



VIRTUAL MOBILITY 2020



be independent
be social
be happy



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OUR GOAL

Mobility for education
Mobility for peace



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IMY

VIRTUAL MOBILITY

2020

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Skillman Alliance Partner

initiatives in the field of
EDUCATION and TRAINING





CSCS

ITALYMOBILITY.ORG

Italy-mobility.org is the division of CSCS for learning mobility initiatives.

Since its foundation in 1994, CSCS.IT (Centro Studi “Cultura Sviluppo”) is committed in establishing bridges across Europe in the field of vocational education and training being contracted in more than 50 transnational research and vocational training projects.

CSCS, located in Tuscany, is a Vocational Training and Research Centre, accredited by Tuscany’s Regional Government and appointed by the European Commission as an Intermediary Organisation for the Erasmus for Young Entrepreneurs Network, the latest new cross-border business exchange European programme.

CSCS is strongly committed to promote transnational cooperation as a mean for improving local vocational education and training schemes. Research projects promoted by CSCS aims at ensuring a great impact on local training programmes in terms of innovation, quality, methodologies, educational materials, integration of new technologies into teaching practices.

CSCS provides business support and entrepreneurial education services and is the founder and coordinator of skillman.eu, the worldwide network for skills in advanced manufacturing sector which promotes a model of intervention that includes sustainability and ethical values.

Since 2008, in the learning mobility sector, CSCS is a leader organization active with internships, study visits and research projects supported by National Funding Agencies and by the European Commission.

CSCS hosts in Tuscany over 300 International

mobility trainees every year. In addition to higher and vocational education students, Italy-mobility implements mobility exchanges for young people with special learning needs.

Professionals, educational staff and a wide range of stakeholders come to Tuscany with CSCS for customized study visits, to discover innovative practices, to meet key players and to work together on plans for specific sectors.

CSCS is an official partner of the UNESCO Transdisciplinary Chair on “Human Development and Culture of Peace” of the University of Florence and for the whole national territory, has received in 2014, by the Italian Ministry of Labor and Social Policy, the licence reserved to the not-for-profit organizations, to facilitate the matching process between labour demand and supply.

We believe in education as a value and we promote mobility as central to peace, mutual understanding and communication

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ABOUT

the Italian excellence



MASERATI





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the long-lasting Italian cultural heritage

Italmobility offers the internship experience in the most desirable Italian economic sectors, such as: architecture, design, tourism, craftsmanship, Italian cuisine, fashion and design, industrial machineries, home decor etc. all highlighting the long-lasting Italian cultural heritage.

Italmobility in fact offers the Italian value consisting in the ability to innovate without losing sight of tradition, combined with the highest expressions of design and industry, characterizes the excellence of Italian business in the world.

The Italian Excellence provides a special path for professional growth: an opportunity to broaden horizons, to absorb the value of arts and culture, and to understand the importance of knowing how to manage a wonderful patrimony that brings together business and innovation with the unparalleled wealth of the Italian cultural heritage.

Italian excellence manifests itself in several sectors. Starting from clothing, in all its manifestations: production of leathers, yarns, fabrics, accessories necessary to personalize and make unique tailor-made creations for both women and men. The passion for the 'tailor made' also embraces the car sector, where personalization has reached levels previously unthinkable. Moreover, the F&B (food & beverage) sector has also a peek of attention, especially in the production of food and drinks (pasta, pizza, icecream, meat, cold cuts, cheese, seafood, extra virgin oil, wines, spirits, mediterranean vegetables and fruits, among others).

Looking for solutions that meet the requirements of comfort is the mission of the Italian companies involved in the home design sector: from the choice of construction materials to bathroom furnishings; from the production of ecological paints and windows to fine upholstery, sofas and furnishing accessories; from the soundproofing

The result of the combination among real job experiences in the Italian Excellence context offers the effective transition from learning to doing



DUCATI



about the italian excellence



of the rooms to the ventilation and energy efficiency systems; without forgetting the appliances designed to work in perfect synergy under the control of the most advanced home automation systems. Stimulating the curiosity of young people through cultural promotion is a profitable investment that can be implemented through the film and publishing industries, through exhibitions in museums and art galleries, as well as music concerts.

