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NATIONAL ATLAS OF WORK, QUALIFICATIONS AND OCCUPATIONS IN ITALY: VALIDATION OF NON-FORMAL AND INFORMAL LEARNING

SEMINAR ON REGIONAL AND NATIONAL QUALIFICATIONS STANDARDS IN CENTRAL ASIA

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CONTENTS

**OVERVIEW OF THE WORK ATLAS,
REGULATORY REFERENCES,
FUNCTIONS, STRUCTURES AND
QUALIFICATIONS HOSTED**

**SHOW THE DEVICE “ATLAS OF
WORK AND QUALIFICATIONS” WITH
AN EXAMPLE OF NAVIGATION**

**THE RELATIONSHIP
BETWEEN THE ATLAS OF
WORK AND ITALIAN
VALIDATION OF NON-
FORMAL AND INFORMAL
LEARNING**



OVERVIEW

(What's in a name...)

Why an ATLAS...

Why of «work» and why of «qualifications»...



Two different main contents of the Atlas of Work and qualifications

Atlas of work describes the contents of work with a narrative language, it is a model of universal representation of work contents, aimed at indicating processes, activities, objectives, outputs typical of a work context, based on the description of the activities commonly carried out in work/organizational contexts.

01	02	03	04	05	06
07	08	09	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30

Atlas and Qualifications hosts the National Framework of Education and Training Qualifications, which represents the reference framework in Italy for the certification of skills

It is a tool that gives the possibility of linking any type of qualification to the expected results by the Area of activity



Theoretical references



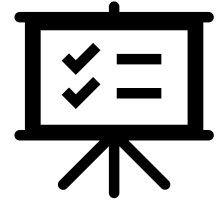
We refer to the sociological concept of “**work processes**”.

In the literature there are different definitions of process but in general they all conceive it as **a set/flow of activities** strictly interdependent with each other **which**, using a certain number of different resources (people, technologies, structures), **transform**, adding value, **certain input elements** (raw materials, information, procedures, etc.) **into output elements**, (goods, services, information).

For the operational description of the processes, **Atlas is inspired by the value chain model (Porter 1988)**: the overall value of a process can in turn be divided into intermediate value increments which together support the achievement of the final result that characterizes the process. On these intermediate values were identified "smaller" elements of the process, from a dimensional point of view: the sequences of process and the areas of activities (ADA). ADA are represented as groupings of individual activities organized according to a logical/chronological sequence and an operational, or managerial, content aimed at obtaining a specific result that one wants to achieve.

The purpose is reconstructing the production cycles of goods and services characterizing one specific economical-professional sector.

Method choices

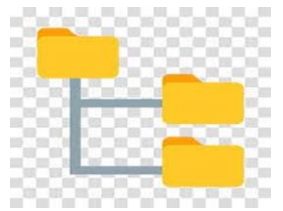


The activities are described **regardless of who** is called upon to carry them out (professions, roles, figures, etc.) **and how and with what** resources they are carried out (skills, knowledge, etc.).

Skills, knowledge, are components or contents **of the qualifications and the professions**



CURRENT STRUCTURE OF THE SITE NAVIGATION TREE: SEP, PROCESSES, SEQUENCES AND ACTIVITY AREAS



SEP

The structure of the economic-professional sectors (SEP) is given by the intersection of two codes of the classifications adopted by ISTAT relating to economic activities (ATECO 2007) and professions (Classification of Professions 2011)

Work processes

Each of the 24 SEPs is divided into work processes according to a logic aimed at analytically reconstructing the production cycles of goods and services characterizing the SEP

Process sequences

Work processes are divided into process sequences, each containing specific Activity Areas (ADA)

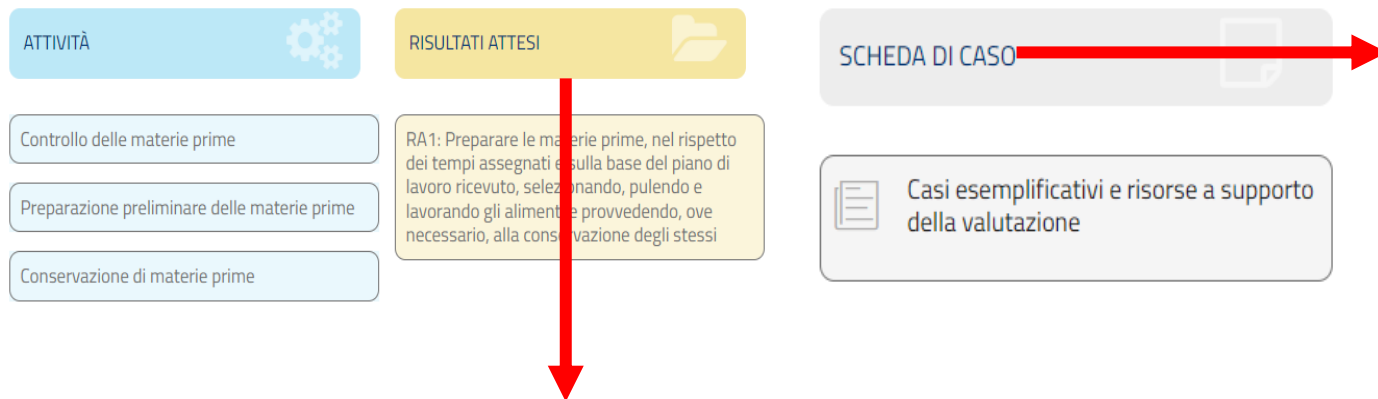
Areas of Activity (ADA)

