The LAVORAS programme
- Training paths including migrants

The case study we are going to introduce is about the planning and realisation of training paths into the frame work of the program "LAVORAS" which was partially funded by the Sardinia Region and it took place in Sardinia in 2018.

The main objective of the program was to support the job placement of the beneficiaries by realising training courses. In order to be accepted to the program, the beneficiaries must meet few requirements: being part of the NEET category, being resident in Sardinia and being of legal age (+ 18 years old). Regular migrants (resident in Sardinia) were also included in the program.

The attendees of the training paths had the chance to: a) gain and certificate new professional skills; b) increase the awareness of their potential; c) know all the different opportunities provided by their local area.

The context

The responsible organization of the programme was MCG Soc. Coop., a training agency with deep experience in planning and implementing training projects aiming at job insertion also involving disadvantaged target groups.

The environment of implementation was the Sardinia Region (specifically Carbonia Province which is the area with the lowest average income per person of Italy) where were implemented the LAVORAS Training Paths carried out by MCG Soc. Coop.

 LAVORAS program was a public training program financed by Sardinia Region and it aimed at socio – professional insertion of unemployed people with priority to people with disadvantaged situation/background (migrant background included).

The socio-professional integration was specifically promoted by the implementation of training courses of 200 hours, aiming at a formal certification of professional competences that were currently required by the local context.

The most relevant issues for the training were linked to the distance of the location, where the activities took place (in Sardinia), from the office in charge of the design and the coordination of those activities (in Sicily). Another criticism was the heterogeneity of the class group as there were a lot of migrants which had not a specific program based on their needs. Therefore, different people with different needs had to follow the same program that was not suitable for everyone.

A solid team supported by a large network of partners

The training path and the accompanying process for job integration planned to involve some key actors in order to meet the needs of beneficiaries in the most effectively way. In particular, the actors involved at an internal level were:
- The Training activities planning manager
- MCG boarding management that have been mostly involved in the overall implementation strategy definition, in the executive planning of the activities, processes and in the functional networking activities with external local actors
- The training tutors
- The trainers/teachers that have been mostly involved in activities and specific tools for the implementation of the device.

At an external level, the team worked with
- The local Employment Services
- The Local Authorities (Municipalities)
- Local associations/NGOs, that have been mostly involved in the final beneficiaries targeting, selection and counselling processes. They complemented the role of the employment services, especially for the recruitment of migrants, as the rules of the programme expressly foresaw that the selection of the final beneficiaries had to be done by the local Employment Service which was in charge of addressing a specific training path to each beneficiary.
- The Local Enterprises
- The « External » Trainers/teachers who have been mostly involved in the training activities implementation and also in the accompaniment ones. In fact, in order to foster the link between the training offered and the job insertion possibilities in the local context, MCG preferably involved, as trainers/teachers for the professional modules, local entrepreneurs with at least 10 years experience in the professional activities targeted by the training path. In addition, the training path was structured by a majority of training hours directly implemented in local enterprise contexts. This way of doing aimed to ensure:
  . More close contact with job world, with professional and key competences effectively needed by different enterprises,
  . More close contact and relations with the local context reality
  . Possible opportunities of future job insertion.
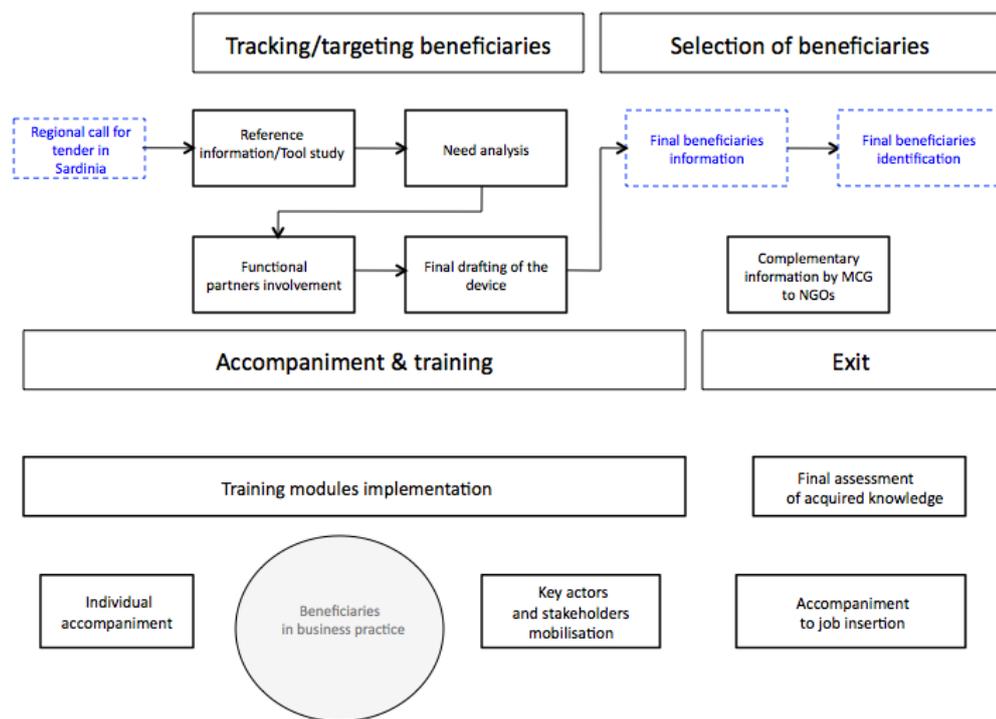
How did the programme go?
The accompanying team deplored an initial lack of contacts with the Employment services that had been needed to providing correct information to the final beneficiaries about the training path. The Regional managing authorities rules slowed down the implementation process of the device with impact on the final beneficiaries involvement. Some of them dropped out from the regional program. But some local NGOs informed by MCG on the program spontaneously got involved and committed especially for sending migrants on the training program.

There was a high heterogeneity of beneficiaries in the same class group and the accompaniment path (in terms of counselling measures) could not be sufficiently tailored on beneficiaries with migrant background. The social integration aspects of the program were not structured but they were implemented informally.

The team experienced that it was a real strength that the training paths have been thought, planned and organized with the real involvement and commitment of local actors such the local Public authorities and the local enterprise representatives. The representatives directly involved in the training path, shared their contact networks with the final beneficiaries and provided them suggestions for their future job life. This has led to benefits for the final beneficiaries.

At the end of the program the final beneficiaries got a formal recognition of acquired competences. Those with migrant background that concluded the training path obtained a very good score (better than other beneficiaries). Again the communication with the employment services about job insertion of the beneficiaries was not satisfying, while the beneficiaries had difficulties on getting a job after the training course because of the local poverty.

Globally the team traced the success factors in the implementation of the device on:
- Local NGOs showed a spontaneous involvement and commitment
- More involvement of Employment services than in the past
- General commitment of all external actors even if not well structured
- Formal recognition of acquired competences for final beneficiaries.