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
Work-based learning: main purposes

First experimentation in Italy of work-based learning apprenticeship built on the German dual system

- 145 apprentices hired in September 2014
- 140 apprentices hired in September 2016
- 30 apprentices hired in September 2017

- Create a **virtuous circle** between education and labor market.
- Create **school programs** that integrates academic learning with professional and technical skills aligned to the needs of the labor market.
- Speed the company **professionalization** process, valorizing both school education and training performed during the apprenticeship.
- Build an **employment path** extendable to other companies.
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 4th and 5th 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.
Conclusions and next steps to the future

- Great satisfaction for the program from all the subjects involved (school, Company, students, Institutions, Trade Unions).
- Students’ personal and professional growth and positive integration in the work context.
- Benchmark, dialogue and constant collaboration between school and Company.
- Project of “digital Apprenticeship” for the next school year (2018-2019), in collaboration with Politecnico of Turin, with the aim to integrate innovation programs coordinating Universities, Schools and the Company best practices.
- Planning to prepare the young technicians tools and skills to the digital transformation of the Company, fully integrated in the DIG-Italy revision of processes and procedures.

*Shorten distances between education and business is one of the best essential practices to allow the entry of young people in the labor market and to achieve a real global perspective in skills and qualifications.*