The “ADA” is the main information unit of the Atlas, it contains the description of the individual activities which, carried out according to a specific sequence and/or simultaneity, allow a specific result/output to be achieved. In the ADA you can find references to the statistical codes of ISTAT classifications

+ 01. Agricoltura, silvicoltura e pesca
+ 02. Produzioni alimentari
+ 03. Legno e arredo
+ 04. Carta e cartotecnica
- 05. Tessile, abbigliamento, calzaturiero e sistema moda
+ PROCESSO Produzione di fibre e tessuti
+ PROCESSO Produzione di prodotti di abbigliamento e per la casa
+ PROCESSO Concia pelle e pelliccia, trattamento piume e semilavorato per i
- PROCESSO Produzione di calzature
+ SEQUENZA Ideazione e progettazione di calzature
+ SEQUENZA Confezionamento in serie di calzature
- SEQUENZA Progettazione, confezionamento e riparazione di calzature (l
ADA.05.04.04 Progettazione delle calzature con lavorazione a mano e
ADA.05.04.16 Confezionamento delle calzature con lavorazione a man
ADA.05.04.31 Riparazione di calzature

STRUCTURE OF THE WORK ATLAS

ADA.23.01.03 (ex ADA.19.13.31) - Preparazione degli alimenti e allestimento piatti



The “ER”- expected results profile the methods of execution of the activity itself, both by defining an output in terms of product/service, characterized by its properties, and by defining the expected performance in the creation of the product/service"

«Case technical data sheet» constitutes an "object" codifying **operational contents** recognized by the world of work and professions, suitable for the exercise of a profession or for carrying out a production process or part of it. Each case file is structured **in dimensions**, i.e. categories characterizing activities and degree of complexity of the learning objectives. Every dimension has **example cases**. It is accompanied by a framework of physical and technical resources to support the evaluation. The elaboration process is conducted in collaboration with an expert in reconstruction and analysis of the work processes

«Case technical data sheets» contain **frameworks for evaluation** and STANDARDS OF THE EVALUATION for example,

1. Performance test:
2. Technical interview relating to the application logic followed for the realization of the practical test, plus possible development alternatives



Structures and numbers of the work Atlas



ATLANTE DEL LAVORO
e delle QUALIFICAZIONI

Esplora

[Atlante Lavoro](#)

[Repertorio Nazionale delle Qualificazioni](#)

[Atlante e Professioni](#)

[Sistema Nazionale Certificazione Competenze](#)

Home » Atlante Lavoro

Atlante Lavoro

I NUMERI DELL'ATLANTE LAVORO

87	277	949	7199	2438	10087	450
PROCESSI DI LAVORO	SEQUENZE DI PROCESSO	AREE DI ATTIVITÀ	ATTIVITÀ	RISULTATI ATTESI	CASI ESEMPLIFICATIVI	SCHEDI DI CASO

La descrizione dei contenuti del lavoro proposta nell'Atlante è consultabile attraverso uno schema di classificazione ad albero che, a partire dai rami principali costituiti dai **Settori economico – professionali (SEP)**, via via identifica all'interno di essi i principali **Processi di lavoro** a loro volta suddivisi in **Sequenze di processo** e **Arete di attività (ADA)**. L'ADA contiene la descrizione delle singole attività che la costituiscono, i prodotti e i servizi attesi nonché i riferimenti ai codici statistici delle classificazioni ISTAT relative alle attività economiche e alle professioni.

