INAPP
PUBLIC POLICY INNOVATION

Rome, 21th-22th June 2018

Kick-off meeting

WORKPLAN (approved): aim, objectives, activities

E.QU.A.L.
Enhancing Qualification of Adult Learners
through the implementation of Upskilling pathways

EaSI programme – Awareness-raising activities in Member States on "Upskilling Pathways: New Opportunities for Adults"
Call for proposals VP/2017/011

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Italy remains one of the countries across Europe where the need to upskill is both great and most challenging

➢ according to PIAAC Survey, the percentage of adults scoring at or below level 1 in **literacy** is **27.7%** (*19.9% at EU-level*); in **numeracy** the result is **31.7%** (*23,6% at EU-level*);

➢ the percentage of individuals **without basic digital skills** is **57%** of the population aged 16-74 (*31% at EU level*);

➢ the participation rate in education and training of people aged 25-64 increased up to 7.5% in 2015, **Italy ranks 15th in the EU** and is still below the EU average (10.6%);

➢ regarding the share of population with either less than primary or primary and lower secondary education (ISCED levels 0-2), **Italy ranks 4th with 40.1%, above both the EU (23.5%) average.**

Source: OECD.

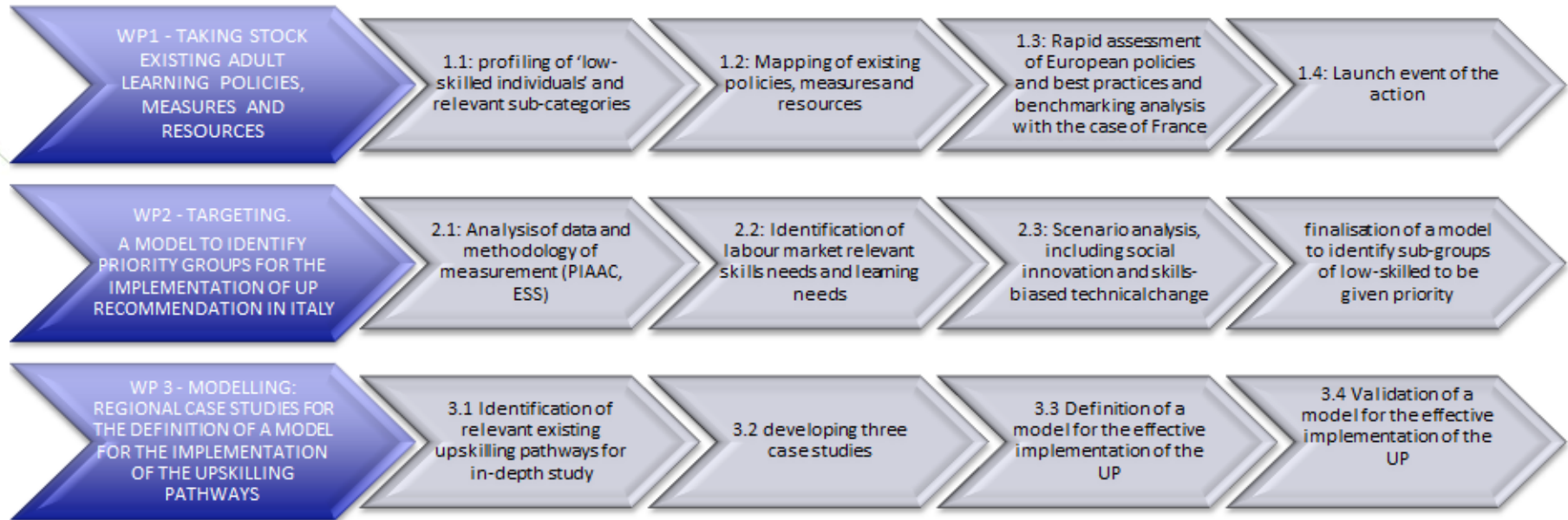**Significant policy efforts are being carried out to address these challenges.**

However:

➢ there is a continuing need to strengthen employment services capable of promoting upskilling and tailored on individuals' needs;

➢ there is a need to better address the negative intertwining between fragility in terms of adult skills and high unemployment rates forcing many people out of employment or out of the labour force through labour market relevant upskilling.

➢ the reform of Provincial Centres for Adult Learning (hereafter PCAL, DPR 263/2012) introduced key innovations that are pertinent to the UP but may need further emphasis towards full implementation;

➢ Governance……

E.Q.U.A.L. aims to contribute to all three objectives of the Call:

1. **To take stock of existing policies, practices, tools and resources for the implementation of the Upskilling Pathways Recommendation**, so as to provide a clearer picture of the country's existing provisions.