Equally important and formative is the approach to the "ancient knowledge", to the artisan skills that give shape to real gems of the Italian manufacturing tradition. Alongside artisanal production, processes such as laser micro-processing, plastic and on-plastic molding, processing and distribution of chemical and petroleum products, reduction of carbon components, machinery for industry, tires, accessories for the automotive sector, of special alloys, aluminum foil and sheet metal are placed in support of the most diverse industrial sectors in which similar elements can be used. Many Italian industrial companies have effectively implemented policies for the reconversion of polluting materials and today there are several start-ups also in the field of ecology or which develop new forms of energy production, such as wind and solar plants, or still using renewable resources, like biogas converted into biomethane.

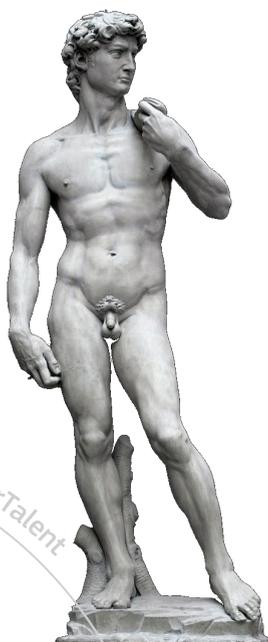
Healthcare is also one of the categories of services to which the community addresses itself, waiting for effective responses in terms of receptivity to hospitals, emergency management, disease prevention and treatment. The work of the police forces, both public and private, together with the Armed Forces, daily gives substance to the need for widespread serenity, to which many companies develop sophisticated systems placed at the service of Defense, from radars to electronic communication systems, up to the development of weapons. From luxury hotels on mountain peaks to resorts nestled on the coasts of the hottest destinations, from luxury apartments in the heart of the historic centers of the most beautiful cities to charming Bed & Breakfasts, the watchword is 'customer care', the satisfaction of his desires. For this to happen with certainty of results, infrastructures and services are needed that contribute to obtaining the appreciation of users, from the correct functioning of the airports, to the growth of rail transport.

And again, building and maintaining the ski-lifts used by lovers of winter sports according to high quality standards; guarantee the possibility of mooring and assistance for boats in marinas; managing cruise ship flows; set up areas for motorhome parking or for two-wheel lovers; coordinate activities related to the organization of the most diverse fair events. In fact, Italy must and can continue to produce wealth starting from its culture, a real catalyst for investments managed by financial intermediaries or large banking institutions that play an important role in supporting the arts, a heritage that should be assured 'like the most common goods, although it is impossible to quantify the value of pure beauty.

This large production is the key that determines a high-value economy that we offer to trainees with a full immersion into the Italian Excellence. This opportunity helps participants to understand how our country's brands have leveraged the cultural history, while at the same time being innovative and contemporary at global level.

The result of the combination among real job experiences in the Italian Excellence context is the effective transition from learning to doing.

Excellence, in Italy, is a dimension of Identity, almost an element present in DNA. This has been determining over the centuries, thanks to the persistence of the extraordinary "Genius Loci" of which the Peninsula is scattered. Diversity that finds in the territory an unrepeatable and unique expression in the world of the most diverse testimonies of beauty production. It is an innate attitude, which often acts unconsciously.



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ENZO PIANO DESIGN



Smart internships smart jobs

at glance



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A solution aimed at promoting the acquisition of skills needed for distance working: a new scenario which finds great interest among the digital generation

In high-tech countries with particularly strong digital societies, such as Estonia and Finland, distance working has exploded, almost completely transforming the corporate culture. The number of employees who work remotely has steadily grown in USA, in Europe and around the world, and the trend doesn't show any signs of slowing. These flexible, agile, and decentralized workforces could one day transform not just businesses, but also cities and countries. Places like Estonia prove that flexible policies can work on a large scale. While some industries don't lend themselves to remote working, those that do, will have to adapt to recruit and retain the best talents. Luckily, the more adaptable businesses become to a changing workforce, the bigger the talent pool they have to draw from.