Work
processes

Process
sequences

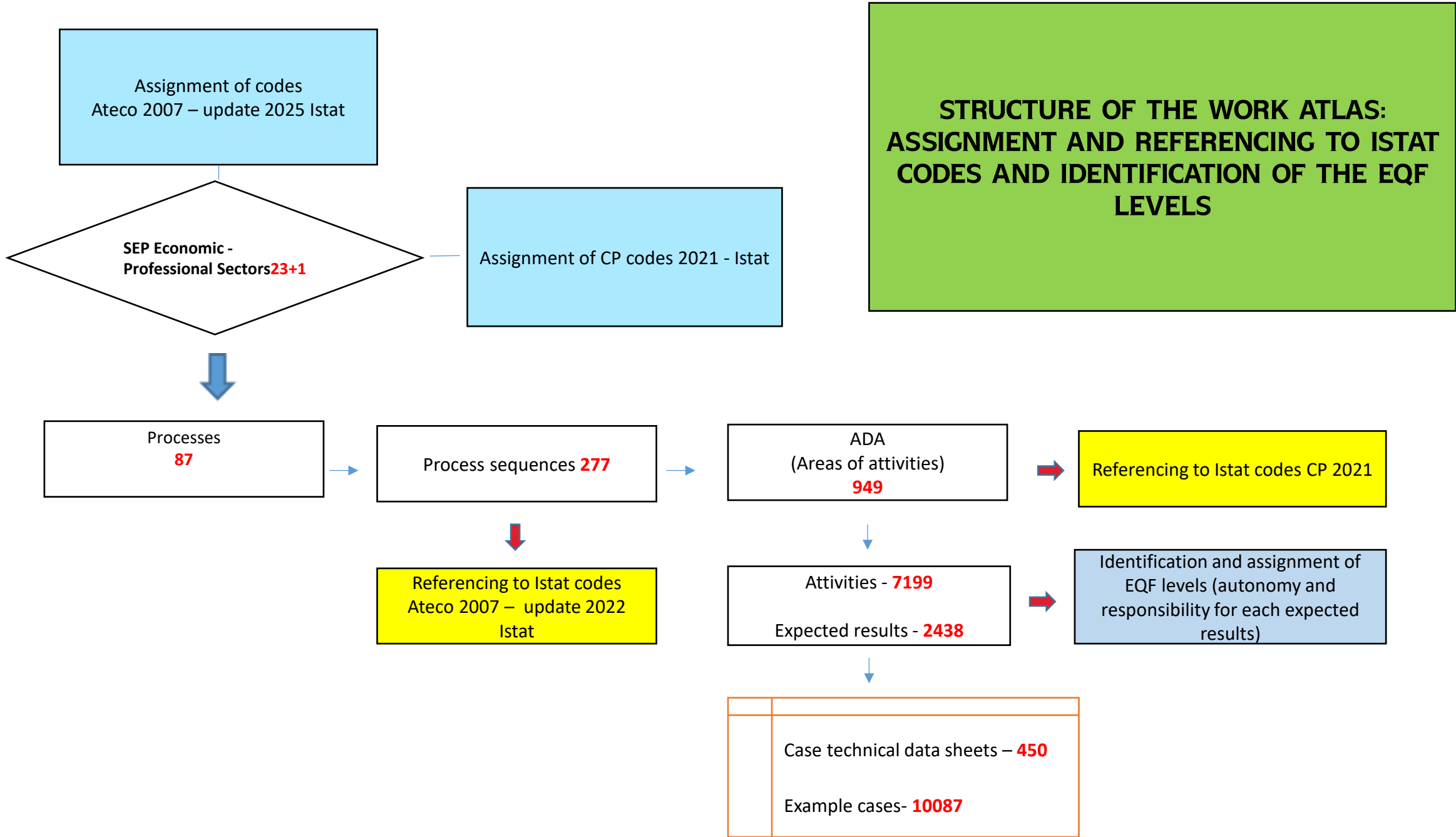
Areas of
activities

Activities

Expected
results

Example
cases

Case sheets



Functions of the Atlas of work and qualifications: what is it for?

System for lifelong learning support tool for:

Transparency and reorganization of the Italian Qualifications system

Planning of the public training supply

Definition of active labour market policies

Referencing to the National Qualifications framework

Evaluation of the adequacy of the training offer in comparison with skills needed by labor market

Employability and lifelong learning services support tool for:

Support training planning

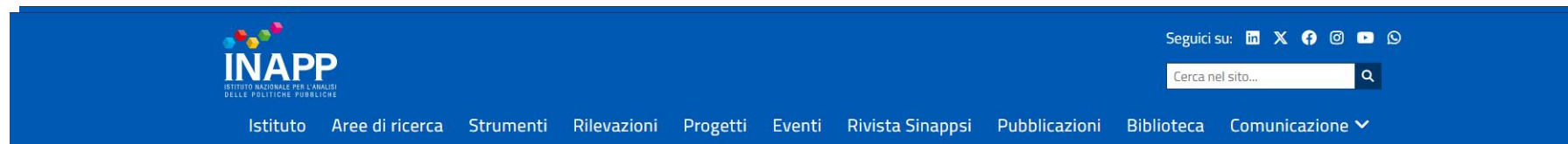
Assesment

Analysis of the organizational and sectorial productive evolutions

Process of recognition of educational credits

Processes of Identification, Validation and Certification of skills acquired (IVC)

Homepage INAPP: collocation of Atlas of work on the website



This section contains *tools* to support all professions and lifelong learning.

Home » Strumenti

Strumenti

Questa sezione contiene strumenti di supporto all'utenza per l'occupabilità e l'apprendimento permanente



Principali informazioni sui sistemi di accreditamento per la formazione professionale di Regioni e Province Autonome e sulle strutture accreditate in Italia



Strumento a supporto dei processi di individuazione, validazione e certificazione delle competenze acquisite nel corso della vita, per il riconoscimento e la spendibilità degli apprendimenti



Sezione contenente tutte le indicazioni utili per comprendere e orientarsi nel sistema della leFP

Strumenti

- Accreditamento
- Atlante del Lavoro e delle qualificazioni
- leFP
- Normativa
- Portale Professioni
- Stage4Eu

Tool (by list): Atlas of work and qualifications:

Tool (by blocks) to support the processes of identification, validation and certification of skills acquired over the course of life, for the recognition and usability of learning





ADA.10.10.04 - Design and Production of Gold Products

an example of available informations and relations with qualifications



SEP n. 10. Mechanics, production and maintenance of machines, plant engineering

Process: Metallurgy

Process: Mechanical Machining and Machine Production

Process: Repair, maintenance, and demolition of motor vehicles and similar equipment

Process: Installation and maintenance of electrical, plumbing, and heating systems

Process: Aeronautical (civil and commercial) and aerospace work

Process: Naval Mechanics

Process: Pleasure Boating

Process: Assembly and maintenance of mechanical, electrical, electronic, hydraulic, and thermal systems for ships and boats

Process: Artisanal metalworking

Process: Precious metal processing and jewelry and watch production

Process: Lens processing (optical and ophthalmic) and optical instrument assembly

Process: Artisanal musical instrument construction

Process: Precious metal processing and jewelry and watch production

Sequence: Precious metal processing and jewelry manufacturing

ADA.10.10.01 Precious Metal Production Planning

ADA.10.10.02 Fine Gold Refining

ADA.10.10.03 Production of Semi-Finished Precious Metal Products

ADA.10.10.04 Design and Production of Gold Products

ADA.10.10.05 Setting/Embedding of Gemstones

Sequence: Repair of watches and precious metals

ADA.10.10.06 Watch Repair

ADA.10.10.04: path and collocation in Atlas

- **SEP - Economic-professional sector - 10 Mechanics, Machinery, and Plant Manufacturing and Maintenance**
- **PROCESS - Precious metal processing and jewelry and watch manufacturing**
- **PROCESS SEQUENCE - Precious metal processing and jewelry manufacturing**
- **ADA.10.10.04 - Design and production of gold products**

