

Speech of Mr Antonio Viccaro on the occasion of transnational meeting of RAP/VPL Project.
Current experience of MAIEUTA Project *emersion, evaluation and validation of previous competence*

Since It's late and for the reason that my speech is the last, I was heartily invited to be concise.

I've said before that I'll be concise also because I'm neither a sadistic nor a masochist.

So what is Maieuta and why are we here today?

Maieuta is a Leonardo Da Vinci TOI, which for its name refers to an action of support, to a help and a facilitative action. Support in which sense? Support to emersion, evaluation and validation of over 40 unemployed people's previous competence. In order to provide for this need, we looked for a tool able to answer this request in a coherent way. Hence, the discovery of VPL (Validation of Prior Learning), the Dutch model which even the RAP project, presented today by the Municipality of Rome, is strategically referred. In our originally survey, we took note that VPL was successfully tested in Holland with workers on workplace and we considered the first Italian experience on VPL realized in Macerata, with the Partnership of Development EQUAL "*Investing In People*".

So, the target identified by Maieuta, which is over 40 jobless, was an absolutely innovation, the first Italian experience with this target: workers out of labour market. In addition, we noticed that, in the final Report of *Investing in People* among medium-term objectives, the Project management noticed the need to measure with this target composed by workers out of labour market. Therefore, what for *Investing in People* was an objective deferred, for Maieuta was an immediate goal.

It's a goal based on the analysis that- while considered the need to know in depth instruments able to "measure" the skills of employees anywhere and anyhow learned in order to enhance its status, role and to define career paths in an innovative way- it pointed out an unavoidable emergency, that is the gradual expulsion of over 40 workers from the workplace. This situation is due to not judicious entrepreneurs and management, actually it takes care of competition based more on costs than on innovation. So, the replacement of this target was difficult, even if, according with our hypothesis, it represented a field of implicit competence, which must be come out, appraised, validated and appreciated: this is the mission of Maieuta.

Why are we here?

This question seems rhetorical, because at the conclusion of our original survey, we felt obvious to propose to Cofora (ECV) to take part in Maieuta's international partnership. In fact, it's important to underline that it had already directly collaborated with the Province of Macerata in *Investing in People*. For this reason, the Province of Macerata is among the best active stakeholders of Maieuta. Similarly, we didn't hesitate to propose that the first XIV and then I Department of Municipality

of Rome became stakeholders. It's important to clarify that, for what concerns the original phase of planning, we worked with this two Departments in informal way and then by means of Memorandum of Understanding, particularly through the COL networks, which were the main actors of the phases, which being a prerequisite for experimentations in the companies, will take place next May and June. Therefore, the RAP/VPL Project becomes part of the strategic plane of Maieuta Project's Dissemination of results. Hence, our interest to be active part of ongoing network, that the Commune of Rome, leader of the Rap/VPL project, is committed to building. So in Italy the first experience of VPL model's application with an anomalous target, even if synthetically, can't be reported. The first observation regards the two compared VPL processes (Slide number 2.).

On the left, the Slides represent the "ordinary" process (with employees). It's a complex process but for what concerns the employees, it can be monitored by number of variables involved.

On the right, it is represented the process of Maieuta: a process with a rising complexity, in which there is a rising number of variables and there are phases which are a prerequisite for experimentations. This is due to a series of reasons. First of all, this is caused by the dyscrasia between the ideal-typical model, planned by Maieuta and the empirical evidence recorded.

As shown in slide 3, the process of Maieuta is composed by a selective sequence of three stages which have a linear trend represented by a truncated inverted pyramid. In conformity with this sequence, the number of participants in the first two stages would not have recorded "dispersions". However, the slide number 4 shows that things didn't go in this way: indeed, only 170 over 40 jobless passed the second step instead of 200 (-15 %), similarly, only 80 passed the third step instead of 100. The main reasons are:

- 1) The target was composed by persons with no income, who are sensitive to "informal work", it's difficult to motivate them, so they are prone to desertion;
- 2) too long times from one stage to another cause estrangement.

In the slide number 5, are exemplified the specific features of the project, which is setting up to third Step of experimentations in a company, which will take place in the four Italian Regions between May and July of 2010. The over 40 jobless will be located in this way:

25 persons are located in 5-10 medium- large hotel company of Latium; 25 located in 20-25 small and micro enterprises in the manufacturing sector of Piedmont, Lombardy and Campania.

It's implicit that there are various critical aspect to preside, this situation is due both to several sectors and mainly to the different business dimension of the involved enterprises. As shown in the slide number 6, for what concerns the roles in a medium large business, the Team assessment's operativeness develops in a linear way, while in the small and micro-sized enterprise the

Supervisor, which guides the Team assessment, is forced to implement adjustments during the realization, particularly for what concerns the relationship with the entrepreneur, with which the Supervisor has to continuously negotiate the feasibility sufficient to act, and the accessibility of persons who are available to work in the different roles arranged by the Team assessment.

If we consider that the companies are a host organizations, whose interest for the experimentations has to be conquered and constantly confirmed, in the light of this, it's easy to understand that even in this case the result has an intrinsic uncertainty. This doesn't mean that in the small company the VPL model can't be proposed. Instead, It means that the small companies have to work through an organizing network and by means of their representative structures, which have to elaborate systemic actions to promote interventions within companies. But it's important to deepen this issue. To conclude this brief report, we can say that, as shown in the slide number 7, the over 40 jobless of Maieuta, during the experimentations phases in the companies, have the following critical and potential aspects:

critical aspect:

1. no income support
2. no certainty about employment outcomes

Incoming potential

1. They are conscious about their strengths and weaknesses

Outgoing potential

2. They will increase the value of their previous competences
3. They will elaborate a plan about their professional development
4. In the labour market they will obtain a greater contractual power

Finally, when the workers will be installed in the company and they will increase the companies and management's *commitment*, the Team will realize the VPL procedure in its constitutive passages as shown in the slide number 8.

Rome, April 15, 2010.

Mr Antonio Viccaro

Responsible for the overall coordination of Project