

Research program:
“Learning between training and work”

Annex Code 8

Department of Human and Social Sciences

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Description and Objective

The project aims at contributing to the study of the “new generation” protection tools in the transitional labour markets, highlighting in particular the role of lifelong learning and the integration between education/training and work in the different phases characterizing individual's career paths, which are becoming more and more fluid. Moving from the theoretical paradigm of transitional labour markets and valuing the contribution of pedagogical reflection to the study of situated learning, the research will analyze the current regulatory and socio-economic framework in Italy, in order to show if and to what extent the lifelong and lifewide learning perspective have been recognised in labour and educational policies at a national level, and to what extent it is feasible to promote a cultural change in view to overcome barriers between education and work and to restate a renewed importance of a personalistic approach in the processes of social and labour integration.

Structure

The first phase of the research project (4 months) will be devoted to the reconstruction of the theoretical coordinates, in an interdisciplinary approach that combines legal and sociological reflection on changes in regulatory models with the pedagogical study of work as a privileged field for a personal and professional development. Looking at the different stages of professional careers - no longer interpreted as common one-way and unique trajectories, but as paths in which contextual and biographical factors intertwine creating differentiated outcomes - the analysis will outline the limits of policy strategies based on a weak personalistic approach: from educational policies, to young people integration in the labour market, from training and retraining of adult learners, to active aging strategies and the management of diversity at the workplace, the analysis will aim to highlight the possible contribution in a systemic view (and the possible repercussions on concrete regulations and tools) of a renewed focus on the integral formation of the person.

The second phase of the project (4 months) foresees a field study aimed at testing innovative procedures of integration between training and work as part of the Master Degree programs at the Department of Human and Social Sciences of the University of Bergamo. Given the high percentage of workers among the students who attend these courses, objective of this phase of the project will be the development of guidelines and procedures to facilitate the integration between career paths (apprenticeships, different forms of contract, or sometimes irregular forms of work) and the academic curriculum. Building on the preliminary results of an experiment conducted by the study group on alternation schemes (chair of Pedagogy of work of the same Department) - aimed to create innovative tools for managing training activities for students who have achieved recognition of university credits for work experiences - the research will identify the correct mode of implementation of forms of connection between work and academic training. By the means of this field study, methods and tools will be developed, also to be applied to different stages of the careers' paths, in order to enhance a lifelong learning approach towards the whole set of occupational transitions experienced by people in their lives.

The third phase (4 months) will be therefore dedicated to the elaboration of the research results and to the preparation of a scientific contribution on the subject.