NAVIGATION



10 atomic (indivisible) ACTIVITIES

Analysis of styles and trends in the goldsmith industry

Design and implementation of the goldsmith project

Identification of the type of repair/modification to be performed on an existing object

Selection of combinations and materials to use

Prototyping of the gold object (with or without the aid of computerized systems)

Creation of the model of the object (manually or with computerized support)

Processing of the goldsmith's work (manually and/or with the aid of machinery)

Possible enameling, sandblasting, or rhodium plating of precious metals

Finishing/cleaning of the metal structure constituting the jewelry

Stamping of the goldsmith's identification and the metal's fineness

3 EXPECTED RESULTS

RA1: Define the line of new goldsmith products based on analyses of styles and industry trends, or the repair/modification to be carried out on an existing object.

RA2: Develop the stylistic proposal, creating models of the goldsmith's products manually or with the aid of computer systems) corrected by technical specifications (accessories, materials used, etc.) and creating the prototypes themselves (with or without the aid of computer systems).

RA3: Create, manually and/or with the aid of machinery, a new goldsmith's piece or repair/modification of an existing piece, performing finishing of the object (e.g., any enameling, sandblasting or rhodium plating, cleaning, polishing, and stamping of the object)

ADA.10.10.04 - Design and production of gold products



NAVIGATION



Codici ISTAT CP2021 associati all'ADA

6.3.1.6.1 Orafi

6.3.1.6.3 Addetti alla lavorazione di bigiotteria

Codici ISTAT ATECO associati alla sequenza di processo

32.11.00 Coniazione di monete

32.12.10 Fabbricazione di oggetti di gioielleria ed oreficeria in metalli preziosi o rivestiti di metalli preziosi

32.12.20 Lavorazione di pietre preziose e semipreziose per gioielleria e per uso industriale

32.13.09 Fabbricazione di bigiotteria e articoli simili nca

Statistical codes referentiated to the ADA.10.10.04

**ISTAT CP2021 (professional units)
codes associated with the ADA**

6.3.1.6.1 Goldsmiths

6.3.1.6.3 Costume jewelry workers

**ISTAT ATECO 2025 (economic sector units)
codes associated with the process sequence**

32.11.00 Minting of coins

32.12.10 Manufacture of jewelry and goldsmith's articles in precious metals or coated with precious metals

32.12.20 Processing of precious and semi-precious stones for jewelry and industrial use

32.13.09 Manufacture of costume jewelry and similar articles nec






NAVIGATION












QNQR (35)

leFP (2) +

Competenze (107) +

-  indica che le competenze sono associate a tutte le attività afferenti al risultato atteso
-  indica che le competenze sono associate solo ad alcune delle attività afferenti al risultato atteso
-  indica che le competenze non sono associate a nessuna delle attività afferenti al risultato atteso

Qualificazioni che coprono tutti i RA dell'ADA

PROFILO	REPERTORIO	RA1	RA2	RA3
Orafo	Liguria			
TECNICO DELLE LAVORAZIONI DI PRODOTTI ORAFI	Veneto			
Tecnico di progettazione e realizzazione orafa	Piemonte			

ADA.10.10.04: qualifications totally associated to the ADA and equivalent (Not equal)

“Goldsmith” Liguria;

“Goldsmith product processing technician” Veneto;

“Goldsmith Design and Production Technician” Piedmont.



NAVIGATION



Qualificazioni che coprono uno o più RA dell'ADA					
PROFILO	Profile	REPERTORIO	RA1	RA2	RA3
Addetto alle lavorazioni orafe - Oreficeria al banco	Goldsmith - Benchtop Goldsmithing Piedmont	Piemonte	●	●	●
Addetto alle lavorazioni orafe - Riproduzione seriale e pittura	Goldsmith - Serial Reproduction and Polishing Piedmont	Piemonte	●	●	●
Addetto alle lavorazioni orafe al banco	Goldsmith - Benchtop Goldsmith Sicily	Sicilia	●	●	●
Cesellatore	Engraver Campania	Campania	●	●	●
Operatore della lavorazione dei gioielli	Jewelry Craftsman Sardinia	Sardegna	●	●	●
Operatore della lavorazione del corallo e realizzazione di gioielli	Coral Craftsman and Jewelry Maker Sardinia	Sardegna	●	●	●
Operatore delle lavorazioni orafe	Goldsmith Marche	Marche	●	●	●
Operatore delle lavorazioni prodotti orafi	Goldsmith Lazio	Lazio	●	●	●
Orafo	Goldsmith Campania	Campania	●	●	●
Orafo	Goldsmith Umbria	Umbria	●	●	●
ORAF0	Goldsmith Lombardy	Lombardia	●	●	●

**ADA.10.10.04:
32 qualifications not
totally associated with
the ADA, not
equivalent**



NAVIGATION



QNQR (35) +	leFP (2)	Competenze (107) +
PROFILO	REPERTORIO	
Operatore alle lavorazioni dell'oro e dei metalli preziosi	Istruzione e Formazione Professionale triennale – leFP triennale	
Tecnico delle lavorazioni dell'oro e dei metalli preziosi o affini	Istruzione e Formazione Professionale quadriennale – leFP quadriennale	

three-year/four-year Vocational Education and Training (VET) program **REPERTORY PROFILES - VET program**

