

The Evolve Rome visit March 2014

Wise Owls and Atdal40+

Six volunteers from the UK have spent March 2014 living in Rome

We were taking part in the Evolve project (European VOLunteering Venture), a partnership between UK-based Wise Owls and Italy-based Atdal 40+.

Both organisations help older workers return to work or access learning. Funded by the EU Grundtvig Life Long Learning Programme the Evolve project is the exchange of 6 volunteers to work in their partner's organisations and cities.

We visited 9 labour market organisations and enjoyed many cultural and social events



- Preparing to interview Daniele after Mariele's fabulous guided tour of the Capitoline hill and the Jewish ghetto.

The labour market organisations

Job centres and training organisations

Porta Futuro, job centre

Performare, training centre

Citta dei Mestieri, job and training centre

Qanta Spa, job agency

Social enterprises

New Horizons, social enterprise

Clean Energies, Atdal40 start up social enterprise

Labour market organisations *continued*

Government and research agencies

ISFOL, Labour Research Institute

Italia Lavoro SpA, Government national agency

A workers and social support umbrella association

ACLI, Catholic Workers Association

Porta Futuro

Job centre set up by Lazio regional government using EU funds.

An experimental project based on a Spanish model, drop in service and open long hours.

Supports people into work through job matching and training. Emphasize retraining especially for older workers.

Support start-ups where they have a realistic chance of success.

Referrals mainly from government job centres.

Performare

- A training agency, also doing research and management consultancy.
- Run courses as agreed by social partners.
- Projects have included:
 - Recommendations on the teaching of pupils from immigrant backgrounds using the French experience.
 - Survey of non-formal and informal learning (EU Grundtvig) with a view to recognition.

Citta dei Mestieri

Part of co-operative group, IL SOL.CO.

Job centre aims to enable people to become independent job seekers.

Walk-in open access free service with computers, information and qualified consultants. Modelled on a French idea.

Teach job search skills and offer counselling.

Recent project prepared people with mental health problems to work unsupported.

Clients through word of mouth, referrals by other co-operatives, newspaper advertisements

At Citta dei Mestiere



Quanta Spa

- Recruitment agency, a profit making business.
- Finds temporary contracts for mainly technically skilled people in engineering and agriculture.
- Contracts typically six-months plus, often after three years workers become company employees. No change in workers rights as the same for contract and permanent employees.
- Quanta are their employers but they work in the companies.
- Quanta have 3,000 employed currently.

Quanta Spa *continued*

- They contribute with the relevant union to a training fund.
- And another bilateral fund goes to worker insurance above the statutory minimum and personal financial services.
- National agreement between employers and unions applies to non union workers too.
- These things taken together give greater employment protection for contract workers.
- Enzo Mattina, vice president of Quanta has a union background.

Social enterprise

New Horizons

- Part of IL SOL.CO. (Consorzio Sociale Onlus) an umbrella co-operative organisation (as is Citta dei Mistiere on the same site).
- Started in 2000, it's a co-operative social enterprise that has set up a recycling clothes business, the first in Rome.
- You can see their yellow recycling bins in Rome!
- 15 trucks collect the clothes, most go to textile recycling, some to their shop on the site.

New Horizons *continued*

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- Now doing furniture and cooking oil recycling too.
- They also hire out vintage clothes, furniture and other items to film and theatre companies.
- Energetic innovators and social entrepreneurs, they impressed us with their passion and drive.

New Horizons



Social enterprise

Clean Energies

- Grew out of three 'skill synergy' co-operative projects started by Atdal40+.
- Legally a co-operative in order to qualify as a social enterprise.
- Main activity is the design and fit of Photovoltaic domestic and small business solar electric power.
- Considerable brain storming, market research and networking to establish business and market.

