture of public finance, which saw heavy transfers by the State. This meant that the Tuscan Regional Administration had to implement important measures as early as 2011 to rationalise expenditure by the Region, by dependent authorities, by participated companies and associations. In the RDP, resources are divided by intervention policies, starting from the 2011-2013 pluriannual budget. The amounts available for various interventions in the following years depend mostly on government provisions in matters of fiscal federalism and their implementation, which can guarantee wider margins of autonomy to the regions.

Within the sphere of activated measures, there are many technical financing mechanisms; in the case of young people, taking recourse to forms of direct financial support issued through funds aimed at specific targets, or forms that use revolving funds which provide guarantees for loans activated by the banking system, or forms of public-private co-financing. Other financers intervene in the single activities, according to their type. For example the program of paid internships requires co-financing by the employers, projects relative to research doctorates are co-financed by the region and Tuscan universities, ongoing training for young employees contemplates the contribution of interprofessional funds, *Comuni* and Provinces pay economic support interventions to students of primary and secondary schools.

Targeted interventions, such as those deriving from work at full capacity of the education and work systems are subjected to analyses, monitoring and evaluation.

7. POLICY MEASURES FOR YOUTH

The current and planned measures for the coming years in favour of young people who fall within the 15-32 reference age group are implemented within the programming of the **education, training and work** sector, as well as in a social type of activity referring to the *Giovani Sì* project.
Financial instruments: state funds, regional funds, ESF.

Please find below the Table summing up regional measures dealt with in this Report.

Measures selected for OSA purposes

Tuscany Measures	***Tuscany Measures***
A) Interventions for the right to study	L) Scholarships for international doctorates, student loans for high specialisation courses, high training vouchers
B) Preventive actions and countering scholastic dispersion	M) Ongoing training
C) Routes of school-work alternation	N) Apprenticeship for professional training and apprenticeship for university students working towards their degree
D) Education activities that are non formal and for socialisation	O) Support to young people's and women's businesses
E) Apprenticeship for fulfilling the right and duty to education and training	P) Funds for stabilising workers with temporary contracts
F) Professional education and training courses; superior technical education courses	Q) Funds to give incentives for hiring young graduates, researchers, interns
G) Regional programme of paid training	R) Support for paying rent and support for buying a first home through leasing with a future sales pact
H) Regional system for the right to university study	S) Promotion of young people's international mobility
I) University orientation	T) International mobility of researchers within the framework of the Marie Curie Action COFUND
	U) Increase young people's access to volunteer civil service, with a view to encourage pre-professional experience

A short description of each of the measures listed is given below.

A) Interventions for the right to study

During this legislature there is the intention to confirm the system of issuing financial incentives in favour of students of the primary and secondary and upper schools in hardship conditions: ordinary scholarships to support school attendance, contributions aimed at total or partial reimbursement for school books, scholarships reserved for students residing on the islands of Giglio and Capraia, three-year experimentation (ongoing) on the free loan of textbooks in secondary upper schools. Addressees: students of the primary and secondary and upper schools in social and economic hardship conditions.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015

B) Preventive actions and countering scholastic dispersion

The actions aim at channelling and integrating the work of the Region, Province, Zonal conference for Education, Scholastic *Comuni* and Institutions, assisted by non institutional subjects. A "system" investment in terms of policies, interventions, financial and dedicated human resources, services on loan, that rest on the basis of experience in the territorial planning of recent years. In the first place it means guaranteeing full efficiency of verticalisation, i.e. the "comprehensive institutes" that group together infant schools, primary schools and secondary schools in one single territory, guaranteeing a coordinated, unitary educational project. In fact it is well known that there is a point of scholastic failure and subsequent dispersion in the passage between primary school and secondary school. Another important aspect, in addition to those mentioned concerning scholarships and work aimed at smoothing the inequalities of family income, is represented by interventions of cultural and linguistic integration for the young people from immigrant families, even through informal education aimed at a positive acquisition of new knowledge instruments.
Addressees: students of every school order and grade.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

C) Routes of school-work alternation

These routes aim at:

- reinforcing the link between classroom training and practical experience;

- enriching the curricula with competences that are useful in the working world;

- encouraging professional orientation of students, reinforcing networks of cooperation between scholastic and training institutes, the working world and society;

- correlating the training offer to cultural, social and economic development in the territory.

