



ERASMUS PROJECT:
2016-1-ES01-KA204-
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DEVELOPING
COMPETENCIES FOR
JOB SEARCH AND
INCLUSION.
AN INTERNATIONAL
PERSPECTIVE

CPIA – Padova, Italy

*Training experiences
based on competencies
in Adult Education*

*DEVELOPING
COMPETENCIES FOR
JOB SEARCH AND
INCLUSION.
AN INTERNATIONAL
PERSPECTIVE*

Univ. Oviedo, España
Centro Integrado Gijón-Sur
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UNIVERSIDAD DE OVIEDO



CENTRO DE EDUCACIÓN
DE PERSONAS
ADULTAS



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ABSTRACT

CPIA STANDS FOR CENTRO PROVINCIALE PER L'ISTRUZIONE DEGLI ADULTI, A POSSIBLE TRANSLATION IS PROVINCIAL CENTRE FOR ADULT EDUCATION. IT IS AN AUTHENTIC SCHOOL RUN BY AN ADMINISTRATIVE STRUCTURE, AND BY TEACHERS AS WELL AS BY OTHER SECONDARY SCHOOLS, THAT PROVIDE BASIC AND "COMPULSORY" COURSES. IT IS NORMALLY CALLED "EVENING SCHOOL" BECAUSE ADULTS, WHO NORMALLY WORK DURING THE DAY, CAN ATTEND COURSES ONLY IN THE EVENING. IT HAS HAD A LONG TRADITION IN ITALY BUT SINCE 2015 A LOT OF THINGS HAVE CHANGED. THE MINISTRY OF STATE SCHOOL, IN COMPLIANCE WITH OTHER STATE ACTIONS CONCERNING INCLUSION AND EMPLOYMENT, HAS DEVOTED TO ADULT EDUCATION PARTICULAR ATTENTION. IT HAS ENTRUSTED IT WITH NEW TASKS AND DUTIES EVEN IF IN SEVERAL SITUATIONS TEACHERS ARE THE SAME AS BEFORE THE REFORM. STATE ACTION HAS GIVEN NEW EMPOWERING TOOLS, SUCH AS: (SLIDE 2)

1. A NEW ORGANIZATIONAL STRUCTURE COVERING A SPECIFIC TERRITORY

2. A NEW DIDACTIC TASK

3. THE ACTUAL POSSIBILITY TO SIGN AGREEMENTS WITH OTHER TERRITORIAL SERVICES AND AGENCIES IN ORDER TO WORK TOGETHER TO ACHIEVE EFFECTIVE "ADULT EDUCATION", FOR IT TO BE ON PLACE AND ON TIME FOR INCLUSION AND EMPLOYMENT.

(SLIDE 3) THE FOLLOWING SCHEMAS TRY TO EXPLAIN OUR ORGANIZATION. WE HAVE A HEAD, A CENTRE, WITH ADMINISTRATIVE AND CONNECTION FUNCTIONS (HERE THE HEADMASTER SITS). STRICTLY LINKED TO THE CENTRE THERE ARE THE ASSOCIATED SITES (9 FOR THE MOMENT) DISPOSED THROUGHOUT THE TERRITORY.

SLIDE 4 SHOWS HOW THE ASSOCIATED SITES COULD BE AT THE SAME TIME SERVICE POINTS (DELIVERING COURSES) BUT ALSO THE POINTS OF CONNECTION WITH OTHER SERVICE POINTS. THE AIM IS BUILDING A STRONG NETWORK OF SCHOOL SERVICES THROUGH THE TERRITORY.

THE STRESS IS ON THOSE "SCHOOL SERVICES". WHAT ARE THEY EXACTLY, WHAT DO THEY CONSIST OF? THEY COULD BE CONSIDERED AS A TRAINING NETWORK (SLIDE 5) WHERE STAKEHOLDERS ARE INVOLVED TO ENHANCE THE AIMS OF CPIA, AS DESCRIBED IN THE MIND OF OUR MINISTRY OF EDUCATION, IN ORDER TO GIVE OPPORTUNITIES TO PEOPLE TO BE INCLUDED IN THE PROCESS OF LIFELONG LEARNING.

