



- Aimed activity of orientation and training for public and private workers and unemployed (Italians and Immigrants)
- European Programmes (Leonardo and Equal)
- High level Education and Lifelong learning
- Research and training activity of Corporate Social Responsibility and Social Balance
- Individual training activity



Approach:

- Networking
- Partnership with other formative subjects of the union social parts and trade unions



The workers aren't of the raw materials –
“commodity” (petroleum, gold and silver, maize,
sugar, grain and swine).

The human resources, you consider key as the
resources by now.



Tools of the bilateral mode:

- Bilateral national and regional corporations
- Interprofessional funds
- The “practice communities”



Of “CONCERTAZIONE” and “BILATERALITA” tasks are to consider the enterprise as open to the stakeholders and in first beat to the representative trade unions.



Socially responsible enterprise

- Improve the professional growth chances
- Adopt not discriminating behaviours
- Improve the security conditions on the work
- Promote the participation
- Respect the union rights



VARCO target

- Workers to risk of discrimination and inequality (> 45 years workers)
- Workers to low scholarship
- Women
- Disability



VARCO

Building of an increase in value model and recognition of the competences of the workers belonging to the weak strips.

Innovative figure:

“facilitator” of the increase in value of the competence.



Importance of the approach for expertise

- Base competence
- Transverse competence
- Professional competence
- Recognition of the competences



Importance of the approach for learning

- Formal learning
- Not formal learning
- Informal learning