



« SKY Project – Skills for long-term unemployed »

## REPORT OF SCF's TRANSNATIONAL ONLINE SEMINAR

### *THE SKY PROJECT IN THE CONTEXT OF « INSIEME PER IL LAVORO » LOCAL NETWORK IN BOLOGNA, ITALY*

**31/05/2023, BOLOGNA**

**h.09.30-12-30**

**Participants online:** see « List of participants online»

**Participants in presence, Bologna:** see « List of participants BO »

#### **I. Introduction by Rita FESTI, Responsible for Projects Department for SCF**

Rita FESTI welcomes the participants and briefly presents SCF with its specificity as national association of 51 VET centers, out of which 2 of them, OPIMM and FOMAL from Emilia-Romagna Region are directly involved in the SKY Project. The choice of involving them is motivated by their active participation into the local project INSIEME PER IL LAVORO, a unique initiative of this Italian context.

She also recalls the fact that SCF is an active member of the CEC network, as promoter of different programs dedicated to the labor policies and the labor market, and that belonging to a European family facilitates exchanges and contaminations.



## II. Presentation of SKY Project and of the European Partners – Eric DEGIMBE, CEC Director

Eric DEGIMBE welcomes the participants and presents the CEC European Network (project applicant) in terms of objectives linked to the training and social and professional inclusion of disadvantaged persons and in terms of main activities – based on European projects partnerships and representation into the public debates on inclusion of vulnerable groups, at all levels.

He also introduces the SKY Project, dedicated to the long-term unemployed persons and their right to receive adequate support for social and professional inclusion – **“no one is unemployable if the job is adapted to people’s abilities and skills”**.

## III. The Specificity of “Insieme per il lavoro” Project in the Italian context (Emilia-Romagna Region) – the centrality of the worker by Giovanni CHERUBINI, Responsible for “Insieme per il lavoro” project for the Diocese of Bologna

Although the “Insieme per il lavoro” project was largely presented by the Director of the project during the Transnational Meeting of SKY in Bologna, the Italian team involved Giovanni Cherubini into the Webinar as he is a member of the LWG and he closely follows and supervises the activities done for SKY. Besides, as former Director of the Province of Bologna, he has a significant experience regarding labor policies and social inclusion.

Main aspects of his intervention:

- **The peculiarity of the territory (Bologna)**



- the lack of manpower, not of workplaces, therefore the choice of IxL to invest in more fragile potential workers
- the strategic collaboration in the IxL project between public and private significant stakeholders, enterprises included (or organizations representing them)
- the project is a BET on the positive answers these players can give together to the evident GAP between high numbers of offers of jobs from the enterprises and the lack of manpower
- **The peculiarity of the beneficiaries (included the 25 that will be selected for SKY)**
  - The high number of job intermediation actors on the territory obliged IxL to focus on the areas that were not cover yet, therefore on potential workers who are not so fragile that they need the support of the social services, but at the same time not so strong that they can become clients of these agencies
  - IxL established a selection and accompaniment system that gets adapted to various situations – a frequent difficulty of our beneficiaries is the housing and therefore we have to combine their family situation with the rhythm and the responsibilities on the work place – so we have to put together their professional growth and the barriers that keep them away from the labor market
- **The selection procedures**
  - Not the classical ones, as the enterprises are asked to play an active and responsible role
  - Not the search of the best worker on the market, as the other job intermediation agencies do, but a pathway that tackles the “middle” profiles, so that the persons and the enterprises are prepared for a trial
  - The use of all the necessary methodologies and tools in order to prepare the matching between the person and the enterprise: trainings, micro-trainings, WBL, internships
- **The centrality of the person – SKY project and IxL**

Reasons to be part of SKY:



- same objectives, the need to be connected with contexts and experiences far from us, from which we can get inspiration for improvement
- the interest for the MICRO-TRAININGS – how can we use them into our model, BUT we have to keep in mind all the barriers a person has in order to access the job market
- The recognition of the training value: various types, included the SKY model + tutoring role combined with the WBL opportunities
- **FINAL PROPOSAL:** besides the activities proposed by SKY, it would be useful to put together the micro-trainings and at the same time seize the **KEY SUCCESS ELEMENTS** that favored a sustainable job insertion

#### **IV. The role of VET centers in the Selection of the Long Term Unemployed and in the Matching process - OPIMM Foundation and FOMAL Foundation**