THESE OPPORTUNITIES CONCERN NOT ONLY PEOPLE WHO HAVE A "PERSONAL" NEED FOR LEARNING (SEWING SCHOOL, ACTING, EMPLOYING ONE'S OWN FREE TIME), BUT ALSO PEOPLE WHO NEED TO START LEARNING AGAIN TO BE EFFECTIVE IN THEIR SEARCH FOR A NEW JOB (YOUNG PEOPLE, UNEMPLOYED PEOPLE) (SEE SLIDE 6). AS FOR THIS SECOND AIM CPIA IS NOW MOVING ITS FIRST STEPS AND BUILDING AN EFFECTIVE NETWORK WITH THE APPROPRIATE PARTNERS. WHO ARE THE STAKEHOLDERS? SLIDE 7 SHOWS THEM:

ADDITIONAL TRAINING OFFER: CERTIFIED PROFESSIONALS

LOCAL AUTHORITIES: MUNICIPALITIES

REGIONAL VOCATIONAL TRAINING CENTRES: VOCATIONAL EDUCATION IS PROVIDED AT REGIONAL LEVEL, NOT STATE LEVEL (PLEASE REMEMBER THAT CPIA TEACHERS ARE EMPLOYED BY THE STATE CENTRAL MINISTRY)

EMPLOYMENT CENTRES (THAT ACT AT PROVINCIAL LEVEL)

RESEARCH AND DEVELOPMENT: MAINLY UNIVERSITIES DIFFERENTLY ROOTED IN THE TERRITORY

AND, LAST BUT NOT LEAST, INCLUSION! THE MOST DESIRED GUEST AT OUR TABLE.

(SLIDE 14 SHOWS THIS VARIEGATED TABLE WHERE GUESTS ARRIVE WHEN THEY CAN, AND WITHOUT ANY KIND OF BOTTLE OF WINE....)

WHY HAS THIS NETWORK BEEN BUILT UP? THE AIM IS TO SIGN FORMAL AGREEMENTS WHERE EACH PARTNER PROVIDES A SPECIFIC FRAME OF DUTIES/SERVICES AND INFORMATION: IN PARTICULAR INFORMATION!

PARTNERS SHARE WITH CPIA AN IMPORTANT FEATURE: TO BE ROOTED IN THE TERRITORY. THIS ALLOWS CPIA TO CATCH THE RIGHT DIRECTION TO CONNECT SUCH DIFFERENT STAKEHOLDERS INVOLVED AT DIFFERENT LEVELS, AND WITH DIFFERENT PURPOSES, IN THE HARD PROCESS OF FOSTERING INCLUSION AND EMPLOYMENT.

SLIDE 15 TRIES TO REPRESENT THIS INTERACTION. IT IS VITAL FOR CPIA TO HAVE AN ADMINISTRATIVE AND ORGANIZATIONAL WELL-OILED MACHINE TO BE EFFECTIVE, WITH THE CONTRIBUTION PROVIDED BY STAKEHOLDERS.

BUT WE ARE "SCIENCE AND NOT SCIENCE FICTION" ... SO WE HAVE TO TAKE INTO ACCOUNT POSSIBLE FAILURES, AND SUCCESS, TO BE EFFECTIVE IN THIS PROJECT. SLIDE 16 IS BRIEF SWOT ANALYSIS ABOUT POTENTIALITIES AND DIFFICULTIES WE HAVE TO FACE.

IN THIS SCENARIO WHAT HAS REALLY CHANGED IS THE ROLE OF TEACHERS AND THEIR TEACHING STYLES. WE ARE WORKING ON....

CENTRO PROVINCIALE ISTRUZIONE ADULTI (PEOPLE THAT ARE 18 YEARS OLD, 16-YEAR-OLD CAN BE ENROLLED)

LEGGE N.92, 28/06/2012 ART. 4, COMMA 55

D.P.R. 29/10/2012, N. 283

TERRITORIAL NETWORK SERVICE

Territory

- **administrative network**
 - set up by an **administrative central office** and by **ASSOCIATED SITES**

Service

- **didactic network**
 - service points
- **training network**
 - any modality for achieving the goals



