



Formazione e Innovazione per l'Occupazione
FlxO - Scuola & Università

from Education & Innovation to Employment



University Career Services: FlxO programme experience

Nis - Serbia, 24th October 2013



The FixO programme (2006 - 2013)



FixO programme had three different phases:



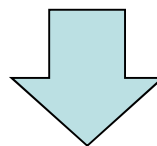
Legislation framework about Career Services



Act n. 276 / 2003, point n. 6:

Universities can be authorized as Labour Market subjects in order to support their students and graduates to their Education-to-work transition.

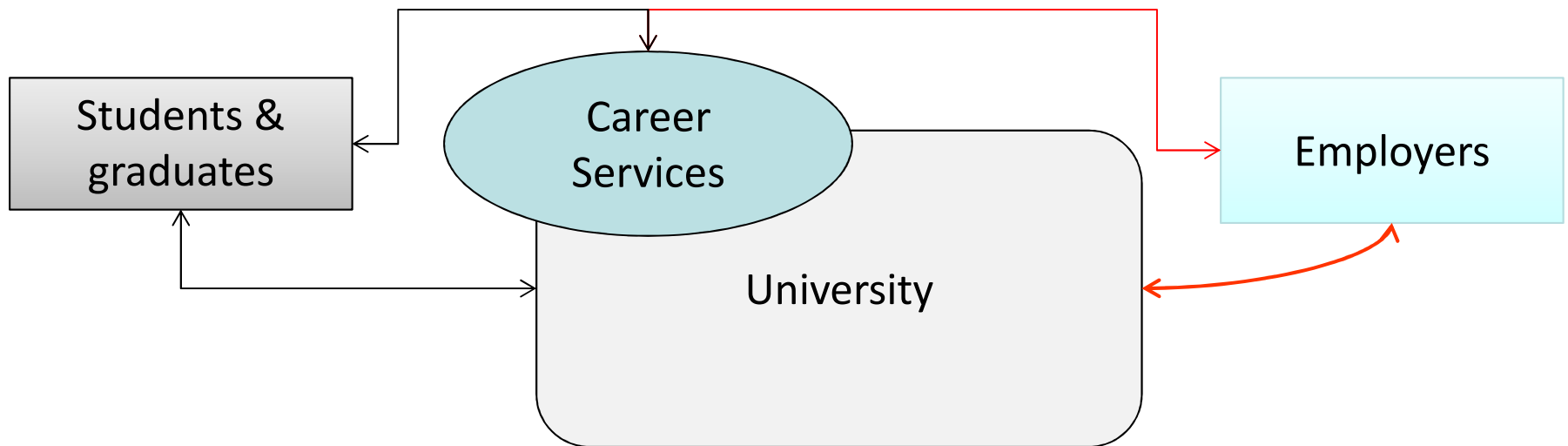
So Italian Career Centres are able to guide the students from their enrollement up to graduation and more.



The Ministry of Labour started FlxO programme in order to develop or create Career Centres within Italian Universities

FixO programme had the following aims:

- To start and/or develop Career Services (i.e. pc, new furniture and more)
- To hire CareerService workers
- To promote Career Centre services inside ed outside the University



Services Career Centres should provide to their clients:

Supply

- ✓ Information
- ✓ Guidance
- ✓ Counselling
- ✓ Internship

Demand

- Information
- professional need analysis
- matching service

FIXO 2006 - 2009



Active policies supported

FixO programme was in charge of paying:

- € 200.00 per month to the Trainee
- € 2,300.00 to Employers if they hired the graduate after Internship
- € 150.00 to University for each Internship they started

15.905
Traineeships

FixO programme supported Higher education courses for unemployed graduates in order to help them to be qualified to transfer innovation within enterprises

- € 500.00 up to € 1,000 to students
- € 2,50.000 to Universities
- € 3,000.00 to Employers

1.129 Higher
qualification
courses

Up to €30,000.00 to each Spin-off to support highly qualified new enterprises

82
Spin offs

Activities

FlxO started closer relationships with other subjects of the Labour Market as Regional Governments, National and local Employers Associations and National and local Employment Services and organizations.

