

Institutions of higher education across Europe are building a new relationship between them and the labour world, also to increase the employability of graduate students. This implies a commitment for universities to redesign their curricula through the analysis and re-interpretation of the demands of enterprise. The most pressing demand seems to be the preparation of people regarding Soft Skills to be used in work contexts.

The European Union, in parallel with the development of a legal framework, has for several years supported a range of projects (e.g. Tuning and Modes) which tried to identify the methodologies and best practices for the promotion of Soft Skills in university programs.

In this context, the seminar will take stock of the progress of this process of innovation of university curricula, highlighting the outstanding problems and being an important moment of discussion between all the involved actors: institutional decision-makers, researchers, teachers and employers.

The aims are:

- to describe the state of the art concerning Soft Skills
- to possibly identify new methods and tools for Soft Skills determination and certification for education and employability purposes
- to possibly identify lines of development for the political and institutional decision-makers and the researchers considering the enterprises needs.

Soft Skills are a relevant cross disciplinary theme. This workshop collects several prestigious international and national experts along with scholars of excellence who are studying and analyzing transversal competences, who are looking for a bridge between research, teaching and employment and who are fostering and developing these competences within the enterprises. The workshop finalization is then to provide a complete panorama of Soft Skills from their definition to their expression and application in the labour world.



ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA

Alma Mater Studiorum - University of Bologna

AlmaLaurea, Consorzio Interuniversitario
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Department of Educational Sciences "Giovanni Maria Bertin"
Department of Psychology
Department of Management

Scientific Committee:

Maria Lucia Giovannini, *Department of Educational Sciences, University of Bologna*

Marco Depolo, *Department of Psychology, University of Bologna*

Gabriele Morandin, *Department of Management, University of Bologna*

Massimo Marcuccio, *Department of Educational Sciences, University of Bologna*

Barbara Cimatti, *Institute of Advanced Studies, University of Bologna*

Marco De Candido, *AlmaLaurea Consorzio Interuniversitario, Bologna*



ADRIA-HUB - Bridge technical differences and social suspicions contributing to transform the Adriatic area in a stable hub for a sustainable technological development

The European project "Adria Hub" is coordinated by the University of Bologna and its aim is a technology transfer of the system used from AlmaLaurea to collect and select the cv of graduates to some universities located in the Balkans, in particular in Croatia, Serbia, Bosnia Herzegovina and Montenegro to favour their employability through the matching with enterprises. Partners of the project are universities, organizations, associations of enterprises and firms located in Italy and in the above-mentioned countries.

Free entrance on a first come first served basis

Simultaneous interpretation Italian-English provided

Please give confirmation of participation to isa.coordination@unibo.it

www.almalaurea.it/en/informa/news/2015/07/23/soft-skills-and-employability



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ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA
ISTITUTO DI STUDI SUPERIORI



SOFT SKILLS AND THEIR ROLE IN EMPLOYABILITY

New perspectives in teaching,
assessment and certification



International Workshop
University Residential Center Bertinoro (FC), Italy
Wednesday 18 | Thursday 19 November 2015

Programme

Wednesday 18 November 2015

9.30

OPENING

09.30 -10.00 REGISTRATION

10.00 -10.40 INSTITUTIONAL GREETINGS

Francesco Ubertini, *The Honourable Rector, University of Bologna, Italy*

Nevio Zaccarelli, *Mayor of Bertinoro, Italy*

Director of the Institute of Advanced Studies, *University of Bologna, Italy*

Marina Timoteo, *Director of AlmaLaurea, Italy*

Giuseppe Padula, *Director of Innovation, University of the Republic of San Marino, Italy*

Guido Sarchielli, *President of CeUB, Italy*

INTRODUCTION

10.40 -10.50 **Cristiano Fragassa**, *University of Bologna, Italy*

The Adria Hub project

10.50 -11.00 **Barbara Cimatti**, *Institute of Advanced Studies, University of Bologna, Italy*

The Soft Skills action

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WORKSHOP

11.00 -11.50 KEY NOTE SPEECH

Sydney Engelberg, *The Hebrew University of Jerusalem, Israel*

A Developmental Perspective on Soft Skills

11.50-13.00 **Session 1 - DEFINITION AND SELECTION OF SOFT SKILLS**

Chair: **Giunio Luzzatto**, *University of Genova, Italy*

Speakers: **Jarkko Hautamäki**, *University of Helsinki, Finland*

The Search for Non-Hard Skills – Learning to Learn as a Key

Competence – Finnish Framework and Empirical Data

Cristiano Ciappei, *University of Firenze - Fondazione RUI, Roma, Italy*

Soft Skills to govern action

Maria Cinque, *Free University Maria Ss. Assunta (LUMSA),*

Fondazione RUI, Roma, Italy

Comparative analysis on the state of the art of Soft Skill
identification and training in Europe and some Third Countries

