

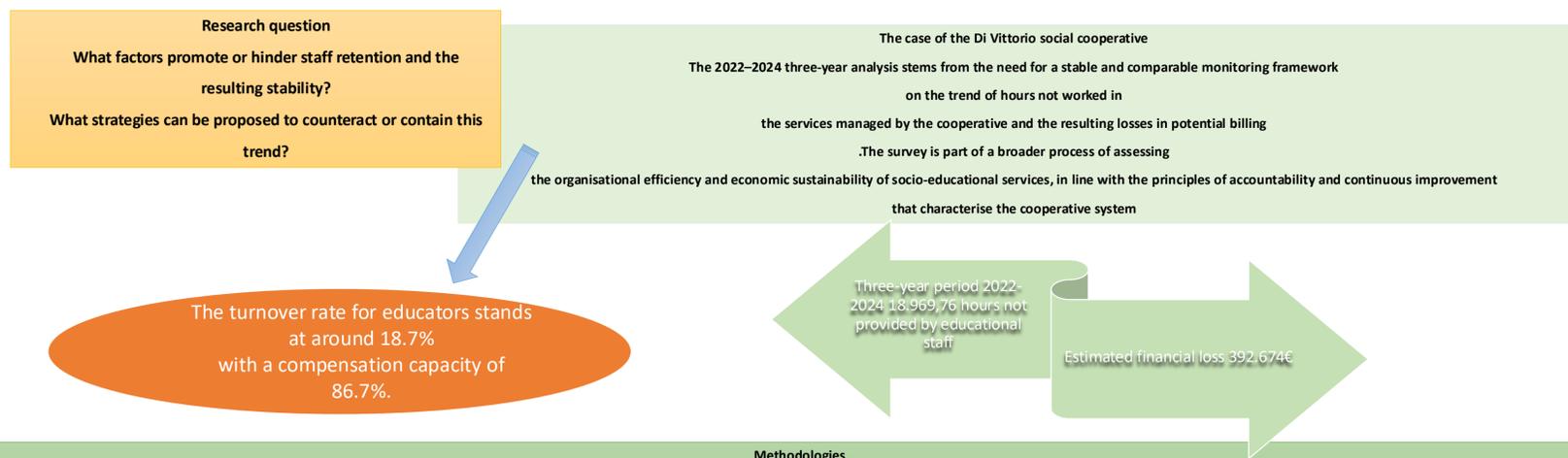


"Vocational lack and voluntary resignations in social and educational services: a multiple case study in Tuscany"

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Introduction

For a number of years we have been witnessing a gradual and steady increase in resignations from jobs. In the national context there are almost 2 million 200 thousand resignations recorded in 2022, an increase of 13.8% compared to 2021 when there were a total of 1 million 930 thousand . A phenomenon that affects sectors across the board. The "large resignations," have also affected, in part, personal services. Certainly the approach towards work by the younger generation has changed, two years of pandemic is a watershed. In this period there has been a shift in goals, a greater focus on personal and private dynamics. Young people now express less work-centered life plans. The research was carried out as part of an industrial PhD programme.



Methodologies

The methodology identified for conducting the research was that of the case study (Yin 2003). The case in fact can concern either a group of persons or a single type. In the research the case refers to professional socio-pedagogical educators, with the analysis of a subject and groups of subjects, with a purpose aimed at introducing a change that would allow for a form of improvement in the general conditions of employer-employee relations, which in turn would induce a possibility of stabilisation and company loyalty. The research was conducted through semi-structured interviews with mixed-gender subjects aged between 22 and 51. The interviews were carried out between May and June 2024 in three provinces of Tuscany: Florence, Arezzo and Prato. The interviewees were young graduates or soon-to-be graduates. In Florence, people attending introductory interviews were interviewed.

FLORENCE AREA
10 interviews
90% female
Age range 23-51 years old

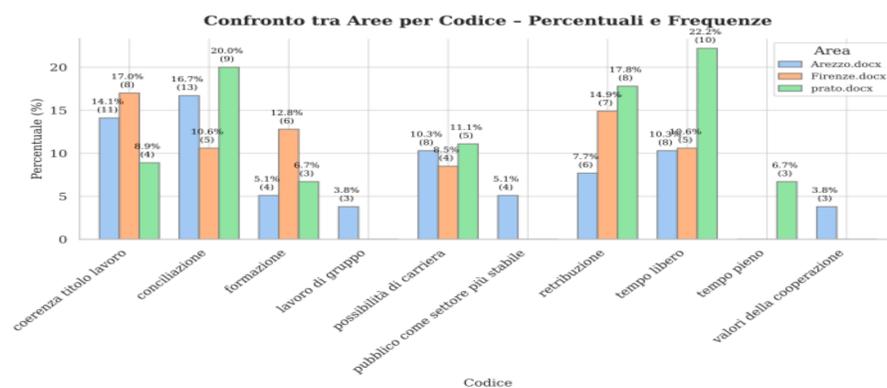
PRATESE AREA
11 interviews
72% female
Age range 22-30 years old

AREZZO AREA
17 interviews
83,3% female
Age range 22-30 years old

REMUNERATION
The issue of remuneration occupies an important position, but not always a primary one. The percentages range from 7.7% in Arezzo to 14.9% in Florence, up to 17.8% in Prato. This indicates that, while remaining a fundamental component of career choices, the economic dimension is now interpreted in a more qualitative than quantitative way.

WORK LIFE BALANCE
Among the most recurring dimensions, the work-life balance emerges as a cross-cutting priority, but with varying intensity across different areas. In Arezzo, it accounts for 16.7% of mentions, in Florence 10.6%, and in Prato 20%. The latter area stands out for its marked focus on balanced time management, also confirmed by the high frequency of the leisure time code 22.2%.

PROFESSIONAL GROWTH
Another key theme concerns prospects for training and professional growth, which are closely linked to career opportunities. In Florence, training accounts for 12.8% and career opportunities for 8.5%; in Arezzo, career opportunities account for 10.3% and training for 5.1%; in Prato, respectively, 11.1% and 6.7%. These figures indicate that young people want opportunities for development, but not necessarily linked to climbing the corporate ladder.



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