“Gold and Precious Metals Processing Operator”

three-year Vocational Education and Training (VET) - three-year VET program

“Gold and Precious Metals Processing Technician or Related Professionals”

four-year Vocational Education and Training (VET) - four-year VET program



LE QUALIFICAZIONI NEL REPERTORIO NAZIONALE

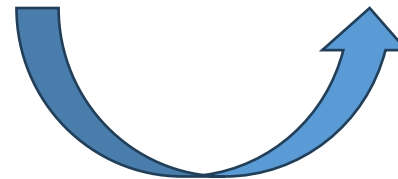
116	58	5079
SECONDO CICLO DI ISTRUZIONE E FORMAZIONE	ISTRUZIONE E FORMAZIONE TERZIARIA	FORMAZIONE REGIONALE PROFESSIONALE E IFTS

The qualifications contained in the **National Repertory** are organized into **three sections**:

- **Second cycle of education and training**, which contains qualifications from general education and training and from Vocational Education and Training (VET). N. 116
- **Tertiary education and training**, which contains qualifications from universities, higher education in art, music, and dance (AFAM), and higher technical training (ITS Academy). N. 58
- **Regional professional training and IFTS**, which contains qualifications from regional training, the National Framework of Regional Qualifications (QNQR), and higher technical education and training (IFTS). N. 5079

THE RELATIONSHIP BETWEEN THE ATLAS OF WORK AND ITALIAN VALIDATION OF NON-FORMAL AND INFORMAL LEARNING.

-	10. Meccanica, produzione e manutenzione di macchine, in
-	PROCESSO Metallurgia
+	SEQUENZA Produzione di metalli e lavorazione di f
+	SEQUENZA Trattamenti termici ed elettrochimici d
-	SEQUENZA Lavorazioni primarie di deformazione p
	ADA.10.01.08 Lavorazione di deformazione plas barre, rotaie, vergelle, ecc.)
	ADA.10.01.09 Trasformazione di bramme in serr



Percorso Vali.Co

Per approfondire le metodologie relative al processo di erogazione dei servizi di IVC
Accedi al percorso formativo Vali.Co



Consulta la mappa

Per approfondire lo stato di attuazione del SNCC nelle
Regioni e Province Autonome



Summary of SNCC regulatory references: the most important

LAW (Legge 92/12)

Recognizes the right to lifelong learning
Establishes the National Skills Certification System
Requires subsequent acts to define general standards and essential performance levels

Legislative decree (D.Lgs 13/2013)

Defines the main concepts
Introduces and defines the Public Authorities and Authorized Bodies
Explains the minimum process, certification, and system standards
Establishes the National Repertory of Education and Training Qualifications and Professional Qualifications

Interministerial decree (D.I 30/06/2015)

Specifies the operational guidelines for minimum standards.
Outlines the operational framework for the national recognition of regional qualifications and related skills, within the National Repertoire of Education and Training Qualifications and Professional Qualifications, establishing the National Framework of Regional Qualifications.
Defines the technical specifications for public bodies responsible for the qualifications and their functions within the scope of skills identification, validation, and certification services.

Interministerial decree D.I. 08/01/2018

Establishes the National Qualifications Framework (NQF) as a tool for describing and classifying the qualifications awarded.
The NQF represents the national framework for referencing Italian qualifications to the European Qualifications Framework (EQF).

Interministerial decree D. I. 05/01/2021

Establishes the Guidelines for the interoperability of public bodies, defines the technical specifications for public bodies and the related functions in the context of the services of identification and validation and certification of skills

Ministerial decree (MLPS – Decreto Ministeriale 9 luglio 2024

Represents the discipline of the services for the identification, validation and certification of skills relating to the qualifications held by the Ministry of Labour and Social Policies

LEGISLATIVE DECREE 13/2013: WHAT IT ENSHRINES

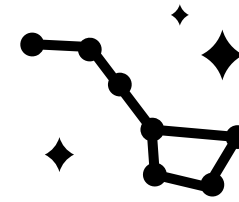


The National Framework **constitutes the unitary reference framework for the certification of competences.**

The National Framework **consists of all the repertoires of education and training qualifications**, including those of vocational education and training, and of professional qualifications, including those of the repertoire referred to in Article 6, paragraph 3, of the Consolidated Law on Apprenticeship, referred to in Legislative Decree No. 167 of 14 September 2011, codified at national level, regional or autonomous province, publicly recognized and meeting the **following minimum standards:**

- a) identification of the public body owner;
- b) identification of the qualifications and related skills that make up the repertoire;
- c) referencing of qualifications, where applicable, to the statistical codes of reference for economic activities (ATECO) and the nomenclature and classification of professional units (CP ISTAT), in compliance with the rules of the STA system





They represent the **provision that makes the national system of certification of skills operational** as established by Legislative Decree 13 of 2013. In paragraph 2.2 Technical specifications of the National Directory (p. 29) the following provisions:

2.2 Technical specifications of the National Framework

Qualifications and skills are included in the Atlas of Work and Qualifications according to the following criterion: **qualifications are associated with the ADAs and expected results through a comparative analysis between the competency contents described in the individual qualifications and the descriptions of the expected results contained in the ADAs.** In cases where the qualification is descriptive in terms of content that makes it difficult to unambiguously approximate an ADA, referencing takes place according to the **principle of prevalence**, attributing to the qualification the ADA or ADAs where the association between the activities and skills described in the qualification is stronger.