Clean Energies *continued*

- Part-time start-up, running successfully with three partners.
- Donato Pisciotta remarked that Italians are 'educated to be risk averse'.
- Turnover is now euro 120,000 and it supports one full time and two part time partners.
- Easiest way of setting up a small business is to establish a co-operative/social enterprise.
- Payback period for clean energies 10 years+ standard payback period is five to seven years.

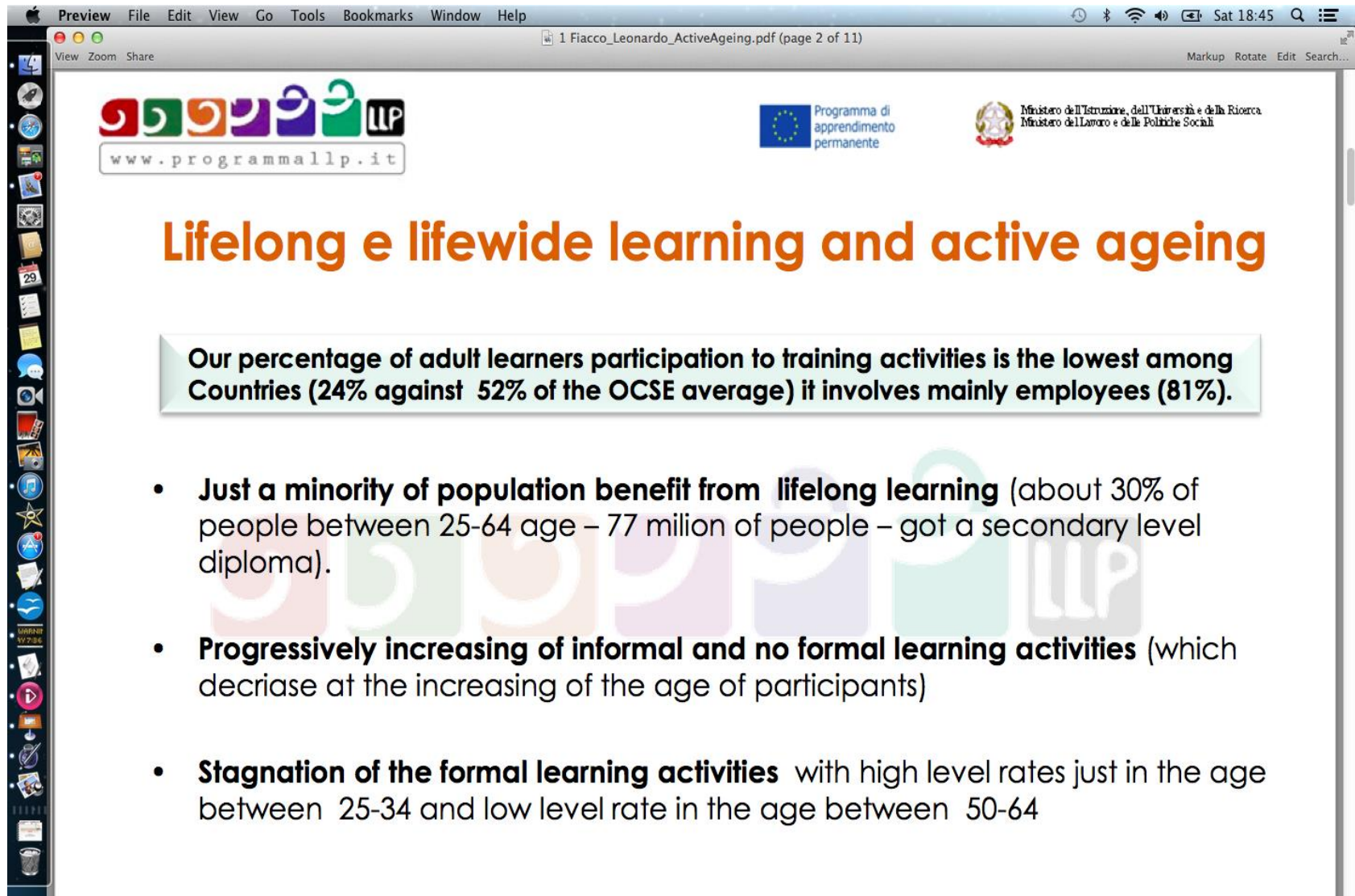
ISFOL

- National research institute for Ministry of Labour.
- Report on training and labour market trends including skills and social inclusion.
- In the UK workers do 37 years before retirement, in Italy it's 30, and EU average is 34.
- Emphasis in Italy and EU (but not UK) has been on retaining older people in active employment with regional variations.
- New policy will prioritise young people due to high levels of youth unemployment.

ISFOL *continued*

- Recent research on older people (50-64) looking for a job in Italy showed that social networks are by far the most popular method for finding a job, used in 75% of cases.
- Freelance working is very rare in Italy. Strong preference for employment.
- Survey of local actions on active ageing in 2011, showed that only 2.4% of ESF (European Social Fund) resources were used for active ageing.

ISFOL *continued*



The image is a screenshot of a PDF viewer window. The title bar shows the file name "1 Fiacco_Leonardo_ActiveAgeing.pdf (page 2 of 11)". The viewer interface includes a menu bar (Preview, File, Edit, View, Go, Tools, Bookmarks, Window, Help) and a toolbar (View, Zoom, Share). The slide content features the LLP logo and website address "www.programmallp.it" at the top left, the European Union flag and "Programma di apprendimento permanente" at the top center, and the Italian government logo and "Ministero dell'Istruzione, dell'Università e della Ricerca" and "Ministero del Lavoro e delle Politiche Sociali" at the top right. The main title of the slide is "Lifelong e lifewide learning and active ageing". A text box contains the statement: "Our percentage of adult learners participation to training activities is the lowest among Countries (24% against 52% of the OCSE average) it involves mainly employees (81%)." Below this are three bullet points: "Just a minority of population benefit from lifelong learning (about 30% of people between 25-64 age – 77 million of people – got a secondary level diploma).", "Progressively increasing of informal and no formal learning activities (which decrease at the increasing of the age of participants)", and "Stagnation of the formal learning activities with high level rates just in the age between 25-34 and low level rate in the age between 50-64".

