



Education and Culture

Leonardo da Vinci

Community Vocational Training Action Programme

Second Phase: 2000-2006

APPLICATION FORM FOR MOBILITY

Version 2006

Reserved for the National Agencies

<i>Country</i>	<i>Year</i>	<i>Project number</i>
		PL- EX-

EUROPEAN COMMISSION

VOCATIONAL TRAINING FOR ACTIVE AGEING - ACTA

1. JUSTIFICATION OF THE PROPOSAL

2.1 NEEDS ADDRESSED BY THE PROPOSAL

- What European, national, regional and/or sectoral needs, and strategic priorities does your project address?

This project deals with the changes that the European labour market is facing due to the demographic change (DC), which is taking place in all of Europe. The dependency ratio of old vs younger people will change strongly in the coming year. The number of people aged 65 and above with respect to people aged 15 to 64 years will rise from 17% to 30%. As a consequence the EU is facing a dramatic scenario of reduction of its labour force, which could amount to a loss of some 21 million workers by the year 2030. The European Union is taking an active stance and is trying to give answers, e.g. in the framework of the Lisbon Strategy which sets the goal of a 70% employment rate as a whole, 60% for women and 50% for older men.

The project will address one aspect of the general problem of demographic change., by concentrating on need to improve the training system for older workers as a response to the demographic change, the project addresses the strategic priority:

Transformation, modernisation and adaptation of the European education and training systems.

In particular the project can give an important contribution to the theme:

Validation of non-formal and informal learning.

Vocational training systems must make an essential contribution to the employability and actual employment of older workers. This is part and parcel of the necessary modernisation of the European training systems. They must become more responsive to the needs of the labour market, which can only happen in a very close contact between the two systems. A more rapid and flexible response must be possible, in particular in the field of continuing education (which is only one part of life-long learning). This analysis is fully coherent with the Copenhagen priority of developing common principles for the validation of non-formal and informal learning. Indeed this project will make a contribution by analysing the problem amongst the social partners, training institutions and public authorities. In this discussion, common and diverging needs can become evident and can be fed into the development of new training offers. It is especially interesting therefore to visit the German and the Swedish partners, where experience with the validation of prior learning and competences exists. The Swedish partner will for instance offer the experience of the on-going EUQAL project, which – among other things – is developing a system for the recognition of competences of older workers. In Germany, it will be possible to get acquainted with a method that allows to support enterprises to forecast their future HR needs. A discussion on the training needs of older workers with the HR responsible of the given company is part of the instrument.

The validation of non-formal and informal learning has special relevance for older workers: Workers at this age usually have not undergone formal training for some time and therefore have no recent “learning successes”. At the same time, it is important for them to have recognition for prior learning

as a means to re-motivate them to learning. Often these workers feel reluctant to return to the “school desk” and such recognition can help to motivate to new learning experiences.

The project will deal with the following questions:

- Experience of new approaches to recognition of non-formal and informal learning
- Discussion of the contribution the recognition can make to increase participation in training by older workers
- What place can recognition of non-formal and informal learning of older workers have inside the company? As part of human resource policy of a given company?
- What place can the recognition of non-formal and informal learning of older workers have in counselling and orientation in the framework of Public Employment Service?
- How can formal training build on the recognition of such learning? How should the practical connection be made?
- From a systemic point of view – how can a VET system promote such interconnections between on/informal learning and the formal system?

The specific feature of this project is to allow the participants to discuss this subject on a systemic level. Such discussions often are limited by the fact that only one or few actors are involved. In this project, the whole system that conditions the labour market is represented. The discussion will therefore probably not be conclusive but it can set off a real mutual learning process through which the different institutions can (re)-position themselves with respect to the subject of the ageing labour force.

The background to the problem is analysed in the following sub-chapters:

Demographic Change in Italy and Piedmont: Italy has faced very important demographic changes since the 1970s which now influence the labour market. The trend is characterised by ageing from below as well as ageing from above. Not only is there a low fertility, rate which means that the younger generations are getting less numerous, but at the same time the life expectation is rising, which results in an increasing number of older people. With 19,2 out of 100 inhabitants over 65 years of age, Italy is among oldest EU member states (out of the old 15 member states). In addition to that in Italy the working life is the shortest in Europe which leads to the most costly European pension system. Early retirement continues to be common practice as an answer to weak economic growth, sector crises, productivity deficiencies and social conflicts.

Piedmont's population is amongst the “oldest” in Europe. The age index is at 177,4 in comparison to Italy at 135,41. The average age is 44,5 in comparison to 42,3 in Italy. The fertility rate is with 1,19 well below the Italian average of 1,26 – which itself is amongst the lowest in Europe.

From the 1950s Piedmont has been assisting in a two-fold phenomenon. The increase of the population caused by the baby boom that characterised the period from early 50s to late 60s; the immigration of population from South Italy to Piedmont and other Northern Italian regions to meet the employment needs of SMEs and large industries. This led to a big change in the amount of the population from 3.602.00 inhabitants in 1956 to 4.541.271 in 1977. Since then a decrease in population has occurred – in 2003, Piedmont had 4.166.442 inhabitants.

Demographic change on the labour market: Indeed, one of the main problems in the coming years

¹ The dependency index compares the number of inhabitants over 15 and up to 65 to those over 64 ($[\text{inhabitants over 64}]/[\text{inhabitants under 15}] \times 100$).

will not only be to integrate young workers at a high level of skills and competence into the labour market but to keep older workers in the labour market. For one, this will be necessary in all European countries in order to sustain the social welfare systems. At the same time, this will be an increasing necessity in order to contrast the numeric decrease of the younger generation. Indeed, the OECD depicts three scenarios for Italy, each of which results in a contraction of the labour force, more or less strongly and more or less early. But in any case a contraction of the labour force will take place. The effect will be economic decline – in the “constant scenario” (= participation rates stable with demography developing as it is currently) the contraction will be 0.7% GDP/annum. Severe labour shortages can be expected in some sectors (caring professions), in others they may offset the unemployment.

