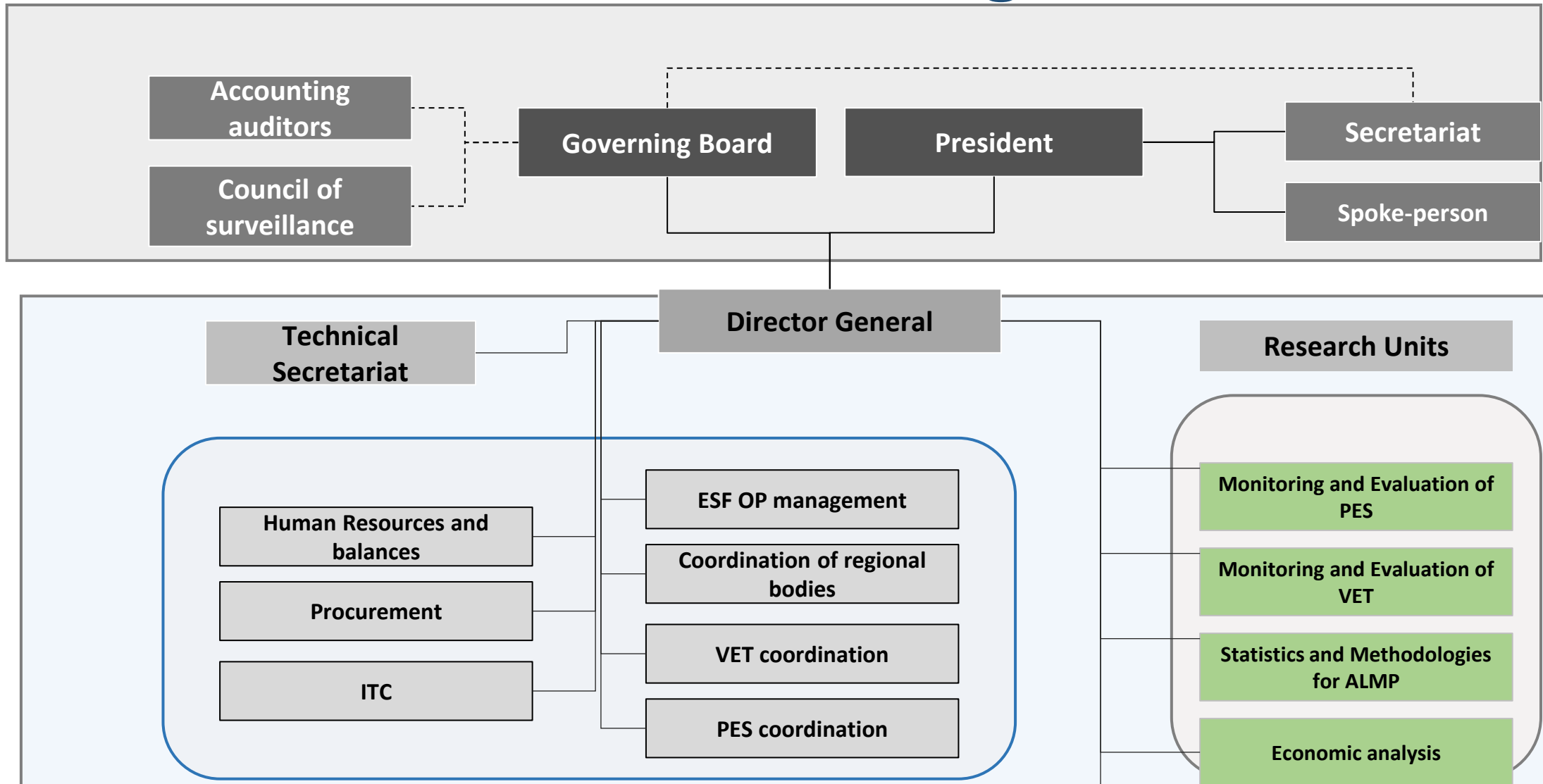


# **ANPAL and the activities of the Research Unit 2 on competences**

Fabio Roma

*Rome, May 28, 2019*

# ANPAL: structural organization



# National Agency for Active Labour Market Policies (ANPAL)

ANPAL represents the national main key actor for ALMPs, aiming at reducing unemployment rates and at improving skills and employability. In particular, the ANPAL's main tasks are:

