

European Social Fund Plus Regional Programme

ESF+ RP

2021 - 2027



UMBRIA



The **ESF Plus Regional Program (ESF+ RP)** for Umbria was approved by the European Commission on 23 November 2022.

The ESF+ RP will make available resources totalling **Euro 289,692,900.00** for the 2021-2027 period.

STRATEGY

The ESF Plus Regional Programme (RP) 2021-2027 for Umbria was prepared in accordance with the priorities dictated by the Partnership Agreement and the challenges outlined in the 2020 country-specific recommendations, in complementarity and synergy with the National Recovery and Resilience Plan (NRRP).

The action of the regional programme is meant to counter some of the disparities in access to services of general interest; the intention is therefore to address so-called "market failures" by intervening in a significant manner in favour of the most disadvantaged groups and those furthest away from the labour market, which public policies have been less able to intercept up to now, and with mechanisms that anticipate professional and employment needs that have not yet fully emerged from the market, thus reinforcing the ultimate purpose of cohesion policy. The programme is aimed at broadening the employment base, with particular reference to young people and women, improving people's skills for rapid integration into transitional markets, increasing the quality of work, developing the region's economic and social innovation, facilitating and encouraging participation in the economic development of all citizens, and promoting social mobility, so as to ensure maximal economic and social, territorial, gender and generational cohesion.

The complementarity with the actions benefiting enterprises in the ERDF, as well as with the NRRP projects, must propel enterprises themselves to become the biggest creators of employment.

The choice of the intervention instruments is based on the belief that there is a need to promote wide-ranging actions, which can intercept potential users more easily and are characterised by facilitated management. The implementation difficulties encountered in the previous programming period due to the fragmentation of the interventions, the often limited financial size of the planned instruments, the sectoral integration that was taken as a reference for programming, and the difficulties encountered in managing the actions make necessary a significant leap forward.

THE PROGRAMME

The ESF+ Regional Program is organised into 4 priorities:

1. **Employment**
2. **Education and training**
3. **Social inclusion**
4. **Youth employment**

in addition to the **Technical Assistance** supporting the Programme's management.

Each priority is made up of specific objectives consisting of several actions aimed at pursuing specific targets.

SPECIFIC OBJECTIVES

The strategy of the ESF+ RP 2021-2027 is based on a sustainable, inclusive, and widespread growth, setting the following challenges/**specific objectives**:

- a. improving access to employment and activation measures for all jobseekers, especially young people;
- b. modernising labour market institutions and services;
- c. promoting gender-balanced labour market participation;
- d. promoting the adaptation of workers, enterprises, and employers to change;
- e. improving the quality, inclusiveness, effectiveness, and labour market relevance of education and training systems;
- f. promoting equal access to and completion of inclusive and quality education and training, particularly for disadvantaged groups;
- g. promoting lifelong learning;
- h. fostering active inclusion to promote equal opportunities, non-discrimination, and active participation and improve employability, particularly of disadvantaged groups;
- k. improving equal and timely access to quality, sustainable, and affordable services.

RESOURCES

The allocation of the financial resources must ensure compliance with the thematic concentrations provided for by the Italy-European Union Partnership Agreement, with particular reference to the issues of youth employment (to which 18.4% of the programme is devoted; the minimum to be ensured is 15%) and social inclusion – meant as a systemic approach that goes beyond the sphere of “social policies” as they have been addressed so far by Umbria's public policies, extending to the issues of work-life balance and a focus on boys and girls of all ages.

PRIORITY	SPECIFIC OBJECTIVES	RESOURCES €	%
Employment	a) Employment	28.245.184,00	9,8%
	b) Modernisation of labour market institutions	14.580.000,00	5,0%
	c) Gender equality	31.660.000,00	10,9%
	d) Worker adaptation	21.000.000,00	7,2%
		95.485.184,00	33,0%
Education and training	e) Effectiveness of education and training systems	3.200.000,00	1,1%
	f) Promoting equal access to training	23.000.000,00	7,9%
	g) Lifelong learning	5.257.000,00	1,8%
		31.457.000,00	10,9%
Social inclusion	h) Inclusion of the disadvantaged	36.600.000,00	12,6%
	k) Access to inclusion services	63.318.000,00	21,9%
		99.918.000,00	34,5%
Youth employment	a) Employment	51.245.000,00	17,7%
		51.245.000,00	17,7%
AT		11.587.716,00	4,0%
		11.587.716,00	4,0%
TOTAL ESF+ RP 21/27		289.692.900,00	100,0%

CONTENTS

Employment: The transition to a more digital and sustainable economy offers new opportunities that will require new skills to meet evolving job requirements and needs. The new programming will pay particular attention to measures aimed at increasing integration/reintegration in the labour market, structuring customised interventions for the development of skills in response to business demand and needs (or the self-employed in the case of self-employment), with a focus on groups that have been most affected by the crisis, including young people, women, the long-term unemployed, and the inactive population.

