



**GIVE**



Co-funded by the  
Erasmus+ Programme  
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# The GIVE approach to Excellence: **MAKING THE HUMAN FACTOR THRIVE**

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# Inclusive Vocational Excellence: key issue



## EU Policies



## UNEVOC Strategy



## UN SDGs







# Inclusive VET: many models

## Inclusive Excellence "models"



**Inclusive Excellence Ecosystem**

<https://www.utsa.edu/inclusiveexcellence/our-approach/ecosystem.html>



**Inclusive Excellence Framework**

<https://www.gallaudet.edu/equity-diversity-and-inclusion/inclusive-excellence/>



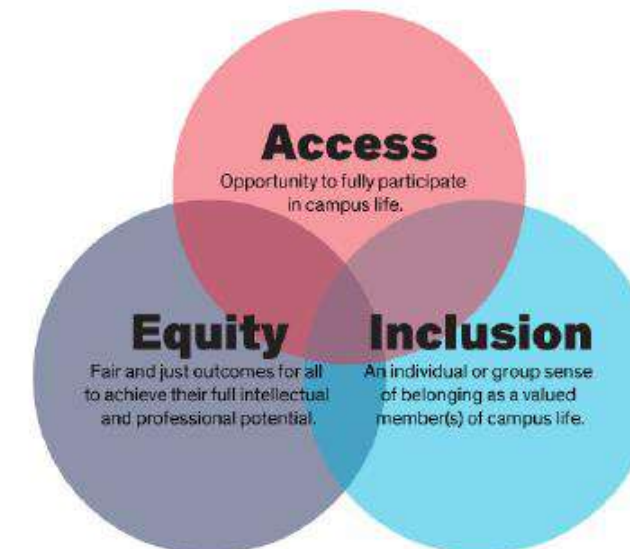
**Inclusive Excellence Framework**

<https://diversity.missouri.edu/our-work/inclusive-excellence-framework/>



**Elements of Inclusive Excellence**

<https://www.mcw.edu/departments/office-of-diversity-and-inclusion/inclusive-excellence>



Source: Inter Faculty Organization

**Putting Equity, Diversity, & Inclusion into Practice**

<https://dei.extension.org/>





# Inside the experience of Excellence



Excellence is not a high standardized level for few:  
it concerns the personal **INTEGRAL HUMAN DEVELOPMENT**.

It's more than professional skills, it includes transversal and life skills:  
we need to empower learners' **COPING SKILLS**  
to deal with the XXI century **LIFE** challenges.

## B. Top 15 skills for 2025

1	Analytical thinking and innovation	9	Resilience, stress tolerance and flexibility
2	Active learning and learning strategies	10	Reasoning, problem-solving and ideation
3	Complex problem-solving	11	Emotional intelligence
4	Critical thinking and analysis	12	Troubleshooting and user experience
5	Creativity, originality and initiative	13	Service orientation
6	Leadership and social influence	14	Systems analysis and evaluation
7	Technology use, monitoring and control	15	Persuasion and negotiation
8	Technology design and programming		

Source

Future of Jobs Survey 2020, World Economic Forum.