- ✓ to coordinate all the actors delivering employment services at local level (public employment centers (PECs) and private providers);
  - ✓ to support the development of skills and qualifications for job searching and/or for continuation in further learning path-ways.
- 
- **ANPAL is the designated authority, at the national level, as National Contact Point respectively for European tools such as: Europass, European Qualification Framework and Euroguidance....**
  - ANPAL is responsible for the realization of PIAAC (on behalf of the Italian Ministry of Labour, and together with the National Institute for Public Policy Analysis - INAPP).

# ANPAL Competences

## Coordination

- The unemployment benefit scheme
- PES: Public Employment Services
- ESF programming

## Definition of common tools

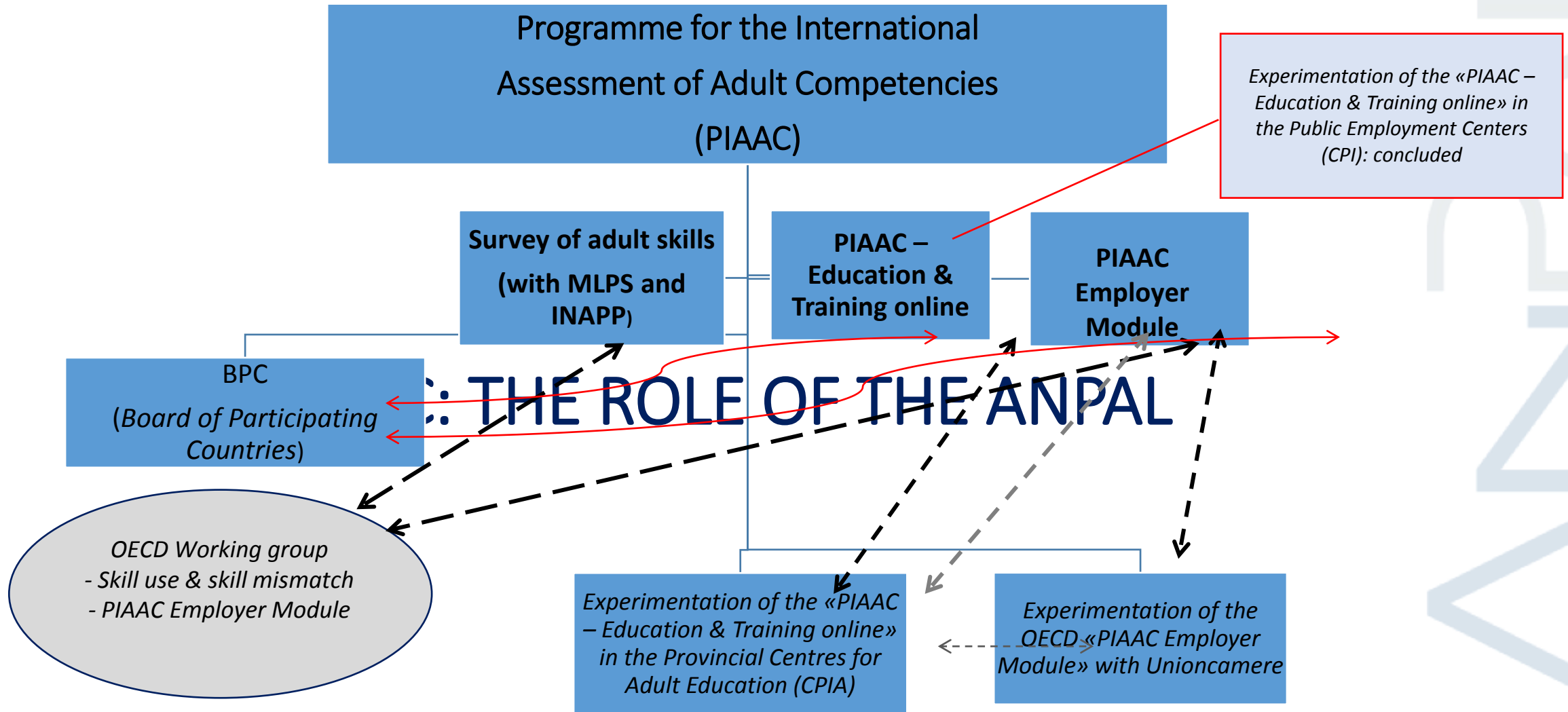
- Service standards
- Profiling methodologies
- Employment voucher
- IT system for ALMP

