INDIVIDUAL SUPPORT & EARLY INTERVENTION

1. Title

- From Skills to Opportunity: Advancing Employability and Social Inclusion
- Italy
- CIPIA (Centro Provinciale per l'istruzione degli adulti "Alberto Manzi")

2. DDSS Gap Addressed

- E3 - Low learner or employee retention

3. Description of the Reskilling Lab

The Lab helps prevent adult learner dropout caused by educational, linguistic and social barriers through personalised support, practical learning, progress monitoring and preparation for further training and employment.
Activities include face-to-face lessons, teamwork, hands-on exercises, language and employability-skills development, and final assessment.
The Lab involves 79 adults of different ages, genders and educational backgrounds, including people supported by local authorities. Programmes last three to six months.
Key stakeholders include CPIA "Maestro Manzi" in Campobasso and Termoli, an employment agency, the Molise Region and NGOs. Early identification of difficulties, continuous support and regular monitoring help maintain attendance and motivation. The completion certificate provides a tangible achievement and supports progression towards further training or employment.

4. Why is this a Good Practice?

The Lab helps prevent dropouts by providing personalised assistance, regularly monitoring learners' progress and identifying difficulties at an early stage. Face-to-face teaching enables teachers to respond promptly to individual needs, while practical activities and teamwork maintain motivation and engagement. Cooperation with employment and community organisations provides additional support, while the manageable programme duration and certificate awarded upon completion give learners a clear and achievable goal, encouraging them to remain in training and complete their learning pathway.

5. Transferability

The model can be replicated by adult-education and vocational-training providers working with learners at risk of disengagement or dropout. Successful adaptation requires trained teachers, manageable group sizes, regular monitoring of attendance and progress, personalised support and referral arrangements with employment and social services. The main lesson is that learner retention improves when difficulties are identified early, learners receive continuous support, practical and collaborative activities maintain motivation, and the link between training and employment goals is clear. Cooperation among stakeholders and a meaningful certificate upon completion further contribute to success.

6. Additional Information

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