Training routes in alternation are defined in the Plan of Education Offer (POF), which by law must indicate the management and organisational choices of the schools in a given territory. The education or training institute evaluates and certifies the competences acquired by the students in the manner established by law no. 53/2003, taking into account the indications provided by the external training tutor (or company tutor). In this field, as a specific manner of implementation, the Tuscan Region promotes the "Business Laboratory" aimed at young people developing the acquisition of an entrepreneurial mentality by setting up and managing virtual companies, exactly similar to the real ones, using the learning-by-doing methods, active approach to problem solving, the use of business-oriented social network information tools, managing comparison tables, etc.
Addressees: young people aged 15 to 18 years.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

D) Education activities that are non formal and for socialisation

- Interventions of continuing education for leisure time when school activities are suspended, aimed at children, adolescents and young people
- Encounters for reflecting and investigating educational problems, aimed at parents selected during the school year
- Laboratories with the schools
- Cultural integration projects
- Recreational and educational socialising activities for leisure time aimed at children, adolescents and young people
- Vertical ongoing educational routes that implement educational and learning projects coordinated between institutes of various levels but with a single school manager, unified collective organs, programming phases and mutual training.

Addressees: young people aged 6-18 years, families
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

E) Apprenticeship for fulfilling the right and duty to education and training

This type of apprenticeship is aimed at achieving a professional qualification. The contract must contain an individual training plan, both inside and outside the company, and can last maximum three years. It applies to all sectors, with the exclusion of public administration, and involves young people between the ages of 16 and 18. The duration of the contract and relative training course, is determined on the basis of the qualification to be achieved, the type of diploma, the professional and training credits acquired.
Addressees: 16-18 years of age.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

F) Professional education and training courses; superior technical education courses

The interventions to be carried out here are directed at new, more effective articulations of the training offer in order to satisfy the long term demands required by professional training, implementing the agreement of 29th April 2010 between the regions and the state, and the paths of higher technical specialisation according to the national guidelines (DPCM Prime Ministerial decree no.86/2008).

Higher Educational and Vocational Studies (IFTS) constitute a post-secondary training channel that levers with integration of interventions of school, university and professional training to strengthen technical competences in close connection with the job demand by the regional economic-productive system and based on projects that interpret the needs shown during planning sessions between employers and unions. They allow the achievement of the **higher certificate of technical specialisation**. They are interventions that require coordination with the system of the Higher Technical Institutes.

Higher Technical Institutes (ITS) are formal, structured places to make available to young people and adults a post-diploma training offer, on a tertiary level parallel to academic routes, that train technicians for higher competences. This is aimed at meeting the needs of innovation and competition of the regional economic system on the level of the various technological areas. They last two years and issue a diploma of higher technical specialisation. The Higher Technical Institute courses last two-years and lead to the diploma of higher technical specialisation (cf. FOCUS 1). The ITS already set up in Tuscany are:

- ITS Energy and environment

- ITS for Industrial Maintenance

- ITS M.I.T.A. (Made in Italy Tuscan Academy)

Addressees: young people between 14 and 18 years of age, students with diplomas
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

G) Regional programme of paid training

The project for autonomy of young people between the ages of 18 and 30 introduces a new measure, aimed at guaranteeing privately co-financed work training (cf. FOCUS 1). Addressees: young people aged 18-30
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015

H) Regional system for the right to university study

Maintaining scholarship centrality; Scholarship activation in services that, starting from 2012, depending on the student's situation, will give the right to a certain number of free meals in the canteen services and to accommodation. The young people who win scholarships and accommodation, and who cannot be accommodated due to lack of availability can request a contribution for accommodation. *Meal services. Fiduciary loans for university students and for those enrolled in 1st and 2nd level master courses at Tuscan universities.* In the sphere of regional interventions for the right to university study, a service of fiduciary loan was activated, aimed at consenting and facilitating access to credit by university students who do not

have the necessary requirements to obtain a scholarship and accommodation. Nonetheless these students must prove they are worthy of studies and do not exceed a predefined family income. Addressees: university students.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

