

**REPORT FROM THE LABOUR MARKET AND TRAINING OBSERVATORY,
EDITED BY ÉUPOLIS LOMBARDIA**

Abstract

The 2015 Report from the Labour Market and Training Observatory – edited by Éupolis Lombardia – focuses on the most recent regional labour market developments as well as on the regional recovery dynamics. The analysis is aimed at identifying the strengths and weaknesses of the labour market and of the education and training system in Lombardy as well as offering an overview of current opportunities and risks in order to derive useful information about the most effective policies in recovering from the crisis and in enhancing the competitiveness of the regional economic system.

The Report has been realised with the statistical and administrative data available since March 10th 2016 and is composed of three parts, largely replicating the structure of the 2014 Report.

The **First Part** presents the “**Structure and dynamics of the regional system**” focusing in detail on the most recent trends in the labour market as well as on the education and training system. The analysis is organised into two sections.

In Section (A), the “*Regional economic context and labour market*” are analysed, highlighting some aspects of the regional productive and socio-demographic contexts useful for a better understanding of labour market dynamics and for the analysis of the future perspectives of the region and its capacity to recover from the crisis (Chapter 1). Then in Chapter 2, a detailed analysis of the structure and evolution of the regional labour market – based on different data sources, both statistical (Istat, Excelsior Information System) and administrative (Compulsory Communications, INPS, SMAIL, Information Systems of the Lombardy Region) – is presented. The analysis focuses first on the recent dynamics of employment recovery, and then addresses in more detail the changes in labour supply and labour demand and labour supply and demand mismatches (with particular attention to the over-education phenomenon). Some insights on women in the regional labour market, job quality and “*smart working*”, as well as the labour market in the metropolitan area of Milan complete the section.

Section (B) focuses on the “*Regional educational system*”, including a first chapter on the supply and demand for education and vocational training and a second chapter on the supply of tertiary and academic education.

The **Second Part** is devoted to “**Training and labour market policies**”.

Section (C) focuses on the regional “*Educational policies*”, starting with an assessment of educational and training policies and then continuing with the analysis of work-related learning policies and of the networks of the accredited operators.

The following Section (D) on “*Labour market policies*”, first provides a brief description of the major changes introduced at the national level by the “Jobs Act” (Chapter 1) and then presents an analysis of the main regional labour policies (“Dote Unica Lavoro”, the

network of accredited employment services, Youth Guarantee, Network actions for employment, “Dote” for the employment of people with disabilities) on the basis of regional monitoring data and some impact assessments (Chapter 2).

Finally, the **Third Part** presents a thematic in depth analysis on the **phenomenon of early school leaving in Lombardy**. On the basis of the existing documents and data, the analysis presents a quantification of the phenomenon at the regional level, a qualitative framework on tackling the problem of early school leaving, and an overview of regional policies to confront early school leaving.

The report concludes with a **chapter setting out the main results of the analysis and presenting medium-term scenarios**, with particular attention to how technological innovation, globalisation and demographic and environmental scenarios are radically changing both the regional labour market and work organisation and are introducing new challenges. On this basis, some indications about the policies needed to strengthen the competitive and innovative capacity of the regional system are derived. This analysis is based on a review of recent literature and on interviews with experts and key informants.

A **full bibliography** and a **statistical annex** complete the Report.