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Direzione generale dell'immigrazione
e delle politiche di integrazione
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MINISTERO
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FONDO ASILO, MIGRAZIONE E INTEGRAZIONE (FAMI) 2014-2020

prima — vera campana

Per un'integrazione lavorativa
dei cittadini stranieri in Campania

*CARRYING OUT OF INFORMATION MEETINGS ON ENTERPRISE CREATION FOR SA
FOR MIGRANTS, LABOR POLICIES AND RELATED REGIONAL SERVICES*

"Prima-vera Campania - for a work integration of foreign citizens in Campania" (Project code: 2454 - CUP B29G18000070007) financed by the
Asylum, Migration and Integration Fund (FAMI 2014-2020)

Asylum, Migration and Integration Fund 2014-2020 - Specific Objective 2. Integration / Legal Migration - National Objective ON 2 - Integration / Legal Migration - Delegated
Authority - PRIMA: Project for the Labor Integration of Migrants

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Form 3

ACTIVE LABOR POLICIES



WHAT ARE ACTIVE LABOR POLICIES?

Active Labor Policies are the set of measures, programs and public interventions aimed at:

- **regulate** the labor market;
- **foster employability**;
- **facilitate the employment** of people at risk of marginalization;
- **guarantee income support** for people who find themselves in employment difficulties.

Who are the recipients of active policies?

- unemployed / unemployed
- young people under 35
- protected categories such as orphans, long-term unemployed, people disabled, etc.
- disadvantaged and ultra-disadvantaged categories



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The difference between active and passive policies

- Active employment policies are developed in a multiplicity of intervention plans, which specifically take the form of "employment services" and which can be generically defined as activities oriented towards employment results.

The services linked to active employment policies are provided on a national basis starting from the collaboration between the public part (employment centres) and the private part (employment agencies).

The main objectives of Active Employment Policies must however follow the European Employment Strategy (EES), that is to say:

- **employability**, which indicates the ability to enter the world of work; ÿ
- **adaptability**, understood as the compatibility and updating of skills and abilities with reference to the needs of the world of work;
- **entrepreneurship**, ie the development of quality and entrepreneurial spirit; **equal opportunities**, with the aim of increasing youth employment e female.

- Passive policies are all those measures that aim to address the socio-economic problems caused by the lack of work.

In essence, these are all those welfare and insurance policies that guarantee the worker who loses his job access to forms of income support.

Among the main ones we find:

- the redundancy fund, of which we have heard a lot in this period of severe health and economic emergency;
- solidarity contracts;
- The mobility allowance.

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EMPLOYMENT CENTERS

- The PES are public structures coordinated by the Regions or autonomous Provinces.
- They favor the encounter between demand and job offer and promote active employment policy interventions.
- They also carry out administrative activities, such as enrollment in the mobility lists and in the lists of protected categories, the termination of employment relationships and the issuance of the unemployment certificate.

The services are aimed at:

- Unemployed and employed citizens
- looking for a new job position.
- Workers benefiting from support to income in constant employment relationship and at risk of unemployment.
- Foreign citizens regularly residing in search of a new job. Businesses and other employers looking for staff.

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ANPAL - National agency for active employment policies

WHO IS IN CHARGE OF ACTIVE LABOR POLICIES IN ITALY?



www.anpal.gov.it/

- **Anpal** is the national agency for active employment policies. Promotes people's right to work, training and professional growth, coordinates the national network of employment services, is responsible for the information system of the labor market.
- **Anpal** is entrusted with the function of creating tools, measures and methodologies to support public and private entities operating in the labor market. Not only from the point of view of the implementation of active employment policies, but also as regards their monitoring, analysis and evaluation. Finally, last but not least, the Agency also has the task of administering the national register of accredited subjects, as well as the complex information system related to the management of the labor market

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WHAT ARE THE SERVICES AT WORK

I servizi per il lavoro

Vengono erogati dalla rete nazionale dei servizi per il lavoro, che in Italia sono organizzati secondo un modello di cooperazione tra parte pubblica (centri per l'impiego) e privata (agenzie per il lavoro). Le persone disoccupate sono indirizzate verso un percorso che può prevedere:



Orientamento

Analisi delle competenze, allineata alla situazione del mercato del lavoro locale e alla profilazione della persona.