The Atlas of Work and Qualifications, through the Classification of Economic and Professional Sectors, correlates, where possible, the skills of qualifications to work activities **with the sole purpose of promoting transparency, recognition, marketability and portability of qualifications and skills in a perspective of employability and lifelong learning.**

Atlante Lavoro

Repertorio Nazionale delle Qualificazioni

Atlante e Professioni

Sistema Nazionale Certificazione Competenze

Objectives of the National Skills Certification System



The National Skills Certification System — established in 2013 and fully operational in 2021 with the adoption of the Guidelines for the Interoperability of Public Bodies — aims to promote the growth and valorization of the entire cultural and professional heritage acquired by individuals throughout their life, studies, and work through the recognition of skills acquired in any way and through training credits.

The System recognizes equal dignity to all learning contexts, whether formal, non-formal, or informal, which are given equal public recognition value based on a unified certification system. The Identification, Validation, and Certification (IVC) services for skills acquired in any way are based on the explicit request of the individual and offer all citizens the guarantee of the principles of simplicity, accessibility, transparency, objectivity, traceability, confidentiality of the service, methodological correctness, completeness, equity, and non-discrimination.



Atlante Lavoro

Repertorio Nazionale delle Qualificazioni

Atlante e Professioni

Sistema Nazionale Certificazione Competenze

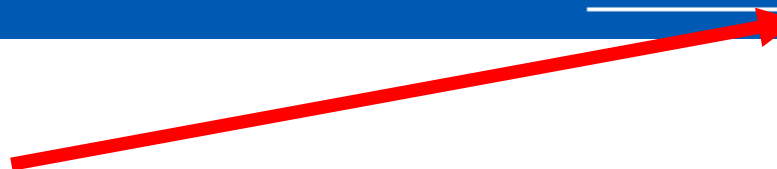
National Skills Certification System: organization

The National Skills Certification System (SNCC) was established in 2013 to promote the **transparency, usability, and portability of skills acquired in all learning contexts—formal, non-formal, and informal**—at the national and European levels.

The entire implementation process of the System is the result of intense interinstitutional collaboration between the central and regional administrations involved and is based on the reorganization, into a single framework, of a series of legal institutions, such as certifications resulting from formal learning paths, at all levels and geographically, and the Identification, Validation, and Certification of Skills (IVC) acquired in non-formal or informal learning contexts.

It is managed by the responsible public bodies, namely Ministries with responsibility for labor, education, higher education, inclusion, economic development, Regions, and Autonomous Provinces.

Each owner body is responsible for regulating IVC services and its own qualification repertoire and is responsible for ensuring communication between the information registration systems and the certifications issued to users and all other owner bodies.



Vali.Co: Validation of competencies



Percorso Vali.Co

Per approfondire le metodologie relative al processo di erogazione dei servizi di IVC
Accedi al percorso formativo Vali.Co



Consulta la mappa

Per approfondire lo stato di attuazione del SNCC nelle
Regioni e Province Autonome



Consult the Italian MAP:
For each Region we find informations (how and where) for citizens who want to access the services of IVC: Individuation, Validation and Certification.
In Italy we have a system with specific State-Region agreements

VALI.CO or Validation of competencies, this is a program is in 7 lessons, divided into 31 teaching units. It is a program aimed at operators and professionals in the education, training, employment, and social inclusion services system, engaged in activities within the National Skills Certification System.

PHASES OF IVC

WELCOME step: users potentially interested in enhancing their acquired skills in relation to the profiles/objectives included in a Region's Repertoire of Training Standards are informed by a trained operator about the purposes and characteristics of the process, the outputs, and the implementation timelines. If the individual intends to use the service, they sign a formal membership request (Service Agreement) and a privacy release.



The IDENTIFICATION phase: aims to reconstruct the significant experiences gained by the user and translate them into skills, knowledge, and abilities, and demonstrate them through evidence.



