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an international team of researchers studied the following aspects of training in Italy's retail sector structure and characteristics institutional and social context employment and labor changing conditions and their implications for skill requirements and training and recruitment data were collected from an analysis of social and labor employment statistics literature review and case studies of six retailers most were large distribution chains however two represented cooperative consortial organizations at all the companies studied training was regarded as a vital contributor to firm development strategic planning design of training was particularly advanced and well established at the major large scale distribution firms where planning involved all levels of staff through improvement groups training was no longer reserved nearly exclusively for managerial staff but had instead begun to involve all staff regardless of type or work done or hours worked training was used to develop job skills and also to transmit company aims and values to staff it was generally conducted in the workplace and each firm had training department divisions responsible for training cost benefit analyses have favored continuation expansion of training training was sometimes partially funded through the European Social Fund and incentives under trainee contracts contains 39 tables figures and 31 references mn

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