Model of socio-work inclusion in vulnerable subjects

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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

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?

PEGASO NETWORK

The Regional Consortium Pegaso is a network of social cooperatives with the aim of establishing and creating a stable network to promote the development and innovation of social work. Pegaso is a challenge that the cooperative members, engaged in social services and socio-occupational inclusion activities, have primarily launched to themselves: increasing competitiveness by pooling resources, leveraging synergy, and acting as a system rather than individual enterprises.

Flow model inclusion
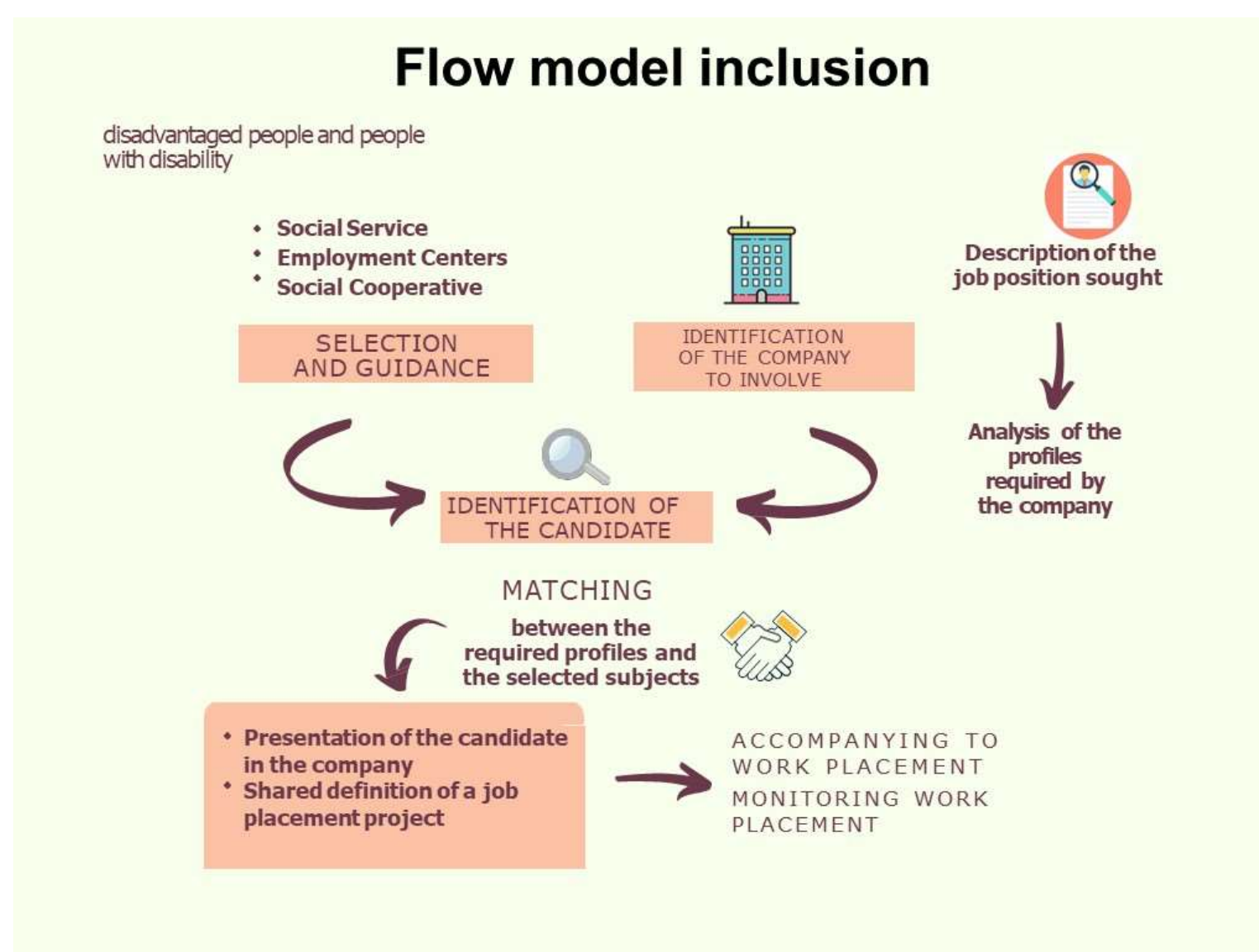
Good Practice

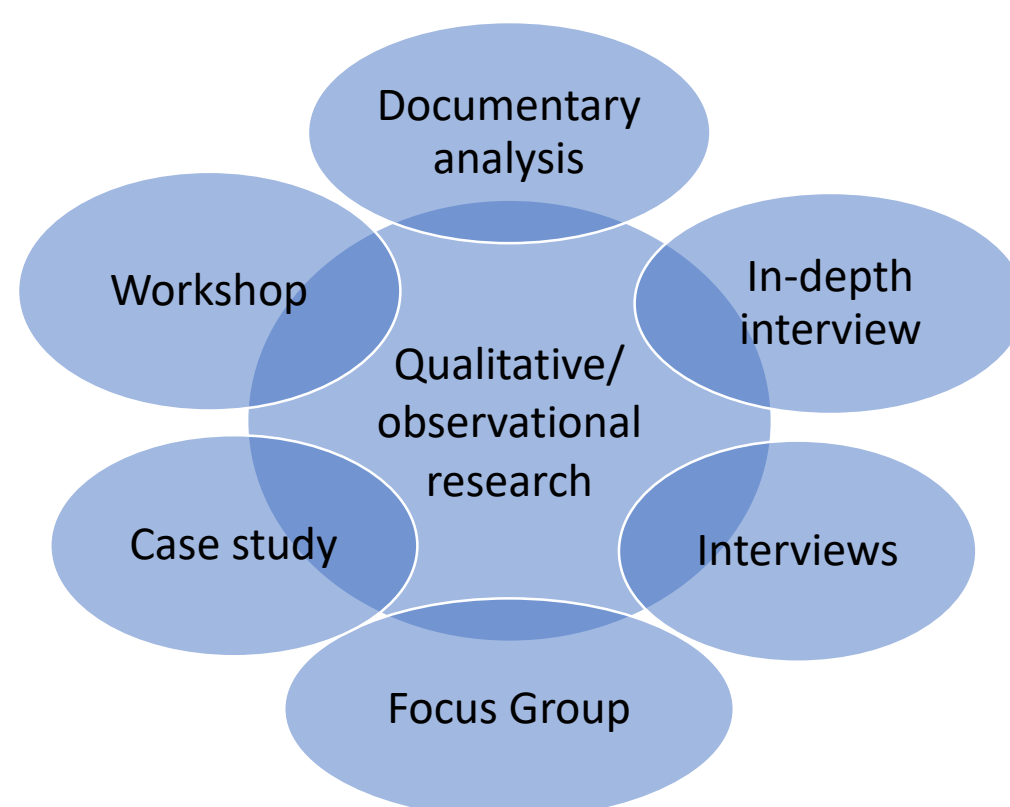| CRITERIA	INDICATORS
- A model designed to improve the processes of needs analysis, design, and organization for all public and private entities involved in job placements - Enhancing the understanding of the factors contributing to both successful and unsuccessful employment placements, with particular focus on the third sector - Tools for the analysis and reporting of case studies, following objective and uniform criteria	Inclusive policies and strategies: Physical accessibility Awareness and training Specific training for mentors Job role adaptation and flexibility Support and guidance Evaluation and monitoring Reproducibility

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 most 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.

Swot Analysis

Strengths	Weakness
. Dedicated financial resources . knowledge of the project from its origin . Dedicated staff . Knowledge of social work . Problem solving skills	. lack of specific skills . excessive turnover in dedicated figures . Lack of competent relations with the CPI
Risks	**Opportunity**
. unfavorable regulatory changes . economic instability	. new interested companies . company policies aimed at inclusion . greater financial resources

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