



The OVER 24 ban of Liguria Region

The OVER 24 Ban (*“Call for operations relating to actions aimed to integration and reintegration into the labour market referred to Axis 1 “employment” and under Axis 3 “education and training” of the European Social Fund Operational Programme Liguria 2014-2020”*) aims to carry out activities designed to target groups mainly older than 24 years, in relation to the following lines of action:

1. Training measures aimed at the award of a qualification corresponding to a professional figure in the Ligurian repertoire of professions which are addressed to unemployed primarily adults (over 24 years old) of long duration. The courses should focus on the sectors with the greatest growth potential and those most required (under AdP 8.5.5) which can be inferred from the progress of the recruitment procedures registered on the SIL and available at the address www.laboratorioprofessionisti.it;
2. Integrated measures (guidance/skills review, training and outplacement) for retraining and/or relocation of workers involved in company or sectoral crisis situations (under AdP 8.6.1);
3. Training measures aimed at the most sensitive target groups (over 55, long-term unemployed, low-school-leavers), including short-term unemployed; with a view to reintegration into the labour market or, in any case, an increase in their skills to improve their employability (under AdP 10.4.1)

The call was allocated EUR 14 million from the ESF as follows:

Line of Action	Axis – investment priority and specific target	Founding
1	Axis 1 – Pdl 8i – Ob. spec. 2	8.000.000
2	Axis 1 – Pdl 8V – Ob. spec. 4	3.000.000
3	Axis 3 – Pdl 10iv – ob. spec. 11	3.000.000

At the beginning of 2016 Liguria Region has approved 266 projects, that means 253 training courses, 3 business training programs and 10 actions related to job services.

The employment results

The evaluation reports the data collected in July 2018 on the participants in the routes foreseen by the call (ban) and also on the employment outcomes within 180 days of the end of the routes. Information was collected on 4.037 participants, representing 91% of all those who completed the activities.

Referring to the results found, the distinction between employed and non-employed target groups is crucial to determine the objectives of the actions, which are mainly oriented for employment for those who choose projects to find work, whereas they concern an improvement of the working situation for those who are already in employment:

- The employment outcomes of the actions directed to **persons not employed** (2.991) are fairly positive: more than half of the recipients are occupied within 180 days from the end of the path (56%) in activity predominantly consistent with the objectives of the action in which they participated (72%).

Compared to gender there are no significant differences, however men would appear to have a higher success rate than female participants (59% vs. 53%).

With regard to age, the data show that it is easier for young people between 25 – 29 years old to find work (61%), while people over 54 appear to encounter greater difficulty in entering (40%).



In addition, the employment outcome appears to grow in line with the level of study, although with very similar percentages (50.5% low level; 56.5% middle level; 57.2% high level).

The citizens and the territory of residence do not seem to influence the success, even if we observe a slightly higher entry rate among the Italian citizens and those resident in the province of La Spezia, the territory that expresses also the smaller quotas of people searching for a job and those persons with the higher educational outcome.

Compared to the sector of the route followed, there are clear differences between the different economic fields, among which the percentages are higher than 70% of health activities, *loisir* and business services; whereas information and communication activities, the food and beverage industries, financial and insurance activities, and especially the textile and clothing industries, are strongly below the average, with a share of employed that reaches to cover just one in five participants.

The analysis of the type of work shows a picture of substantial employment instability, consistent with the regional and national labour market: only 16% of workers have a contract of permanent employment; share that goes up to 20%, if you include the 81 people entered with an apprenticeship contract.

The 10 qualifications that have shown the outcomes taller employment have been: conductor of machine tools; Expert of human resources management; Welder; Naval Mechanic; Specialized Harbour Terminal Operator; Multimedia Technician; Audio/video Technician; Expedition Technician; Construction Site Technician; Software Computer Technician.

Unemployed
At start of activity
2.991

Outcomes
Employ Objective

Condition in the Labour Market within 180 days		
	AV	%V
Employed	1.664	55,6%
Looking for a job	1.178	39,4%
Students	104	3,5%
Inactive	45	1,5%
Total	2.991	100,0%

Including employed
consistent
1.205 (72%)

Employed
At start of activity
1.046

Outcomes
Employ Improvement Objective

Condition in the Labour Market within 180 days	AV	%V
Employed	931	89,0%
Looking for a job	108	10,3%
Students	5	0,5%
Inactive	2	0,2%
Total	1.046	100,0%

including
employment
improvement
656 (70%)

Source: ALFA – FP-Open Golfo data processing

- The results of the actions aimed at the **recipients employed** (1.046), on the other hand, show that 89% of the participants maintained their work six months after the end of the course and, in among these, 70% see an improvement in their professional status. It should be noted that the improvement in employment involves more women than men (82% vs. 69%) and increases as the level of education increases (67.5% low level; 77.9% medium level; 79.5% high level). Compared to the territorial dimension, almost all the resident employed in Savona, they consider to have improved their condition, instead it seems unchanged for the employed of the territory of La Spezia. More than half of the employed fail to include their improvement in the proposed response methods, while about a third of them, they find a new job. The other types are present in very marginal shares.