

THE ENTERPRISES POINT OF VIEW NEEDS AND CONTRIBUTIONS

“Networking of VET providers for improving quality of work-based learning at local and transnational level”

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EMPLOYERS' REPRESENTATIVES

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WHO WE ARE



Approximately 6.750 firms located in the Provinces of Milan, Lodi, Monza and Brianza, Pavia are associated to **Assolombarda**.

The mission of Assolombarda is to represent the companies' interests in dealing with the political world, with local authorities as well as with trade unions.



Confartigianato Imprese Lombardia is the organization of SMEs and Crafts businesses in Lombardy. It represents today more than 94.900 businesses, entrepreneurs and self-employed workers belonging to 33 sectors of activity. It supports the development of networks of companies and self employment activities in the territory.



QUALITATIVE SURVEY ON WBL EXPERIENCES



Strong Points

- train young people on business needs
- the apprentice as a productive resource
- enhance hidden potential and fill skills gaps
- develop customized paths

Weak Points

- time needed to support apprentices
- time alignment between workers and apprentices
- administrative burden
- inadequate technical starting preparation of apprentices

QUALITATIVE SURVEY ON WBL EXPERIENCES

Opportunities

- employer branding towards training institutions
- appreciation at territorial and sector level
- 'a breath of fresh air': questioning strategies and schemes in the company

Critical issues

- reduction of the number of hours of school-work alternation by legislators
- once trained, the apprentice goes to work in another company

Whises

- simplify the procedures for activating the contract and for its extension and transformation.
- to zero the contributions paid by companies of all size classes, also by sacrificing for this purpose part of the economic incentives destined for other types of contracts.
- to make structural the loans already foreseen in the latest budget laws.

RELATIONS SYSTEM

Among the factors that influence the decision to use the WBL formula, there is certainly the (good) relationship between the company and the training institution: often the result of an already consolidated collaboration, it constitutes an indispensable trust basis.

The construction of solid and ongoing partnerships between training institutions and companies represents a sort of guarantee for the entire WBL system and an attempt to model the relationship methods.

Culture and relationships are the result of continuous and constant work by training institutions, of investments that look to the medium-long term by companies, of the commitment of apprentices supported by their families.



WBL FOR COMPANIES

A methodology that offers not only a great opportunity for young people to learn and socialize at work, but also the possibility for companies to take this experience as an opportunity to "look within", question themselves, learn something new.

More information is needed from the whole system that revolves around this contract on its fundamental characteristics and on the management methods associated with it, for a "positive leavening" of experiences.

The role of business representative associations is evoked as a key to promoting information and training on these issues.



ENTREPRENEURS POINT OF VIEW

Mr. Rocco Dabraio, CEO Impianti Elettrici Dabraio - Italy



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THANK YOU!