



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK



IN-WORK Inclusive Communities at Work

Fase pilota

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK



unIMC
UNIVERSITÀ DI MACERATA



jamk | University of
Applied Sciences



**UNIVERSITAT
ROVIRA i VIRGILI**

PARTNERS

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK

Qualità di vita per tutti

Benessere
fisico

Benessere
materiale

Benessere
emozionale

Autodetermin
azione

Sviluppo
personale

Relazioni
interpersonali

Inclusione
sociale

Diritti ed
Empowerment

Schalock e Verdugo Alonso (2002)

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

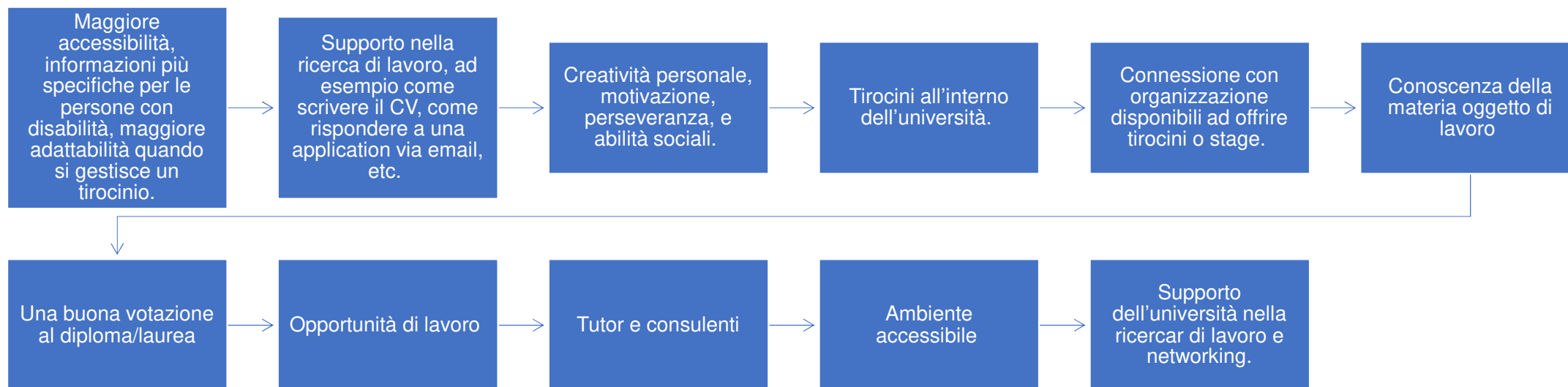


Co-funded by
the European Union



in-work
INCLUSIVE COMMUNITIES AT WORK

Cosa occorre per supportare in modo efficace la transizione dallo studio al lavoro?



www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



Cosa significa "Inclusione"?

L'Agenzia Europea per i Bisogni Educativi Speciali e l'Istruzione Inclusiva (2014) ha affermato che il dibattito attuale non riguarda più cosa sia l'inclusione e perché sia necessaria; **la questione cruciale è come raggiungerla.**

Le pratiche inclusive sono attività orientate all'obiettivo socialmente, culturalmente mediate. Si tratta di un processo che evolve nelle interazioni sociali, coinvolgendo molteplici attori e pratiche interrelate.

La collaborazione è la preconditione per il successo di un'educazione inclusiva (Ainscow, 2016) per ottenere la capacità complessiva del sistema di raggiungere i gruppi vulnerabili (Ainscow, 2012).

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Gli aspetti critici

- Mancanza di inclusione delle persone con disabilità nelle aziende, possibile discriminazione sul posto di lavoro a causa della disabilità, ecc.
- Mancanza di esperienza lavorativa.
- Mancanza di contatti e poche offerte di lavoro nella zona di residenza.
- Necessità di un tempo parziale di lavoro.

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK



This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Gli aspetti critici

- Offerte di lavoro a termine, che rendono impossibile avere una progettualità aziendale e personale.
- Basso profitto scolastico o universitario.
- Non idoneità medica.
- Pregiudizi e sfiducia nel contesto.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK



www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Gli aspetti critici

- Poca conoscenza e incertezza sulle proprie competenze.
- Distanza geografica dalle aziende che offrono lavoro.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK



www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



OBIETTIVO GENERALE

Contribuire alla costruzione di una società inclusiva sviluppando e testando un modello di intervento focalizzato sulle relazioni tra l'Università e il contesto di riferimento.

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK

4 OBIETTIVI SPECIFICI

Identificazione dei maggiori ostacoli all'inserimento lavorativo dei giovani con bisogni speciali per la progettazione di linee di intervento per il loro superamento.

