

Stefania Morello, President of Venetica

At Venetica, we decline life skills in 4 different areas.

1) Competence

...to bring out awareness: which are the reasons why we are sought out in the group, work or study:

"what problems do I solve?" The first training goal is the awareness of one's own competence, which I imagine and which is attributed to me.

2) Visibility

We work in the classroom - at school and in the companies - with the passions that animate people's lives and make them unique. We attach learning to these, because - as St. Augustine said - "inde quippe animus pascitur, unde laetatur" that is "Feed the mind only what cheers it up" (Confessions XIII).

3) Networking

We work in the classroom on the perception of one's own relational networks, on communication and relationship models and on the creation of "answers to needs" before the emergence of questions.

4) Alliances

We inspire people to create "learning alliances" (educational or professional) in their networks.

To work in these 4 focus, we use interactive classroom models and when it's possible we are 2 professionals: a trainer focused on the content and a second professional who works on the relationship and on the classroom atmosphere.

In training sessions with "advanced" classrooms, we match learning models with moments of meta-analysis: we apply a method and we test it, then we analyze the model together.

We have tested and implemented many soft skills empowerment methods over the years, some more traditional in the literature (Meeting Groups, T-Groups, Focus Groups, Phillips Groups, Polarizations, Leaders in the aquarium) others newer.

In the last 3 years we have been testing the theatrical improvisation method, on the macro-focus of feedback, leadership and organizational climate.

Laura Peruzzo, teacher and trainer

People who come from poor cultural and economical backgrounds need help in improving their capabilities and life skills. It's more common and easier for those people to get precarious jobs or remain unemployed for a long time: poor social life easily implies poor networking abilities. These lacks have a strong impact in their school orientation and then their employability. Everyone has needs to be fulfilled: you have to know the story of everyone to support their needs as an adult educator. That's how Venetica chooses educators that have the ability to grow up, support the life skills.

It's common to build up empathy and strong relation with people you are working with during group training. These relations may lead also to an empowerment of effective communication skills, creative thinking, self awareness building skills. This movement can help everyone to grow in decision making and this facilitate a process of self empowerment that can lead to a "step by step" path of self improving.

Federica Bruni, teacher and trainer

Some false cultural assumptions prevent our users' access to employment.

First, the "matching paradigm" which is the idea that people should be oriented to the skills companies require. It does not work anymore because companies' demands change quickly and workers are always "unsuitable, behind" the actual demands.

The second assumption is how people have a vocation because of unchanging characteristics, interests, values. That's not true because people evolve over the course of their lives and they have a constant need to compare themselves with the world to figure out which path to take.

Lastly, the assumption of how public and private services are not useful, neither for people nor for companies so it is better to look for solutions in one's network of contacts. That's an idea that creates further disadvantage precisely in people who are on the margins of the labor market

To overcome these false assumptions, Venetica promotes the learning of soft skills, that is, the wealth of interpersonal skills, attention to context, and self-valuation that allows people to have a role in work and, above all, to not feel marginalized in society/ like an outsider in society.

Also in Italy the principle of "long life learning" is increasingly asserted. Venetica thinks that there is a need for "long life career counseling" and that is why we talk about "orientation training".