



Stefania Rota, *Gli interventi dell'UE per le nuove generazioni*, «Osservatorio Isfol», II (2012), n. 4, pp. 11–27

Young people are increasingly considered as the main actors of the development of the European Union and of Europe itself. They are the key players acting for a common European citizenship and an inclusive society as well as for economic competitiveness and growth. For instance, the 2020 European Strategy acknowledges an essential role to young people such as the initiative «Youth on the move» and the recent proposal of the European Commission «Erasmus for all» on future planning in the field of education, training, sport and youth.

This article intends to retrace the development process of the European Youth Policies, in order to identify its distinctive characteristics, its elements of success, its critical issues, as well as its development perspectives, as highlighted by the most recent trends.

Sofia Demetrula Rosati, *Dalla flexicurity alla mobication*, «Osservatorio Isfol», II (2012), n. 4, pp. 29–42

Denmark, home of flexicurity, puts under harsh criticism the effectiveness of policies inspired by the flexicurity itself, and combines another neologism, mobication, to describe a mix of policy more «suitable» to address the problems posed by the current economic situation. In a report commissioned by the Nordic Council at the University of Copenhagen, Danish economists promote mobication (mobility + education), as crucial for the future competitiveness and growth in Europe. The neologism suggests a policy mix characterized by high mobility of workers and a system of education and training extremely flexible and supported by policy both at national and European level. In the years in which it was promoted flexicurity, the European Commission has tried to stress the relationship between flexibility and security pushing the Member States to reform the existing contractual models, introducing greater flexibility, and to reform the welfare state system.

The crisis has emphasized the need to combine «flexibility with security», highlighting what the Commission itself described as a political compromise between a neo-liberal understanding of the markets and a more traditional understanding of welfare state regulation.



Trends in recent years suggest that high labour mobility and a flexible education system, directly supported by European as well as national policies, may be crucial for the competitiveness and future prosperity of Europe. Mobication deals with the fact that tomorrow's employment policies must create conditions to facilitate labour mobility through the life-long learning of the individual.

Anna Grimaldi, *Politiche per l'orientamento*, «Osservatorio Isfol», II (2012), n. 4, pp. 45-58

The article reports some suggestions and empirical evidence emerged in the course of work aimed at the realization of the report orientation useful to envision scenarios and development prospects for the immediate future on orientation's policies. In an overall picture of the difficulties and uncertainties, such as the one that our country is going through, the role of active policies is central and the debate on strategies to improve human capital is more than ever relevant and meaningful. Coping with the socio-economic crisis means more than ever to deal with the loss of a job, but also to its preservation and strengthening, and means questioning the future skills of a country, through the young people who are trained and prepared for the world of work, and also by workers who are already integrated and need to keep up with organizational and professional changes. In this perspective, the orientation policy should provide with quality tools and governance shared between different systems of educational and work. To achieve this objective, the role of research is to «knowledge production» and then, on the one hand, photograph the state of orientation in our country updated and easily usable to decision-makers and citizens, but on the other hand to promote a cultural change necessary to the identification and the planning of regional, local and national policies and integrated governance models for the development of quality system guidance.

Silvia Ciampi, Franca Fiacco, Cristina Lion, *L'autovalutazione come percorso di apprendimento per il miglioramento delle politiche*, «Osservatorio Isfol», II (2012), n. 4, pp. 59-68

The paper presents the main results of the European Social Fund programmes self-evaluation process, carried out by ISFOL in the Italian Southern Region between 2011 and 2012. Self-evaluation of ESF programmes has been promoted by the Ministry of Labour in the framework of initiatives aimed at accelerating the financial performance of interventions cofinanced by Structural Funds. The aim of self-evaluation is to develop a structured analysis of programme implementation process among policy makers and relevant stakeholders, in order to identify the main bottlenecks and action to be undertaken to overcome them. The paper illustrates the approach and the methodologies adopted and related results. In particular, on the basis of the work of the National Evaluation System, ISFOL has developed an ad hoc methodology based on a participatory approach and aimed at supporting institutional capacity building.

Anna Butteroni, Barbara Marino, Claudia Villante, *Il contributo del Programma Leonardo da Vinci al trasferimento delle conoscenze*, «Osservatorio Isfol», II (2012), n. 4, pp. 69-85

There are methods for the transmission of Knowledge, Skills and Competence (KSC) that, in an informal and often unrecognized way by the people who act them, have established an effective alternative to the formality of the education and training learning contexts. It deals with methods that allow the passage of information and knowledge within companies, between old and new generations, but also during transnational placements. The central figures in this process of transfer of knowledge are *tutors, mentors and coaches*, that in this paper are considered as links in the chain of the value of knowledge produced by the organizations. Using the results of the thematic monitoring carried out on projects funded by the LLP-Leonardo da Vinci Program (Multilateral projects of Transfer of Innovation, Partnership and Mobility projects), the present paper provides hints for a reflection on the skills that characterize these key figures, their training needs, roles and functions that can play within the non-formal and informal learning context.

Gianluca Calzolari, *Il Fondo sociale europeo e le misure per il reinserimento dei detenuti*, «Osservatorio Isfol», I (2012), n. 4, pp. 87-103

Reintegration into society and the labor market of persons serving a sentence is a priority for action for all EU Member States, also justified by the current emergency of prison facilities overcrowding and the high rates of recidivism. The ESF has among its objectives the financial support measures for a society and a more inclusive labor market and sees one of the main beneficiaries of the interventions prisoners and ex-offenders. The article focuses on the added value played by the actions of transnational cooperation under the current ESF Regulation, as part of the European strategy to combat exclusion from the labor market for disadvantaged people. To this end, it is presented the case of transnational cooperation developed within the transnational learning Network ExOCOP - Ex Offenders Community of Practice. It analyzes the main recommendations, contained in the Final Berlin Declaration, that the network addresses to stakeholders and policy makers at European and national level. Examples of national measures and interventions are provided as example of practices to follow.

Giovanni Bartoli, Rita Pedullà, *Azioni di riabilitazione e inclusione sociale in Campania attraverso la green economy*, «Osservatorio Isfol», II (2012), n. 4, pp. 105-116

The social agriculture is an important segment of the current economy and it could represent the new frontier to promote rehabilitation and inclusion for disadvantaged people. The dissemination of scientific results of the Regions, who have worked with ISFOL in the Pro.P project, such as Campania, allowed the identification of some good practices, and the construction of a «model», which presents a prototype used by government and stakeholders, for inclusion in the labor market of disadvantaged people.

Chiara Carlucci, Gabriella Falzacappa, *Mobilità in Europa: strumenti operativi*, «Osservatorio Isfol», II (2012), n. 4, pp. 117–129

Familiarity with concepts and terms in several language versions help the mobility throughout Europe. To respond to a vacancy notice or fill in the Europass cv format in a language other than your own, you need to «translate». Translate... yes... but how? The proposal is to use, along with dictionaries that translate words, even multilingual thesauri able to «adapt» the concepts by choosing the most appropriate terms. DISCO is an online multilingual thesaurus that collects a complete terminology of skills and competencies expressed in reference to their personal skills, professional, behavioral patterns and/or experience, regardless of the context in which they were acquired (through training contexts formal, non-formal, informal). The goal is that the professional profiles, cvs and European documents for transparency, such as Europass, can take terms offered by the thesaurus to describe individual skills as required by the labor market in terms of job requirements.