FlxO arranged information and training events and courses for Career Services officers/workers regarding guidance, labour active policies and legislation and employment services. The programme also worked about Career Centre service standards

FlxO supported PhD students to their education-to-work transition with the below mentioned activities:

- co-operation to start a new company
- help PhD graduates to find the proper job for their competences

FIXO 2009 - 2010



6 months project work to bring innovation within companies
Mix of training and internship - FlxO had grants for students

794
Project
Works for
Innovation

6 months courses in order to support and develop self
employment projects - FlxO had grants for self employers-
to-be

67
Self
employment
paths

FIXO 2011 - 2013



Schools

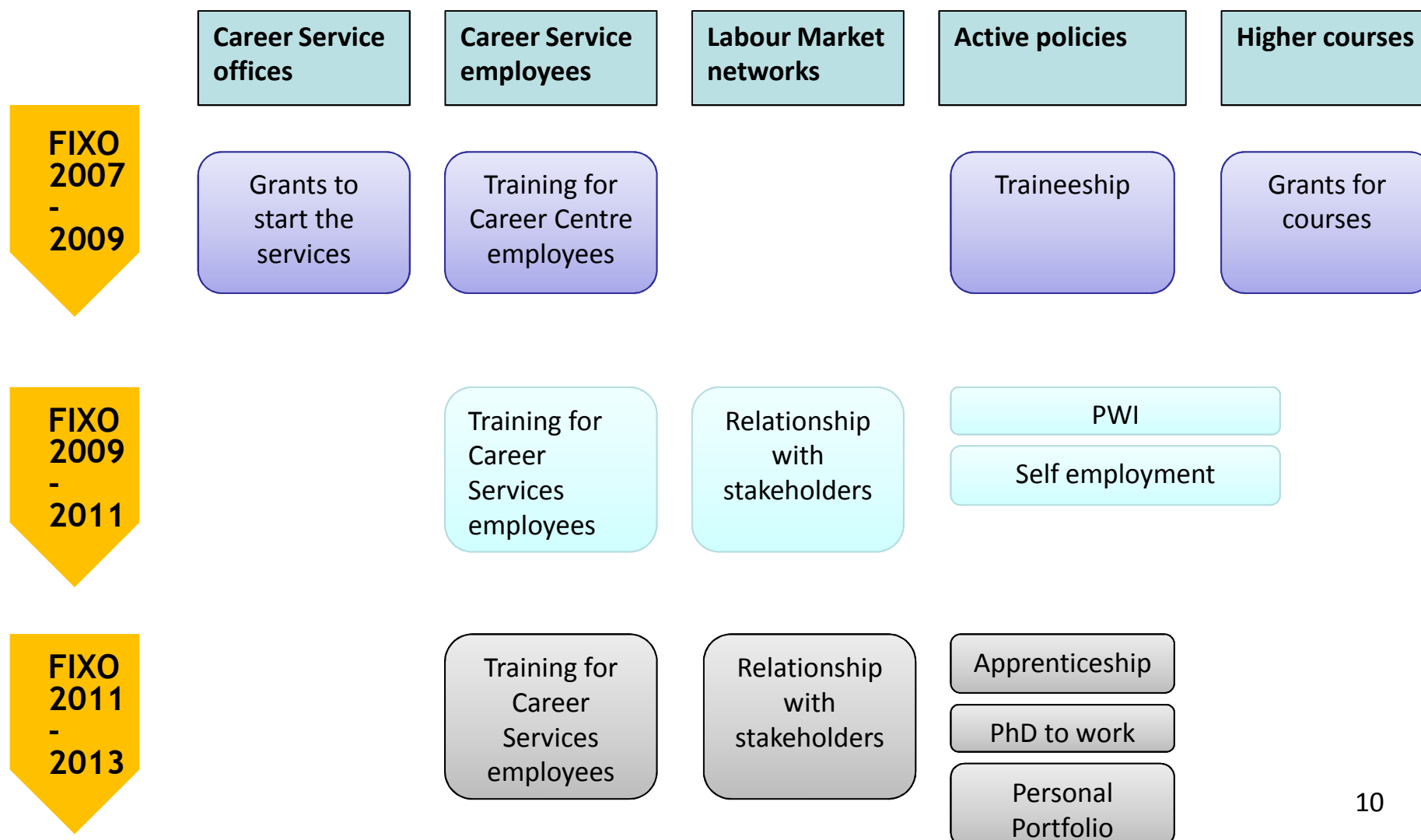
Career Services qualification to guide students to make the right choice for more education or to have a job
€ 30,000.00 to each school for 364 schools

Universities

- Career Services qualification
- Definition of Services standards
- Development of customized services (i.e. women, immigrants..)
- Promotion of Apprenticeship
- Promotion of Personal Portfolio of competences after Internship

National grants

- € 6,000.00 To Employers hiring an apprentice
- € 10,000.00 To Employers hiring PhD graduates



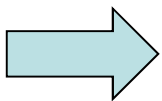
Thank you for your attention!

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MAIN ISSUES:

- ✓ NETWORK AMONG STAKEHOLDERS ON NATIONAL & LOCAL LEVEL
- ✓ QUALIFICATION OF CAREER SERVICES
- ✓ FEASIBILITY AND VISIBILITY OF CAREER SERVICES
- ✓ NATIONAL NETWORK OF CAREER SERVICES
- ✓ SKILLS AND COMPETENCES ISSUE



TOOLS: APPRENTICESHIP & TRAINEESHIP