**\*The Selection Procedures for the 25<sup>th</sup> LTUs by Carmelinda BRUNO, FOMAL**

**Note: All unemployed people involved in the SKY project will follow the same path provided for the beneficiaries of Insieme per il lavoro**

##### **1. Possible access pathways:**

- Word of mouth
- Publicity – as the micro-trainings of SKY will be
- Compilation of a module on IxL platform

##### **2. Access interviews – face to face**

1. The holistic approach to the person's barriers and opportunities + CV elaboration



2. Placement in the most appropriate individualized pathways\* - the SKY LTUs remain beneficiaries of the whole service of IxL even though guided toward the 3 selected sectors
3. Filling in of the «Gestionale» system in order to register the person
4. Sharing of the profiles interviewed each week during an internal meeting – decision of the final pathway for each person:
  - «Ready for work» pathway – leading to Job placement if active selections are opened – for the SKY candidates the 3 micro-trainings will initiate when the 3 enterprises are ready to welcome them
  - "Not ready" for work pathway – they need also to pass through Point 5 before meeting the work context of the enterprise requesting them
5. [Trainings oriented towards the job insertion into a specific enterprise](#)

### **3. The SKY beneficiaries**

- The rule of not selecting the persons too far from the starting moment of the micro.trainings
- Once the first interview is realized, the suitable persons with the SKY profile will be contacted and the SKY project will be illustrated to them and the objectives of the micro-trainings based on professional gestures
- The 3 enterprises involved will then plan and organize the micro-trainings



## **\*The matching process between the LTUs and the enterprises, by Camilla SFORZANI, OPIMM**

### I. The services for the enterprises

- a group of enterprises agreed to sign an Agreement with Insieme per il lavoro and assume the responsibility of job insertion for the fragile beneficiaries (around 100 out of 300)

### II. The contact channels

- Through the website
- Through seminars – organized by other stakeholders or directly by Insieme per il lavoro

### III. The reciprocal knowledge

- First meetings to define the needs
- Registration into the system
- Matching with the registered persons from the database – setting of a first interview between the person and the enterprise

### 4. The matching

- Selection sometimes is done together with the enterprise
- The enterprise is responsible for the Work Contracts, but IxL monitors the expiring contracts and negotiates the renewal
- Work Based Learning in the enterprise financed by Insieme per il lavoro – it is also useful to activate the LTUs

For the SKY Project: already selected the 3 enterprises, but with one of them the collaboration is still at the beginning.



## V. **Alliances with the Local Enterprises in the selection of the professional gestures - SKY Project**

\*TECLA Consortium - <https://www.consorziotecla.it/> - by Andrea VERONESI, Director

### **1. The profile of TECLA Consortium**

- group of Social Cooperatives that becomes an employment agency for research, selection and professional outplacement of Family assistants and baby-sitters
- high request from the families on the territory

### **2. The collaboration with “Insieme per il lavoro”**

- the call
- the project proposed – “Work (is) Care” – the training is already planned as micro-training, as the persons are not available to long pathways

### **3. The collaboration with the SKY Project**

- the reflection on the “professional gestures” and the acknowledgement that it is a useful perspective
- selection of 2 main professional gestures – “care relationship” and “manual user handling”
- next steps – realization of 2 videos for the professional gestures performed by 2 professionals; planning of the micro-trainings; planning of a wider self-evaluation and evaluation system for the whole modules and for the Sky micro-trainings; interviews with families and with Family assistants
- the intention to seize the details, not the general aspects, the videos will not be replaced by tutorials



## \*FOMAL Foundation – HACCP Course in the professional kitchen completed by the perspective of a local Restaurant – “LA FENICE”

1. Presentation of 2 videos
  - recording the same professional gestures, performed by two different workers, in 2 different contexts (Fomal professional kitchen and the kitchen of a restaurant, La Fenice)
2. Reflections on the differences between the two recordings and between the “HACCP rules” and norms and the actual performance of the tasks
3. Next steps: adjusting of the 2 videos, planning of the microtrainings (September 2023), interviews with restaurant owners and workers applying the HACCP norms

## 4. FINAL REFLECTIONS

### **Jean Buffenoir, SKY project expert**

- The need to register in the videos the right gestures prescribed by the HACCP rules – compare the requests of the employers with the effective gestures performed by the worker
- Be very precise and focus on details, not on the general



