Table 12 - Cox probability hazard model with unobserved heterogeneity, model 2.

Invariant Variables	Coeff.	Hazard	Time-varying Variables	Coeff.	Hazard
Female	.0777	1.080	**Training**	.0003	1.000
	(.107)			(.000)	
Education (y)	.0128	1.013	**Training _specialization**	-.0011***	.999***
	(.014)			(.000)	
Belt_9	-.3059**	.736**	**Training _OSS**	-.0010***	.999***
	(.134)			(.000)	
Integration score _____Italian, male	-.9111***	.402***	**Training _female**	-.0002	.999
	(.150)			(.000)	
____Italian, female	-.8671***	.420***			
	(.152)				
___Migrant, female	-.5570***	.573***			
	(.144)				
_____Migrant male	-.3760**	.687**			
	(.179)				

Specifically regarding the immigrants, the model detects significantly differentiated behaviour by gender and nationality, depending on the degree of labour market integration (integration score). In particular, more integrated individuals clearly show lower hazards, but equally integrated individuals show higher hazards if they are migrant, with some advantages for women with respect to men. This result is an effect of the specific training under evaluation. They include many courses for caregivers, which generally perform very high employment rates and are mostly attended by migrant women.

They generally drive to permanent contracts, which are however characterized by very high mortality rates (due to either death of the elderly or to hard working condition in personal care sector).

7. CONCLUSIONS

This paper analyses the effect of training policies on a particular target of disadvantaged people, the migrants, compared with the national trainees. We draw data from a survey performed in Regione Piemonte (in the north west of Italy), based on a representative sample of