Progettazione e implementazione di processi e procedure che incrementino l'apertura dell'Università sul territorio e promuovano una cultura inclusiva in ambito lavorativo, grazie alla co-creazione di attività con gli stakeholders.

Test e validazione del modello per promuovere l'inserimento dei giovani con bisogni speciali nel mondo del lavoro, attraverso esperienze di apprendimento integrato al lavoro (WIL).

Condivisione con le organizzazioni al di fuori del consorzio dei risultati e delle esperienze effettuate durante il progetto, promuovendo l'apprendimento integrato al lavoro come mezzo di inclusione.



www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK

IL NOSTRO TARGET

Studenti universitari con bisogni speciali

Giovani con bisogni speciali non inseriti nel
mondo universitario

Aziende e organizzazioni pubbliche e private che
siano disponibili a co-creare e implementare progetti
di apprendimento al lavoro con l'Università

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union

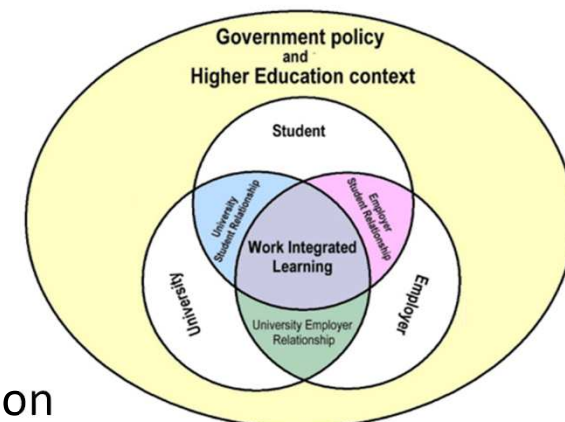


in·work
INCLUSIVE COMMUNITIES AT WORK

La metodologia

Work-Integrated Learning (WIL)

- Facilitazione dell'apprendimento degli studenti attraverso la connessione o l'integrazione esperienze in contesti accademici e lavorativi (Billett, 2009).
- Attività di apprendimento basato sul lavoro progettate e realizzate con gli operatori del mercato del lavoro che
 - ✓ Connettono l'individuo al contesto e favoriscono le relazioni con l'ambiente
 - ✓ Supportano l'acquisizione di competenze richieste in ambito lavorativo
 - ✓ Favoriscono l'inclusione sociale.



Patrick, C. et al. (2008)

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

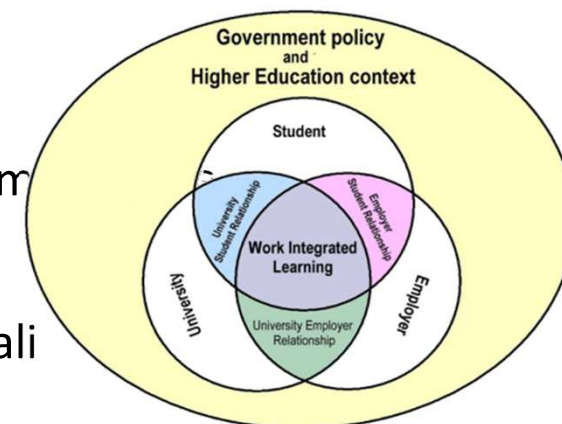
This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



La metodologia

Work-Integrated Learning (WIL)

- Le attività del programma WIL possono includere, ma non saranno limitate alle seguenti attività:
 - ✓ Progetti industriali (I ragazzi lavorano con le aziende in progetti reali)
 - ✓ Progetti di consulenza (I ragazzi simulano servizi di consulenza per organizzazioni esterne)
 - ✓ Workshop congiunti tra università-aziende su argomenti specifici, co-organizzati dai ragazzi (studenti e non studenti)
 - ✓ Stage e tirocini, inclusi tirocini online, sul posto e percorsi misti
 - ✓ Lavoro volontario



Patrick, C. et al. (2008)



Co-funded by
the European Union



La fase pilota - Stakeholders

Partecipanti	Totale	Per Università
• Studenti universitari con bisogni speciali che partecipano alle attività WIL	40	14
• Giovani con bisogni speciali non coinvolti nel percorso universitario che partecipano alle attività WIL	20	7
• Organizzazioni e aziende coinvolte	32	11

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



La fase pilota - Obiettivi

Target

- Il piloting report aiuterà i partners universitari nella pianificazione, esecuzione e valutazione del programma WIL all'interno della propria istituzione e potrà essere una valida risorsa per altre università che vorranno implementare le attività nella propria struttura.