www.programmallp.it

Programma di apprendimento permanente

Ministero dell'Istruzione, dell'Università e della Ricerca
Ministero del Lavoro e delle Politiche Sociali

Lifelong e lifewide learning and active ageing

Our percentage of adult learners participation to training activities is the lowest among Countries (24% against 52% of the OCSE average) it involves mainly employees (81%).

- **Just a minority of population benefit from lifelong learning** (about 30% of people between 25-64 age – 77 million of people – got a secondary level diploma).
- **Progressively increasing of informal and no formal learning activities** (which decrease at the increasing of the age of participants)
- **Stagnation of the formal learning activities** with high level rates just in the age between 25-34 and low level rate in the age between 50-64

Italia Lavoro SpA

National agency of the Ministry of Labour.

- Remit is the design and management of active labour market policies nationally, and especially to economically disadvantaged regions and people.
- Imminent change to a more nationally directed service, with some regional autonomy but less so than in the past.

Italia Lavoro SpA *continued*

Benchmarking study across 6 european countries of employment promotion for people 45 to 65 years old showed that the active labour market policies focused on employer incentives rather than employee ones.

Sizeable Italia Lavoro programme is 'welfare to work', some features of which are similar to UK's welfare to work.

Includes a wage compensation programme (not found in the UK).

ACLI

Associazioni Cristiane Lavoratori Italiana

Catholic Workers Association, an umbrella organisation independent of trade unions with an international presence.

Provide a range of social and legal support to workers, job seekers, immigrants, and pensioners. Receive state funding for this work based on successful outcomes.

Local ENAIP groups are their VET (vocational and training) arm, their training courses emphasize soft skills, e.g. communication, team working and stress management.