2. **To define and categorize low skilled adults**. It engages players concerned with the provision of adult learning for the identification of existing gaps. *This is the precondition for the identification of priority sub-groups.*

3. **To increase the capacity of stakeholders responsible for the provision and coordination of UP**, by developing a model to be implemented in strict cooperation with regional and local partners.

Main Activities of EQUAL Project

WP1 - TAKING STOCK EXISTING ADULT LEARNING POLICIES, MEASURES AND RESOURCES
- 1.1: profiling of 'low-skilled individuals' and relevant sub-categories
- 1.2: Mapping of existing policies, measures and resources
- 1.3: Rapid assessment of European policies and best practices and benchmarking analysis with the case of France
- 1.4: Launch event of the action

WP2 - TARGETING. A MODEL TO IDENTIFY PRIORITY GROUPS FOR THE IMPLEMENTATION OF UP RECOMMENDATION IN ITALY
- 2.1: Analysis of data and methodology of measurement (PIAAC, ESS)
- 2.2: Identification of labour market relevant skills needs and learning needs
- 2.3: Scenario analysis, including social innovation and skills-biased technical change
- finalisation of a model to identify sub-groups of low-skilled to be given priority

WP 3 - MODELLING: REGIONAL CASE STUDIES FOR THE DEFINITION OF A MODEL FOR THE IMPLEMENTATION OF THE UPSKILLING PATHWAYS
- 3.1 Identification of relevant existing upskilling pathways for in-depth study
- 3.2 developing three case studies
- 3.3 Definition of a model for the effective implementation of the UP
- 3.4 Validation of a model for the effective implementation of the UP

Main features of the Work Breakdown Structure:

➢ a Working Package for each of the main objectives;
➢ a coherent share of Partners engagement and assigned resources (time and financial);
➢ clear definition of deliverables and milestones, making monitoring, interim evaluation and project visibility feasible and accountable.

Duration: 6 months, from M1 to M6.
Activities: Desk and field research for the definition of low skilled individuals, Mapping of existing policies and resources, Transnational benchmarking.
Event: Launch workshop and Stakeholders meeting (Rome) (covering also WP2)

Activity 1.1: profiling of 'low-skilled individuals' and relevant sub-categories
Target group: Stakeholders in the field of Adult Learning
Foreseen implementation time, duration and place (if already known): M1/M2, Italy

Activity 1.2: Mapping of existing policies, measures and resources
Target groups: Stakeholders in the field of Adult Learning
Foreseen implementation time, duration and place (if already known): M1/M2, Italy

Activity 1.3: Rapid assessment of European policies and best practices and benchmarking analysis with the case of France
Target group: Stakeholders in the field of Adult Learning
Foreseen implementation time, duration and place (if already known): M2, Italy and France

Activity 1.4: Launch event of the action
Target group: National and regional authorities and socio-economic partners in the field of Adult Learning
Foreseen implementation time, duration and place (if already known): M1, Italy (Rome)

1. Taking stock report, including:

- analysis of indicators and data and mapping of 'low-skilled individual' at different level by sub-group
- analysis of the national legal framework for the provision of upskilling services, specific policies and initiatives, resources and stakeholders; on existing stakeholders' networks, measures and funding upon which the UP can be built
- EU overview and comparative analysis with the French context, tools and practices
- recommendations, drawing from European best practices and recommendations, on how to increase coherence, coordination and synergies among existing provisions in Italy

2. Taking stock tool:

Grid for analysis matching a) policies, devices, best practices, resources, infrastructures with b) target groups and priority groups and Recommendations

Duration: 3 months, from M1 to M4.

Activities: Data collection and analysis using primary and secondary data for Identification of labour market relevant skills and learning needs, Scenario analysis, development of a model for identification of priority groups.

Event: Action launch workshop and Stakeholders meeting (Rome) (covering also WP1)

Activity 2.1: Analysis of data and methodology of measurement (PIAAC, ESS)
Target group: Bodies in charge of the implementation of the UP, Regions
Foreseen implementation time, duration and place (if already known): M3, Italy

Activity 2.2: Identification of labour market relevant skills needs and learning needs
Target group: Bodies in charge of the implementation of the UP, Regions
Foreseen implementation time, duration and place: M3

Activity 2.3: Scenario analysis, including social innovation and skills-biased technical change
Target group: Bodies in charge of the implementation of the UP, Regions
Foreseen implementation time, duration and place: M4

Activity 2.4: finalisation of a model to identify sub-groups of low-skilled to be given priority
Target group: Bodies in charge of the implementation of the UP, Regions
Foreseen implementation time, duration and place (if already known): M4

1. Targeting report including:

➢ analysis of data and methodology of measurement
➢ analysis on skills and learning needs with a focus on co-applicant local territories
➢ Scenario analysis on forward-looking strategies and new skills required