I) University orientation

In this sector it is important to work together – Region and University – to build a coordinated and shared regional orientation system that surpasses the multiplicity and fragmentariness of interventions, and identifies an orientation policy that promotes the Tuscan university system in its totality, surpassing the concept of promotion performed by each single university. Addressees: high school students and university students.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

L) Scholarships for international doctorates, student loans for high specialisation courses, high training vouchers

Actions to link high training, the world of research, work and professions, with special attention to the priorities of regional economic development identified by the 2011-15 RDP, in order to form and promote graduates and research graduates in the working world, even using credit instruments for high training and training vouchers. Addressees: young graduates up to 35 years old.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

M) Ongoing training

Even though not aimed exclusively at young people, the actions foreseen in this area have a less than marginal influence on this component; they foresee sustaining the adaptability and increase of worker competences through the strengthening and diversification of interventions, with priority to the categories most exposed to the risks of expulsion from the job market, such as workers with temporary contracts. Law 236 dated 1993 contemplates financing ongoing training aimed at employed workers, financed with the fund made up of withdrawals from the salary pool (involuntary unemployment fund). In this sphere the Tuscan Region is developing important experiences to support the training of people working for companies in a crisis, that start processes of productive reconversion following union agreements and in order to promote the culture of safety and health in the job place. Ongoing training work is also carried out by the Interprofessional Funds, concerning spheres such as adaptability to the processes of innovation and updating workers' skills.
Support of individual ongoing training is also active by assigning training vouchers or prepaid cards for training credit (ILA card), which is particularly effective for conciliation policies between family life and working life. It is estimated that approx. 55% of interventions concern people up to 35 years of age (data from the Regional Labour Market Observatory).
Addressees: people employed, the self-employed, entrepreneurs.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

N) Apprenticeship for professional training and apprenticeship for university students working towards their degree

The economic crisis has weakened the traditional good rate of employment stabilisation of young people inserted in apprenticeship processes, and has even caused the interruption of contractual relationships to the point of requesting specific interventions for this segment (exceptional unemployment measures for apprentices). For the Tuscan Region the capability for apprenticeship to create a 'bridge' between training and work must be recovered, sustaining a new economic cycle. (cf. FOCUS 2). Addressees: young people aged 18-29.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

O) Support to young people's and women's businesses

The Region's support for young people's and women's businesses is expressed by regional law 28 dated 11th July 2011, which by introducing modifications to Regional Law 21/2008, reinforced the intervention taking into account the impact of the economic crisis and the need to expand the field applicability of the law. (cf. FOCUS 3). Furthermore interventions are planned to support the constitution of new agricultural companies by young entrepreneurs. Addressees: the population between 18-40 years of age.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

P) Funds for stabilising workers with temporary contracts

The characteristics of the present job market mean that the problem of job stabilisation is especially important for young people and women. The incentives for stabilisation using a contribution to companies who transform employee job places from fixed term to open term contracts, are an important intervention, successfully activated in recent years with a specific fund. This fund contemplates granting contributions to companies in order to promote: 1) transforming temporary contracts into open term contracts, both full time and part time (€ 6,000 full time; € 3,000 part time); 2) a one year renewal of fixed term contracts and the transformation of collaboration contracts into one year fixed term contracts (€ 2,000). Addressees: employees with temporary work contracts.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

Q) Funds to give incentives for hiring young graduates, researchers, interns

Reference actions will intervene, in this case too, giving incentives to companies that hire young graduates on open term contracts, both full time and part time, or, in order to sustain the first phase of job insertion, with a contract of at least 12 months. Addressees: young graduates up to 35 years old.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

R) Support for paying rent and support for buying a first home through leasing with a future sales pact

