

Quality Internships in Tuscany Today – extracurricular



Regione Toscana and ARTI, Italy



2002 – ongoing

Objective: to establish direct contact between the host entity and young people to enhance knowledge, facilitate the acquisition of professional skills, and support access to or reintegration into the labour market.

Target group: NEETs, vulnerable and disabled people.

Key components of the practice:

- **Digital platform** with auto-generated agreements and training plans.
- **Offer & matching:** Employment centres post offers; candidates apply on Toscana Lavoro; matching based on profiling.
- **Implementation:** Interns (2–12 months) are supported by company tutors; ARTI monitors progress.
- **Outcome & monitoring:** ARTI reviews employment outcomes yearly.

From 2025:

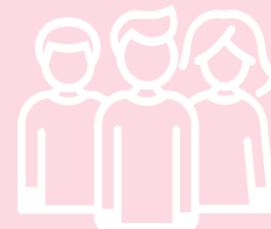
- Digital skill badges and TQT training quality brands introduced.
- Reimbursement raised to 600 €/month.
- Financial support linked to post-internship hiring.

Key outcomes:

- Exposure of users to the labour market.
- **Developing transversal and professional skills** appropriate to an increasingly evolving work context and higher performance demands.
- Employers can identify and train future workers with ad hoc skills for each sector.

Evidence of success: In 2022, a total of **16.104 extracurricular internships** were activated in Tuscany.

- The majority of participants were young people (79% under the age of 29) and women (53%).
- Tuscany ranked first among all Italian regions, with **67% of interns signing an employment contract within six months of completing their training.**



GoFuture



Fondazione Solidarietà Caritas, Italy



January – December 2024

Objective: to engage NEETs in the metropolitan area through orientation, support, and internships – combining formal and informal activities with local companies to promote reactivation and work exposure.

Target group: NEETs and youth from disadvantaged groups.

Key components of the practice:

- **Onboarding & orientation:** Youth are referred by local actors and start with orientation interviews to explore aspirations and hidden skills. Activities include play walks and local storytelling to build connections with the area and strengthen self-awareness.
- **Training path design:** Personalized training or internship paths are developed based on interviews, with project support for costs.
- **Company engagement:** Focus groups with companies are held to create dialogue (no selection), sharing entry experiences and expectations.
- **Internship placement:** Internships are tailored to individual aspirations and skills, providing mutual learning for youth and companies.
- **Monitoring & evaluation:** Youth complete a final feedback questionnaire, while companies evaluate both the intern and the overall experience at the end.

Key outcomes:

- Ability to identify the target and keep it "hooked".
- Greater knowledge of our organization in the territory, with recognized expertise to work on this specific target.
- In terms of training support, we enrolled the youth in courses: graphic design, make-up, teaching qualification, hairdressing, a mandatory course for safety and HACCP, forklift, language course, and pizza making course.

Evidence of success: includes the **activation of 23 internships across 19 companies**, 4 resulting in employment, and 50 feedback questionnaires completed by participants.