

# Work-based learning: the context



- ❑ Generational change
- ❑ Youth unemployment
- ❑ Gap between school education and skills requested by the Companies
- ❑ Enel's experience in the management of professional apprenticeship contracts





# Phases of the work-based learning Enel program



## A 3-year path structured in 2 phases:

- ✓ **Phase I:** a 24-months high-level apprenticeship during the 4<sup>th</sup> and 5<sup>th</sup> year of high school (**Istituti Tecnici Industriali**) aimed at obtaining the *diploma* and the integration in the business environment.

This phase envisages the presence in the Company **1 day a week** during the school year and a **full time** presence during the summer.

- ✓ **Phase II:** technical-practical professional training in the Company during the following 12 months for the students who have accomplished the *diploma* and a level of qualification deemed appropriate by the Company.