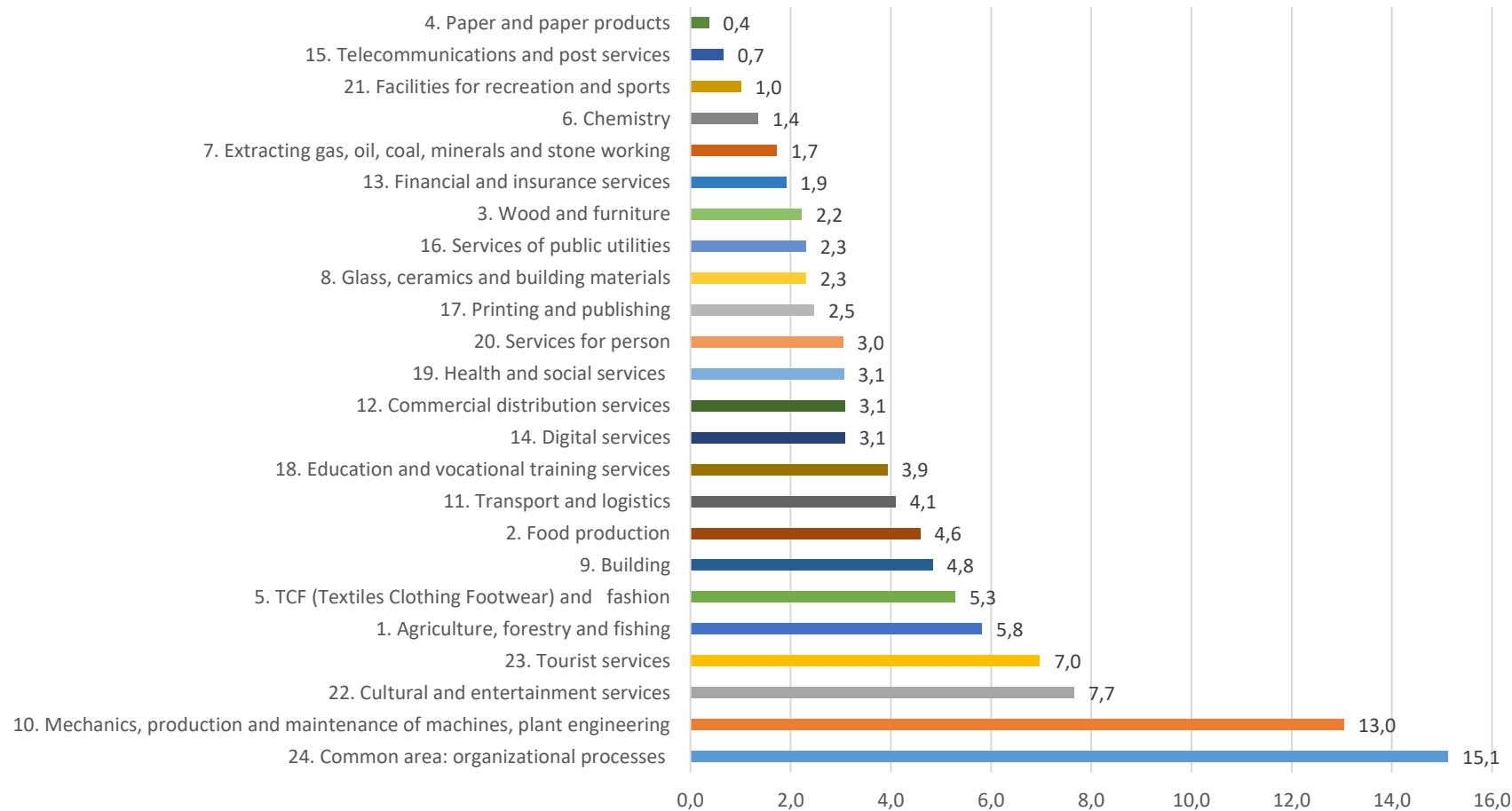
The VALIDATION phase: the objective of this phase is to assess the user's possession of the skills acquired, through an analysis of the evidence carried out on the basis of specific criteria, the administration of an interview and, where appropriate, supplementary tests.



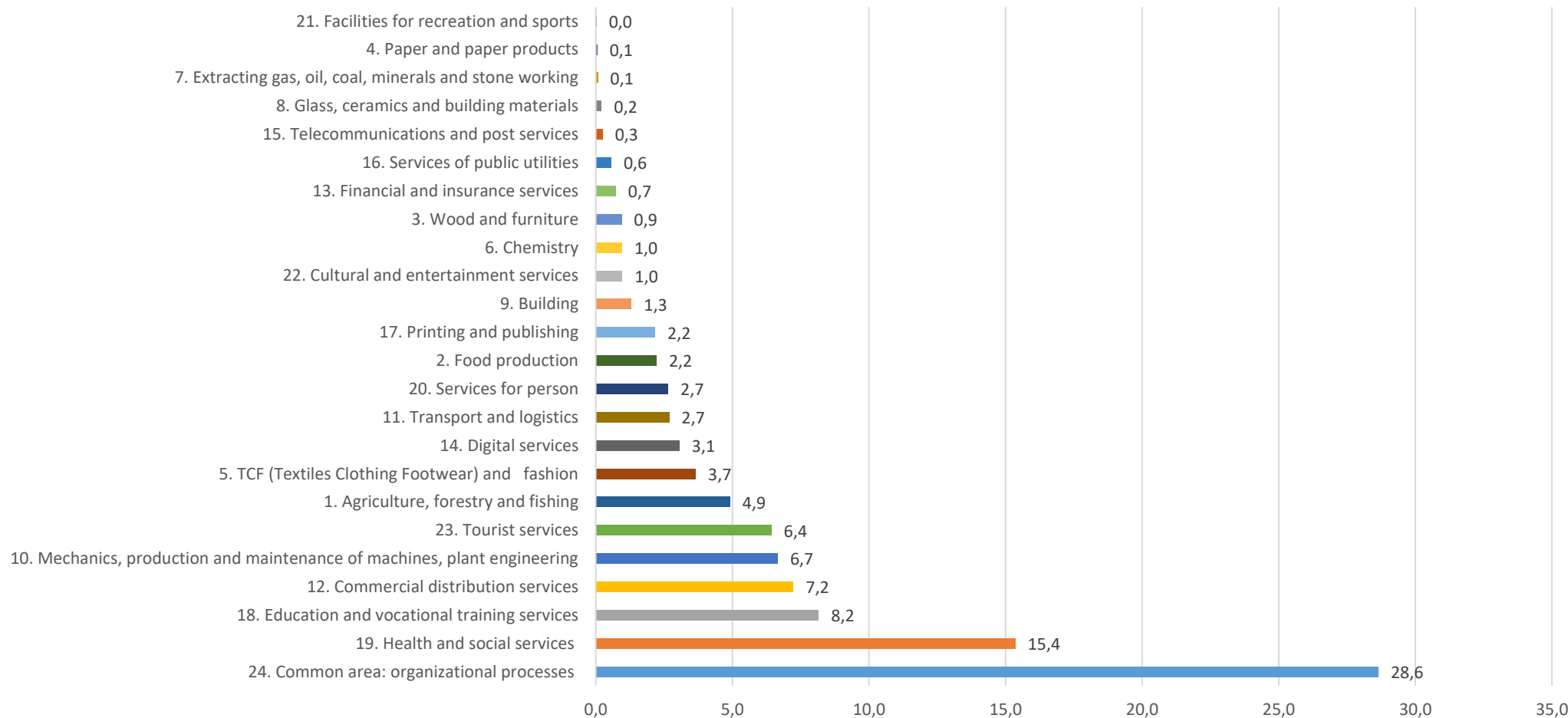
The CERTIFICATION phase: the procedure involves an exam administered by an Evaluation Committee appointed in compliance with regional regulations. This committee is a third-party body, independent of the certified individual and the institution that provided the training program.