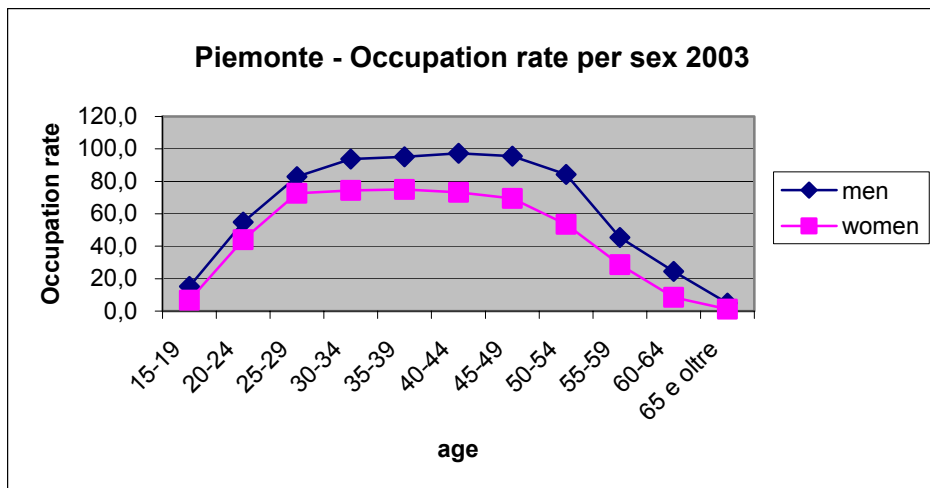
Economy in Piedmont: Piedmont is a centre of large industry in Italy thanks to the development of the automobile industry. This industry increased greatly between the 50s and 70s and contributed enormously to the development of the region and the whole country. Now the worldwide automobile crisis has reduced the importance of this sector and FIAT reduced production and employment directly, while new organisation rules (“just in time production”) has had strong implications on the secondary industry, i.e. the system of local SME enterprises that developed as dealers of automotive components. Many of these SMEs could not face the high competition and closed, many employees lost their jobs. These adjustments produced a vast use and misuse of early retirement of many employees under 60 and often even under 55.

In the rest of the region different sectors are/were predominant – chemical industry, textiles, agriculture and agribusiness. The chemical industry declined in the 70s due to competition from other emerging countries, crisis in textiles (artificial fibres), while industries in the food sector adapted in different ways (de localisation of plants, reduction of employment, innovation and organisation change). Over the last few years the textile industry has reduced production, employment and plants, as an effect of a general crisis for traditional industries and goods in Italy.

The SMEs system has been giving forewarnings of a crisis due to competition from new emerging countries (east Europe and China), even though it still guarantees employment thanks to its presence in every field of production, over the last few years. In Piedmont we are observing a progressive decrease in employment in agriculture, and an increase in services and public administration.

Labour market in Piedmont: The region also must respond to important structural changes that recently have characterised offer and demand for new employment, turnover, early retirement and retirement from work. In the meanwhile the creation of new enterprises and modification in the localisation of the old ones is an indicator of structural change with implications that can involve the labour market.

In Piedmont 43% of the active population work in industry (of which 35% in the manufacturing industry), 51% work in tertiary sector, while only 6% work in agriculture. Observers see the tertiary sector as the main aggregate of working population for the future.



In the period 1993-2003 the level of employment in Piedmont has shown a slight increase from 1.718.000 to 1.832.000. If we consider the distribution of employment according to age we can see the maximum level is reached at 45-49, then the level of employment decreases both for men and women and women show a more rapid decrease in comparison to men.

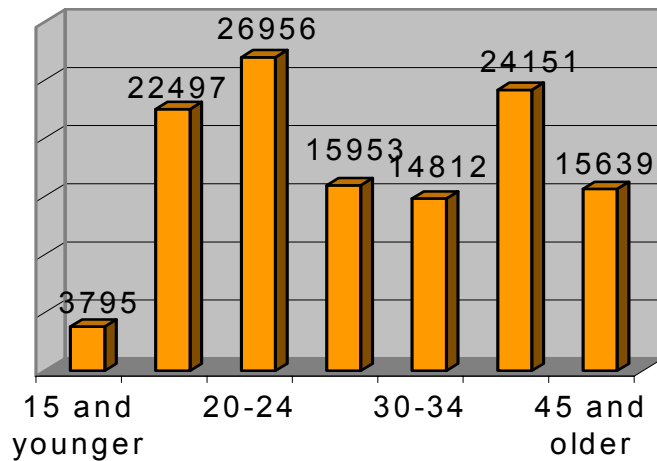
SMEs are an important resource for the Piedmontese economy and particularly handcraft industries which represent a portion of SMEs with working population of less than 15 employees. These industries already find difficulties in the recruitment of the younger generations while a high number of their employees are over 50. Statistics from CASA indicate that even the handcraft entrepreneurs themselves are older, with an average age of 55.

The current situation in the handcraft sector with a shortage of the younger generation, reduction in employment, the pressure of older workers to be maintained at work, can be considered a good representation of the future structure of employment, so the handcraft sector is to be considered a very interesting sector where to introduce new best practice in an ageing perspective. For this reason, this project has a strong representation of the handcrafts sector and agriculture, where SMEs are equally predominant.

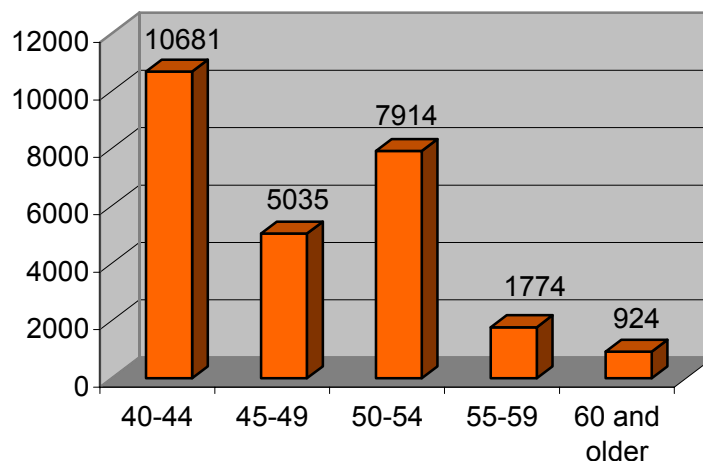
Older workers in VET in Piedmont: The following statistics show that the participation of older workers in training is very low. The participation of workers beyond the age of 45 in training activities that are publicly funded is much below the participation rate on the labour market. The trend in the past years has been positive, but a lot remains to be done if training is to contribute to the employability of ageing and old workers, as the perspective must be in the long term.

These figures reflect not so much a scarcity of funds but rather the reluctance of employers to provide training for this group of people. The usual approach is to think that the older the worker the lower the return-rate on the training. It is not clear that this constitutes an error: training contents become outdate much faster than also an older worker will leave the firm. Apart from the fact that older workers are in any case less likely to change jobs than younger ones.

Number and Age of people in VET in Piedmont, 2004



Older workers in VET in Piedmont, 2004



The vocational training system is clearly not responsive to the needs of the workers, who already now must work longer than in the past since the recent Italian pension scheme reform foresees no longer the minimum years contribution only (40 years of contributions) but also the minimum age of 60 (women) and 65 (men). This creates the condition already now of precariousness of these workers whose skills are increasingly out-dated. Some skills of older workers are outdated, e.g. due to technological and organisational change in several companies. Few training opportunities exist for older workers. In-firm training is generally underdeveloped in Italy and even more so for older workers. In addition, older workers are not motivated anymore to follow training, while the enterprises themselves view that investment into older workers training is not cost effective.

Missing training offer is not the only reason for the decreasing employability of older workers. Older workers seem redundant in the labour market because their specific skills are not recognised and schemes to employ them (e.g. flexible working hours, revised tasks) are not put into place. There is also the concern that employing older workers is more costly than employing younger ones, partly because their wages are higher because of age, partly because older workers find it more difficult to accept flexible contracts because the social contributions of such contracts are considerably lower. There is prejudice against older workers in many firms mostly in large enterprises where younger

workers are perceived as more flexible.

