

## OFTL Europe: Processus de transfert des aspects d'innovation du Système OFTL

LLP-LDV/TOI/08/IT/548

<http://www.adam-europe.eu/adam/project/view.htm?prj=3894>

## Information sur le projet

Titre: OFTL Europe: Processus de transfert des aspects d'innovation du Système OFTL

Code Projet: LLP-LDV/TOI/08/IT/548

Année: 2008

Type de Projet: Projets de transfert d'innovation

Statut: Clôturé

Pays: IT-Italie

Accroche marketing: La disoccupazione può essere combattuta provvedendo una struttura sociale che possieda nuovo valore aggiunto. Questo obiettivo può essere raggiunto solamente quando le imprese, le organizzazioni formative e la forza lavoro collaborano al fine di raggiungere propositi comuni. OFTL Europe è un progetto di trasferimento dell'innovazione che ha lo scopo di migliorare le strategie di integrazione locale delle imprese, delle istituzioni formative e delle agenzie per l'impiego allo scopo inserire i disoccupati nel mercato del lavoro. Le procedure operative già attivate nel contesto italiano saranno adeguate per incontrare le specifiche necessità degli organismi partner, ed i loro contesto giuridici, sociali ed economici. Attraverso le procedure di ricerca e di testing sarà possibile identificare alcune linee guida comuni da trasferire in altri paesi e che verranno utilizzate per validare la struttura operativa del progetto a livello europeo.

On peut combattre le chômage en fournissant de nouveaux valeurs au tissu social. Pour atteindre cet objectif il faut que les entreprises, les organismes de formation et les travailleurs poursuivent les mêmes buts.

OFTL Europe est un projet de "transfert" de l'innovation qui se propose d'améliorer les stratégies d'intégration, au niveau local, entre les entreprises, les organismes de formation et les agences d'intérim pour favoriser l'insertion professionnelle des demandeurs d'emploi.

Les procédures opérationnelles, déjà en vigueur dans le contexte italien, seront modifiées selon la demande des organismes partenaires et les relatifs contextes juridiques, sociaux et économiques.

Grâce à la recherche et à l'expérimentation des procédures seront identifiées des indications guide communes qui pourront être transférées dans d'autres Pays et employées pour valider, au niveau européen, les résultats du projet.

Résumé: In today's European labour market the procedures to match supply and demand are rarely codified and are often aleatory. At this stage, a legislative intervention of the Union on this matter has been required by different parties. The problems to tackle often concern: lack of availability of workers with professional skills that satisfy the requirements of companies; lack of guidance of the non employed and/or unemployed in the choice of the professional direction to take considering the local context; progressive lack of public funds for effective employment placement which is satisfactory for both worker and company. With these problems in mind our Centre in Verona (Italy) has conceived, tested, defined and modeled the OFTL® Orientamento-Formazione-Tirocinio-Lavoro system (Guidance – Training – Apprenticeship - Work), which has the purpose of overcoming temporary employment in favour of the employment of the unemployed. The purpose of OFTL EUROPE was to transfer OFTL®, an innovative Vocational Training system that offers "lifelong" Guidance, Training and Transition to Work support. Project Objectives were: the study in partner countries of the different legislative "feasibility conditions", of the job market, career guidance systems, and employment assistance training; the study and selection of the innovative OFTL® elements that satisfy said requirements and their feasibility in the transfer process; testing of the OFTL® system in view of its integration, in terms of training procedures, in the bodies of partner countries; adaptation of the OFTL® system to the requirements and needs of the different partner countries.  
The partnership was made up of partners from six European countries with a high

## Information sur le projet

level of expertise in the guidance and training field and many years of experience, some over twenty years, as regards taking part in and managing European projects.

The project addressed temporary workers, long-term unemployed people, workers on a mobility list, the disabled according to Law 68/99 and immigrants with a valid permit to stay in the country.

OFTL EUROPE has been divulged through an Operating Manual and CD ROM.

The results achieved by OFTL Europe has been supporting the creation of integrated guidance, training and employment systems that will allow people to acquire new know-how, update skills and above all become marketable in the labour market.