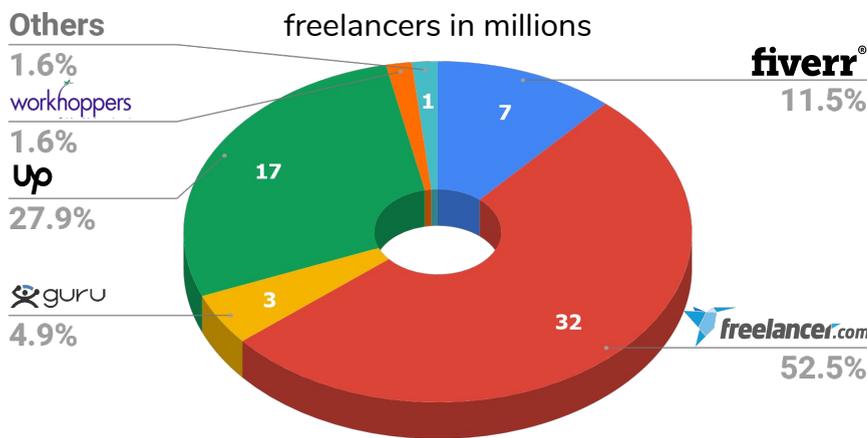
Remote working is changing how European companies do business

Wherever it's happening, remote-working policies across Europe have already started to reshape the way businesses operate. Armed with an abundance of messaging and video-conferencing software, [distributed teams](#) must learn how best to communicate with their distant colleagues, so new company protocols are organically emerging as teams begin to work remotely and between countries.

For instance, video calls might feel redundant for those based in the office, but they enable remote colleagues to pick up on important nonverbal cues during meetings and are an especially useful lifeline for [ensuring remote workers don't feel excluded](#) or socially isolated. For those who speak another language, video calls are even more vital, as they aid with understanding and interpretation.

Of course, having regular in-person meetings is important, too. In cities all across Europe, professionals are finding new ways to meet with colleagues and other remote workers, hosting meetings over lunch breaks as well as organizing weekly coworking and social events at bars and public spaces. In this way, remote working is helping shift companies away from traditional methods of doing business, flattening out hierarchies, and reframing how colleagues interact with one another, regardless of whether or not they're in the same room.

<https://www.wework.com/ideas/worklife/how-remote-working-is-transforming-business-culture-in-europe>



Digital natives who not only grew up with the Internet, but were born in the connected world, have evolved their work/life balance needs. For them, the idea of moving every day to and from the same central office is starting to seem a bit old-fashioned. For many, job flexibility is even more important than salary.

JOB ROLES

As technology continues to advance, teleworking has become more and more common in a variety of industries in the market. Indeed, the number of remote jobs has increased in every industry, given the benefits it offers to both companies and employees and, in the long run, to the environment. According to "Working anytime, anywhere: the effects on the world of work", teleworking has several benefits, such as shortening of commuting time, greater working time autonomy, better overall work-life balance and higher productivity.

The job roles that can be included with the Italmobility work experience mainly refer to the 'sharing economy' or 'collaborative economy', but comprise a very large range of activities also belonging to the 'traditional jobs'. The latter can be considered if deployed online instead of on-site and are aimed at implementing a number of tasks without any engagement at the employers' premises. A long list of job roles can be drawn for remote working internships like for example: graphic, designer, text editor, journalist, bookkeeper, transcriber, interior designer, social media and marketer, product consultant, branding expert, mechanical manufacture designer, web designer, software developer and many more.

The same job role can be implemented in different areas.

