



**INTERNSHIP AND TRAINEESHIP  
FOR STUDENTS  
AND YOUNG PEOPLE:  
Training, School-To-Work Transition or Exploitation?  
IV edition**

**Bergamo (Italy), 25-26 October 2013**  
Piazzale Sant'Agostino n. 2  
Via Pignolo 123



## Friday 25th October

9.00 – 9.15

*Opening Remarks, Giuseppe Bertagna, University of Bergamo*

Session I: h. 9.15–11.30

### **THE NEW REGULATION OF TRAINEESHIPS IN ITALY: A PRELIMINARY MAPPING AND ASSESSMENT**

(Italian language)

*Traineeship as one's learning experience: the pedagogical dimension*

**Alice Scolari, Mabel Giraldo, Cristina Casaschi** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)

*Mapping the regional regulations*

**Umberto Buratti** (University of Bergamo)

*Surveillance and Monitoring activities against abuses*

**Carmine Santoro** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)

*In-company training: a managerial and practical perspective*

**Maria Tuttobene** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)

*The new legal framework*

**Michele Tiraboschi** (University of Modena and Reggio Emilia)

Chair: **Alfonso Balsamo** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)

11.30 – 12.00

Questions&Answers

Round Table: h. 12.00–13.00

### **YOUNG PEOPLE ACCESS TO EMPLOYMENT IN THE COMPANY THROUGH INTERNSHIPS: POSSIBLE CRITICAL ISSUES FOR EMPLOYERS, OPERATORS AND TRADE UNIONS**

(Italian language)

**Elisa Chioda (IKEA) \* Simona Erba (BOSCH) \* Marianna De Luca (ENEL) \* Liliana Ocmin (CISL) \* Andrea Brunetti (CGIL) \* Giovanni Zonin (SCF) \***

Chair: **Emmanuele Massagli (ADAPT)**

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Buffet (13.00-14.00)



**WHY DO WE NEED A QUALITY FRAMEWORK FOR TRAINEESHIP?**  
**Presentation of the Position Paper of The International Doctoral School**  
**“Human Capital Formation**  
**and Labour Relations”**  
*(English language)*  
**14.00-15.00**

*The demographic perspective: the issue of young people*  
**Francesca Sperotti, Luisa Tadini**

*The economic value of internship*  
**Habtamu Adane, Mesele Welemariam Araya, Claudio Cortesi**

*Twitter-based Social Science Research: an Experimentation on Internship*  
**Paolo Nicola Barbieri, Francesca Fazio, Gabriele Gamberini**

*Definition: what is internship/traineeship?*  
**Silvia Donà, Pietro Manzella, Martina Ori, Emanuele Pugi, Paolo Tomassetti, Silvia Zironi**

*The comparative legal framework*  
**Daniele, Alborghetti, Maria Carmela Amorigi, Flavio Busi, Anna Rita Caruso, Concepita Chionna, Davide Costa, Nicola D'Erario, Daniela Del Luca, Annalisa Di Fronzo, Nour-eddine Labiad, Giancarlo Neri, Giancamillo Palmerini, Isabella Oddo, Giulia Rosolen, Carmine Santoro, Michele Squeglia, Giulia Tolve, Rosita Zucaro**

*Training and certification of skills*  
**Alfonso Balsamo, Sabrina Chiarelli, Andrea Gatti Casati, Gaia Gioli, Francesco Magni, Lidia Petruzzo, Cecilia Porro, Marina Zanga**

*Internship from a managerial perspective*  
**Rosaria Cancro, Giacomo Calvi, Andrea Chiriatti, Immacolata Di Stani, Alessio Fionda, Alessandra Innessi, Giuseppe Ippolito, Roberta Monte, Carlotta Piovesan, Meysam Salimi, Alberto Sasco, Roberta Scolastici, Andrea Stoccoro, Maria Tuttobene**

*The trade unions' perspective*  
**Luca Apollonio, Sara Autieri, Giacomo Bianchi, Francesca Brudaglio, Francesco Catalfamo, Angela D'Elia, Valeria Filippo, Valentina Picarelli, Serena Santagata, Angelo Santamaria, Valentina Sorci, Licya Vari**

*Internship/Traineeship from the European institutions' point of view*  
**Alejandra Chacon Ospina, Elena Rueda, Alessandra Sartore, Lavinia Serrani, Marco Viola**

Chair: **Pietro Manzella** (University of Modena and Reggio Emilia)