When implementing the interventions, integration with other national employment policies (e.g. PON IOG and PON SPAO) will have to be assessed, thus ensuring a “sustainable” financial dimension of the interventions. In particular, it will be possible to support female employment by implementing measures that offer new and qualified job opportunities, assisting women in obtaining stable employment, starting up businesses, or self-employment paths, taking into account the persistent under-representation of women in training courses in the so-called STEM professions, something that also exists in Umbria. The process of modernising labour market institutions and services, as well as that of adapting and bringing education and training systems closer to businesses, will require a number of different measures that can increase the efficiency and effectiveness of active policies, also using digitisation processes. In agreement with the social partners and companies, actions will be promoted to support the employment transitions of workers also in sectors other than their sector of origin (by modifying the current conditionality system) and to facilitate job placement with reskilling and up-skilling measures.

The new programming will give greater centrality to measures aimed at strengthening and modernising labour market services, starting with their digitalisation, adopting a “digital first” strategy similar to that of other European countries, with the use of the digital channel for all services, from digital recruitment to profiling, to the allocation of a package of services, to the monitoring of active search actions, and to the possibility for companies to contact workers who meet the requirements. In the design and implementation of active policy interventions – and with a view to total synergy and integration, also in financial terms – account will be taken of the measures, targets, and actions that will be identified and implemented under the GOL Programme.

With regard to vocational training, the Region intends to intervene, considering the need to create a larger employment base, to promote quality employment and, above all, to be consistent with the needs of the local economic fabric and the needs of businesses; the Region is striving to strengthen the entire vocational training chain, with the aim of ensuring greater continuity and synergy among the various pathways and enriching the training offering thanks to a process of constant monitoring and attention to local needs.

Education and training: the ESF+ RP 2021-2027 will act taking into account both the results obtained in the 2014-2020 programming and the changing needs of the labour markets and businesses. Actions will be implemented to improve the quality and effectiveness of the education and training systems, including through system actions, and to improve basic skills, including the skills needed for the ecological and digital transition. Equally important is the updating of the regional system of professional and training standards, which must maintain its capacity to meet the professionalism needs expressed by the regional system and the evolving trends of the economic and production system, with particular reference to the tourism/cultural and environmental heritage/entertainment sector. In the area of lifelong learning, there will be a strengthening of the general adult training interventions not included in the range of already-activated learning in formal, informal, and non-formal contexts. These will be calibrated on key competences to be specifically qualified as to the priorities and types of interventions, in connection with the needs of the territory, with the regional system of active labour policies, and with the regional system of qualification standards and certification of competences.

Social inclusion: Umbria has demonstrated a good capacity for social resilience to the pandemic crisis, achieved also through a use of EU funds mindful of the need to increase the degree of social

cohesion. This is an objective that becomes more evident in the ESF+ RP 2021-2027, the intention of which, in line with EU indications, is to support a broad strategy to foster social inclusion and combat social exclusion. For all the Specific Objectives of a social nature, there is a confirmation of an organisation of integrated interventions in the regional strategy, which are also present in the 2014/2020 programming. This effectively coordinates the various devices and financial sources available at the regional, national, and EU level, also by experimenting with different implementation methods, in three areas: collaboration agreements with municipalities; interventions of regional competency addressing disadvantaged persons; system actions under regional authority. In this sense, with reference to the area of social innovation, interventions should be strengthened to develop innovative local social and health welfare systems, aimed at upgrading the services of the territorial network or promoting new ones, combining local development and the welfare system.

In addition, with the aim of combining the development of education with social inclusion, interventions to **support the right to study** will be planned, in a continuation of the actions of the last phase of the 2014-2020 programming for Umbria: needy and deserving students in compulsory education, actions for the improvement/enhancement of “leFP” (Education and Vocational Training) pathways, right/duty with a raising of quality and innovation in teaching methods, and actions for the strengthening of work-based learning. These are pathways that support the school inclusion of minors and young people with disabilities and, subsequently, social and socio-occupational inclusion with dedicated pathways and services.

Youth employment: This is an extremely important issue for Umbria, both in terms of the number of young people employed and the quality of their employment. The main idea is to work decisively on the quality of human capital. The training offering for the fulfilment of the training right/duty and the education and vocational training pathways (leFP) must be accompanied with interventions aimed at strengthening Higher Technical Education (ITS) – also in consideration of the employment results achieved in the 2014-2020 programming – and Higher Technical Education and Training (IFTTS) paths. Another major aim is to create employment opportunities through research grants for the placement of young people in companies.

THE TRANSVERSAL PRINCIPLES

Apart from the priority, several transversal principles form the basis for the implementation of the Programme actions:

- **Making the new generations count**, aiming to guarantee more space and value for young people in companies, universities, the research system, and institutions, promote merit and talent, combat the dropping out of school, and promote qualified entry into the world of work.
- **Combatting gender inequalities**, focusing on fully involving women in the processes of growth and cohesion by pursuing quality in work, countering cultural stereotypes, implementing reconciliation policies, and strengthening the network of welfare services.
- **Full participation**, the objective of which is to strengthen the leading role of communities, with particular attention devoted to inner rural and mountain areas, in order to redress inequalities and generate cohesive development.
- **Simplification of procedures and formalities** designed to promote and facilitate access to opportunities and services by citizens and businesses.



Regione Umbria

Who to contact for further information:

<https://www.regione.umbria.it/programma-fse-operativo-regionale-2021-2027>

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