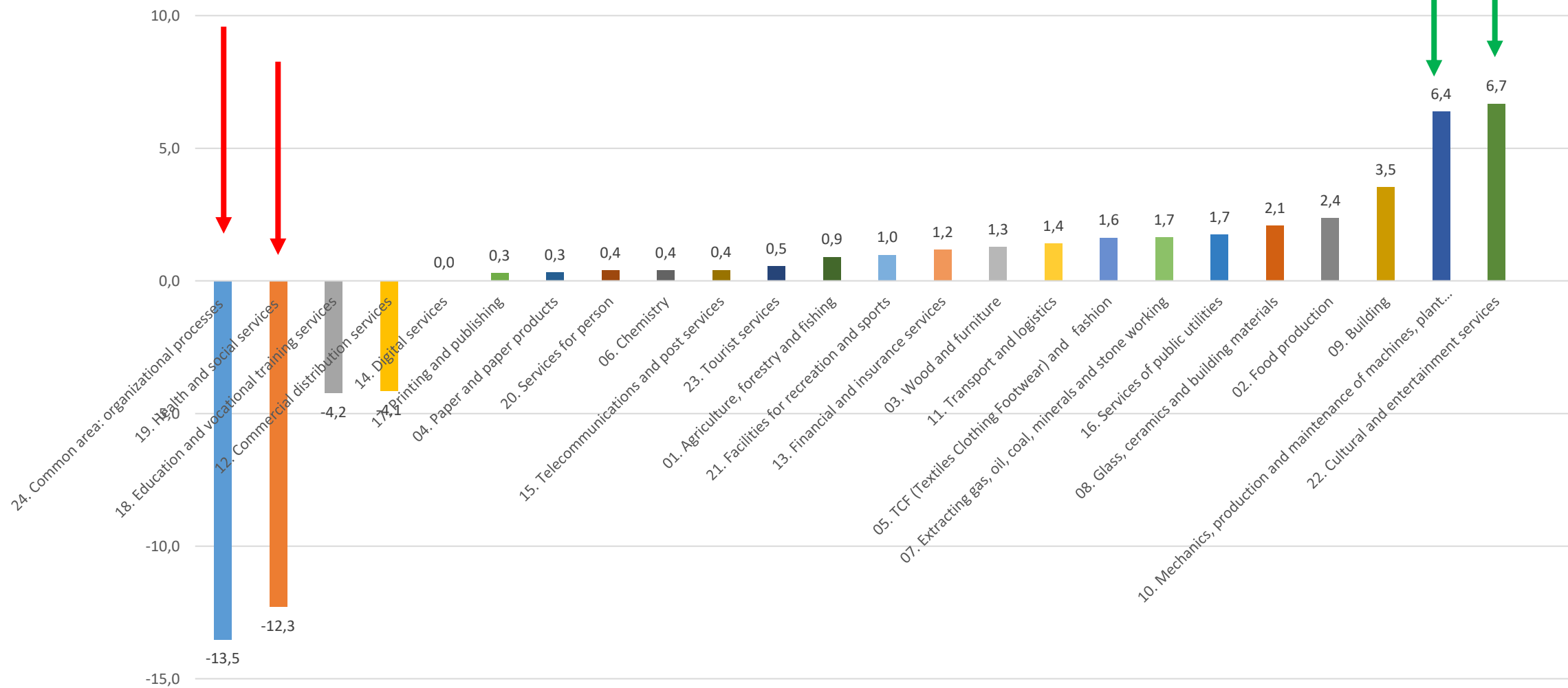
% Qualifications in ATLAS-QNQR by SEP, TOTAL N. 4.859



% of certifications released in IVC by SEP – TOTAL N. 26.780



DELTA % - QNQR vs IVC



Key points emerged in monitoring SNCC and IVC



1. Progress in implementing the SNCC

The system has been launched in many Regions and Public Administrations, but implementation is still uneven: some regions have already developed the IVC and certification mechanisms, others are in a more preparatory phase.

There is a good level of awareness and institutional mobilization, but operational issues remain.

3 Territorial disparities and regional variability

Differences between regions/autonomous provinces are evident: some "pilot" regions, or those with a greater tradition of recognizing skills, have made greater progress; others are just beginning to establish a structure.

This poses the risk of uneven access and service quality nationwide.

2. Essential performance levels / minimum standards

Regarding the "essential performance levels" and "minimum standards" (IVC service) defined by the Ministerial Decree of January 5, 2021, the Report highlights that not all Regions/Public Administrations have yet fully aligned their mechanisms with national requirements.

Time is required to consolidate the governance, accessibility, and interoperability of the systems.

4. Learnings from regional practices and development prospects

The report highlights the presence of regional "virtuous" experiences that can serve as models. We need to enhancing the digitalization of processes, transparency in pathways, training of operators, and the dissemination of services accessible to adults and the labor market.



THANK YOU FOR YOUR ATTENTION



www.inapp.gov.it