Formazione

Attività per la qualificazione e riqualificazione professionale, autoimpiego e inserimento.



Tirocini

Promozione di esperienze lavorative in grado di arricchire il bagaglio delle competenze.

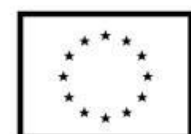


Incentivi

Gestione di incentivi al lavoro autonomo, alla mobilità territoriale e all'avvio d'impresa.

Active employment policies include basic and specialist guidance, training courses, job search support, business start-up tutoring and employment incentives.

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SOURCES OF FINANCING



Progetto PUOI
Protezione Unita a
Obiettivo Integrazione

Fondo asilo migrazione e integrazione (Fami) PROGETTO PUOI

Attivazione di n. 50 tirocini presso soggetti ospitanti della Regione Campania Destinatari: titolari di protezione internazionale e umanitaria; titolari di permesso di soggiorno rilasciato nei casi speciali previsti dal decreto legge 4 ottobre 2018, n. 113 convertito con modificazioni dalla legge 1° dicembre 2018 n. 132, che consentono lo svolgimento di attività lavorativa; titolari del permesso di soggiorno per protezione speciale rilasciato ai sensi dell'art. 32, comma 3 del decreto legislativo 28 gennaio 2008, n. 25; cittadini stranieri entrati in Italia come minori non accompagnati e regolarmente soggiornanti sul territorio nazionale.

PON
INCLUSIONE

FONDO PON SIA – TIROCINI DI INCLUSIONE SOCIALE

Attivazione di n.38 tirocini attivati presso Soggetti Ospitanti Pubblici e Privati aventi sede presso uno dei comuni dell' Ambito B05 Morcone capofila soggetti svantaggiati

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YOU CAN project (Protection Combined with Integration Objective)

The [PUOI project](#), in continuity with the experience of the INSIDE project, provides for the activation of 4,500 integrated socio-labor integration paths aimed [at vulnerable](#) migrant citizens regularly present on the national territory, in order to improve their employability and promote their integration in the job market.

The recipients of the initiative are citizens of third countries who are holders of international and humanitarian protection, holders of residence permits issued in special cases and for special protection, which allow them to carry out work activities, as well as foreign citizens who entered Italy as undocumented minors accompanied and regularly residing in the national territory.

The specific objectives of the project are:

- the definition of an individual action plan and the instrument of the "dowry", divided into three different ones components:
 - ***an allowance for the trainee (financed with ESF-PON Inclusion resources);***
 - ***a contribution to the host entity (financed with FAMI resources)***
 - ***a contribution to the proposing entity (financed with FAMI resources).***
- The qualification of the integration paths launched, through assistance and accompaniment to the operators involved, the provision and sharing of intervention methodologies and tools aimed at enhancing the skills and qualifications of the recipients, in order to improve their level of employability and enhance their employment opportunities.

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INSIDE Project – INSerimento Integration northsuD InclusionE

INSIDE is a pilot project aimed at **promoting and strengthening the socio-employment integration of holders of international protection hosted in the SPRAR** (System for the Protection of Asylum Seekers and Refugees), through the creation of integrated pathways including the definition of an individual action plan, the offer of a series of active employment policy measures (taking charge, orientation, accompaniment, coaching/matching) and participation in a 6-month internship. The project was built on the basis of the "individual dowry", divided into three different components: an allowance for the trainee; a contribution in favor of the proposing intermediary body; a contribution to the company hosting the internship.

PURPOSE

This project has also contributed to the **strengthening of the multilevel governance of integration policies**, through the simultaneous involvement of the subjects responsible for the reception of migrants (the SPRAR) and those responsible for active labor policies (bodies, public and private, authorized to mediate at national level or accredited to employment services at regional level).



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ANPAL PROJECTS FOR THE TRAINING, WORK AND INTEGRATION OF YOUNG PEOPLE MIGRANTS

Percorsi 4 project, unaccompanied foreign minors and young migrants

What is that??