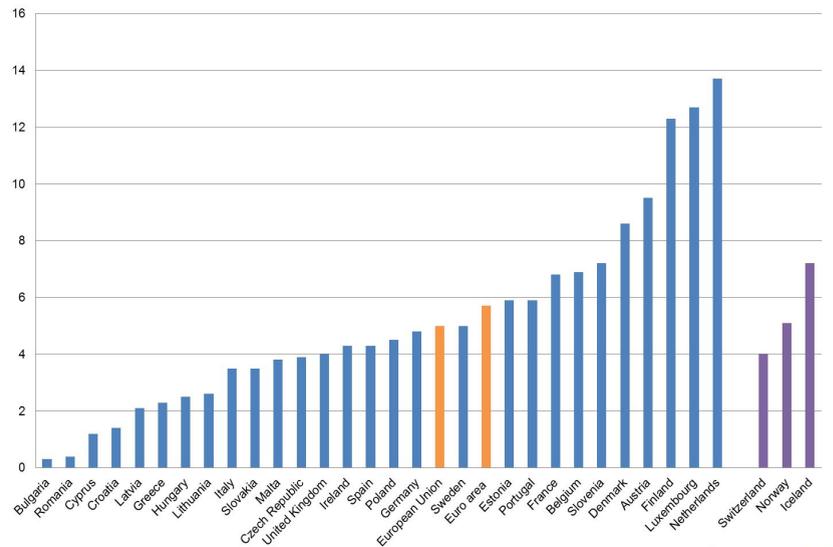
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Business culture is changing—not just in Europe, but globally and with a distant internship experience, trainees can develop their skills comfortably from home or school with a multicultural tutor and a real teamwork





Employed persons aged 15-64 usually working from home in the EU, 2017
(% of total employment)



ec.europa.eu/eurostat

source: <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/DDN-20180620-1>

DISTANCE INTERNSHIP / REMOTE WORK PLACEMENT / REAL EXPERIENCE

Growing without losing your identity

In Alessi (a well-known Piedmont-based producer of design objects) we undertook an internationalization strategy that aims at expansion in the US and Asian markets», explains chief executive Marco Pozzo. «We want to grow, but also during this process our priority is preserving our Italian DNA. Adapting to the needs expressed by the different geographical areas doesn't mean distorting the brand, not at all. We want Alessi to preserve its own identity, embracing approaches to the table that are different like the Asian one, but also democratizing the approach to design products. In the United States, for example, there are several of our objects that are part of the permanent collection of the MoMA in New York. But we want design objects to become an integral part of everyone's daily life

The courage to risk

Our philosophy is clear: to maintain a strong coherence with the past, but always focussing on innovation, both technological and design», says Davide Zanolini, executive vice president for marketing and communication at Piaggio. «What distinguishes us in the world is the courage to risk a bit more than others. We were the first to present three-wheel scooters, the first to experiment with hybrids. In this, we recognize our Italian character, as well as a very strong engineering-technological vocation that is displayed to the public with elements of iconic design.

Team spirit

We are proud to represent the Italian excellence», explains Dennis de Munck, head of employer branding. «Above all, we want to focus on team spirit. Just as Ferrari is the racing team that all Italians and millions of people in the world root for, in the same way we want whoever works with us to feel they are part of a great team, whose goal is to respond to challenges with the strength of ideas and innovation. Excellence is what sets us apart, on and off the racetrack, and will continue to deliver it. For this reason, we are always on the lookout for top talent.

Welcoming diversity

To be international, we try to open ourselves to different cultures», stresses Laura Salviati, training and communication manager at Artemide, a leading company in the lighting sector. «In the world, the approach to light varies greatly from one country to another. In industrial production, however, Italian excellence must be recognized. Abroad it's much more difficult to find industries able to support us in productive processes. In Italy, we have at our disposition know-how that succeeds in putting together craftsmanship and industry. We're not interested in producing at the lowest possible cost, but in quality.

Local taste, global excellence

We take the best chocolate on the market and we combine it with almonds from Avola, lemons from Sorrento, Sicilian pistachios. We feature, when possible, the food specialties of our country, proposing a real Italian journey of taste. From the chocolate bar to packaging, everything must reflect our values: Italianness, quality and design.

<https://www.som.polimi.it/en/the-three-is-of-excellence-identity-ideas-innovation/>





the auditorium in Rome designed by Italian architect Renzo Piano

BEHIND the scenes

Infrastructure

Everything is managed with the italmobility's tele working software solutions for visual time and tasks tracking that allow the trainee to see what he is actually doing, self-monitoring the productivity, especially how much time is lost to various distractions.