All these aspects in combination contribute to a sharp decline of older workers' employability. This project will concentrate on the contribution that the vocational training system can make to increase the employability.

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- Describe your group of beneficiaries (type, work/professional area and level of training or activity to date, any disabilities...) and their specific needs.

— The target group of this project is a wide and heterogeneous group. It will cover all the essential labour market intermediary organisations – trade union, employers association, professional association, training institute, public employment service – and the public authorities and research who are responsible for the training system and the labour market. In particular they are:

IAL, as vocational training institution will send the Innovations Officer, two directors from its training agency (=school) and two training counsellors. Total no. of delegates from Ial Piemonte: 8

CNA, C.A.S.A. and Coldiretti (cafts and one agricultural associations): each of them will participate with officers who are responsible for innovative services towards the associates. Each of them will also select Heads of Personnel from their associated SME. Total no. of delegates from these associations: 12.

The Provinces Asti and Novara, will each delegate two officers from their **Public Employment Services (PES)**. The PES is under the responsibility of the provinces in Italy since the late 1990s. At the same time the provinces will delegate two of their own staff responsible for the vocational training system and labour market. Total no. of delegates from the Provinces: 8.

The **Regione Piemonte** will participate with four officers, two from the unit of professional training and two from the unit of labour (both are of course part of the Assessorato Lavoro e Formazione (Labour and Training Department). Total no. of delegates from Regione Piemonte: 4.

USR Cisl Piemonte will participate with four officers, two from the Regional directory (Segreteria) with main task of dealing with Employment and Sportelli Lavoro, one responsible of training of trade unionists, one counsellor in Sportelli Lavoro. Total no. of delegate from Cisl: 4.

IRES Piemonte will participate with four researchers who will be indicated by the director of the institute itself among those who have experience and made publications on the themes of demographic change and vocational training for the labour market .Total no. of delegates from IRES: 4.

During working meetings for the preparation of the proposal, all the participating organisations voiced very clearly the need to be more informed about the demographic change and to start developing proactive measures that will allow workers and companies (!) to deal positively with the change.

The common need of this heterogeneous group is to gain information and awareness of the following questions:

- Experience of new approaches to recognition of non-formal and informal learning
- Discussion of the contribution the recognition can make to increase participation in training by older workers
- What place can recognition of non-formal and informal learning of older workers have inside the company? As part of human resource policy of a given company?
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- How can formal training build on the recognition of such learning? How should the practical

connection be made?

- From a systemic point of view – how can a VET system promote such interconnections between on/informal learning and the formal system?

The specific feature of this project is to allow the participants to discuss this subject on a systemic level. Such discussions often are limited by the fact that only one or few actors are involved. In this project, the whole system that conditions the labour market is represented. The discussion will therefore probably not be conclusive but it can set off a real mutual learning process through which the different institutions can (re)-position themselves with respect to the subject of the ageing labour force.

2.2 PROJECT OBJECTIVES

- Describe the objectives of your project with regard to the above needs as well as your and your partners' strategy/ies.
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— The project will constitute an occasion for the partners to learn about and openly discuss the afore-mentioned issues:

The project will contribute to create a better learning offer in Piedmont – company based and school based, formal and non-formal – for older workers. This means that first of all a common awareness of the need must be created among the stakeholders of the issue. The project will be able to deliver on this shared awareness. It will also help to sketch some solutions, new initiatives which can be taken up by all the actors in their normal mandate. The project can lay the basis for a longer-term dialogue both on local as well as on European level.

Concretely the project will allow to reach the following concrete sub-objectives:

1. Understand the German and Swedish existing practice of recognition of non-formal and informal learning: integration with the formal training system, in the in-company training, in HR development.
2. Understand the continuing training systems in Germany and Sweden – organisation, funding, contents, participation by old workers, participation of the social partners.
3. Evaluate the contribution which the recognition of informal and non-formal can make to the up-take of training by older workers and to their employability.
4. Experience good and weak practice examples in Sweden and Germany.
5. Compare with current Piedmontese continuing vocational training system, company practice with respect to ageing workers, understand needs of SMEs vs larger enterprises.
6. Develop a common vision of possible development paths for Piedmont with respect to increased training offer and participation by older workers, in particular through the recognition and validation of non-formal and informal prior learning.

In this respect the complementarity to an ESF Art. 6 project ¹ which has been submitted on 25 January 2006 should be mentioned. The Art 6 project contains partly the same local network and partly the same transnational partners. It's objective is the development of a series of tools that help workers aged 40 – 50 to prepare for a longer working life. The project does not specifically look into the training offer, recognition of informal/non-formal learning and does not foresee any study tours. This project would therefore be clearly complementary: it would offer a learning chance to the local participants in a subject that is not directly targeted by the ESF Art 6 project but which is clearly and closely linked.

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- Show how transnational mobility will meet the beneficiaries' needs and provide for added value in their education and training.

— The study visits will be carefully designed to meet the needs of the beneficiaries. Each visit will be composed meetings with relevant organisations in the regions of Siegen and Cologne, Germany and Gothenburg/Stenungsund, Sweden, include presentations on the subjects mentioned above, meetings with counter-parts (social partners, PES, companies, training institutions). All this will constitute a well-prepared and solid input for a discussion among the participants.

Indeed, care will be taken to ensure that between the first going to Germany and the second group going to Sweden, there will be an exchange of views and experience. The first group will for example be invited to attend the preparatory meeting of the second in order to create a network coherence. Also at the final project meeting in Torino, all beneficiaries will be called upon to evaluate together the experience and plan future activities.

The promoter will take care that in between visits the reflection and discussion will be kept alive and that from one to the next visit a learning curve has taken place. This will be achieved through an active use of the project web-site. In this way, each participating beneficiary can introduce the learned contents into their daily work. The perspective of demographic change will become more clearly an issue where it is not yet. This is geared to initiating an on-going reflection process among the beneficiaries with the chance to consolidate longer-term networking and other initiatives to be borne out of this exchange project.

It should be mentioned that on the German side, a reciprocal project is being presented. The visit would happen in May, i.e. 3 months after the first visit from Italy to Germany.

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- Show how planned duration(s) of placements/exchanges and choice of receiving country/ies suit your objectives.

— The duration of one week has been recognised as the best because it satisfies two basic requirements: It is not too short to absorb new information, culture of the host country and allow for team-building among the participants. On the other hand, it is not too long to become problematic for officials who have full agendas and would not be in a position to be absent from their workplace for a longer period.

As to the receiving countries, both Sweden and Germany can offer experience, which for the Italian

¹ Budget Heading 04.021000.0011. "Innovative approaches to the management of change", VP/2003/021, title "Not for Minors – Vietato ai Minori"

partners will be highly stimulating:

Germany: In Germany the number of old people is rising as dramatically as the birth rate is dropping. According to recent prognoses only 17 % of the workforce will be younger (under 30) up to 2010, more than half will be 30-49. Already today there are more older (over 50) than younger employees on the labour market. The tendency is therefore clear: the continuous replacement of older employees by younger people, their premature exclusion from the working process has natural limits. Even higher migration rates and rationalisation in the companies cannot reverse this development. Older employees must be involved in the technological and organisational change.

