

NAME of the DP	VARCO - Valorizzazione, Adeguamento e Riconoscimento Competenze degli Occupati IT-G2-LAZ-011
total budget	1.249.914 Euro
financing	ESF, Italian Labour Office
co-operation partners	CONFSERVIZI LAZIO: Regional Association of Enterprises and Organizations for Public Services – UIL: Italian Union of Labour of Rome and Lazio SAN GIUSEPPE MOSCATI
impact area [expanse, number of inhabitants]	The metropolitan area of Rome, with approximately 4 million inhabitants.
target groups [description; quantity]	V.A.R.C.O. means “Valorisation, Adaptation and Acknowledgment of Employees’ Skills”. The core of the project is the marginalisation caused by the “change” factor - and the inability to cope with change – for workers employed in the companies of local public services in Latium (Lazio, the regional administrative area that includes Rome). 12 companies and 300 workers ca. will benefit from the project.
focused problems	The aim of the project is reducing discrimination in access to learning opportunities for employed workers at risk of marginalisation in local services of general interest. The critical issues to be addressed in order to determine the future strength of the companies of local public services are reclassifying organisational structures; building new organisational skill levels; and finding new working modalities.
short-term objectives	VARCO’s final users (unskilled and/or over-45 workers, disabled people, marginalised women) will initiate a fundamental process to sort out subjectively-perceived and objective discrimination, by being given access to learning opportunities in the context of a lifelong integrated learning and training system capable of supporting and sustaining their adaptation to “change”.
long-term objectives	General objective of the project is identifying, experimenting and modelling methodologies and instruments to contrast employees’ discriminations and disparities. VARCO’s goal is to bring benefits to the training, working and social systems, to operators in the training and educational fields within the target territory (Rome and Latium); to policy-makers interested in social welfare; to workers involved in the project. The individuated beneficiaries are all represented in the VARCO Development Partnership, guaranteeing a wide participation at each stage of the project.

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project budget	1.249.914 Euro

employees [whole department]	40
employees [project]	6
total hours per week [project]	240
problems & actions	<p>Pilot intervention is structured in 7 macro-phases. Macro-phases develop in a parallel and consequential way, with connected actions, each to the other functional, in order to find answers to the discrimination problems identified.</p> <p>In detail, VARCO consists in the following macro-phases:</p> <ol style="list-style-type: none"> 1. Preparatory phase: formalisation of the “main target group” and the “Equal Agreement” in the reference territory. Awareness raising and involvement of territorial key actors. Launch convention and two thematic workshops. Creation of territorial networks. Promotion of the “Equal Agreement”. Creation of VARCO website. Duration: 4 months. 2. Research and analysis: searching for discriminating or impairing situations in the working context. Exploring informal and non-formal learning practices. Identifying companies and possible beneficiaries. Field research (interviews, focus groups, questionnaires). Data analysis and life-long learning models benchmarking. Duration: 5 months. 3. Methodology and tools: defining the “VARCO Advisor” profile and capabilities. Defining assessment methodologies and tools of companies. Defining recognition methodologies and tools of informal skills. Duration: 6 months. 4. Application: training the VARCO Advisors; final beneficiaries detection (orientation and informal skills assessment); training beneficiaries; experimental workshops with a selected group of companies; front-desk, seminars, advising; capabilities assessment and personalised training (distance learning, tutoring). Duration: 12 months. 5. Elaboration of the model: test of tools (translation into the partnership’s languages) and production of the VARCO kit (handbook, CD-Rom). Duration: 4 months. 6. Trial: test of the VARCO kit by a panel of experts and within the “Equal Agreement” (focus groups). Experimentation of system connection (questionnaires). Tools and methodology validation (by the scientific committee). Impact appraisal (questionnaires). Duration: 6 months. 7. Spreading and mainstreaming: spreading innovation and promoting the VARCO model and best practices, horizontal and vertical mainstreaming, through seminars and conventions (with the participation of local key stakeholders, companies, institutions) and definitive production of tested tools (hard and soft copies, publication on the web). Duration: 24 months.

<p>actions directly related with SR</p>	<p>Strategic course of action encompasses:</p> <ul style="list-style-type: none"> - devising a model of co-operative and socially responsible relationships to pursue common objectives, in order to strengthen and qualify the local public-service system, for the social and economic development of the target territory; - favouring companies and workers' flexibility in order to improve social cohesion; - translating "flexibility" into "new opportunity"; <p>preventing "flexibility" from resulting into "exclusion" or "marginalisation" of the weaker subjects (e.g. over-45 workers, disabled people) in the work market.</p>
<p>transnational expectations</p>	<p>Transnational co-operation is cross-sectional throughout the project, and is considered to be a crucial moment of exchange and comparison.</p>