A system of micro AI tools helps to keep alive the attention and to remind the tasks of the trainee. The system was already tested and implemented during several years for the management of the traditional onsite IMY work placements. It is built combining different online tools like Odoo and Limesurvey with some other services provided by third parties.

The communication is managed with two different tools for webinars and distance learning and for individual or group video calls.

IMY provides assistance in all aspects of the work placement, before the starting period, throughout the entire internship and even after

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BEFORE & DURING

Before the beginning of the virtual mobility experience, the IMY team analyses trainees' individual profiles, their studies, their professional experience and the desired activities they can deploy, making an individual profile for each of them including the curriculum vitae, a letter of presentation and the profile description with a photo.

The end of this step is also the definition of the targets in terms of **skills and competences to be acquired or reinforced during the virtual mobility experience** that, besides the specific contents of the job role, also include skills,

such as: working productivity and efficiency to fulfill tasks and assignments, leading remote meetings, collaborating with colleagues remotely, using and implementing reporting softwares, developing a multi-tasking approach.

Therefore, based on such characteristics and matching the profile with the company's offer, the IMY's staff identifies the companies interested in hosting the virtual mobility experience and proposes a work placement contract that clarifies terms of collaboration, working time and work organisation, tools implemented and skills promoted.

The more information the trainee provides to IMY, the better and easier it is for the IMY's staff to understand the profile and expectations of the trainee, and to proceed in choosing the most suitable company.

When the IMY team needs more information than what is provided, it carries out a remote interview and completes the profile with what is missing.

With the signature of the the virtual mobility placement contract an insurance for health and safety is issued.

Work productivity and efficiency, versatility to fulfill tasks and assignments, remote communication, work planning and implementation, multi-tasking approach. ecc.

During the internship IMY's staff is always at the trainee's disposal to provide all the necessary assistance, from understanding the tasks to defining and

forecasting objectives or interacting with the tutor and the company's workers, to uploading data online, as well as for any other request or need for support

Starting day

The first day is planned and confirmed beforehand, to ensure the online presence of the IMY tutor and the host company's tutor. On the established day of the virtual mobility experience, the IMY's staff introduces the trainee to the company's tutor to clarify the objectives and the first tasks to be accomplished, during an interactive discussion. In this occasion, the IMY tutor also clarifies the health and safety measures implemented for the distance work activities. This and all subsequent meetings will be organized online at all times.

Once the work placement starts, the trainee becomes responsible, with the support of the IMY tutor, to manage autonomously the relationship with the company.



LAMBORGHINI

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Ongoing monitoring and support

The daily meeting is addressed to monitoring the implementation of the tasks assigned, to discuss the targets, to comment the results achieved, to align the view with the company expectations and any other issues. Depending on the type of IMY Programme subscribed, the meeting is supported by the IMY tutor to help both parts have the best results from the online collaboration.

Some companies are organised to manage the distance working experience with their own tools and procedures, while others fully implement the IMY's solutions including both technological tools and procedures.

Once this part is concluded, the trainee will receive new tasks and inputs in order to improve his/her competences.

Additionally, group online meetings will be scheduled every week to allow the intern to share his/her experience with peers and to improve the capacity to present the work done to others. During these occasions, learners will have the chance to compare their virtual experience also in order to explore different working methods and solutions related to various challenges.

The monitoring and coaching service consists in the following activities:

- **Daily report activities;** after the daily meeting with the company's tutor mentioned above, the trainee will be responsible to report his/her internship tasks and progresses in a personal database. Before concluding his/her intern day, trainee will have to download his/her internship hours from Italmobility's teleworking software and archive this file in the personal database;
- **IMY daily monitoring activities;** IMY's staff will carefully examine the learner's database on a daily basis, checking his/her progress and internship hours. Once a week, IMY's staff will also read the monitoring questionnaire. In case of any difficulties or doubts, IMY's staff will immediately contact the trainee in order to find out a solution. The IMY's staff will be always available to give assistance and to support the trainee during his/her internship;
- **Online meeting with peers;** once a week, trainees will have the chance to share their work and progresses with their group and IMY's staff, for one hour approximately.