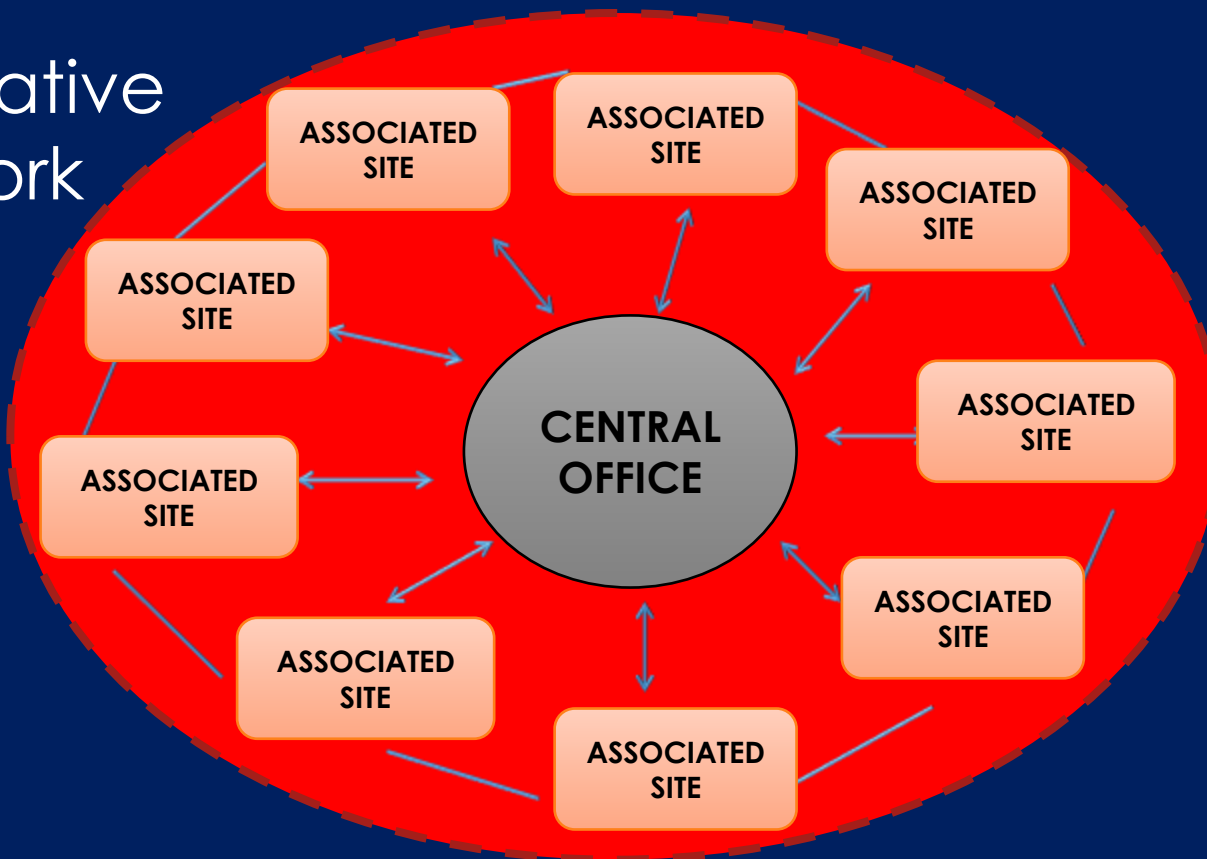
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CENTRO PROVINCIALE ISTRUZIONE ADULTI TERRITORY