Description: In the European labour market temporary work has acquired a position of increasing importance. With the arrival of new trends in the temping sector the overall number of temping workers and their extent compared to the total active population is increasing in most European countries. This increase must be however be examined together with other elements such as a high level of unemployment and a lack of qualified workers throughout Europe, a situation which has led to a need for increased flexibility as well as alternative forms of employment.

Various studies (source EURES, 2007) have shown how temporary jobs facilitate moments of transition in the labour market: mobility from one job to another, transition from unemployment to employment, introduction of young people into the job market. Temporary work also offers disadvantaged categories the opportunity to gain experience and offers people without a permanent job a way of avoiding the vicious circle of unemployment.

In today's European labour market the procedures to match supply and demand are rarely codified and are often aleatory as legislation on the matter is very different in each country. At this stage, a legislative intervention of the Union on this matter has been required by different parties.

The great differences found between the countries part of the partnership are a valid example of the situation: for example, in France the Agences de Travail Temporaire or Agences Intérimaire, cannot deal with permanent or long term jobs. In Greece, only a few temping agencies have obtained permission to carry out their activity (they are called Grafia Evrésseos Ergassías). In Italy the Agenzie interinali (temping agencies), later called "di somministrazione" and now called "Agenzie per il lavoro" (Employment agencies) have the task of accelerating and facilitating the procedures to match job supply and demand thus overcoming the bureaucracy of the old Employment Offices.

Forma.Temp, a fund for training temporary workers with a fixed-term contract, has been created for this purpose; it is a bilateral body established in the form of a free non profit association by associations representing the employment agencies, trade union organisations of temporary workers, and TUC (CGIL, CISL and UIL).

Forma.Temp was set up following the introduction into our legal system (with Law no. 196/1997 so called "Treu Law) of the supply of temporary work, at present identified by Law no. 30/2003 (so called "Biagi Law") as supply of fixed-term work. Forma.Temp is funded by a contribution equal to 4% of the gross wage of a fixed-term temporary worker. For an improved management of the Forma.Temp Fund, the Employment Agencies have set up their own training agencies which have increasingly and with particular attention used the funds to train workers for jobs in companies. Said workers are usually initially employed with fixed term contracts, however they are increasingly employed with long term contracts or even open-ended contracts.

However, despite the fact that these transformations (not only legislative but also strategic-operational) have contributed to improve the employment assistance programmes for the non-employed, still today there are many problems to face alongside the problem of permanent employment of workers:

- lack of availability of workers with professional competences which meet the requirements of companies
- lack of guidance of the non employed and/or unemployed in the choice of the professional direction to take considering the local context
- progressive lack of public funds for effective employment which is satisfactory for both worker and company.

With these problems in mind the Istituto A. Provolo in Verona (Italy) has conceived,

## Information sur le projet

tested, defined and modelized the OFTL® Orientamento-Formazione-Tirocinio-Lavoro system (Guidance – Training – Apprenticeship - Work), which has the purpose of overcoming temporary employment in favour of the employment of the unemployed.

OFTL® has been implemented by networking Provincial employment Services, Employment Agencies and their Training Agencies, Companies (local, regional and national), and by preparing a common programme which, starting from the identification of a professional role, offers dedicated training to the people recruited who are motivated to learn that specific trade, wish to take on that professional role or have that job.

In this sense, OFTL® has satisfied the needs of the actors in the labour market and of the Employment Agencies which over the last few years have structured themselves to carry out the following activities:

- identify companies interested in recruiting personnel with different types of contracts (from the fixed term contract to the open ended one)
- contact, recruit, guide suitable candidates that meet business market demands, respecting the expectations and wishes of each individual.

The OFTL® guidelines are:

- meet the need of companies to find suitable professional figures with a good basic technical-scientific culture and adequate professional training, to add to their staff
- train and introduce into job different types of users through a personalised vocational training programme in line with the true needs of the job market
- meet the employability needs of different types of users that have a temporary and/or flexible job or are excluded from the job market
- optimise the use of financial resources by obtaining financing in particular for just in time training programmes that may lead to possible employment.