Aid for housing independence of young people concerns the 30-34 age range, whether through single housing solutions or through housing solutions with other forms of sharing. Funds will be issued to whoever signs a rental contract, with priority to couples with children. The contribution will vary from €1,800 to €4,200 per year, depending on income, number of children, etc. Furthermore there are provisions for interventions aimed at purchasing the first home with a pact of future sale, after a maximum period of rental of 5 years, at better than market rates. Addressees: young people between 30-34 years of age.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

S) Promotion of young people's international mobility

This is a series of measures aimed at various components of the young people's world. They include incentives for the mobility of secondary school students and university students for projects concerning study, training and developing language skills; internships abroad for students of the IFTS (higher education and vocational studies) courses; vouchers for work experience abroad to assign to high school and university graduates; information, orientation and welcoming services. Addressees: students and young high school and university graduates up to age 35.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

T) International mobility of researchers within the framework of the Marie Curie Action COFUND

The specific action promoted by the Tuscan Region supports financing programmes on thematic areas proposed to the European Commission which, if accepted, are 40% financed by European funds. The financing programmes will be implemented with calls for proposal on agreed research subjects. The programmes are targeted to attract expert researchers to the region's research centres, develop the projects of

Tuscan researchers at European research institutes, favour the return to Tuscany of researchers who have developed their career abroad. Addressees: young researchers.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

U) Increase young people's access to volunteer civil service, with a view to encourage pre-professional experience

Within the sphere of the *Giovani Sì* project, Tuscany expects to activate annual notices to increase the participation of young people in voluntary civil service, provided for by national law no. 64/2001 and by regional law no. 36/2006, for projects in the sectors of health, environmental education, culture, consumer protection, international cooperation, etc.
Addressees: young people between the ages of 18 and 30 (up to age 35 for the disabled), resident or domiciled for work of study in Tuscany.
Source: Tuscan Region. Integrated General Orientation Plan (PIGI) 2012-2015.

4.1. Financial resources destined to measures

The great majority of measures for young people listed above are financed within the framework of PIGI 2012-2015. Nevertheless, quantification of the resources that can be activated for carrying out the plan is still theoretical, since it is based on the proposal of the 2012 balance sheet forecasts and those for 2013/14. The final financial framework could be refined only after approval of the 2012 balance sheet law and that for the years 2013-2014. In addition, there is still the uncertainty of state-origin resources that will be made available for regional policies. Such limitations have not allowed a repartition of the budget forecast by measure, only in reference to the sections of the Tuscan Region balance sheet.
Indicatively, the regional resources and Community funds estimated for implementing the PIGI policies – hence including the actions not specifically aimed at young targets – are the following:

YEAR	EUROS
2012	190,558,820.40
2013	172,756,032.10
2014	67,321,893.09
Estimate 2015	67,321,893.09

The *Giovani Sì* project, which includes the measures financed by the PIGI for education, training and work, has overall expenses forecast at 334 million euros for 2011-2013. Among them, the resources reserved for young people's independent housing are 45 million euros.

8. FOUR PROMINENT TOPICS

The four focus groups presented here intend stimulating ideas for a more in depth cognitive approach to some of the forms of intervention to which, in this phase, the Tuscan Region assigns special importance. They concern measures, mentioned above, for inserting young people in the job market, linked to the education and training systems. It is a central nucleus of recent programming: countering the mismatch between labour supply and demand and let young people do a job that corresponds as much as possible to their competences and expectations.

Focus 1: Apprenticeships in Tuscany

Monitoring work carried out in this field points out the difficulties companies encounter in finding specialised technical personnel as well as the tendential lack of remuneration and the lack of forms of protection at the institutes hosting the training and internships. The Tuscan Region intends dealing with the subject of training in order to eliminate the distortions and opportunistic behaviour of employers in recourse to this instrument, and to guarantee a framework of rights to the young beneficiaries, which also includes a scholarship. The regional intervention is articulated in two phases:

- -the first as experimentation of a regional system for quality training periods;
- the second for the definition of a regional law disciplining the training periods that lead to full experimentation.