2. A model for the identification of priority groups among the target groups identified.

Duration: 7 months, from M4 to M11.
Activities: Field research at regional level for Identification of relevant existing upskilling pathways, drafting of case studies, development and validation of a model for UP implementation.
Events: three regional validation workshops (Milan, Rome and Trento), 1 national validation workshop/stakeholders meeting

3.1 Identification of relevant existing upskilling pathways for in-depth study
Target group: Regions, Social Partners, PES, secondary education providers (both public and private), Adult learning centres (such as CPIA), low skilled adults
Foreseen implementation time, duration and place: M5

3.2 developing three case studies
Target group: Regions, Social Partners, PES, secondary education providers (both public and private), CPIA, low skilled adults
Foreseen implementation time, duration and place: M5-M7

3.3 Definition of a model for the effective implementation of the UP:
Target group: Regions, Social Partners, PES, secondary education providers (both public and private), CPIA, low skilled adults
Foreseen implementation time, duration and place: M7

3.4 Validation of a model for the effective implementation of the UP
Target group: Regions, Social Partners, PES, secondary education providers (both public and private), CPIA, low skilled adults
Foreseen implementation time, duration and place: M7-11

1. **Model for the implementation of UP including three case studies on existing upskilling pathways in co-applicant regions, including detailed info regarding the process and criteria employed for their collection**

2. **A fully-fledged model for the implementation of the UP on each regions' priority group**

3. **Recommendation including concrete measures, funding and target groups of the proposed model for the implementation of the UP**

This WP will take on board the following tools and experiences:

- *processes connected to the assessment of qualifications, competences and certification frameworks, validation of non-formal and informal learning*
- *the Referencing process, including the Italian Qualifications Referencing to the EQF, the Legislative Decree no. 13/2013; the Inter-ministerial Decree of 30 June 2015 on an Operative Framework for the national recognition of the regional qualifications and competences, within the national Repertory of qualifications.*
- *the online tools: the Atlas of Labour and the Repertory of Qualifications and and the database on Professions, Occupations and Needs*
- *the pilot experiences to validate and make transparent skills and competences within the national program of Civil Service volunteers, in connection to the Youth Guarantee program (2015/2016)*

Duration: 18 months, from M1 to M18.

WP4: Disseminating: multi-channel communication strategy and dissemination activities

Activities: Organization of dissemination initiatives, development of dissemination materials and tools (such as final report, guidance notes, communication material, website/portal) according to dissemination and communication plan, drafting of guidelines.
Event: Final conference (Rome)

WP5: Monitoring and evaluation

Activities: Development of quality assurance plan, ongoing monitoring, drafting evaluation report

WP6: Programme management and coordination

Activities: Provision of scientific and organisational support to all partners, Development of guidelines for project management and internal consortium procedures and communication tools, drafting final work plan
Events: **Kick off meeting (Rome),** Steering Committee meetings (Rome, Milan, Trento).

Duration: 18 months, from M1 to M18.

Activities: Organization of dissemination initiatives, development of dissemination materials and tools (such as final report, guidance notes, communication material, website/portal) according to dissemination and communication plan, drafting of guidelines.

Event: Final conference (Rome)

4.1 Dissemination plan and stakeholders' identification
Target group: Stakeholders in the adult learning field
Foreseen implementation time, duration and place: M2, regional, national and European Level

4.2 Analysis of means to address specific target groups and low skilled
Target group: Stakeholders in the adult learning field
Foreseen implementation time, duration and place: M2-M4

4.3 Development of a project website/platform
Target group: Stakeholders in the adult learning field
Foreseen implementation time, duration and place: M3-M18

4.4 Drafting of a handbook/guideline for the implementation of the UP
Target group: National and regional authorities, Social Partners, PES, secondary education providers (both public and private), CPIA, low skilled adults
Foreseen implementation time, duration and place: M6-M18

4.5 Stakeholders' workshops
Target group: Stakeholders in the adult learning field
Foreseen implementation time, duration and place: M1-M18

4.6 Final conference
Target group: National and regional authorities, Social Partners, PES, secondary education providers (both public and private), CPIA, low skilled adults
Foreseen implementation time, duration and place: M16

4.7 Drafting final report
Target group: European Commission, Decision makers
Foreseen implementation time, duration and place: M15-M18

WP4: deliverables

1. **Final Report**
2. **Report on outreach activities**
3. **Handbook**
4. **Project Website/platform**
5. **Dissemination Activities Report**

Duration: 18 months, from M1 to M18.
Activities: Development of quality assurance plan, ongoing monitoring, drafting evaluation report

5.1 Definition of quality objectives and a Quality Plan
Target group: Project partners
Foreseen implementation time, duration and place: M1-M3, regional, national and European Level

5.2 Development of quality assurance procedures
Target group: Project partners
Foreseen implementation time, duration and place: M2-M18, regional, national and European Level

5.3 Drafting Interim and Final Evaluation Report
Target group: European Commission, Decision Makers
Foreseen implementation time, duration and place: M9-M18

WP5 deliverables

1. **Quality plan**
2. **Evaluation Report (Interim and Final)**

Duration: 18 months, from M1 to M18.
Activities: Provision of scientific and organisational support to all partners, Development of guidelines for project management and internal consortium procedures and communication tools, drafting final work plan
Events: Kick off meeting (Rome), Steering Committee meetings (Rome, Milan, Trento).