- It concerns the financing of social inclusion paths e work intended for Unaccompanied Foreign Minors (MSNA) and young migrants, up to the age of 24, who have entered Italy as UASC.
- The integration paths are based on the "individual gift" tool and provide for internships with attendance allowance.

NB. It should be specified that 3 main actors contribute to the individual dowry:

- *recipients;*
- *promoters;*
- *host subjects;*

Objective:

create integrated social-work integration paths that accompany the recipients in the transition from the protected environment in which they were welcomed to full autonomy and integration into local communities.

The courses are based on the "individual talent", a tool with which support services are guaranteed for the following activities:

- *valorisation and development of skills;*
- *socio-employment integration;*
- *accompaniment towards autonomy (orientation and apprenticeship).*

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RECIPIENTS

- Unaccompanied Foreign Minors (**UAM**), **including** applicants and beneficiaries of protection international, transitioning into adulthood who, at the time of issue of the no impediment document pursuant to art. 12 of the notice, have completed **16 years** of age and are unemployed **or unemployed**.
- **Young migrants** who have **not** completed **24 years** of age on the date of issue of the no impediment document pursuant to art. 12 of the notice, **including** applicants and holders of humanitarian or international protection, in conditions **of unemployment or unemployment**, provided they entered Italy as unaccompanied minors, not having Italian citizenship or citizenship of other European Union States, legally residing in the territory national

NB. It should be noted that recipients of internships are not allowed to participate at the same time in other active policy courses that provide for financial allowances.





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STRUCTURE OF INTEGRATED PATHS

The integrated socio-labor integration paths included in the Anpal projects for immigrants are structured as follows:

1. *reception;*
2. *taking charge and accompanying the preparation of the Service Agreement;*
3. *Specialist orientation and definition of the Individual Action Plan;*
4. *orientation for the identification of employment opportunities;*
5. *extracurricular internship, with a minimum duration of 6 months, which can be extended up to a maximum of 6 more thanks to a dowry plus, for a maximum total duration of 12 months.*

INDIVIDUAL QUOTE: WHAT IT PROVIDES

The individual dowry for socio-employment integration includes:

- *a contribution to the Promoter for the carrying out activities aimed at the recipient's socio-employment integration;*
- *a frequency allowance to the recipient for the participation in the internship;*
- *a contribution to the Host Organization for the Carrying out tutoring and coaching activities during the internship.*
- *insolvency proceedings.*

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DIFFERENCE BETWEEN PROMOTER AND HOST

PROMOTERS

The promoters are those who apply for the project.

The following are included in this category:

- public and private subjects authorized for intermediation or accredited at national level for disbursement employment services;
- entities accredited to employment services at regional level, provided they are recognized by regional regulations as Promoters of extra-curricular internships.

HOST ENTITIES

- This category includes all employers of a public or private nature with the requirements established by the national and/or regional legislation, which can host trainees and have at least one operational headquarters in one of the five regions covered by the notice.

The host organizations must not have:

- extraordinary CIG procedures or in derogation in progress for activities equivalent to those of the traineeship in the same operating unit;



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WHAT IS THE GOL PROGRAM?

The GOL program, acronym for "**Employability Guarantee for Workers**", is a program provided for by the PNRR and financed by the European Union in the context of Active Labor Policies which has among its objectives that of strengthening the services of Active Labor Policies going to facilitate the employment of citizens.

Candidates are guided through a personalized and totally **free path**, made up of a series of integrated services, such as:

- *profiling*
- *skills assessment*
- *orientation*
- *training*
- *job coaching*



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Obiettivi

Gol ridisegna i servizi per il lavoro per migliorare l'inserimento lavorativo delle persone.

Servizi pubblici e privati sono più vicini ai cittadini, per offrire percorsi personalizzati di ingresso o reingresso al lavoro.



A chi si rivolge

Lavoratori con ammortizzatori sociali o altri sostegni al reddito, lavoratori fragili (giovani, donne con particolari situazioni di svantaggio, persone con disabilità, over 55), working poor, persone disoccupate senza sostegni al reddito.