Over 80 % of the workforce in 2005 has already been on the labour market since 1996 which only 2% of young employees enter each year. However, 10-15% of the skills which are required each year change and are redefined. The future decreasing workforce potential needs to cover an increasing demand for skilled workers. From the year 2015 at the latest an increasing demand for workers is expected because by then the "baby boomers" will enter the presently normal retirement age.

The difficulty for older employees to find a job is shown in the duration of their unemployment. While people aged 50-55 who are looking for work find a new job after 11,5 months on average, it takes 21,3 months for those who are between 55-60. Younger unemployed look for a job for only 5,8 months on average. The high percentage of older unemployed and their long search for a job indicates that their abilities and performance potential is socially discriminated against and regarded also by personnel managers as being deficient.

Personnel policy strategies in Germany: In many phases of rationalisation of the economy in Germany a pattern has developed which predetermines the further development in the labour market: getting rid of older employees, employment of and training of younger people. Most of the time younger skilled employees get the new jobs, the others remain either at the same workplaces, are relocated, often downgraded or dismissed into early retirement. Just as many companies believe that older employees are not able to take on new tasks – which they do not get in the first place – the employees themselves share this believe of their lack of skills. Since many jobs have been monotonous, mental activity has slowed down. Many replacement processes of older employees in companies together with their being tired of the job and training have lead to intentional redundancies. Therefore the common prejudice that age is a handicap comes of no surprise. That age as such cannot be the reason for a decline of mental and physical performance is proved by the older people in elite jobs every day: they do not sit on the shelf but their advice as "elder statesmen" is sought.

The Berufsbildungswerk, Gemeinnützige Bildungseinrichtung des DGB GmbH has participated in 3 European funded projects related to demographic change - Opifex (Leonardo da Vinci) together with IAL. Nuevo Comercio (Article 6 –ESF), which resulted in a study with aspects of development of the employment situation in future years, need for new jobs, strong and weak points of the wholesale and retail trade sector. In the EQUAL DP Rhine-Neckar-Triangle: improvement of individual employability and increase of work offer. Target groups: individually or structurally disadvantaged groups on the labour market such as elder people, elder immigrants, etc.

bfw – represented by CCE – has a lot of experience with projects on demographic change, especially the development of new approaches and in training activities of key actors. bfw is interested to increase their activity in this topic in order to help to find solutions for a better adaptation to the demographic change. bfw wants to support companies, social partners, public institutions and the elder people themselves to implement ways of a better adaptation as well as to develop sensibility measures and anticipation strategies on a regional, national and especially European level. bfw is also interested in an increasing networking on this topic, especially under using their wide spread contacts to companies and social partners.

bfw has long-standing experience in the development of competence diagnostic instruments and

career options guidance. It disposes of excellent contacts to social partners and firms in the region of Siegen and Cologne. For more detail please refer to Section 4.3 with a description of the visit programme.

Sweden: According to the OECD report from 2003 Sweden has one of the oldest populations of all OECD member countries. The number of older people rises rapidly and, by 2030, almost one in four Swedes will be over the age of 65. There is a risk that this will generate acute labour shortages and slower economic growth. Demographic change not only signifies that there will be a shift in the composition of the workforce, but also that, if the retirement age changes only slightly, the supply of labour will decrease in Sweden over the next decades. There is no simple solution to reduce this risks, but one thing is clear, the employment rate of older workers (50+) will have to increase, i.e. the long-term trend to early retirement will have to be reversed.

The average age for leaving work is 62 years. Despite the fact that Sweden has one of the highest employment rates in Europe of older workers - nearly 70 % of the age group between 55-64 are employed - there is age discrimination. People are considered old when they are 45 years and they are often not prioritised for training within companies. More than half of all employers will not hire a person over the age of 50 years. Employers often have the opinion that they have low IT skills, lower education, more difficulties to adjust to changes and to learn new methods.

There is a well-established tradition of lifelong learning in Sweden. The level of educational attainment is high overall and the incidence of adult vocational training is also high and equally distributed by both age and gender. This means, on these two subjects (life long learning, equal rights) there is really something to learn from the Swedes by the other European countries.

EPAC is currently engaged in the coordination of the EQUAL project "Livskompetens 50" on behalf of the municipality of Tjörn. The project aims at "creating better conditions for older people to enter or re-enter work life". This implies the development of a method that fully describes the older person's Life Competence (including the person's life situation, work, spare time, family situation, physical and psychological conditions, knowledge, abilities, skills, experiences, motivational factors and values). The project creates branch networks with the aim to maintain and develop competence, help with contacts and give the older person support on their way back to work. It supports new self-employed when they build up a company by offering help from older people with competences that the self-employed person lacks. It will supply an administrative system on the internet that makes it possible for a person who lacks knowledge of administrative obligations to find his/her way through the system without missing important rules and regulations as well as advantages that he/she could be entitled to. Related to all this will be the offer of alternative careers for teachers (who are now school teachers) by working with development of pedagogical methods for older people and employees in companies and supply training for these target groups.

Also EPAC disposes of a large national and regional network, which allows it to design an excellent visit programme (c.f. 4.3)

2. YOUR PARTNERSHIP

A partner organisation can be listed only once: please use the table corresponding to its main activity in the partnership.

INCLUDE ALL LETTERS OF INTENT FROM PARTNERS THAT ARE AVAILABLE AT THE TIME OF SUBMITTING THE PROPOSAL AND AT LEAST FOR THE MINIMUM SIZE OF THE PARTNERSHIP

3.1 INFORMATION REGARDING THE PARTNERS RESPONSIBLE FOR *SENDING* THE BENEFICIARIES

In the table below, row A1 should contain details of the promoting organisation, and row A2 of the co-ordinating organisation (if applicable).

N°	COUNTRY CODE ¹	NAME OF THE ORGANISATION IN NATIONAL LANGUAGE
A1	IT	IAL Piemonte
A2	IT	Artigianato C.A.S.A
A3	IT	CNA Torino
A4	IT	Coldiretti Piemonte
A5	IT	Provincia di Asti
A7	IT	Provincia di Novara
A8	IT	Regione Piemonte
A9	IT	USR CISL Piemonte
A10	IT	IRES – Istituto Ricerche Economiche Sociali Piemonte

3.2 INFORMATION REGARDING THE PARTNERS RESPONSIBLE FOR *RECEIVING* THE BENEFICIARIES

N.B. List only those partners that are actually receiving beneficiaries in this table.. Intermediary organisations (who will not host beneficiaries) should appear in table 3.3.