Piloting Resources

pre-pilot
phase

pilot
phase

post-
pilot
phase



La fase pilota - Obiettivi

Obiettivi

- Assicura che la fase pilota del programma WIL sia portato a termine efficacemente e che siano raccolti dati e risultati di valore;
- Definire la collaborazione tra studenti, università e strutture ospitanti
- Stabilire meccanismi per tracciare i progressi dei partecipanti
- Valutare l'impatto delle attività WIL sui partecipanti,
- Implementare sistema di valutazione della qualità

Piloting Resources

pre-pilot
phase

pilot
phase

post-
pilot
phase



This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK

La fase pilota - Protocollo

Il protocollo è diviso in sezioni diverse che corrispondono alle diverse fasi del processo:



Pre-pilot phase ->

Strumenti per supportare la pianificazione e preparazione



Pilot phase ->

Risorse disponibili per guidare attraverso l'esecuzione e valutazione del programma



Post-pilot phase ->

Risorse per supportare nell'analisi dei risultati e disseminazione di conoscenza in altre istituzioni



WIL sustainability evaluation

TABLE 16 evaluates the WIL program taking into account: access to quality education for students with special needs, financial sustainability, equity, and potential for replication in other educational institutions. Use one table for each WIL experience, if needed.

TABLE 16 CHECK LIST TO EVALUATE SUSTAINABILITY

WIL METHODOLOGY: [include name]		
Implementation date:		
Person in charge:		
Sustainability evaluation criteria for WIL for students with special needs	Score (1 to 5)	Comments
Long-term impact on education for students with special needs		
The WIL experience improves the quality of education for students with special needs in terms of practical learning		
The WIL experience can be effectively integrated into the curriculum for students with special needs		
Financial sustainability for inclusive programs		
The WIL experience for students with special needs does not need sustainable financial resources for continuity		
The lack of financial resources can jeopardize the sustainability of the WIL program		
Impact on community and industry for inclusive programs		
The local community or industry can benefit from participation in the WIL program		
Long-lasting collaborations with companies or organizations can be easily established		
Equity and accessibility for students with special needs		
The WIL experience for students with special needs is designed to be accessible and inclusive		

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK

La fase pilota - Protocollo

Pre-pilot phase:

- University Roadmaps
- WIL activity - Accordo e descrizione
- WIL activity - Lista di accessibilità



1		in-work	Co-funded by the European Union						
1		IN-WORK. Roadmap for WIL implementation (internal document) (D.3.3)							
2		General information: University Roadmap of Implementation							
3		The aim of the present document is to support university partners of the IN-WORK project in planning the piloting the Work Integrated Learning (WIL) program at their institution. The WIL program includes activities such as industry projects and consultancy projects, joint development organized by youths with special needs and their peers on specific topics, work based learning activities, such as internships (curricular, students) and traineeships (for youths not enrolled in the university) that can be online or on-site. The WIL program will take place throughout the period of February 2024 to August 2024. To achieve the piloting of the WIL program, a structured plan is needed to help participating universities navigate their journey towards implementing this innovative program, engaging stakeholders, having an effective communication with them, and achieving the expected impact.							
4		Objective of the University Roadmap of Implementation: The IN-WORK university partners need to use the University Roadmap of Implementation to provide updates on their progress regarding the necessary steps for launching the WIL program at their							

- Milestone 1**- Disseminazione del progetto
- Milestone 2**- Incontri con gli stakeholders
- Milestone 3**- Espressione formale di interesse
- Milestone 4**- Incontro tra stakeholders
- Milestone 5**- Definizione delle attività WIL
- Milestone 6**- Tutte le parti siglano l'accordo WIL

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



in·work
INCLUSIVE COMMUNITIES AT WORK

La fase pilota - Protocollo

Pilot phase:

- Diario di autoriflessione
- Report dei meeting – studente e università
- Report di comunicazione WIL – università e organizzazione ospitante



WIL - Reflective Journal

Name:	Date:
Surname:	WIL Week:
University:	Hosting organisation:
1. What have you learned this week?	I learned how to
2. Do you feel like you are part of a group or team at work? Do you and your colleagues help each other?	Yes/No because
3. Sometimes work can be tricky. What tricky things are you dealing with at the WIL activity?	
4. Do you feel like you're getting better at your tasks?	

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by
the European Union



La fase pilota - Protocollo

Post-Pilot phase:

- Report di autovalutazione
- Report di valutazione dello studente (da parte dell'organizzazione ospitante)
- Report di valutazione dello studente (da parte dell'università)
- Questionario di soddisfazione (studente, tutor universitario, tutor organizzazione ospitante)



**Final Piloting Report
& Final Evaluation**

www.in-work-project.eu

Grant Agreement n. 2022-1-IT02-KA220-HED-000087184

This project has been funded with support from the Erasmus+ programme of the European Union. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.