



ANNEXN.1A

PHD COURSE IN:

"METHODS OF INCLUSION, MENTORING AND COMPETENCE DEVELOPMENT IN NEW KNOWLEDGE AND WORK CONTEXTS"

PhD course coordinator: Prof. Lucia Martiniello

Course Duration: 3 years

Total Competitive Places: n. 8

Places with fellowship: no. 6

Of which DM 117: no. 3

Of which DM 118: no. 3

Places without fellowship: n. 2

PROJECT DESCRIPTION:

The study programme of the PhD programme in "Methods of inclusion, mentoring and competence development in the new contexts of knowledge and work" is intended to provide transversal competences useful both for the advancement of knowledge and knowledge, and for use in contexts related to training, mentoring and accompaniment to the new competences required by the world of work. Particular attention is paid to the use of digital technologies, both in analysing the role they play in the new production models and as the subject of training and mentoring programmes.

A large body of international literature proposes mentoring as a bridging figure between the school, the territory and the third sector within the educational community.

The PhD course offers a solid interdisciplinary preparation in the research areas related to the themes of training and education methodology, the development of new skills required by the world of work and the application methodologies of mentoring and coaching processes.

The comparative and international approach is an essential element of the structure of the doctorate, which intends to decline tematics in an interdisciplinary form, with the aim of linking aspects of a more specialised nature (the legal discipline, knowledge and mastery of the impact of the new digital technologies in the training and work world educational methodologies, different forms of mentoring) with those linked to the analysis of the effects brought about by the changes in the context (the behaviour and strategic choices of companies in international markets, the dynamics and evolution of the global economy, the skills required in the new financial markets, the policy of the public decision-maker in terms of training and work, etc.).).

In particular, the first year provides a grounding in scientific research theory and methodology, different technologies and forms of inclusive education, lifelong learning and models of mentoring and accompaniment for skills development. At the same time, the analysis of the socio-economic context, of the labour market, of innovation models on the part of economic operators and their



repercussions on the forms of accompaniment and mentoring for the development of competences in today's knowledge society is deepened.

The seminar and workshop activities are distributed between the first and second year and aim to acquire skills relating to the processes and methods of vocational and continuing education, the use of the English language, IT and digital tools, and experimentation with empirical research models. In the second and third years, study and research activities abroad and training and internships in enterprises are concentrated.

The PhD thus offers a response to a need that is increasingly felt in Italy, where, as recalled by the CNEL, there are around 11 million low-skilled people (i.e. those with a low level of skills) (52% of whom are male and 48% female), who are particularly concentrated in the older age brackets: "31.8% are aged between 55 and 65, while 9.6% are aged between 16 and 24 and 15% in the 25-34 age bracket. The South and the North-West are the regions with the highest values" (cf. G. Alessandrini, Policies for skills implementation, upskilling and reskilling strategies and prospects for the development of VET in the country, in CNEL, XXI Rapporto mercato del lavoro e contrattazione collettiva, 2019).

The study and analysis of mentoring and accompaniment models for the development of competences is therefore declined within the doctoral programme by linking them to the different target groups (gender, age, educational qualification, previous occupations, etc.) and the variety of social and work contexts present today. The fields of application of the PhD are transversal to different contexts and areas of research, such as, for example: education and mentoring; job training; upskilling and reskilling; social and labour inclusion; labour policies and strategies of public decision-makers; economy and society; new enterprise and Industry 4.0.

INTENDED EMPLOYMENT AND PROFESSIONAL OUTLETS:

At the end of their studies, PhDs will have acquired the skills to make their acquired knowledge available to research centres at national or international level, public bodies and administrations, private companies active in the education and training sectors, companies interested in investing in human capital training and in upskilling or reskilling pathways, and third-sector companies and cooperatives involved in training and social inclusion pathways. The PhD in Methods of inclusion, mentoring and skills development in the new contexts of knowledge and work offers, in fact, transversal skills useful to train three types of figures

- professionals from the world of education and training who can find a place in companies in the sector, in third-sector cooperatives, in order to contribute to the preparation, development and implementation of mentoring and accompaniment programmes for the development of new competences in the world of work, training and university;
- researchers capable of analysing and identifying the link between changes in the socio-economic context, training processes and models, and the new skills needed, promoting an advancement of knowledge on these issues at national and international level;
- experts capable of putting the knowledge acquired at the service of policy choices by public decision-makers and/or human resources investment and training strategies by companies.

COHERENCE WITH THE OBJECTIVES OF THE PNRR:



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The PhD meets and assumes the PNRR objectives of repositioning and requalification of the Italian system. Indeed, the Plan indicates the centrality of the development of individual skills as a prerequisite for accompanying the country in the implementation of the first and third strategic axes ("digitalization and innovation" and "social inclusion"). In this context, mentoring and accompaniment for the training of the new skills required in the world of work are functional to contributing to two further objectives of the PNRR: i) the empowerment of women, traditionally the least favoured component in the labour market; ii) territorial rebalancing, since 'knowledge' is a propaedeutic element to encourage the South to join the most innovative processes currently underway in the international value chain.

The topic areas relevant to the drafting of the research project under the Doctoral Program in “METHODS OF INCLUSION, MENTORING AND COMPETENCE DEVELOPMENT IN NEW KNOWLEDGE AND WORK CONTEXTS” are as follows:

Subject Area MENTORING	Upskilling, reskilling and education	Places with fellowship	Places without fellowship
Brief description of educational and research activity	<p>The aim of the PhD programme is to scientifically deepen the study and analysis of mentoring and accompaniment models for the development of competences, based on the connection with the different targets (gender, age, educational qualification, previous occupations, etc.) and the variety of social and work contexts offered by the labour and economic market.</p> <p>The fields of application of the PhD are transversal to different contexts and areas of research, such as, for example: education and mentoring; job training; upskilling and reskilling; social and labour inclusion; labour policies and strategies of public decision-makers; economy and society; new enterprise and Industry 4.0.</p>	6	2



Research activities to be carried out at company/research center	Optional research or educational activities to be agreed with the mentor based on the specific project proposed by the doctoral student.		
Length of stay in the company/research center research/doctoral student (min 6 - max 12)	6/12 months optional		
Research activities to be carried out abroad or at institutions	Optional research or educational activities to be agreed with the mentor based on the specific project proposed by the doctoral student.		
Length of stay (min 6 - max 12 months within the three-year period, including non continuous)	6/12 months optional		
Name of host institution	International research institutes/institutions that have entered into or will enter into the agreement with the PhD course in METHODS OF INCLUSION, MENTORING AND COMPETENCE DEVELOPMENT IN NEW KNOWLEDGE AND WORK CONTEXTS		



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