

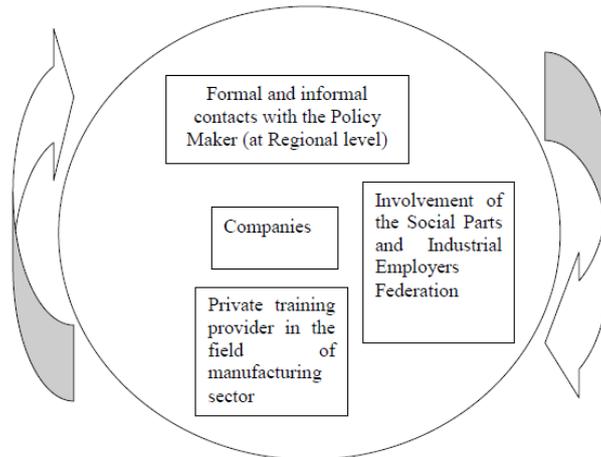
NETWORK ACTIVITIES IN ITALY

This document describes the network activities undertaken during the project lifecycle. Since the beginning of the project we have promoted the project network through the formal contact and exchanges (and project' promotion) of the information with:

- ✚ Regional Policy maker (Ms. Giulia Antonelli),
- ✚ Social Parts (Mr. Massimo Dessì),
- ✚ Industrial Employers Federation (Ms. Marina Castellano),
- ✚ and Private training provider in the field of manufacturing sector (Mr. Sergio Nigro)
- ✚ Companies (Mr. Maurizio Metzner, Ms. Donatella Sprovieri, Ms. Emanuela Tommasini, Mr. Lorsi Lenzi, Mr. Marco Catassi)
- ✚ Individual researchers

These categories have been also considered as a relevant project Stakeholders and beneficiary of our actions. In fact through the formal and informal contacts provided by them, it has been possible the dissemination of the project results at local as well as at National level (even if, it is now necessary a massive exploitation of the project reports/manuals/guidelines produced and translated). The figure below shows the process followed to involve the stakeholders and to create a “first”¹ networking configuration.

¹ We said “first”, because we believe that to develop a “strong network configuration” a creation of a sustainability plan could be fundamental. It will be describe the short, medium and long term actions to maintain the network alive and to raising awareness among the stakeholders about the Shortage of skilled workers that affecting our productive system.



Apart the interviews gathered in order to collect the case studies (they have been an opportunity to present the project and to discuss the problem of shortage of skilled workers with the potential beneficiaries of our actions), the direct contact and the discussion undertaken with the policy maker and the other categories above identified, have stressed that the problem of the shortage of skilled worker it has already present in several companies of the Emilia Romagna Region; instead to avoid the shortage, both the SME and the Big Company are seeking to reduce the problem finding new strategy of recruitment, training, apprentice, requalification and other measures already identified in all the reports created in the framework of the project. However, it has been also stressed, the “urgent” need to create more sustainable network and alliance among schools (in all its level), companies, university, vocational education training and public and private research and develop centres. Anyway, below are reported the synthesis of the main content discussed during the meeting which aiming to promote the network.

1. Region Emilia Romagna,

Where: Service Policies Education and Integration of Systems, Bologna

Who: Ms. Giulia Antonelli

Date: 2007, May 18th



Aim: To present the project and to raise awareness about the problem of shortage of Skilled Workers; to gather information about how the Regione Emilia Romagna seeks to avoid the problem identified.

Main issues discussed: Regional System of Certification (similar to EQF); week of connections among schools (at all level), companies, research and develop centres, vocational education training; Formative Pole, IFTS training path.

2. Industrial Employers Federation

Where: Confindustria Emilia Romagna, Bologna

Who: Ms. Marina Castellano

Date: 2008, July 3rd

Aim: To involve the largest Industrial Employers Federation to understand our project and to provide contacts of the companies in order to raising awareness (about the problem of shortage) among the enterprises in our Region.

Main issues discussed: Presence of the lack of skilled workers in our companies; management of the older workers (over 45', 50'); intergenerational learning strategies; inter-professional founds to sustain the training of the employees indoor and outdoor the companies.

3. Private training provider

Where: Consorzio F.I.T, Modena

Who: Mr. Sergio Nigro

Date: 2008, January 1st

Aim: to present (and to disseminate) the project/results; to involve the expert to join in our network; to gather relevant information about the problem in the Regional productive system (in the Manufacturing Sector); to enrich our database of expert contacts.

Main issues discussed: System company as a case studies and examples where the concrete problem of the shortage of skilled workers (also at executive level) has been significant; to avoid the problem of the shortage we need to improve the quality of the education and training; "balance of competence";

qualification; standard of competences; need to create a integrated profile (professional with transversal skills, flexibility of the training path and opportunity of further training); demand of training analysis and need analysis tool; learning to learn as a didactic strategy to successful facing problems (problem solving within schools and companies) .

4. Interview and dissemination of the project within the company²

Where: Regione Emilia Romagna:

Who (Name of the company): IMA, Bonfiglioli, CIMA, Ducati Energie; CGD

Date: 2007, 2008, 2009

What: dissemination activities aimed to present and to maintain constantly updated the companies about the ongoing project results, meeting. Interview with the Developer manager to collect data for the case studies.

5. Individual researchers³

Where: Via web – Trough an online survey

Who: Mr. Claudio Del Rio (Scienter/Re-lab); Mr. Paolo Minguzzi (Phd in Political Science and knowledge management expert)

Date: February/March 2008

Aim: to involve this expert in our network; to understand from their point of view why the network configuration could avoid the problem of the shortage of the skilled workers; to present the results and the activities undertaken;

Content: high relevance of the good practices identified, but on the other hand: difficulty to transfer in several case the good practices in our context.; need to involve more institutional actors; adoption of a long term perspective to plan the action of the network.

² All the interview are translated and avaiable in the report: “Good Practice report”

³ All the interviews are translated and avaiable.