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LUNCH

14.30-16.00 **Session 2 - HOW TO TEACH AND DEVELOP SOFT SKILLS**

Chair: **Michele Pellerey**, *Salesian Pontifical University, Roma, Italy*

Speakers: **Manuel Poblete Luiz**, *Deusto University, Spain*

How To Teach And Develop Soft Skills. Evolution of generic
skills (Soft Skills) following the declaration of Bologna 1999.

Stefania Mangano, *University of Genova, Italy*

Soft Skills in Italian university: first results from CT3 Survey

Bryce Kingsley, *Center for Creative Leadership, Bruxelles, Belgium*

Self Awareness and Emotional Intelligence

Massimo Marcuccio, *University of Bologna, Italy*

The debate on teaching Soft Skills in higher education:
some recent trends.

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COFFEE BREAK

16.20 -17.30 **Session 3 - THE ASSESSMENT AND CERTIFICATION**
OF SOFT SKILLS

Chair: **Jarkko Hautamäki**, *University of Helsinki, Finland*

Speakers: **Maria Lucia Giovannini**, *University of Bologna, Italy*

Functions and Uses of Soft Skills Assessment in Higher
Education: Opportunities and Challenges

Michele Pellerey, *Salesian Pontifical University, Roma, Italy*

Assessing Soft Skills: When, How, Who?

Raffaele Ferragina, *Profexa Consulting, Bologna, Italy*

The HR challenge ahead: skills certification as a
strategic source of comparative advantage

17.45

END OF THE WORKSHOP

17.30 -17.45 CONCLUSIONS

Guido Sarchielli, *University of Bologna, Italy*

Thursday 19 November 2015

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OPENING

INTRODUCTION

10.00 -10.25 **Gabriele Morandin**, *University of Bologna, Italy*

From University to Enterprise

10.30 -13.00 **Session 4 - SOFT SKILLS: THE EMPLOYMENT BRIDGE**

Chair: **Marco Depolo**, *University of Bologna, Italy*

Speakers: **Beatrice Van der Heijden**, *Radboud University, Nijmegen, the Netherlands*

Towards Sustainable Employability by Responsible Career
Management Strategies

Markku Jokisaari, *University of Turku, Finland*

A good start in a new job: The role of organizational socialization

Ornella Chinotti, *CEB, SHL Talent Measurement, Roma, Italy*

Hiring and Inspiring Graduates in the New Work Environment

Dina Guglielmi, *University of Bologna, Italy*

Employability: competences to manage boundaryless careers

Maria Grazia D'Angelo, *Aster, Bologna, Italy*

Soft Skills for Innovation

Filippo Ferrari, *Consultant, University of Bologna, Italy*

Tackling skill mismatch in a local labour market

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LUNCH

14.30 -16.00 **Session 5 - THE IMPORTANCE AND DEVELOPMENT OF**
SOFT SKILLS WITHIN ENTERPRISES

Chair: **Marco De Candido**, *AlmaLaurea, Bologna, Italy*

Speakers: **Rocco Bonomo**, *ENEL, Roma, Italy*

Soft Skills and organizational citizenship: a duo to make the change

Ida Sirotti, *Telecom, Roma, Italy*

Enabling for success in the Workplace: Telecom Italia experience

Alessandro Alberani, *CISL, Bologna, Italy*

The impact of Soft Skills on the paths and careers of employees

Cesare Genesio Alessandro Grisi, *University of Bologna,*

Lee Hecht Harrison DBM, Italy

Soft Skills: a close link between enterprises and ethics

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COFFEE BREAK

16.20 -17.45 **FINAL ROUND TABLE DISCUSSION**

Chair: **Barbara Cimatti**, *Institute of Advanced Studies, University of Bologna, Italy*

Speakers: **Sydney Engelberg**

Michele Pellerey

Jarkko Hautamäki

Beatrice Van der Heijden

Manuel Poblete Luiz

Markku Jokisaari

Giunio Luzzatto

Rocco Bonomo

Bryce Kingsley

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END OF THE WORKSHOP

17.45 -18.00 CONCLUSIONS

Guido Sarchielli, *University of Bologna, Italy*