The OFTL® target group includes:

- a) candidates for temporary jobs registered with Employment Agencies;
- b) workers with a temporary job according to the limits foreseen by the collective contract between the parties as regards working hours, without prejudice to the legal limit;
- c) people who have been unemployed for a long time, whose unemployment is certified by Public Employment Centres;
- d) workers on mobility list;
- e) the disabled according to Law 68/99 and immigrants living in Italy with a valid permit to stay in the country.

To contribute to Priority 2: Developing the quality and attractiveness of VET systems and practices (call for proposal 2008), OFTL EUROPE intends to favour “the support of the development of high quality vocational training and education programmes that provide assistance in the transition to employment and/or a progression towards secondary and further education as well as the promotion of guidance and consultancy services at all levels”. The purpose of OFTL EUROPE was to transfer OFTL®, an innovative Vocational Training system that offers “lifelong” Guidance, Training and Transition to Work support.

The Project Objectives were:

- the study in partner countries of the different legislative “feasibility conditions”, of the job market, career guidance systems, and employment assistance training
- the study and selection of the innovative OFTL® elements aimed at satisfying said requirements and their feasibility in the transfer process
- testing of the OFTL® system in view of its integration, in terms of training procedures, in the bodies of partner countries
- adaptation of the OFTL® system to the requirements and needs of the different target groups and/or sectors and/or cultural contexts, until an EC patent is obtained;
- use of the OFTL® system in new sectors or with new target groups, including the transfer in public and private training structures.

OFTL EUROPE actions included:

## Information sur le projet

1. RESEARCH (though a comparative study) into the "feasibility conditions" for the transfer of OFTL®; this will include methods to find financial resources, public/private network working methods, characteristics of job intermediation firms and types of "just in time" training. The final step of this action will be the identification of the founding elements of the OFTL EUROPE network operational procedure.
2. TESTING through the implementation of the operational procedure called OFTL EUROPE; the partners shall plan one or more OFTL programmes and prepare the local network protocol for employment placement. This action foresees the creation of OFTL Europe programmes (at transnational level) and the preparation of the local protocol to support the creation of OFTL Europe programmes.
3. Scientific VALIDATION of the OFTL EUROPE operational procedure tested in each partner country and of the jointly planned programmes. The final step of this action will include the production of a Manual and CD ROM and the application for the patent for OFTL EUROPE for each partner country.
4. DISSEMINATION OF THE RESULTS; at European level this will be achieved through a transnational seminar for the presentation of OFTL EUROPE; in each partner country it will be achieved through a local seminar for the presentation of the results and CD ROM produced in the national language of the partner countries. The final step of this action included the application for the EU patent for OFTL EUROPE.

Thèmes:	*** Utilisation et diffusion de résultats *** Marché du travail *** Formation tout au long de la vie *** Orientation professionnelle *** Entreprise, TPE, PME *** Formation continue ** Dialogue social ** Validation, transparence, certification ** Accès pour les personnes moins favorisées ** Égalité des chances
Sectors:	*** Activités Spécialisées, Scientifiques Et Techniques *** Autres Activités de Services *** Enseignement * Information et Communication
Types de Produit:	Site Internet CD-ROM Procédure pour l'analyse et le pronostic des besoins de la formation professionnelle Matériel d'apprentissage
Information sur le produit:	OFTL Europe project provided to realize several mid-term and final products: 1) reasearch procedure, to be translated in all the partner languages. It will be used for providing partners and other beneficiaries with a research pattern to deepen the relation among labour market, training and employment agencies in different backgrounds. 2) project web site, used both to promote and disseminate the structure and the results of the project and to give project partners an on-line platform to discuss, exchange good practices and to up/download products and materials. 3) OFTL Europe manual, hard copy and CD-ROM: it will summarize the development of the project, taking in consideration all the partners' contributions, in order to have a pattern effective at European level. Since it will be translated in all the languages, each partner will use the manual to disseminate the project results in its specific context.