Percorsi

Il programma comprende un'offerta di servizi integrati, basati su una cooperazione tra i servizi pubblici e privati.

Prevede percorsi di accompagnamento al lavoro, di aggiornamento o riqualificazione professionale, e percorsi in rete con gli altri servizi territoriali (sociali, socio-sanitari, di conciliazione, educativi) nel caso di bisogni complessi, quali quelli di persone con disabilità o con fragilità.

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Servizi personalizzati

Gol si basa sulla personalizzazione dei servizi offerti alle persone. Grazie a un orientamento di base più mirato, attraverso un'attenta valutazione dell'occupabilità (assessment) la persona è indirizzata al percorso più adeguato.



Come si accede

Gol non è un programma cui iscriversi, ma una nuova offerta di servizi per il lavoro. Per partecipare occorre rivolgersi ai **servizi per il lavoro regionali.**

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YOUTH GUARANTEE II PHASE

Youth Guarantee, provides for various measures, including:

1. orientation
2. training
3. accompaniment to work
4. internship.

The potential of the tender is expressed towards some categories of beneficiary users:

- Aged between 15 and 35 years;
- Residence on the national territory;
- Being unemployed (Ref. ANPAL Circular No. 1/2019 of 23 July 2019);

The announcement can therefore allow a large public to access measures useful for improving their training and employment conditions, through concrete measures and practical incentives for hiring.

Guarantee Youth takes advantage of the network of Employment Centers and [Employment Agencies](#) present throughout the national territory.

La Garanzia Giovani in Italia

Scopri come funziona e cosa può fare per te

garanzia giovani
www.garanzigiovani.gov.it

SE NON CONTINUI A **STUDIARE**...

SE NON **LAVORI**...

SE NON SEI IN **FORMAZIONE**...

PER TE C'È
GARANZIA GIOVANI

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How to join the Youth Guarantee tender

- **First step:** *Verify that you are eligible*

As previously reiterated, Italian citizenship or citizenship of an EU or non-EU state is sufficient if in possession of a regular residence permit, be between 15 and 35 years of age and be unemployed.

- **Second step:** *Understand which category you belong to.*

Youth Guarantee is divided into **NEET** and **Axis 1BIS**, a differentiation that poses some differences in the procedures for joining the tender and which we will briefly explain below:

- **NEET** means young people between 15 and 29 who do not study, do not work and does not attend training courses.
- by **Axis 1BIS** instead we mean the unemployed between 15 and 35 years of age who could also study or attend training courses.

Ti riconosci?

- hai un'età tra 15 e 29 anni
- non lavori
- non studi
- non frequenti un corso di formazione al lavoro

Vuoi metterti in moto?

Iscriviti alla Garanzia Giovani.
Registrati sul sito, fissa un appuntamento con il tuo Centro per l'Impiego e firma il Patto di Servizio, il tuo percorso per accedere alla formazione e al lavoro.

Informati e registrati su:
www.regione.lazio.it/garanziegiovani

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Fondo di Sviluppo e Coesione dell'Unione Europea
Fondo Asilo, Migrazione e Integrazione

Regione del Lazio
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- **Third step:** *Request the Youth Guarantee Service Agreement*

It is possible to apply for the call by going to the reference Employment Centre, both directly in the case of Axis 1BIS and by making an appointment from the Lavoro Per Te portal in the case of NEETs.

During the interview with the personnel in charge of the employment centre, you can then request the Youth Guarantee service agreement with the choice of the promoting body and the active policies of your interest.

- **Fourth step:** *The interview with the selected institution*

During the interview with the chosen promoter you will need to have **your identity documents, your CV and the certificates you possess with you**, to verify your skills and aptitudes so that we can offer you the most suitable positions for the your profile.

The Youth Guarantee call gives you the opportunity to enter a company through an [internship](#) for a duration of 6 months or 12 months in the case of disabled or disadvantaged.



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INFO

www.primaveracampana.it

www.scabec.it

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***People of all cultures should be able to
"express themselves, make themselves known
and have equal access to art and the
means of expression and dissemination".***

UNESCO 2001 Declaration on Cultural Diversity

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