Administrative
network



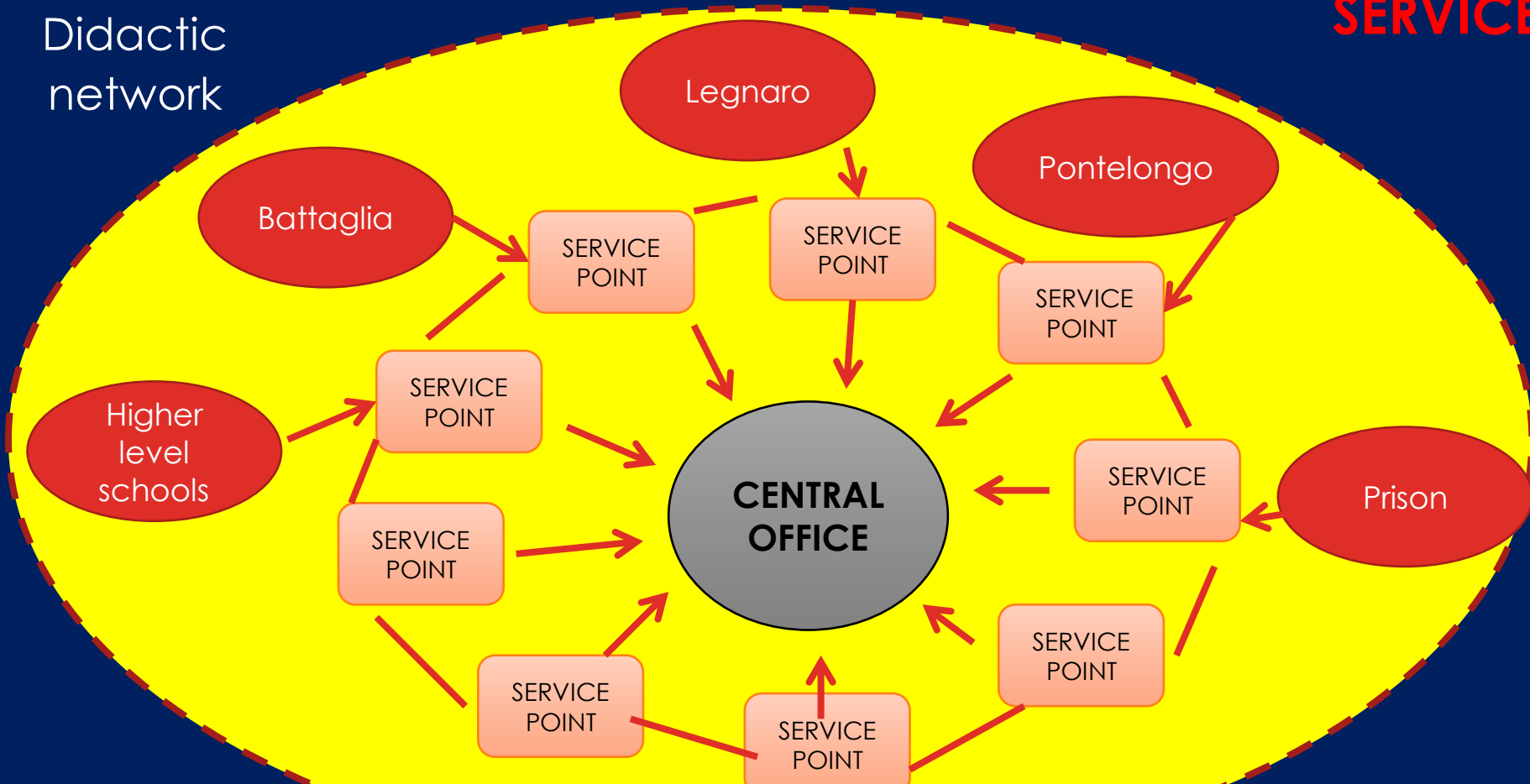
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CENTRO PROVINCIALE ISTRUZIONE ADULTI SERVICE

Didactic
network



**The
challenge!**

STAKEHOLDERS

CPIA

OBJECTIVES



Training network



OBJECTIVES

CENTRO PROVINCIALE ISTRUZIONE ADULTI
TRAINING NETWORK

- **Lifelong learning**
 - Inclusion
 - Employment
- **Research and Development**



CENTRO PROVINCIALE ISTRUZIONE ADULTI TRAINING NETWORK

- **Local authorities**

prison, higher level schools, employment centre, state/public institutions/societies, etc.

- **Public/private institutions/societies**

«regional» vocational training agencies, cooperatives, “third sector”

- **Adults with differentiated training needs**

Training Offer



CENTRO PROVINCIALE ISTRUZIONE ADULTI
THE CHALLENGE!