The Tuscan Region claims attribution to the regions of exclusive legislative competence on the subject. In this sense it feels that some of the provisions recently approved by national legislation – financial manoeuvre decree of law 138/2011 – are decidedly penalising, placing important barriers to experimentation promoted by the region. Therefore it provides for recourse to the Constitutional Court, confirming the intention for subsequent approval of a regional law.
Experimentation for a regional system of this subject started off with the Charter of quality apprenticeships and internships in the Tuscan region underwritten by the Region and by the social parties and approved with DGR (decree of the regional council) 710/2010. Taking into account the problems raised by new national legislation (that reserves training and orientation apprenticeships only to people with recent diplomas or degrees and people with a professional qualification achieved no later than twelve months from achieving the qualification), the Region adapted the Charter, modifying the type of apprenticeships (DGR 311/2011) and distinguishing between training and orientation apprenticeships (where the limits contemplated by national regulations are currently valid), insertion apprenticeships for the people never employed; reinsertion apprenticeships for people who have lost their job. These two latter types have a further specification for the disabled or for people in conditions of social alienation (ex Law 68/1999).

For the purposes of the Charter, the apprenticeship is considered a measure of accompaniment aimed at creating direct contact between a person looking for work and a company, so that the trainee may acquire experience to enrich his or her CV, and to favour the likelihood of building a work relationship with the hosting employer. The apprenticeship is regulated by a convention between the promoter and the host according to a plan approved by the Regional Council.
The means of application contemplates that the apprenticeship cannot be used for work where a training period is not necessary. Furthermore the trainees cannot substitute employee or personal term contracts for maternity or sick leave.
The hosting company cannot contract more than one apprenticeship period with the same apprentice. The company must comply with regulations regarding job place health and safety. The number of apprentices must be proportionate to the employment size of the hosting company, who appoints a tutor responsible for the training plan and inserting the young person in the job place.
The convention may contemplate a scholarship that reimburses expenses sustained by the host of at least 400 euros monthly. If the apprenticeship involves someone unemployed, whether having recently received a diploma or newly graduated, in the 18-30 age range and with a scholarship, the hosting employer can receive a regional contribution of 200 euros per month. For disabled persons, the contribution is the total responsibility of the Region.

The Region gives incentives for job insertion with open-end contracts with the employer hosting the people who have finished their apprenticeship. The host can receive a contribution upon hiring of 8,000 euros (up to 10,000 euros for the disabled).

Focus 2: Apprenticeships that give professional training

The aim of young people's employability has an important aspect in reinforcing apprenticeship and its capability for inserting young workers in employment. In particular, the aim of apprenticeship that gave professional training, operative in Tuscany since 2005, was to achieve qualification through work and training experiences. The economic crisis weakened the good rate of employment stabilisation for young people in apprenticeship processes, and even caused the interruption of contracts to the extent of requesting specific interventions for this segment (exceptional unemployment compensation for apprentices). Nevertheless, even in 2010 there were about 42,000 apprenticeship contracts activated.

This capability of apprenticeship must be recovered for the Tuscan Region in order to build a 'bridge' between training and work, giving support to a new economic cycle.

For qualified apprenticeship relaunching, we must start from the positive results achieved with the "Unified Code for Apprenticeship" (decree of law 138/2011), thanks to the modifications presented by the Regions at the State – Regions conference and accepted by the government last July 2011. A few key points should be confirmed:

Safeguarding regional competences on the subject, with special reference to internal and external company formation, as well as definition of the relative training profiles. The role played by the region is to develop the experiences matured in the various economic regional spheres and make the instrument more effective through certification of competences, regulation for achieving qualifications and, after modifications have been introduced, even the professional diploma.

1) Development of the training component of apprenticeship materialises in the extension of the apprenticeship reference target for qualification and for the professional diploma up to the age of twenty-five, a provision useful for contrasting school and training dispersion. Added to this is the increase of up to one hundred and twenty hours over the three-year period of overall hours dedicated to basic and transversal training. This is realised within the framework of a reduction from six to three years of the maximum duration of professional training apprenticeship, to make insertion on the job market more stringent and operative.
2) Protection of the working rights of apprentices, introducing minimum contract duration and prevision of stabilisation of a certain number of apprentices, to point out the strategic goal of allowing companies an effective investment in qualified human resources, repelling the temptation of a distorted use of young workers. A goal that, moreover, has been reasserted by the European Parliament with the resolution of 6th July 2010 on "Promotion of young people's access to the job market, reinforcement of the statute of trainees and apprentices" with which the Member States were invited to deal with the problem of incorrect use of young people by employers.