Henceforth, Excellence is for everybody, is **INCLUSIVE BY DEFINITION!**





# Discover Your Own Excellence!

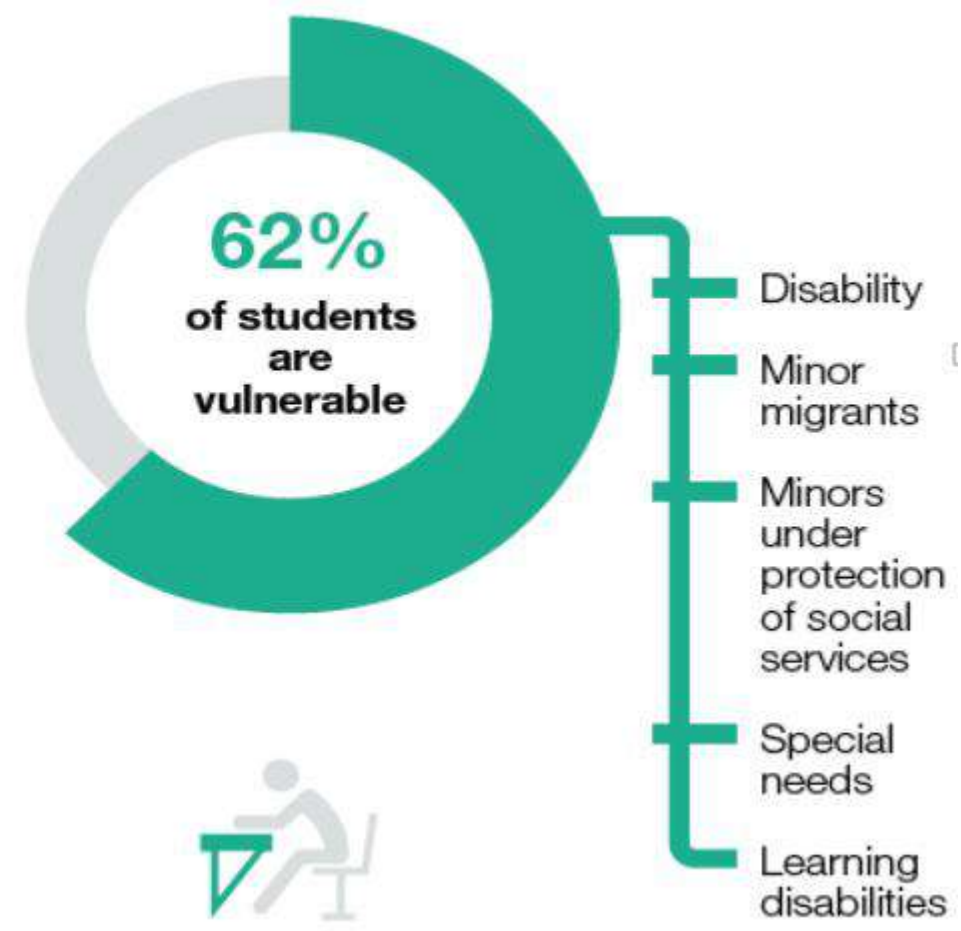
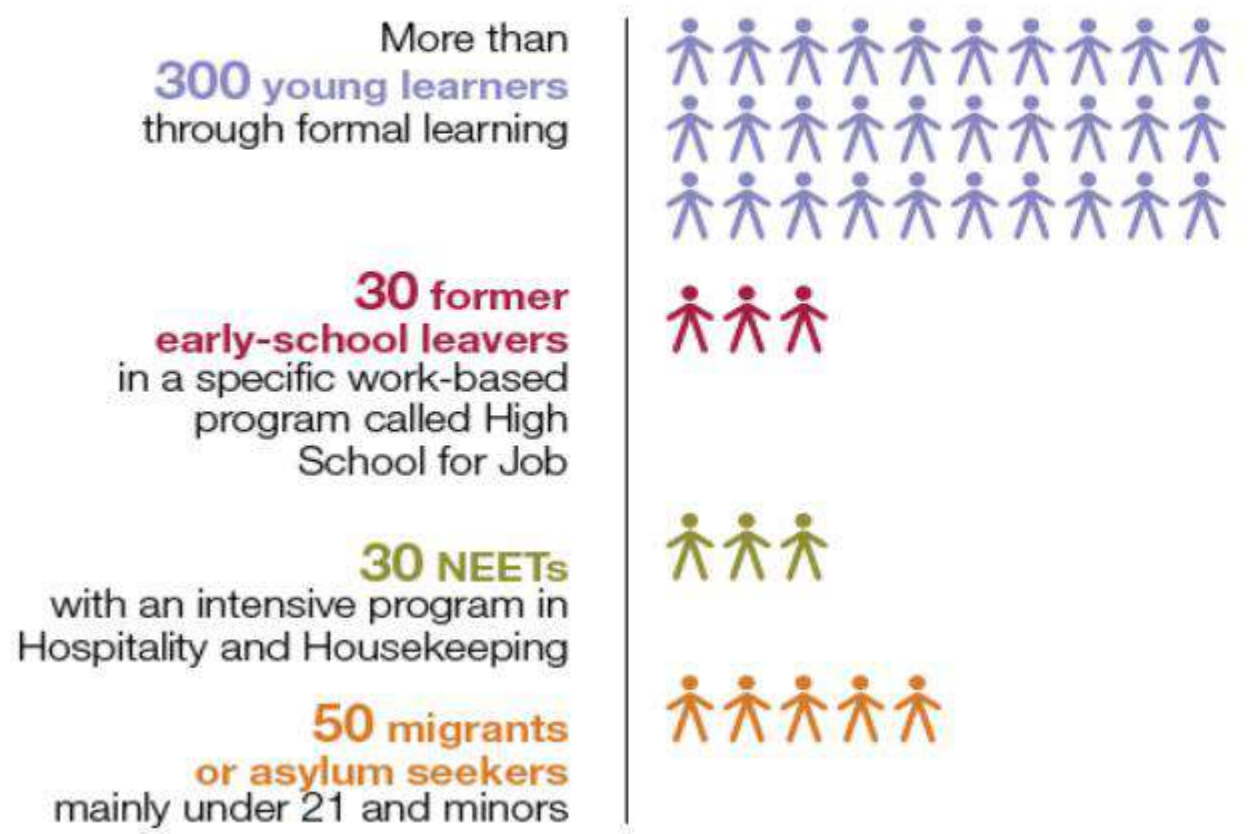
GIVE partners share a belief:  
**Everybody is unique and can be excellent**