Additional
Training
Offer



CENTRO PROVINCIALE ISTRUZIONE ADULTI **THE CHALLENGE!**



Local
authorities

Additional
Training
Offer



CENTRO PROVINCIALE ISTRUZIONE ADULTI **THE CHALLENGE!**



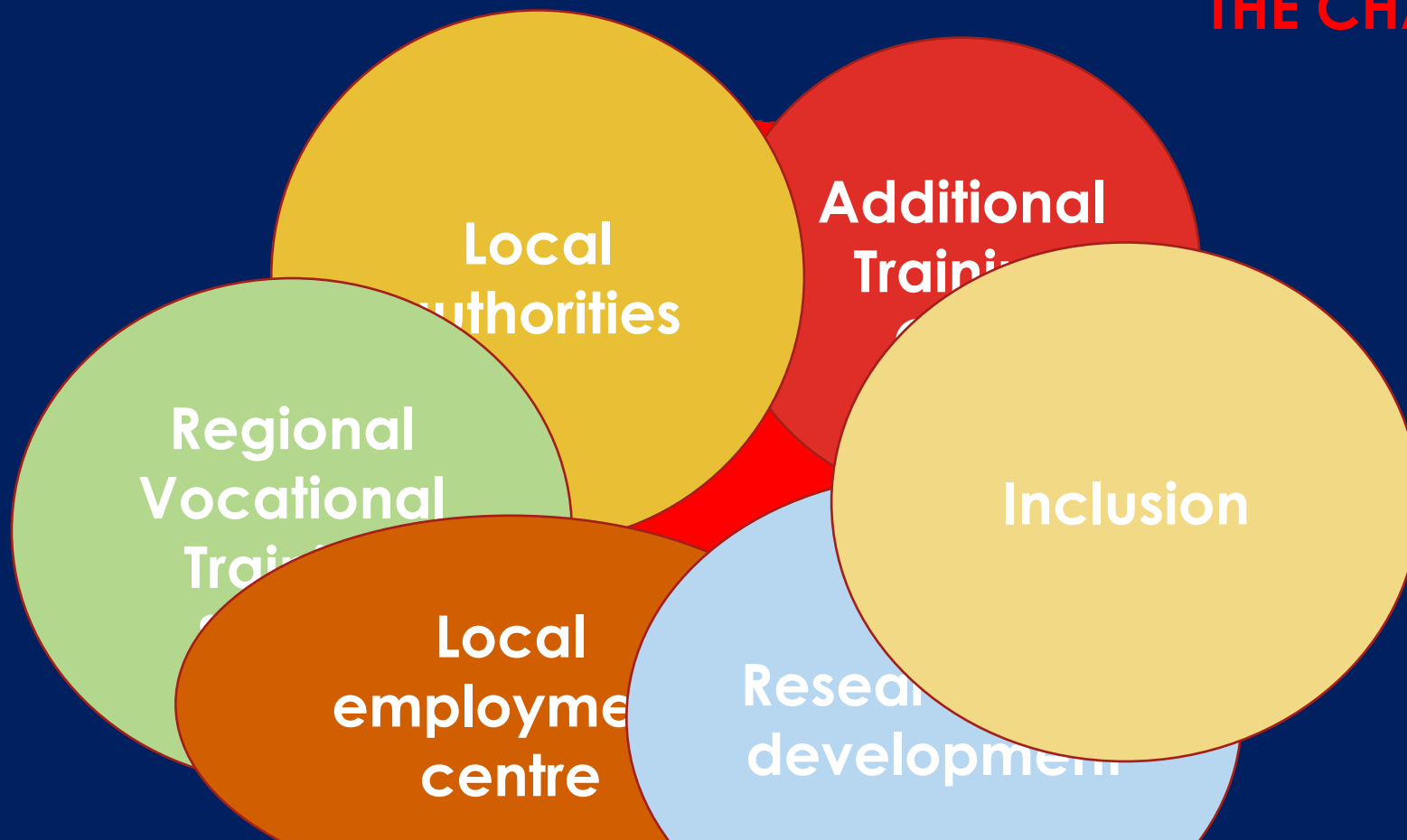
CENTRO PROVINCIALE ISTRUZIONE ADULTI **THE CHALLENGE!**