N°	COUNTRY CODE ²	NAME OF THE ORGANISATION IN NATIONAL LANGUAGE
B1	DE	Berufsbildungswerk (Bfw)
B2	SE	EPAC AB

¹ Please use country codes as in annex n°3. Except for A1 (and possibly A2), list in alphabetic order of countries.

² Please use country codes as in annex n°3. List in alphabetic order of countries.

3.4 DETAILED DESCRIPTION OF PARTNERS

3.4.1 PARTNERS IN THE SENDING COUNTRY

A1 PROMOTER: Describe your organisation and your role as promoter.

– IAL Piemonte

In the Piedmont Region, IAL has agencies in all the provinces, with 200 employees and more than 800 consultants. IAL Piemonte is a training organisation with a cross sector specialisation. Courses respond to local professional needs of the target groups all over Piedmont. For this reason IAL is present in the main cities of the region, but the offer of training that IAL delivers also depends on the presence of specific industries and presence of typical sectors. To respond to the technical change and innovation IAL has a vast presence of resources both in terms of infrastructures and equipment. In fact, 18 training agencies operate in different towns: Turin, Asti, Alessandria, Avigliana, Novara, Vercelli, Casale, Omegna, Arona, Cuneo, Saluzzo, Tortona and Arquata.

It pursues the following goals:

- to offer services and organise training that is flexible in methods and contents;
- to make efficient and effective use of private and public funding for vocational training;
- to develop cooperation with those involved in active employment policies (trade unions, businesses, vocational training agencies, local, provincial, and regional authorities etc.);
- to invest in the continuing training of IAL's staff with an aim to develop organisational and management skills.

Between the years 2000 and 2005, IAL Piemonte organised training placements abroad for about one thousand students from all over Piedmont.

It coordinates mobility projects directly and on behalf of local authorities (i.e. provincial administration, municipalities and about 90 secondary schools) and cooperates with the Piedmontese universities regarding mobility projects for university students. More recently, IAL Piemonte has taken a leading position in the application of the EUROPASS Mobility, which certifies work placements within the European Union.

Based on its mobility management experience IAL obtained funding for the pilot project WEM - Work Experience Management, a two year Leonardo da Vinci project , which ended in 2004. As coordinator of the project, IAL has developed a Users Guide, to help organisations with the administration and management of apprenticeship programs. This User Guide, intended for project managers, includes 32 forms and/or tools to use during the various phases of the apprenticeship training period. Although the guide and forms are written in English, a CD Rom is provided, containing translations in 5 languages (Czech, German, Italian, Portuguese, and Dutch).

In the first phase of the EQUAL initiative, IAL Piemonte participated in nine geographical partnerships. In one particular project, Tortona per il Lavoro , the International Project Department was responsible for the coordination of the transnational partnership with German, Spanish and Finish partners.

In the second phase, IAL Piemonte is involved in three projects, one of which is in collaboration with the Ministry of Industry, EQUEM, an energy saving project for industrial businesses.

Additionally, IAL Piemonte develops initiatives for improving integration into employment for disadvantaged people. Through the Corporate Social Response Programme, IAL is identifying good practices for increasing and improving employment of disabled persons in businesses, together with the German Chamber of Crafts in Trier and the Spanish employers association CREA in Zaragoza.

As coordinator of this project, IAL Piemonte will take care of the following tasks:

- Overall coordination of the project

- Coordination and management of preparatory measures
- Continuous communication and coordination of the local Italian partners
- Liaison with the partners abroad, including agreement on visit programme, logistics abroad, financial aspects
- Arrangement of all Italian local logistics, international travel, insurance
- Assurance of smooth implementation of the visits through accompanying staff
- All project administration, i.e. financial monitoring, accounting, financial reporting
- Content monitoring and reporting
- Evaluation of the project results in cooperation with the partners

For each of the partners (including the coordinating organisation if any): describe their general area of activity, their experience in the field of transnational mobility, their role and tasks in the partnership. Explain the reasons for co-operating with them.

A maximum of 15 lines per partner.

A2 Artigianato Torino C.A.S.A.

C.A.S.A (Confederazione Autonoma Sindacati Artigiani) is an employers' association with 15 offices, 56 employees and 5.000 associated enterprises. It provides services for accounting, book-keeping, safety and health, taxes, credits, training; legal consultancy; innovative services for enterprises about organization, management, quality management, environment, marketing, communication, business development and start-up.

It is part of the National Confederation of Craftsmanship Trade Unions. C.A.S.A wishes to "realise specific products/services for all our members, and to participate to a public-private network for the local development process, taking care subject of ageing workforce and his economical means."

C.A.S.A will participate through its Innovative Services Department. Since 2001 this Department is developing new solution offers for craftsmen and SMEs. The department has also the task to realise internal training about specific products/services. It promotes internal and external dissemination. In addition to delegating its own staff C.A.S.A. will also delegate two Heads of Personnel from its associated SMEs.

A3 – Confederazione Nazionale Artigiani Torino

CNA represents some 13500 crafts and small and medium sized enterprises in all economic sectors in Torino. In all of Piedmont there are 30 000, in Italy 330 000 They are characterised by very small dimensions (up to 20 employees). CNA declares that at present, CNA Torino does not provide any assistance and training service specifically targeted to the ageing workforce/generational change issue. Even though, the subject becomes more and more important for the good operation of our associated companies: this is why CNA Torino plans do design tools and services to meet this specific need.

CNA has a training organisation ECIPA Piemonte (Ente Confederale Istruzione Professionale Artigiani e Piccoli Imprenditori), which organises vocational training services at regional level. The target public are entrepreneurs and managers of crafts and small and medium enterprises who are associated in CAN, their employees, representatives of CNA at regional level and individuals interested in starting up a new enterprise. CNA will delegate its own staff responsible for training and SME guidance, staff from ECIPA as well as Heads of Personnel from its associated SMEs.

A4 – Coldiretti Piemonte

This is an organisation with 18 regional sections, 98 provincial federations, and 765 local offices. Coldiretti is the main agricultural representative federation on national level and one of the largest on European level. It has a total of more than 568.000 associated agricultural enterprises, which equals 52% of the firms enrolled with the Chamber of Commerce. Coldiretti Piemonte coordinates 9 provincial federations with a total of 890 associated employers and 91594 farmers. Coldiretti delivers a number of services related to active ageing: continuing training for adults, services of voluntary fund, advices for firms with employees, analysis and research.

In addition to delegating its own staff C.A.S.A. will also delegate two Heads of Personnel from its associated SMEs.

A6 –Provincia di Asti

This is a public authority involved in the management of local vocational training. It carries out this function within the framework that is set by the central state and the Region. The Assessorato Lavoro is responsible for both vocational training and labour. Inside the assessorato, Sviluppo Sociale is a specialised unit that is responsible for the implementation of the European activities in a number of fields: agriculture, European enlargement, culture, employment, environment. The unit maintains international relations with institutions in Hungary where a special agreement has been signed with the Szolnok province, which has led to several exchanges of trainees from / to Hungary, the participation of the Szolnok province to mutual Leonardo mobility projects.