**Session II: h. 15.00 – 16.45**

**INTERNSHIP/TRAINEESHIP: A SOCIO-ECONOMIC ISSUE**

*(English language)*

*Learn & Earn: Career Pathways for Youth in the 21st Century*

**Andrew Hanson** (Georgetown University)

*Interns and class discrimination*

**Malcolm Sargeant** (Middlesex University)

*European trade unions, young workers and internships*

**Rebecca Gumbrell-McCormick** (Birkbeck, University of London)

*What Future for European Industrial Relations?*

**Richard Hyman** (London School of Economics)

*Internship: a competency based perspective*

**Lilli Viviana Casano** (University of Modena and Reggio Emilia)

Chair: **Francesca Sperotti** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)

**16.45 – 17.00**

**Questions&Answers**

**Session III: h. 17.00 - 18.15**

**INTERNSHIP/TRAINEESHIP: THE LEGAL SCENARIO AND THE  
PERSPECTIVE OF SCHOOL-TO-WORK TRANSITION**

*(English language)*

*Lost in Transition: A Critical Examination of the Effectiveness of Internships*

**Andrew Langille** (Toronto University)

*The Dual System of Vocational training in Germany*

**Manfred Weiss** (Goethe University)

*Connecting educational and vocational training for youth: a challenge for the law*

**Nicole Maggi-Germain** (Université de Paris 1, Panthéon-Sorbonne)

*Internship and traineeship: the role of employment agencies*

**Silvia Spattini** (ADAPT)

Chair: **Francesca Fazio** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)

**18.15 – 18.30**

**Questions&Answers**



**Session IV: 18.30-18.50**

**THE EUROPEAN COMMISSION'S BACKGROUND RESEARCH  
ON TRAINEESHIPS**

*(English language)*

**Marco Fantini, Joerg Peschner and Tamas Varnai** (EU Commission, Directorate-General for  
Employment, Social Affairs and Inclusion)

Chair: **Umberto Buratti** (University of Bergamo)

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Cocktail Buffet (18.50-19.30)

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## Saturday 26th October

**Workshop I: h. 8.00-10.00**

### **INTERNSHIP/TRAINEESHIP: NATIONAL AND INTERNATIONAL EXPERIENCES**

*(English language)  
Conference Room*

*Stakeholders visions on traineeship: The challenges and opportunities*

**John Opute** (London South Bank University)

*The right to work of youth under the Polish law - selected issues*

**Katarzyna Bomba** (University of Warmia and Mazury)

*Paid internships as ALMP for Italian Southern NEET: some hypothesis to improve their effectiveness*

**Ginevra Benini** (ISFOL)

*Between Training and Employment: hypothesis for assessing the effectiveness of post-graduate internships and placement services of the University of Catania*

**Davide Luca Arcidiacono** (University of Catania)

*Transnational traineeships*

**Maria Eleonora Pozzoli** (ADAPT)

Chair: **Pietro Manzella** (University of Modena and Reggio Emilia)

**Workshop II: h. 8.00-10.00**

### **INTERNSHIP/TRAINEESHIP: NATIONAL AND INTERNATIONAL EXPERIENCES**

*(Spanish language)  
Room n. 6*

*Las prácticas en empresas de los estudiantes de la Universidad de Santiago de Compostela: análisis de su régimen jurídico en relación con el contrato para la formación y el aprendizaje.*

**Lourdes Mella** (University of Santiago de Compostela)

*Aprendiendo de los errores.*

**Adrián Todoli** (University of Valencia)

*El desarrollo de las políticas laborales pós-crisis y el “traineeship”: la importancia de una aplicación del instituto añadida a la protección al empleo y a la dignidad de la persona humana*

**Roberta Ferme Sivoilella** (University of Castilla La Mancha)

*Transición escuela - trabajo en América Latina: ¿Pasantías o Contrato de Aprendizaje?*

**Maria Alejandra Chacon Ospina** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)



**UNIVERSITÀ DEGLI STUDI DI BERGAMO**

CENTRO di ATENEO per la  
QUALITÀ dell'INSEGNAMENTO e dell'APPRENDIMENTO



*Las pasantías y practicas profesionales desde la perspectiva de América Latina*

**Alma Elena Rueda Rodríguez** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations),

Chair: **Lavinia Serrani** (International Doctoral School ADAPT-CQIA in Human Capital Formation and Labour Relations)

## **SCHOOL-TO-WORK TRANSITION OR EXPLOITATION?**

### **Ph.D Debate Competition**

**10.15 -12.45**

*(English language)*

*Conference Room*

A debate will take place among our Doctoral students on the most contentious aspects of the internship. They will be divided into small groups and will debate in front of a panel of distinguished arbitrators who are going to select the best “debater”. The main aim of this competition is to raise awareness on the multifaceted issues of traineeship/internship and favour the interaction between students and professors, in order to further strengthen the idea of “School” our PhD programme aims to pursue.

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### **SOCIAL PROGRAMME**

Guided Tour in the City of Verona & Social Dinner

For further information and registration for the Social Programme: [info@adapt.it](mailto:info@adapt.it)