Our training experience has always been based on the same challenge:

**DISCOVER YOUR EXCELLENCE!**



More than **400** students integrated



Beginning with a group of dropouts, today Cometa is a place offering an equal access and support to everybody, but in an effectively inclusive environment



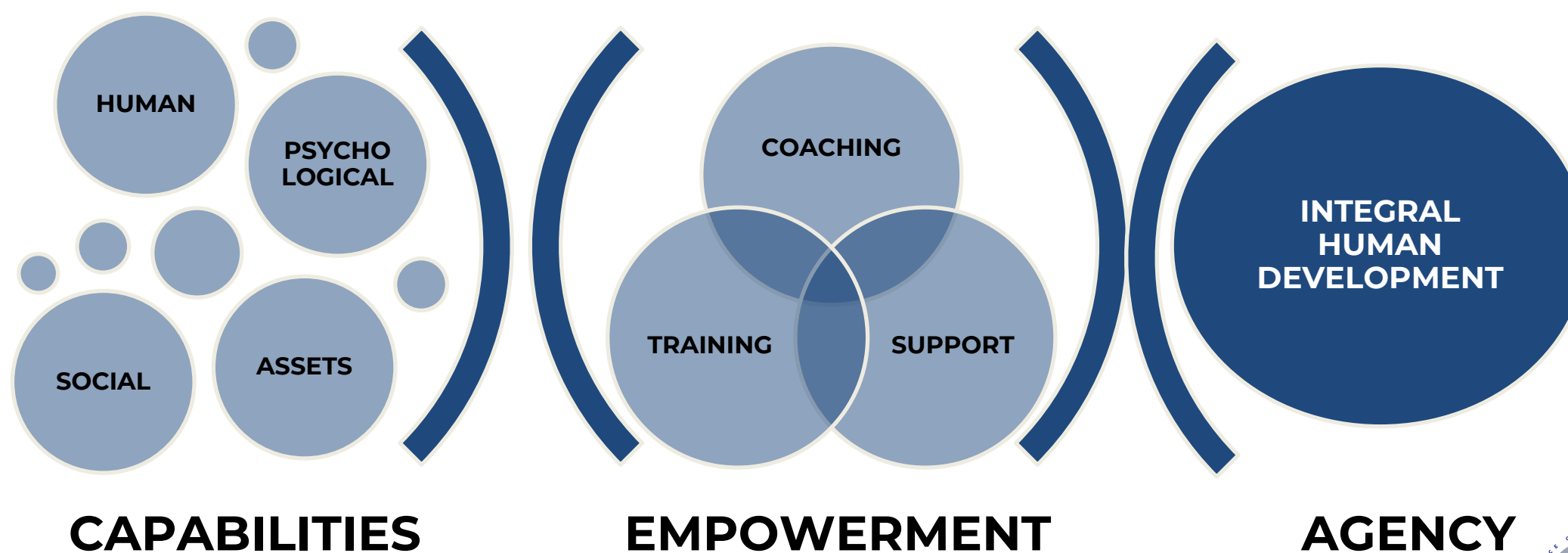


# “Realism” as common framework

Education is an **INTRODUCTION TO TOTAL REALITY**, pursuing **to care, to regulate, to train** learners (*Jungmann*).