The Public Employment Service (Centro per l'Impiego) also responds to this Assessorato and will participate in this project with two counsellors.

A7 –Provincia di Novara

The Assessorato Lavoro e Formazione provides services to the local training agencies and develops agreements with the social partners with respect to the local initiatives to facilitate employment and social integration to work. The same Assessorato manages also the two Public Employment Service centres. One operates in the town of Borgomanero (40.000 inhabitants), the second is in Novara itself (100.000 inh.).

Vocational training and labour are managed by the same Assessore. The Provincia recently signed a document titled "Patto per lo sviluppo" between the Province itself, the worker trade unions and associations of employers. This document describes the main commitments to be adopted by all partners in a medium term for innovation, employment, vocational training. The problem of demographic change will be integrated into several measures that will be developed to monitor the offer and demand of work, innovation change, adaptation of the offer for vocational training. The exchange programme will be useful to identify aims and contents to be transformed into political indications to local actors (enterprises, training agencies, trade unions, etc) to integrate the phenomenon of the demographic change: that will lead to a general raising of awareness of training agencies and enterprises to the problem issue and a new offer in the field of continuous education and training.

A8 –Regione Piemonte

The Assessorato Lavoro e Formazione (Labour and Training Department) of the Regione Piemonte administration comprises 6 units: 2 vocational training units (Quality, Organization of Training), 3 labour units (Active Policy, Labour Market Observatory and Entrepreneurship Development), and one financial management unit for the VET system. The department programmes and monitors the public employment service (PES) and the vocational training system. It also manages the use of unemployment measures (“ammortizzatori sociali”). The regional labour and training department participates actively in this project through the units Organization of Training and Labour Market Observatory.

The Regione has started to attribute interest to the issue of demographic change and the labour market and VET only lately, even though our region is one of the oldest in Europe. The fact is that in the last three years the Department had to face the industrial crisis that hit the automobile and textile districts; the whole structure concentrated on this issue and couldn't properly develop other lines of action. Many enterprises dismissed older workers through social schemes, in a sort of early retirement measures. The need of focusing on active ageing is now deeply felt: this year a wide policy-oriented survey on this subject was commissioned to the Regional Socio-economic Research Institute (IRES). Besides, a regional law provides incentives to the enterprises willing to hire unemployed people over 50, and continual and permanent training involves many older workers, but a full scale politics about active ageing is not yet established.

A9 USR CISL (Confederazione Italiana Sindacato Lavoratori)

The CISL is second largest trade union in Italy. In this project it is represented through its regional structure. As a trade union CISL has a vested interest to participate in measure that prevent unemployment and to increase participation rates on the labour market.

The activities of the USR-CISL (Unione Sindacale Regionale) include representing the trade union towards public authorities, employers' associations, state-owned companies and other regional actors; the formulation of strategies and management of initiatives for area development and sector policies; exploring and understanding the economic trends; coordinating and supporting on the subject of information, studies, research.

Of particular operational importance in this project will be two activities. Firstly the CISL organises its own trade unionist training, and will integrate this activity into the project. Secondly the CISL manages so-called "Sportelli lavoro", which are currently under development. These are decentralised services for the counselling and career orientation of workers. A regional law, which is in the pipeline, will allow other than the Public Employment Service (PES) to be accredited as job centre under certain circumstances. CISL intends to develop its existing Sportelli Lavoro in the Provinces of Novara, Cuneo and perhaps others, into such accredited job centres. This means that the role that the Sportelli Lavoro will actively be implicated in this project in the relevant phases in similar functions as PES.

This is the research institution that supports social and economic planning for the Regione Piemonte in the field of regional economy, demographic statistics and social change. IRES has four observatories, including an observatory on vocational training, one on demography and one on immigration. In total it has 45 staff most of whom are researchers with specific specialisation in the fields. It has an institutional activity whose main products are: one annual report on the economic activity in Piedmont; the updating of main regional statistic indicators which represents the official source of information for the regional directories; carrying out research on specific subjects of regional and sub regional interest. IRES has made several publications on the theme of demographic changes which represent the most advanced concept contributions even at national level on this topic.

(Ageing: Verso un Mondo Più Maturo, LUCIANO ABBURRA', ELISABETTA DONATI, Ires Piemonte, 2004

Irescenari – Le sfide della popolazione all'economia e alla politica, Istituto di Ricerche Economico Sociali del Piemonte, 2004).

3.4.2 PARTNERS IN THE RECEIVING COUNTRY/IES

B1 – Berufsbildungswerk, Gemeinnützige Bildungseinrichtung des DGB GmbH

bfw (Non-Profit-Making Vocational Training Organisation of the German Confederation of Trade Unions (DGB) is one of Germany's major vocational training institutions and comprises: 36 branches nation-wide (represented in all the federal states); 260 vocational training centres; approx. 60,000 participants per year.

Bfw and its vocational training centres are firmly established in the regions. Regional labour markets, as well as present and future requirements of the enterprises, are being continuously analysed, thus providing the basis for training schemes that are tailor-made for both target groups and enterprises.

Bfw is involved in many European projects in all its business fields. This enables bfw to continuously test and develop new approaches to vocational training and to integrate them in the training scope. Their training schemes are tailored according to the needs of our target groups: employees intending to undergo further education, unemployed people or employees threatened by unemployment, men/ women returning to work, young mostly socially disadvantaged people, soldiers and prisoners.

In the last years bfw participated in 3 European funded projects related to demographic change - Opifex (LdV) together with IAL. Nuevo Comercio (Article 6 –ESF), which resulted in a study with aspects of development of the employment situation in future years, need for new jobs, strong and weak points of the wholesale and retail trade sector. In the EQUAL DP Rhine-Neckar-Triangle: improvement of individual employability and increase of work offer. Target groups: individually or structurally disadvantaged groups on the labour market such as elder people, elder immigrants, etc.

European Projects and Consulting AB is a management co-ordinating organisation, with 2 employees, mostly working with SMEs, and in particular in the fields of training and competence analysis and organisational development. The firm has experience from European projects since Sweden became a member state of the European Union in 1995. It has coordinated several national and transnational projects both in social issues as well as information technology. EPAC has worked in the following programmes: Leonardo da Vinci, European Social Fund, Life, 5th framework programme, Adapt.

During the last years EPAC worked with its clients on the organisational development supported by European Social Fund. EPAC is currently engaged in the coordination of the EQUAL project "Livskompetens 50" on behalf of the municipality of Tjörn. The project aims at "creating better conditions for older people to enter or re-enter work life". This implies among other things the development of a method that fully describes the older person's Life Competence (including the person's life situation, work, spare time, family situation, physical and psychological conditions, knowledge, abilities, skills, experiences, motivational factors and values).

3. THE PLACEMENT/EXCHANGE IN PRACTICE

4.1 SELECTION OF THE BENEFICIARIES

- Describe the criteria and procedure for the selection of the beneficiaries.