Page Web du projet:

## **Contractant du projet**

Nom: Istituto Antonio Provolo- CSF A. Provolo scarl  
Ville: Verona  
Pays/Région: Veneto  
Pays: IT-Italie  
Type d'organisation: Formation initiale  
Site Internet: <http://csf.provolo.it>

## **Personne de contact**

Nom: Chiara Bonuzzi  
Adresse: via Berardi 9  
Ville: Verona  
Pays: IT-Italie  
Téléphone: +39 045 8167215  
Fax: + 39 045 575396  
E-mail: [cbonuzzi@provolo.it](mailto:cbonuzzi@provolo.it)  
Site internet:

## Coordinateur

Nom: Istituto Antonio Provolo- CSF A. Provolo scarl  
Ville: Verona  
Pays/Région: Veneto  
Pays: IT-Italie  
Type d'organisation: Formation initiale  
Site Internet: <http://csf.provolo.it>

## Personne de contact

Nom: Chiara Bonuzzi  
Adresse: via Berardi 9  
Ville: Verona  
Pays: IT-Italie  
Téléphone: +39 045 8167215  
Fax: + 39 045 575396  
E-mail: [cbonuzzi@provolo.it](mailto:cbonuzzi@provolo.it)  
Site internet:

## Partenaire

### Partner 1

Nom: WSINF - College of Computer Science  
Ville: Lodz  
Pays/Région:  
Pays:  
Type d'organisation: Université/école supérieure spécialisée/academie  
Site Internet: <http://www.wsinf.edu.pl>

### Partner 2

Nom: Wisamar  
Ville: Leipzig  
Pays/Région: Leipzig  
Pays: DE-Allemagne  
Type d'organisation: Association/organisation non gouvernementale  
Site Internet: <http://www.wisamar.de>

### Partner 3

Nom: HRDC - Hellenic Regional Development Center  
Ville: Patrasso  
Pays/Région:  
Pays:  
Type d'organisation: Association/organisation non gouvernementale  
Site Internet: <http://www.hrdc.org.gr>

### Partner 4

Nom: CNA - Cefag  
Ville: Paris  
Pays/Région:  
Pays:  
Type d'organisation: Institution de formation continue  
Site Internet: <http://www.cna-cefag.org/>

## Partenaire

### Partner 5

Nom: University of Cyprus  
Ville: Nicosia  
Pays/Région: Kypros / Kibris  
Pays: CY-Chypre  
Type d'organisation: Université/école supérieure spécialisée/academie  
Site Internet: <http://www.ucy.ac.cy/index.html>

## Données du projet

### final handbook.pdf

<http://www.adam-europe.eu/prj/3894/prj/final%20handbook.pdf>

papery version of the final handbook. It includes the description of the whole project, its main outcomes, materials and key facts.

### fourth meeting report.pdf

<http://www.adam-europe.eu/prj/3894/prj/fourth%20meeting%20report.pdf>

fourth meeting report

### kick off meeting report.pdf

<http://www.adam-europe.eu/prj/3894/prj/kick%20off%20meeting%20report.pdf>

Report of the kick off meeting (22/23 January 2009 - Leipzig, Germany)

### oftl europe final conference.pdf

<http://www.adam-europe.eu/prj/3894/prj/oftl%20europe%20final%20conference.pdf>

final conference poster

### OFTL EUROPE RESEARCH REPORT.pdf

<http://www.adam-europe.eu/prj/3894/prj/OFTL%20EUROPE%20RESEARCH%20REPORT.pdf>

Report of the research on feasibility conditions

### second meeting report.pdf

<http://www.adam-europe.eu/prj/3894/prj/second%20meeting%20report.pdf>

Secon meeting report

### third meeting report.pdf

<http://www.adam-europe.eu/prj/3894/prj/third%20meeting%20report.pdf>

Third meeting report

## Produits

- 1 OFTL Europe web site
- 2 Research procedure
- 3 OFTL Europe manual

## Produit 'OFTL Europe web site'

Titre: OFTL Europe web site

Type de Produit: Site Internet

Texte marketing: The OFTL Europe web site is taught as a virtual space with two main functions: from one hand it is used for disseminating the project and for reaching targets at trans-national level; on the other, it's a private platform to be used by project partners to exchange materials and to supervise the project development.

Description: The web site will have different areas of content.

- 1) General information of OFTL Europe (descriptions, partners, expected results and products).
- 2) Project materials available for all users.
- 3) Project materials available on a private section, to be downloaded and uploaded by partners.
- 4) Private platform to be used by partners to constantly communicate (on-line conferences).
- 5) Further developments of OFTL procedures.