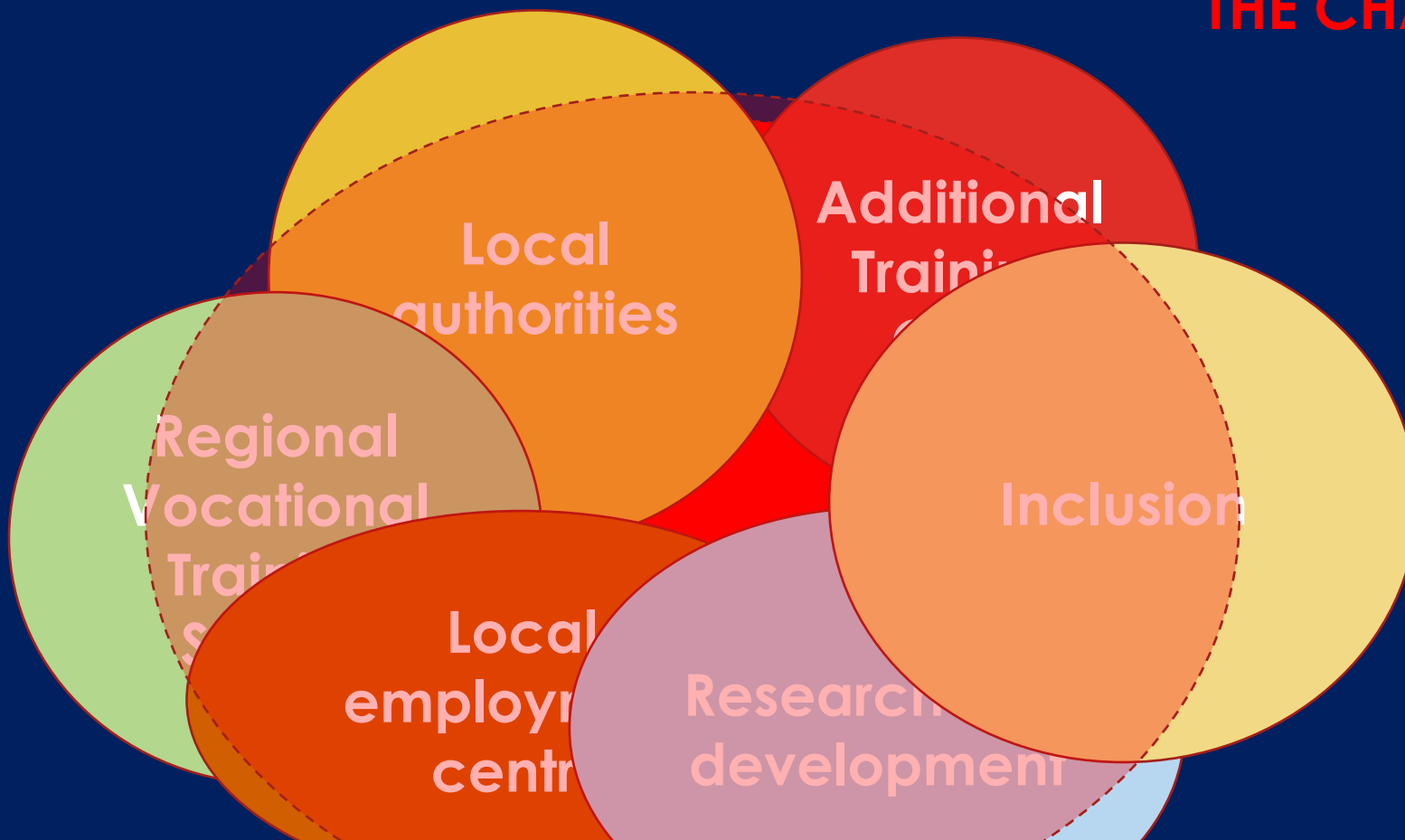
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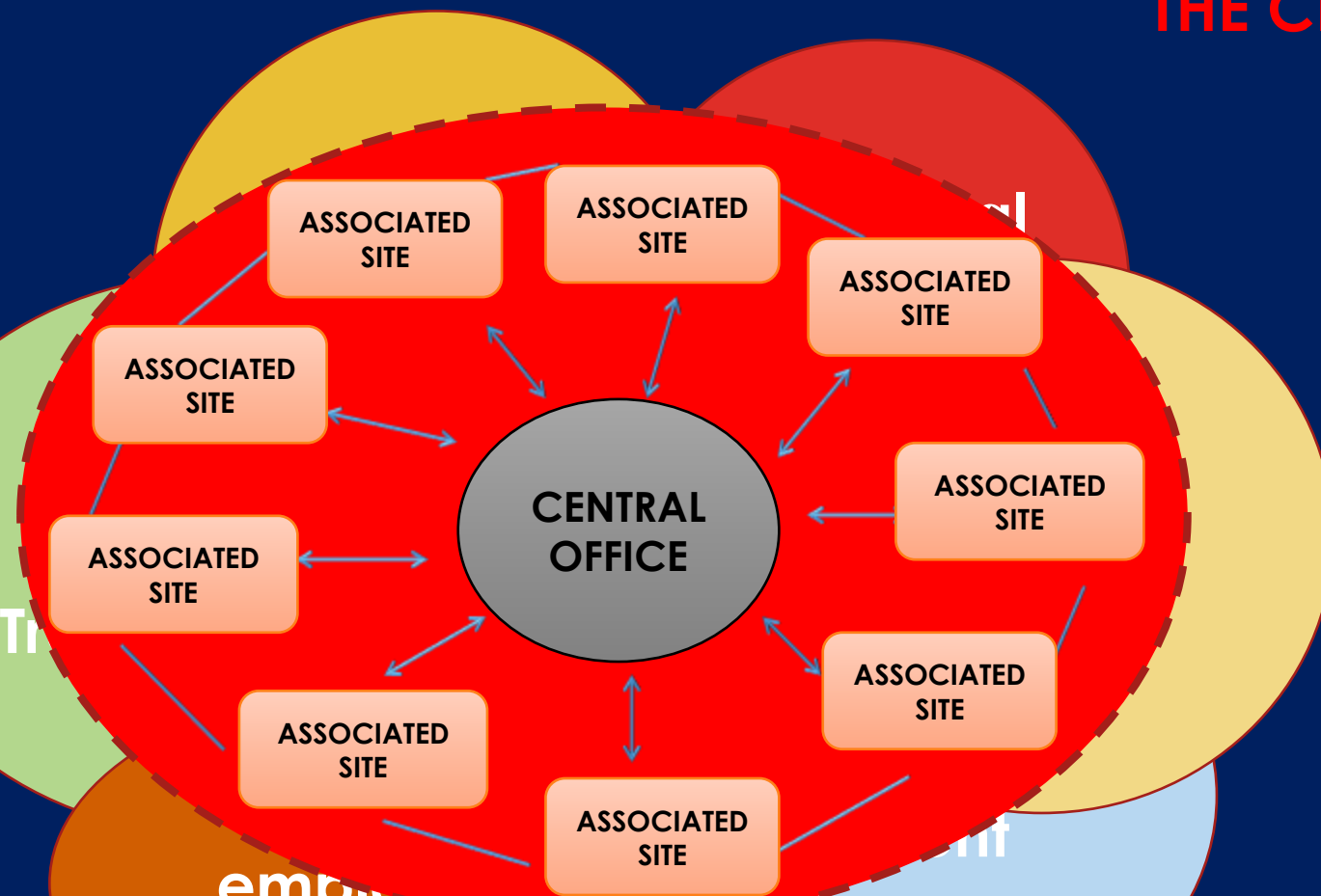
CENTRO PROVINCIALE ISTRUZIONE ADULTI **THE CHALLENGE!**



CENTRO PROVINCIALE ISTRUZIONE ADULTI **THE CHALLENGE!**



CENTRO PROVINCIALE ISTRUZIONE ADULTI **THE CHALLENGE!**



CENTRO PROVINCIALE ISTRUZIONE ADULTI A SWOT ANALYSIS

S

A new scenario
Agility and
Autonomy
Different levels of
involvement

W

New wine in old
barrels
Teaching staff
roles
Teaching styles

O

To be active and
effective
To be researchers
To be promoters

T

Changing mind
Becoming one
"wheel"
Looking over the
wall



TO BE
CONTINUED...

Thank you for your attention!