6.1 Elaboration of a PM Plan and Technical Final Report
Target group: Project partners
Foreseen implementation time, duration and place: M1-M3

6.2 Project coordination
Target group: Project partners
Foreseen implementation time, duration and place: M1-M18

6.3 Reporting
Target group: Project partners
Foreseen implementation time, duration and place: M1-M18

6.4 Steering Committee meetings
Target group: Project partners
Foreseen implementation time, duration and place: M1-M18 (back to back with regional validation seminars)

WP6 deliverables
1. **PM plan and final report**

Meetings	WP	When	Location
Launch Event (kick off)	WP 1	M1	Rome
Dissemination and validation workshops	WP3	M7-M11	1 for each local partner 1 at the national level
Stakeholders workshop 1	WP4	M1	Rome
Stakeholders workshop 2	WP4	M4	Rome
Final conference	WP4	M16	Rome
Steering Committee meetings (mostly back to back with other project activities)	WP6	• 1 kick-off, • 1 start of WP3, • 3 validation workshops, • 1 national wshop • 1 final conference	Rome and Regions

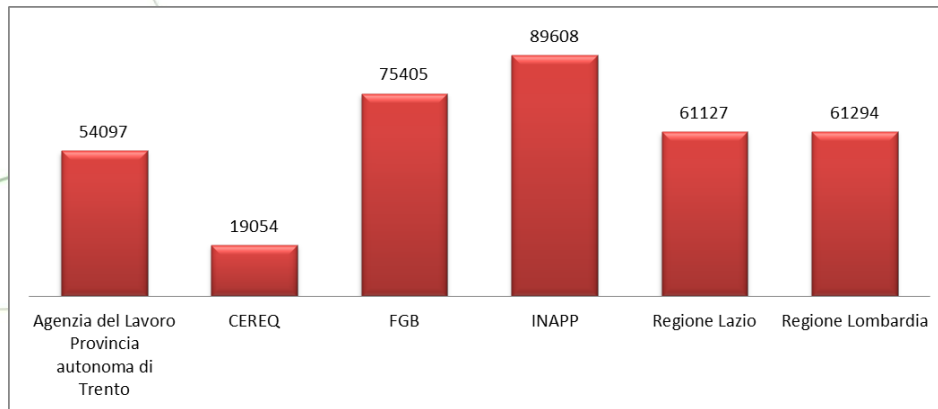| WP	M1	M3	M4	M7	M8	M9	M10	M11	M16
1	Launch event								
3				Diss and validation wshop	Diss and validation wshop		Diss and validation wshop	Diss and validation wshop	
4	S.holders Workshop 1		S.holders Workshop 2						Final conference
6	SC meeting (Kick-off)		SC meeting	SC meeting	SC meeting		SC meeting	SC meeting	SC meeting

E.QU.A.L. Partnership Members

Partnership features

➢ multiactor, involving representatives from istitutional contexts, research and public policies analysis Centers (both national/transnational level), Social Partners;

➢ in the right position to interact with main relevant sectoral stakeholders;

➢ involved in main relevant research activities carried out at national/international level *(ESS, OCSE PIAAC, Adulty learning EU Agenda surveys);*

➢ directly involved in ESF regional operational plans implementation and management.
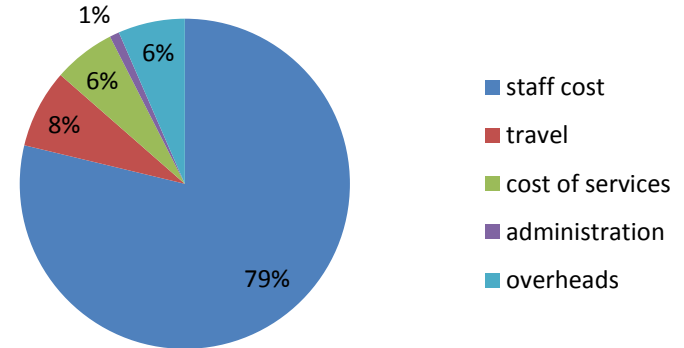
Project implementation

Start/End period: **Project duration is 18 months**

Budget: euro 360.585,00 (90.147,00 own funds…)

budget share between partners

budget share between headings

More info on E.QU.A.L. Project

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