## Management

- National Operation Programmes (cofinanced by the ESF)
- Programmes for crisis management
- Experimental ALMP programmes
- Programmes aimed at improving regional performances

## Monitoring

- Bilateral Funds for the training of workers



# Experimentation PIAAC “Education & Skills Online Assessment”

## OBJECTIVES

To verify if and how “PIAAC on-line” could be useful as qualitative profiling tool for PES users  
To guide the vocational education and training policies to fill gaps about soft and basic skills

## MANAGEMENT

ANPAL – Department V and Research Unit III  
ANPAL Services – Employment service department

## TARGET

19 Regions + Autonomous Province of Trento  
181 PESs  
3.704 unemployed people

## TIMELINE

June 2017– June 2018

# A quick glance at PIAAC on line tool

**It is a flexible test, adapting to the skills of the user to provide measures of critical skills associated with work, home and the community**

## THE MAIN ELEMENTS OF EDUCATION & SKILLS ONLINE

### Background questionnaire

- Demographic characteristics
- Social and linguistic background
- Education level
- Employment status and occupation

### Cognitive assessments

- Literacy
- Numeracy
- Problem solving in technology-rich environments (optional)
- Reading components (optional)

### Noncognitive assessments (Optional)

- Skill use
- Behavioral competencies
- Career interest and intentionality
- Subjective well-being and health

**Education & Skills Online is available for purchase by institutions.**

WZVA

# Experimentation PIAAC “Education & Skills Online Assessment” in the Provincial centers for adult education and training.

## ➤ Object of the experimentation:

To contribute to the personalization of the school-training path of CPIA students through the experimentation of a self-assessment tool, PIAAC on line, able to evaluate the possession of the fundamental skills to allow the identification of the incoming skills, the evaluation and recognition of the acquired training credits and the effective personalization of the training offer.

➤ 316 CPIA involved in the national territory (teachers and learners)

➤ Italy is actually analyzing data and going to prepare the research report.






# The “PIAAC EMPLOYER SURVEY” IN ITALY

an experimentation like this:

1. select employees within establishments or firms randomly;
1. interview employers or directors of local unit / human resources in firms with the size threshold of 50 or more because the likelihood of anonymity breach and because in firms so big is easier to collect data;
1. realize around 1000 interviews to employers;
1. administer the «PIAAC Education and Skills online» to (around) 500 employees outside the firm and not during the working hours;
1. administer the «PIAAC Education and Skills online» to (around) 50 employees inside the firm and in presence of trained people (for a counter-factual test of the feasibility of the «PIAAC Education and Skills online»);
2. **timeline: July-September 2019**

# Questions we'd like to answer

1. How many employers report skill gaps? Does this affect primarily new hires or existing employees?
  1. For what specific skills are employers unable to meet their requirements?
  1. How do employers address existing skill gaps? What firm types require support in finding appropriate solutions?
  1. What firm characteristics correlate with skill proficiency and skill use?
  1. What business strategies, human resources management policies, training programmes and work organisation practices correlate with skill proficiency and skill use?
  1. How do employers and employees' perception of skill mismatch compare?
- 
- 
-

**Thank you for your attention**

**תודה רבה!  
Todà rabà!**

**[fabio.roma@anpal.gov.it](mailto:fabio.roma@anpal.gov.it)**