WEEKLY STEPS



Internship work time

The intern is expected to respect the agreed working hours, procedures and settings. If one day the trainee gets sick, or he/she is not able to work for technical problems or any other reason, he/she is responsible to promptly alert the IMY's staff and the company's tutor about the matter.

The Italmobility's teleworking software registers the trainee's internship hours and takes screenshots to report the work experience.

On a daily basis, trainees join an online meeting with the hosting tutor

The trainee has the opportunity to meet daily with the IMY tutor who provides mentoring support on the work placement and, in general, on the virtual mobility experience

Formative assessments

During the virtual mobility internship, the trainee is required to fill in a weekly monitoring questionnaire, describing the activities accomplished, and giving feedback about different aspects of the experience.

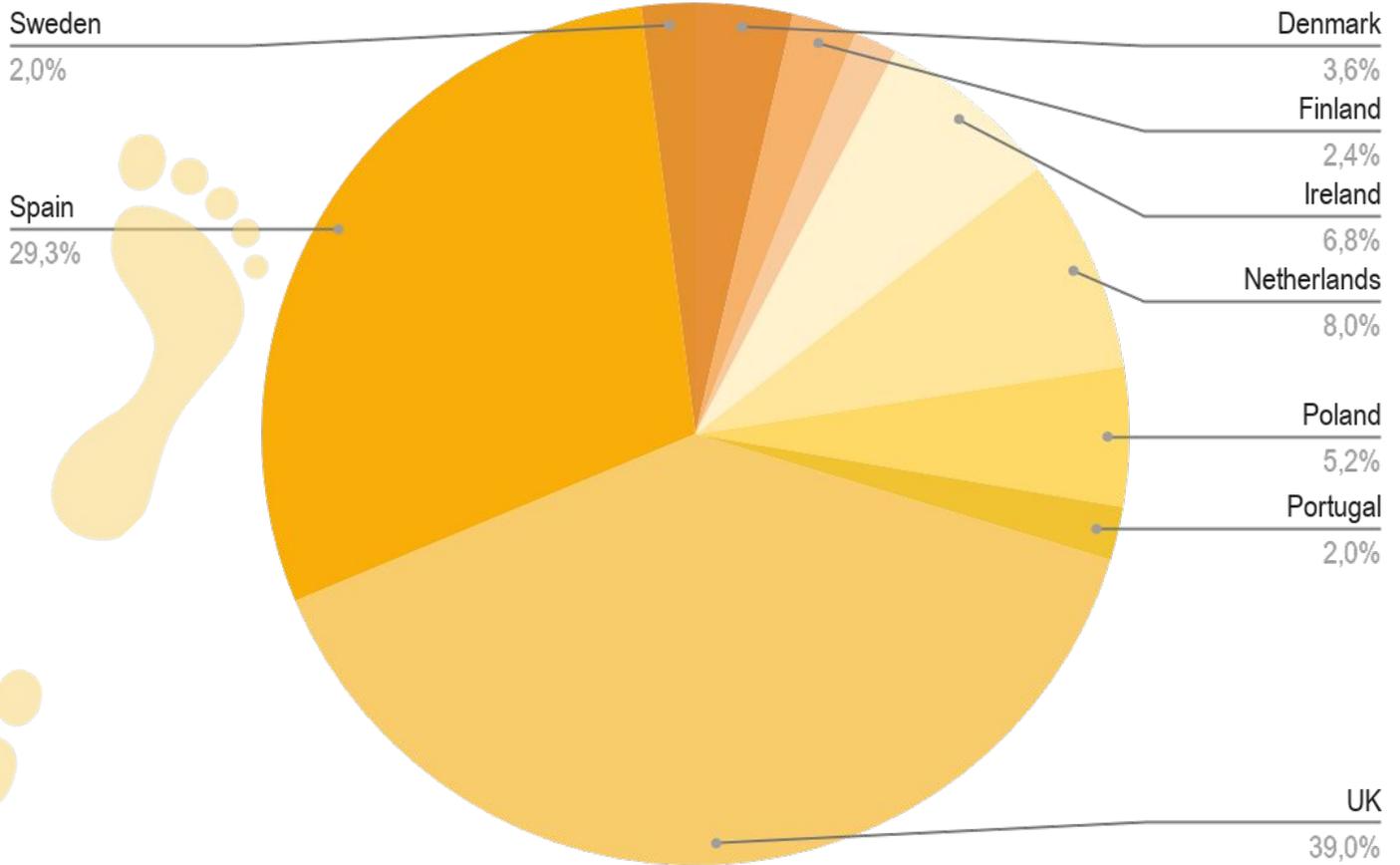
Reporting activities is very important for the virtual mobility programme. For this reason, the report is based on a systematic approach, implementing the IT tools provided by the Italmobility platform.

