



# Job placement for people with a background of fragility: the centrality of guidance

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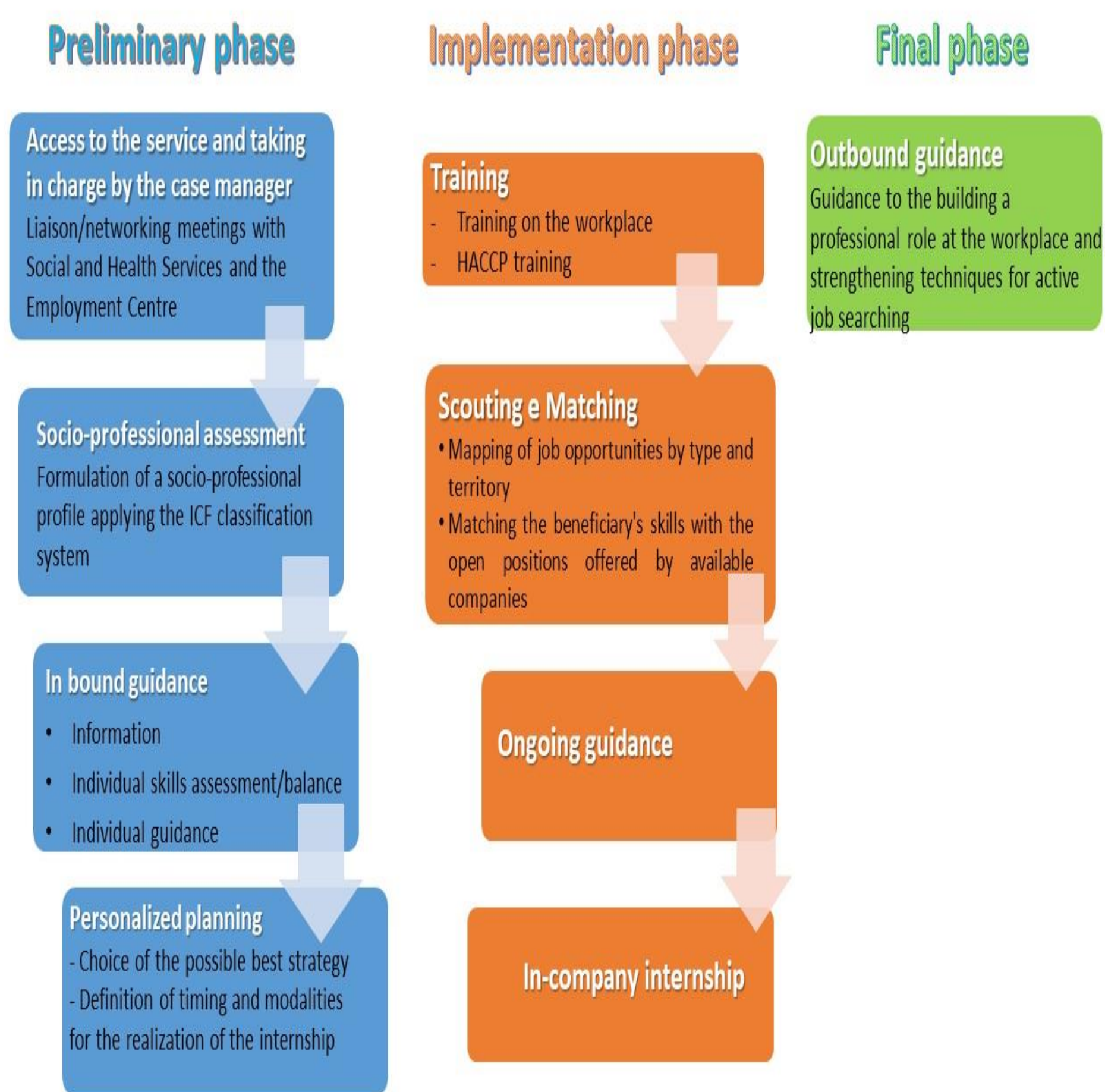
## INTRODUCTION

Over the last 10 years, the Region of Tuscany, through the European Social Fund - Axis B Social Inclusion and fight against poverty, has developed a process/methodology to foster autonomy and accompany to work disadvantaged people and people with disability. It implements specific actions to contrast the phenomenon of poverty and social distress by providing a series of measures to facilitate work placement of people who for different reasons are at risk of exclusion from the labor market. The approach adopted consists of an integrated methodology that sees the recipients adhere to a customized project, prepared together with the Social Services, the local Employment Centers and public and private entities active in the field of interventions to combat poverty and social exclusion. Third Sector Entities play a key role in this framework.

## RESEARCH QUESTIONS

- 1) How can a guidance model be defined and systematized, in order to identify factors and variables of success that can be used for evaluating the effectiveness of work placements of fragile subjects?
- 2) Does guidance make it possible to identify such factors and variables of success related to work placements of fragile subjects?