«Realism» implies to **centre learning ecosystem on the «learner»**, aiming at their Integral Human Development.

It means to deal with all learners' several capabilities: **professional, psychological, social, even spiritual** (*Berloffa et al., 2012; Drèze&Sen, 2002; Nussbaum, 2010*).



# GIVE project

## DIFFUSION OF INCLUSIVE GOVERNANCE MODELS FOR VET ORGANIZATIONS

### 3 DIMENSIONS:



Ecosystemic Governance

Institutional Leadership



Didactic & Educational Learning



### PARTNERS

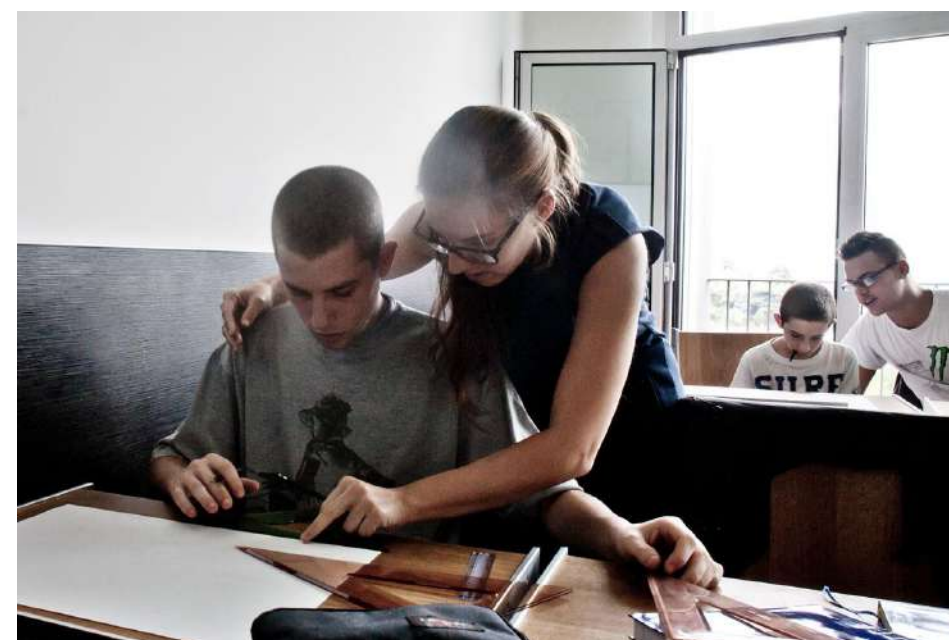
ITALY, FINLAND, MALTA,  
ROMANIA, SPAIN, TUNISIA, BELARUS





# Innovative & Inclusive Pedagogy

**Reality-based learning** (experiential learning)



Personal support through **tutoring and coaching**

**Beauty & Care** of the environment





# Anticipatory, Entrepreneurial & Agile Governance

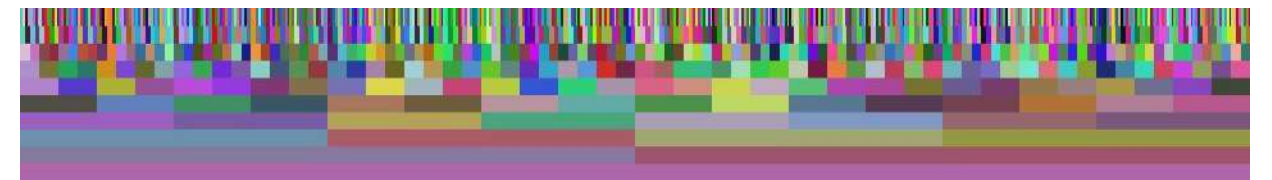
Activating & empowering the **ECOSYSTEM\***...



... and consolidating a

**FLEXIBLE AND COLLABORATIVE LEADERSHIP SCHEME** internally

*Holarchy vs. Hierarchies*







# Rethinking Human Factor

Beyond the Twin transitions, a new mindset has to be consolidated: the role of the **HUMAN FACTOR**

VET is a **SUPPORTING HAND** for learners' personal journey to develop themselves personally and professionally.

A pathway to a renewed concept of **work as PERSONAL FULFILLMENT & PARTICIPATION to our common good.**







# THANK YOU!

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