The reports are assessed by the hosting tutors. Along with the hosting tutor evaluation, the IMY's staff monitors and supports the trainee, in order to ensure the complete achievement of the expected objectives and the preparation of all parts of the programme that aim at issuing a final evaluation certificate.

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LEARNERS

countries





SKILLS RACING

straight to victory with IMY coaching

A **Certificate of Excellence in Vocational Training** for having implemented a successful learning experience with the support of the Italmobility European Initiative is awarded at the end of the placement. It is based on monitoring questionnaires from the trainee along with the evaluations from the company's tutor and by IMY's staff. This certificate is in line with **Europass Mobility** criteria.

The final assessment done for the release of the certificate takes into account several variables, including the level of cooperation with the company tutor and with colleagues in reference to a positive attitude towards work duties in order to achieve common work objectives and results.

Finally, the IMY final certificate provides also a description of the job role covered, the targets established, **the skills and competences acquired**, describing the learner's developmental stages and exploring the potential for long-term professional growth. The evaluation also reports the results of task assignments and the description of the ability shown in managing sources and time; for this reason, it also indicates whether the deadlines were accomplished for certain mandates.

Support and guidance

IMY tutors support and assist both the trainee and the host company to devise an action plan to overcome any obstacles perceived by the trainee and ensure a successful virtual placement. IMY tutors continually check the progress and the achievement of the agreed actions and objectives. If the action plan does not help bring about a positive solution in the first virtual work placement, IMY identifies a new opportunity.

The host company and IMY have the right to terminate a work placement in the case of trainee misconduct, lack of motivation or disrespectful behaviour. In this event, a new work placement opportunity might be identified and new insurance policies issued by IMY upon payment of an additional fee by the trainee. Based on the gravity of a trainee's misconduct, IMY reserves the right to refuse any additional virtual work placement opportunities.

For any kind of difficulty during the virtual work placement, trainees have support from their IMY tutors

To support the creation of the individual portfolio, the certificate is also sided by a complete report of activities including project data, tasks, work time reports and periodic results

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2978

HOSTING ORGANISATIONS
AVAILABLE

2504

MOBILITY LEARNERS
HOSTED

112

SENDING PARTNERS

15

YEARS OF EXPERIENCE



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skilled workforce

With the increasing need for highly skilled workers, businesses around the world consistently require technical and vocational education and training, which in turn helps to improve methodologies, evaluation mechanisms and practices. In this ever changing age, IMY Virtual Work Placements and IMY Virtual Study Visits are the first and winning choice, with a solid track of effective and smooth handling of learning.

In order to meet this increasing demand for a specialized workforce with continuous learning activities, enterprises benefit of the virtual study visit experiences that merge commercial business purposes with learning objectives. CSCS started its IMY learning mobility initiatives in 2005 and is continuing today siding the standard offer with the innovation of virtual mobility for learning.

The IMY Work Placements are suitable for learners at the end of their studies or that need skills improvement in a specific or innovative context, to acquire skills that cannot be learned with traditional instruction methods, in a relatively short period of time and with unbeatable effective results.

To have effective results in a timely manner, individuals and enterprises can benefit of the IMY Virtual Mobility Work Placements as an opposed solution to traditional on-site experiences that are not suitable for distance jobs.