## Stages of work placement



## Guidance

### 1. Introduction and welcoming

- Information on the project
- Definition of objectives

### 2. Skills assessment

- Skills assessment (acquired from the CPI whenever available)  
Analysis of professional skills and work activities carried out by the candidate
- Drafting of personal history, if necessary
- Definition of the participant's own idea of professional development

### 3. Synthesis of the assessment

- Restitution to the participant of the different elements that emerged during the guidance program
- Identification of desirable/favorite professions
- Definition of training activities to be undertaken by the participant
- Formulation of the participant vocational plan

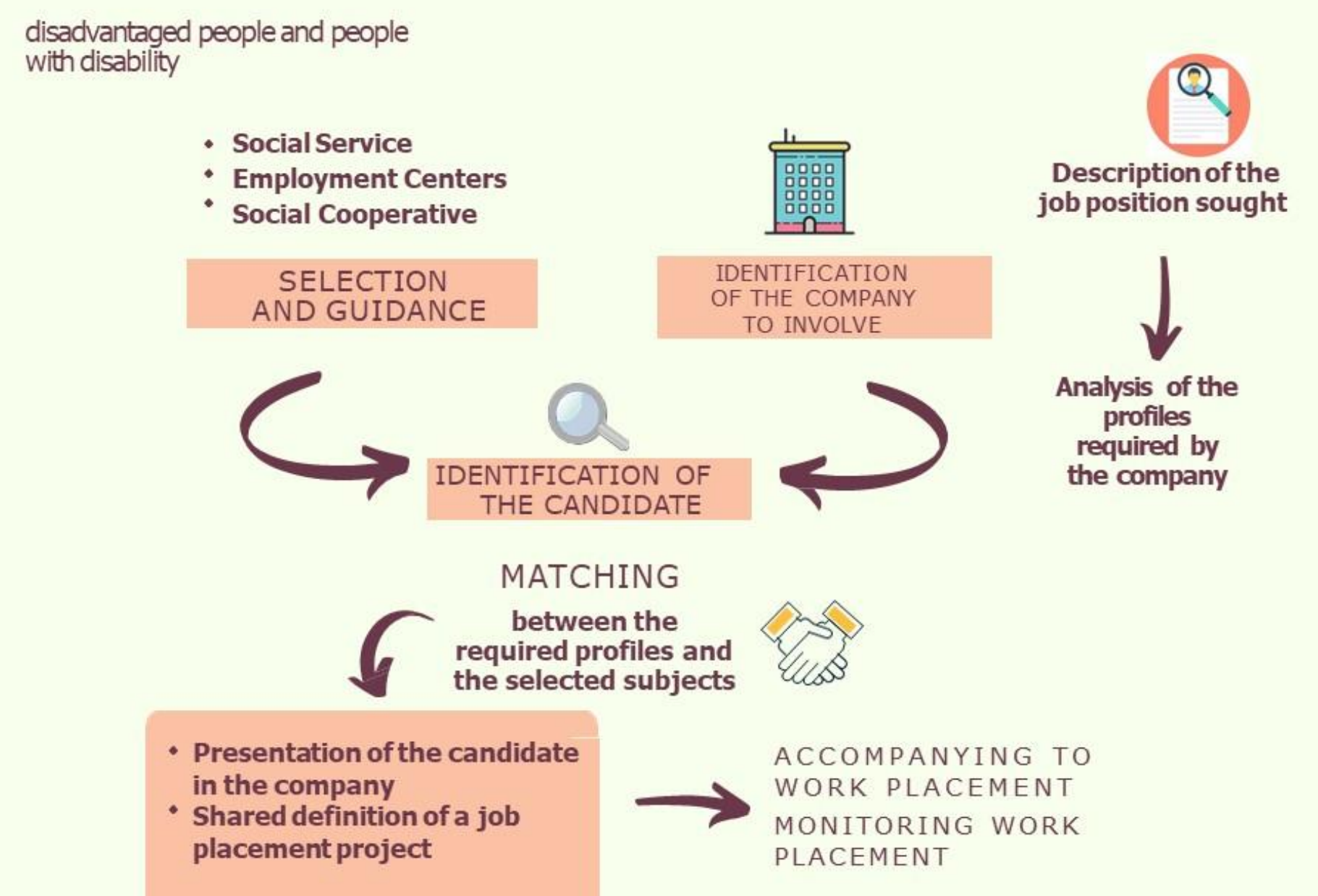
### 1st Construct

A Learning Organization framework applies to all organizations involved, be the Third Sector, Public Institutions and private companies, that make themselves available to host disadvantaged participants. Inclusion working experiences produce constant learning that generates transformation in all engaged subjects. It is therefore necessary to track and assess how this transformation is implemented and which elements are to be strengthened while others needs to be modified.

### 2nd Construct

Guidance is the second construct underpinning this research, in particular declined as work-related Learning, which emphasizes the centrality of growing relationship in the labor market and in particular in the context of work placements of people with fragilities.

## Flow model inclusion



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