– As part of the preparation of this project, each partner has been asked to identify the persons who will participate in the project. The criteria are the following:

The selection criteria are the following:

- Persons in charge of human resources, VET planning and with a close relation to the labour market
- Persons in charge of policy in the areas of human resources, VET and labour market
- Persons in charge of research for VET policy making, directly linked to the demographic change
- Persons who will continue to build up competence in the subject of demographic change and responses that VET can give
- Preferably persons with knowledge of the English language

Concretely for the Regione Piemonte these will be civil servants of the Department Labour and Training in charge of VET policy and planning.

For the Provinces, these will be civil servants in the departments of VET, and each of them will also delegate staff from the Public Employment Service in charge of counselling and guidance.

The member of staff from the crafts and agriculture associations will be persons in charge of human resources planning as a service for their associated enterprises.

CNA and Coldiretti will each also delegate the human resource manager of one of their enterprises. The enterprise will be of small – medium size (10-20 staff), so that it may happen that the owner will travel as the person in charge of human resources. The agriculture and crafts associations will select the participants using these criteria during the preparation period of the project.

IRES will delegate researchers who are directly involved in VET for the labour market and implications of the demographic change.

IAL will delegate – in addition to the accompanying staff – the responsible for innovation of the Central Coordination Unit, two or three directors of its 18 training agencies, teachers and career counsellors.

During the preparation period of each of the two flows, a preparatory meeting is foreseen. The meetings will explain the specific purpose and the programme of each study tour. During the meeting the selected participants will be confirmed.

- Describe what actions are foreseen to inform and motivate the potential beneficiaries to participate in the placement/exchange.

The project adopts a careful and thorough approach to information, motivation and preparation because the ultimate aim is to give a real impetus in Piedmont to start dealing with the demographic change. Therefore the study tours are embedded into a learning and networking process in Piedmont which can constitute the basis for pro-active approach to the matter of demographic change and the response VET must give. Each participant will feel part of a local network, which functions not only for the occasion of “two trips” but which has a purpose of its own and for which the study tours are a means of implementation but not a purpose of themselves.

Each flow will be preceded by a series of preparatory and motivation measures. First of all the promoter will send to each beneficiary organisation an information package which contains

- basic practical information on the hosting organisation,
- the exchange programme,
- criteria for the final selection of the beneficiaries (in particular for the agriculture and crafts associations)

Following the designation of each beneficiary, each one of them will be sent a detailed practical information package, which will also contain reading material about the subject. This will be followed by a content and practical seminar prior to the given flow (c.f. chapter below for more detail).

It should be pointed out that the participating organisations have already proven their high motivation to start actively dealing with demographic change and the contributions that VET can make.

4.2 PREPARATION OF THE BENEFICIARIES

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- How and when will the beneficiaries be prepared for the placement/exchange: what pedagogic, cultural and linguistic preparation will they receive?
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In addition to the complete and detailed practical information, each beneficiary will be sent a package of reading material about demographic change, training and the labour market well before the study tour.

A selection among the following will be made. Special preparatory material from Bfw and EPAC will be added.

Green Paper “Confronting demographic change: a new solidarity between the generation”, COM (2005) 94 final

Le cas commercial en faveur d’une diversité ; Bonnes pratiques sur le lieu du travail, European Commission, 2005

A Europe for All Ages, The European Commission’s Magazine on Employment and Social Affairs, May 2005

Ageing and Employment Policies, Italy, OECD, 2005

Ageing and Employment Policies, Germany, OECD, 2005

Ageing and Employment Policies, Sweden, OECD, 2003

Ageing: Verso un Mondo Più Maturo, LUCIANO ABBURRA’, ELISABETTA DONATI, Ires Piemonte, 2004

Irescenari – Le sfide della popolazione all’economia e alla politica, Istituto di Ricerche Economico Sociali del Piemonte, 2004

L'invecchiamento della popolazioni nelle regioni dell'Unione Europea dei 15. Processi e risposte politiche. Massimiliano Crisci e Frank Heins, Istituto di Ricerche sulla Popolazione e le Politiche Sociali – Cnr, Torino, 15 giugno 2005

Following a “reading period”, a preparatory seminar will be organised which not only will respond to all practical questions but which will be aimed to initiate the discussion and common learning process. Prior to the seminar, each beneficiary will be asked to submit in writing possible questions and discussion issues, as well as a list of issues that the participant would feel most interested in. During the seminar, an expert on the subject of demographic change and VET will be invited. IRES will give its contribution of expertise organising one introductory lecture about the argument for all beneficiaries.

The preparation of the second flow will take care to create a link between the two flows and therefore to strengthen the local network. The second group will therefore been given the narrative report of the first and during the meeting before the second flow, the first group will be invited in order to contribute to the content discussion and provide a link to the first flow.

4.3 THE PLACEMENT/EXCHANGE

- Describe for each flow¹ the work programme envisaged for the placement/exchange.
-

February 2007 – Draft programme for the study visit in the Region of Siegen-Wittgenstein and Köln (Germany)

Day 1

Official welcome of the guests through the mayor of Siegen and other official local representatives; Presentation of the region of Siegen; Official Dinner with the guests

Day 2:

Presentation of the hosting organisation bfw as a private training organisation; Round Table: Presentation of the Technology Center Siegen, the Chamber of Commerce Siegen, Employers Foundation, DGB and the Public Employment Service of Siegen; Exchange of experiences, discussions about approaches to promote the employability of aged workers. Visit of the University of Siegen, information exchange with official representatives and/ or professors of the University

Day 3:

Visit of the private company WEBER FERTIGHAUS in Wenden; information exchange with the CEO about the employment of aged workers within the company; Visiting the training departments of the hosting organisation bfw; Information Exchange with the “Wirtschaftsjunioren Siegen” (young entrepreneurs of Siegen)

Day 4:

Visit of the Volkshochschule (VHS) Köln, information exchange with programme designers of the VHS; Presentation of the Region of Köln

Day 5:

Visit of the Chamber of Commerce Köln (Department Gummersbach); Information exchange with responsables and local representatives about the employment of aged workers; Information exchange

¹ i.e. group of placements or exchanges that have the same characteristics : same receiving country, same language, same period of placement or exchange.

with the Public Employment Service of Gummersbach; Visit of the private training organisation ADDITO in Gummersbach: discussion about the non-formal/ informal training of aged workers

Day 6:

Reflection of the visit and proposals for the further collaboration; Visit of the City of Siegen

November 2007 – Draft Programme for the study visit in Gothenburg county (Sweden)

Day 1:

County Labour Board, Gothenburg - information about activities for employment and ALI Gothenburg, The national institute for working life- presentation on research results on learning activities.

Day 2:

Employee's organisation, LO – a trade union for employees within industry, transport, and many other "blue collar workers" influencing decision makers for the benefits of their members. Information about ongoing projects on training and coaching.

Day 3:

Employer's organisation: Confederation of Swedish Enterprise. Ongoing projects influencing decision makers as to involving employers for life long learning and a work life open for all.

Day 4:

Lernia AB, private training company, information on ongoing projects for life long learning within VET.