With the continuous and changing demands of workforce requirements, a virtual full immersion experience in a different cultural and organizational work environment has been proven to be more effective than traditional learning settings, as standard instructional processes tend to separate the teaching phase from the application and validation of the knowledge gained.

During IMY Virtual Work Placements, learners interact directly with a wide range of peers and co-workers, living a new and full immersion experience and become rapidly productive in their new virtual workplaces.

Workers develop curiosity and ambition while striving for success. New inputs and new requirements within a different work environment enable the learners to be more flexible, versatile and creative while acquiring new skills and becoming more productive.

DISTANCE

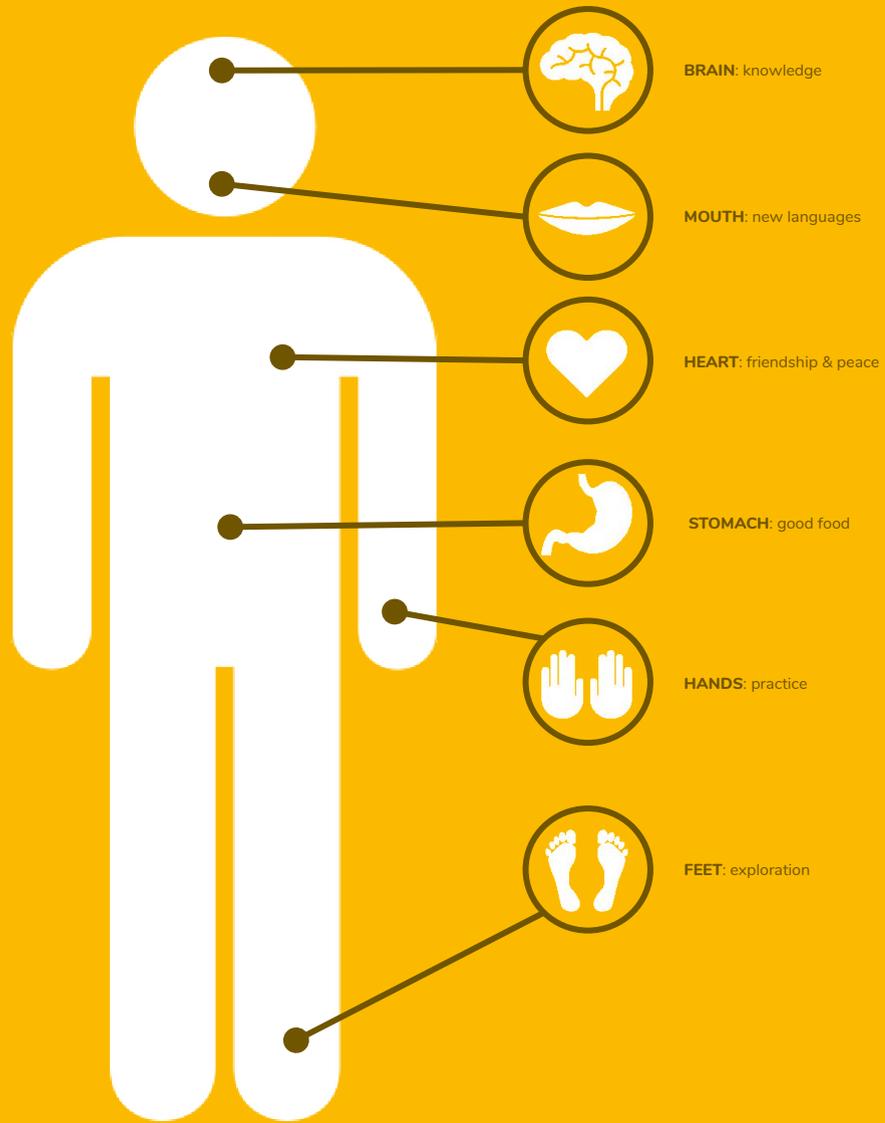
Study Visits and Work Placements

the way to success...

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ITALYMOBILITY IS GOOD FOR

italymobility.org



#weloveskills
#welovemobility

OUR GOAL

Mobility for learning
Mobility for peace

Official Partner of the
European Vocational Skills
Week



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