Cible: - Project partners.  
- VET organisations.  
- Enterprises.  
- Public institutions involved in lifelong training.  
- Temporary job agencies.  
- Workers and citizens.

Résultat: The expected results concern first of all the correct and effective development of the project. Secondly, the web site is supposed to contribute to dissemination activities and to create useful contacts for further developments.

Domaine d'application: - Dissemination.  
- Up/download of materials.  
- Communication among partners.

Adresse du site Internet: [www.oftleurope.eu](http://www.oftleurope.eu)

Langues de produit: grec moderne  
allemand  
anglais  
français  
polonais  
italien

## Produit 'Research procedure'

Titre: Research procedure

Type de Produit: Autres

Texte marketing: Research is the crucial base of the project.  
The effectiveness of OFTL procedures goes by the perfect knowledge of the different conditions of feasibility in EU countries.  
And a successful research is possible only if involved partners have an active and actual role.

Description: The research procedure includes all the necessary guidel lines to analyse the national and local backgrounds of involved partners. The procedure will provide a general path to collect information about the conditions of feasibility of OFTL procedures.

Cible: - Project partners;  
- Any organisations, institutions, enterpise determined to understand how to use OFTL procedures in its own context.

Résultat: The expected result concerns the set up of an operative system of instructions useful to understand the effectiveness of OFTL procedures in different backgrounds.

Domaine d'application: Study of feasibility conditions.

Adresse du site Internet:

Langues de produit: anglais

### product files

OFTL Europe\_research product\_proof.pdf

[http://www.adam-europe.eu/prj/3894/prd/2/1/OFTL%20Europe\\_research%20product\\_proof.pdf](http://www.adam-europe.eu/prj/3894/prd/2/1/OFTL%20Europe_research%20product_proof.pdf)  
Summary of researches and interviews developed at national level

OFTL EUROPE RESEARCH REPORT.pdf

<http://www.adam-europe.eu/prj/3894/prd/2/1/OFTL%20EUROPE%20RESEARCH%20REPORT.pdf>  
Report of research on feasibility conditions

## Produit 'OFTL Europe manual'

Titre: OFTL Europe manual

Type de Produit: CD-ROM

Texte marketing: An interactive tools providing all the information and materials necessary to understand OFTL Europe procedures and to adapt them to different local contexts.

Description: The OFTL Europe manual is supposed to be the main project product. It will include information about legal, economic and social differences and common points among involved partners; examples of OFTL procedures tested in different backgrounds; interactive materials; instructions and suggestions about how to create an OFTL procedure and make it effective.

Cible: - Project partners;  
- Any VET organisations, institution, enterprises interested in the project and its further developments.

Résultat: The expected results concern the overall summary of the project development, including all the adjustments depending on partners' contributions and suggestions. The CD-ROM will be also an attractive tool for dissemination and exploitation of the project at European level.

Domaine d'application: - validation of the OFTL Europe procedure.  
- dissemination.  
- further developments.

Adresse du site Internet:

Langues de produit: anglais  
français  
allemand  
grec moderne  
italien  
polonais

## product files

final handbook.pdf

<http://www.adam-europe.eu/prj/3894/prd/3/1/final%20handbook.pdf>  
final hand book (papery)

## Événements

### OFTL EUROPE FINAL SEMINAR

Date 24.09.2010

Description To coincide with the conclusion of the project, the final conference is expected to let project partners and public/private bodies meet and discuss about project outcomes and further developments. Local politicians and stakeholders are invited, as well as managers, trainers and experts involved in the field of vocational training and employment placement. Copies of the final product will be distributed during the conferences.

Cible - Politicians;  
- Private sector: enterprises and companies, employment agencies and services, local/regional/national institutions;  
- Project partners: representatives from Germany, France, Poland, Greece and Cyprus.

Public Événement public

Informations de contact Matteo Zoso  
oftleurope@provolo.it  
+39 3351803448

Date et lieu Verona (Italy)  
2010 September 24th  
09.30 - 13.15  
Conference room: via Garibaldi 2 (Unicredit Group)

## Project Tags

The project belongs to the following group(s):

Incl (<http://www.adam-europe.eu/adam/thematicgroup/INCL>)