Day 5:

Gothenburg city adult education and EPAC information about strategic competence development for companies on vocational training. Feedback and evaluation session. Reflection on further cooperation.

- Describe the steps taken to negotiate and agree with your receiving partners the training content of the proposed placement/exchange.
-

— With both partners IAL has been in touch already before the preparation period of this project as such. With bfw prior cooperation has happened in other projects, with EPAC the partnership is at its beginning. With both partners IAL wishes to establish a longer-term cooperation basis, including specifically on the subject of demographic change and the contribution of VET.

The specifics of this programme were agreed between IAL and its partners on the basis of the analysis of the training needs that IAL conducted prior to drafting the project document. The partners were contacted and a first principle interest expressed. IAL specified the exact needs and objectives that the study tours should have. IAL also indicated that the project is to be seen as a structural initiative through which longer-term cooperation on the subject is aimed at. This was of specific guidance for the hosting partners in Germany and in Sweden in choosing the organisations to involve on their side.

With bfw, the preparation also included a visit that bfw made to Turin in December. During this visit, details of the ESF Art 6 project and this project were discussed. In addition, the local network in Germany is very much interested to cooperate with the Italian network, on which basis the reciprocal project has been decided.

4.4 TUTORING AND MENTORING

Tutoring : How and how frequently will the progress of the placement/exchange be monitored ?

A number of means for tutoring and mentoring have been foreseen.

- The “tutoring” of the exchange itself will happen through the presence of a “linguistic and cultural assistant” in each of the flows, whose presence will be funded by IAL’s own funds. The service will be provided by IAL on its own funds. In Germany, the accompanying person will be of German nationality (Ms Claudia Oehl, c.f. attached cv) and therefore able to translate and mediate for the group. In Sweden either the same person or somebody with extensive experience in Sweden and excellent English language skills, will accompany the group. The assistant can mediate between the group and the hosting organisation and the organisations to be visited. This service will ensure quality of exchange and the possibility to remedy any problems if there should be any.
 - On a higher level, the progress that is made by the group, will be monitored through questionnaires and written reports. Prior to the preparatory seminars before each flow, each beneficiary will be asked to submit in writing possible questions and discussion issues, as well as a list of issues that the participant would feel most interested in.
 - At the end of each study tour, a short feedback questionnaire will be filed in by the participants and evaluated by IAL. In case there are any problems the emerge after the first visit, these will be corrected during the second visit.
 - As part of each study tour, a feedback session and planning for possible further actions is also included. Finally, the group will be requested to write a final report about the whole visit. The task will be shared out in groups of 2 persons who should write up a part of the report, covering half a day each group. In this way, each group member participates in a common narrative report. The first report will serve as preparatory material to the second group. Edited versions of both reports will be published as part of the second newsletter that follows the last study tour.
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Mentoring : Who will monitor the work programme and the progress of beneficiaries? How will this be carried out ?

— c.f. above.

4.5 STRATEGY FOR VALIDATING ACQUIRED SKILLS

— The study tour will not be directly integrated into formal training paths. The value of the study tours consists in the non-formal and informal learning that is guaranteed through the common interest, the common experience abroad, the contact with opposite numbers of foreign organisations. The result that is aimed at is learning and networking on local and European level, which should directly feed into policy and policy implementation.

The formalisation of these contents is foreseen through one trilingual participation attestation (Swedish, German, Italian) signed by IAL and Bfw and Siegen. The attestation will certify not only the participation in one study tour but the whole learning path, which includes the preparatory reading, seminars, report writing. The attestation will be released at the end of the whole project, when every participant has delivered their report. It will not carry any official value, but the formal character is intended to motivate also these learners to continue dealing with the subject and in the network.

- If you intend to use the Europass-Mobility document (successor of Europass Training) how will the accurate completion of the document be ensured?
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-
- The Europass Mobility is provided by the Centro Nazionale Europass. The procedure for the request of the certification will be managed by IAL Piemonte. There is one secretary in IAL who liaises with the CNE in Rome. The practical completion of the document will be delegated to the two hosting organisations. The document will describe the complete programme and contents of the study tour. Competence of beneficiaries will be described in terms of improvement in the approach of the beneficiary in the management of demographic change.
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6. DISSEMINATION

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- How will you disseminate and share the results of your project with other organisations at the sectoral, and/or regional, national, transnational levels?
-

Dissemination is deemed to be essential in a project, which intends to lay the basis for along-term network. Therefore a number of dissemination measures have been included:

- A **central project web-site**, which will be set up at the very beginning and maintained throughout the project period. It will contain two sections. The first one will be organisation for the participants and will contain all practical information and all material of interest (e.g. reading material which is available electronically). The site will also have a **public section** with information about the theme of demographic change and VET, and specific information about project purpose, activities and progress. The web-site will be in Italian for all organisational matters. For all other sections, it will be bilingual (Italian and English) so that a wider European public but especially the hosting partners in Germany and Sweden can benefit and contribute.
- The project will publish **2 newsletters**, one immediately after the first study tour and one towards the end of the project. In this way, the main events of the project can be captured and be made available to a larger public. Each one will contain the narrative report by the project participants as well as other in-depth information and reflection of the subject. The target public will be all the project stakeholders, which are already represented (social partners, enterprises, vocational training institutes, public authorities, PES...) The newsletter will be bi-lingual (Italian and English), in order to permit its dissemination also in Germany and Sweden.
- At the end of the project, a **final conference** will be organised. IAL will request to the Regione Piemonte to make available a conference hall for this purpose. The conference will present the subject of training in the context of demographic change and particularly the validation of informal and non-formal learning, the results of the study visits, the Piedmontese network and its future plans. A public will be approximately 70 persons from the organisations that have a stake in the issue. More precisely, representatives from the public authorities (regional, provincial and local), Public Employment Service, trade unions (CISL, CIGL, UIL), vocational training institutes, the university, employers and sector associations will be invited. The purpose of the conference will be to publicise both the project as well as the issue that is being addressed, and which is gaining more and more importance. A press conference will publicise the event.
- The Italian sending organisations will have an important task in the dissemination of the project activities and results, using their **usual communication channels**. They can be:

CASA : National confederations; to its local and national network (e.g. Patti Territoriali); to its associated crafts enterprises

IAL: Its agencies in Piedmont, national IAL organisation and other regional IAL, and APROCOM (Associazione Progettisti Comunitari), Comune di Torino

Regione Piemonte: Eight provinces (Asti, Novara, Verbania, Biella, Cuneo, Alessandria, Torino, Vercelli) and the PES they manage

CNA : Associated crafts and small enterprises; partner organisations co-operating with CNA in vocational training programmes; public and private stakeholders with whom CNA maintains stable contacts on the issue of SMEs support and local development.

CISL: Eight provincial trade union sections, national CISL, to other regional trade union organisations (CIGL, UIL), to ETUC.- European Trade Union Confederation in Brussels.

Coldiretti: Provincial and regional federations of Italy through the national farmers' confederation, and to its associated crafts enterprises.

The German and Swedish partners will equally use their usual dissemination channels.