The Region will start monitoring apprenticeship quality, verifying the quality levels of the contribution offered by the actors (companies and services for employment). Such action will be performed within the work carried out by the labour sector and by the master plan for employment services.

Focus 3: Guidance of young people leaving secondary school and university

The policies in this field activated by the Tuscan Region aim at returning orientation to its original meaning, which is prearranging operations aimed at putting a person in the condition of being able to make individual choices about his or her personal/professional and lifetime project, avoiding the use of indicative instruments as a mere student evaluation element, as happens when self-evaluation tests for university entrance are used.

Regional policies on university orientation, which will be given through specific guidelines, are based on:

- the need to coordinate actions, currently fragmented due to the manner of structuring orientation;

- the need to conceive systemic orientation actions that are clear and understandable to the users;
- the need to base the construction of a Tuscan university orientation system on shared principles, established according to the goal to be achieved;
- a clear vision of how to organise the regional orientation system and its articulations;
- relationship and coordination to verticalise the orientation system, setting up collaboration with secondary schools (in the next to last year of the five-year period), the Regional Scholastic Office, the two levels of degree course (CL and CLM), the territorial local authorities and the business world;
- attention to the origin of flows, interregional and international, when entering degree courses (CL) and education degree courses (CLM) necessary to understand the attraction of the regional university system and to prepare opportune marketing action;
- marketing university orientation, such as the orientation salon;
- involving Italian culture institutes abroad to sustain the internationalisation of Tuscan universities;
- orientation aimed at the productive world, on the topic of university research.

Structured orientation will be done in the last two years of upper schools and in universities. Therefore the orientation and placement services in the universities will be strengthened and connections between the universities and the training institutions of the second cycle of education and training will be increased. Orientation works will move the world of training close to the working world by bringing high school and university students into companies using instruments such as internships, alternating school and work, high quality training and research apprenticeship, by bringing companies into the high schools and universities through initiatives and periods of cooperation and encounter.

Focus 4: Support to both young and female entrepreneurs

The Tuscan Region supports young people and women who have an idea for business and want to create it but have to overcome the initial problems of getting the initiative going. The interventions are aimed at creating new job opportunities by creating new companies or by consolidating companies that already exist and are expanding. The Region felt it was opportune to review some of the provisions on discipline regarding the promotion of businesses for young people. Regional law no. 28 of 11th July 2011 modifies and expands the operational sphere of the previous law on businesses for young people (Regional law no. 21 of 29th April 2008) adapting it to the new economic and job market conditions determined by the economic crisis. The law is considered to have strategic interest since it implements a line of intervention of the *Giovani Sì* project.

The possibility to access special loans concerns all the productive sectors today, without limiting the intervention to the activities destined to technological and innovative development. The range of likely beneficiaries has been expanded by raising the age limit from 35 to 40 years, in line with the provisions of the regional law in favour of young people's access to agricultural work, and the European regulation that contemplates specific conditions for reductions to companies made up of women and for those made up of workers receiving safety valves, for whom no age limit is foreseen. These forecasted types of concessions have been changed by moving the regional intervention from the zero rate concession of contributions to a contribution with an interest rate, changing the module of the guarantees necessary to access credit. It is the duty of the Regional Council to choose the selection criteria, the measure of facilitations and the rates of financing according to the type of company, as well as identifying the sectors where facilitations are allowed. The commitment of numerous young people in the agricultural sector is worthy of attention, where the choice of creating new companies responds today not only to economic goals but also the pursuit of social and professional models consistent with the development and protection of natural and environmental resources.

In addition to the interventions foreseen by law 21, support for the start-up of autonomous activities by young people shall reinforce what has been activated by the specific fund for microcredit, aimed at guaranteeing small loans to young people under the ages of 35-40 (depending on the circumstances) who want to be self-employed or start a cooperative company or open a professional firm.

References