

## IRECOOP VENETO

### THE REGIONAL INSTITUT FOR COOPERATIVE EDUCATION AND STUDIES

**IRECOOP VENETO**, legally recognized Association, is a training organization active on the whole regional territory since 1978. Together with the cooperative system it works on satisfying training and developmental needs of the local economy.

In order to respond to this needs, **IRECOOP VENETO** promotes and manages initiatives of vocational basic and follow-up training, professional qualification and staff re-qualification specifically addressed to job seekers, employees, disadvantaged people, emerging professional profiles.

By developing projects that include not only training, but also researches, studies and development of innovative tools, **IRECOOP VENETO** became known as representative training organisation for cooperative movement.

**IRECOOP VENETO** is accredited by Veneto Region for the Life-long learning and Superior Education, for the Employment Services and it has UNI EN ISO 9001:2008 certificate.

#### **OWNERS AND MEMBERS:**

The organization has been established and supported by:

➤ **Confcooperative – Unione Regionale del Veneto** (Regional Union of the Cooperative Confederation), founded on 20 July 1970) representing in the region interests of more than 1300 member cooperatives and promoting the cooperatives as a model of self-employment

➤ **Federazione Veneta delle Banche di Credito Cooperativo**

Carries out the representative role facilitating the development of 30 member banks through the cohesion and internal coordination.

#### **THE WORKING METHODOLOGY**

A relationship with the client is based on professional and ethical criteria and is oriented towards fulfillment of clear and shared goals. Consistently with the values and objectives of the organisation, all the employed resources join to the operational experience specific study, specialization and research paths. For this purpose, **IRECOOP VENETO** is able to offer to its clients an articulated portfolio of professional skills and a **multidisciplinary approach** to the human resource development.

The operational method adopted by Irecoop Veneto is characterized by the following path:

- Research and analysis of the training needs;
- Definition of the training objectives and expected learning outcomes;
- Elaboration of the training concepts, programs and schedules;
- Co-ordination and practical implementation of a training activity;
- Assessment of results.

The Irecoop Veneto is organized in following **thematic operational areas**, each focusing on particular sector of client needs:

#### **1. Employment and occupability area**

Through this area dedicated to the labor issues, Irecoop Veneto designs active policy interventions aimed at young persons and unemployed adults; guides the companies in the activation and management of the training project; offers training opportunities to all those who wish to develop their professional skills and promotes social inclusion projects.

## 2. Social area

Through this area Irecoop Veneto designs training and counselling interventions oriented to the development of managerial and governance skills of social entrepreneurs. Irecoop is closely collaborating with working with Federsolidarietà Veneto for the implementation of measures aimed at increasing the social value produced by the social services and strengthening the cohesion of the territories. Irecoop Veneto supports cooperatives in the processes of innovation and improvement of organizational processes. It promotes the growth of social worker skills through exchange of best practices in local and European level, as well as designs interventions and specialized training programs by activation of national and regional funds and partnerships with public and private entities.

## 3. Agriculture and food area

This area is dedicated to the provision of consultancy services and trainings for the companies belonging to the food chain. Some of these services can find financing inside the specific programs dedicated to the Primary Sectors.

## 4. Banking area

The Banking area focuses on projects, training initiatives and local development actions addressed to members and clients of the Credit Cooperative Banks and the reference area. The projects are designed and implemented with the Veneto Federation of BCC and the individual cooperative credit banks.

## 5. Health and safety in the workplace

Through the area dedicated to the Safety and Environment, Irecoop Veneto provides training and consultancy services on related issues, in order to meet the needs of businesses and at the same time the growth of a culture of health and safety in the workplace in general.

## 6. International area

Irecoop Veneto has given an important role to the European collaborations for enriching learning experiences of its target groups and for bringing European innovation possibilities to the local realities. The **International project area** develops and coordinates European projects and partnerships under the framework of different programs, like (ERASMUS+, ESF, Interreg, etc), providing also consultancy to public and private companies and institutions wishing to participate in the EU financed initiatives.

## MAIN ACTIVITIES

1. Irecoop Veneto is elaborating innovation, development and training projects on requests of clients, in collaboration with partners and for reaching organization's own objectives:

- need analysis,
- design and elaboration of projects, search of funds,
- partnership building and coordination

2. In order to answer the market demands and training needs of the clients, Irecoop Veneto is developing and organizing custom-made training programs, including more specific services:

- training need analysis and definition of training objectives and expected learning outcomes;

- elaboration of training concepts and programs;
- practical organization of training, qualification activities for young persons, cooperatives, professionals.

3. Besides it, Irecoop Veneto provides consultancy for cooperatives and other clients, mostly providing technical assistance for enterprises, like the Quality Management System (ISO 9001), Environmental Management System (ISO 14001 - EMAS), Management System Safety at Work. Among consultancy and project development sectors in which Irecoop Veneto proposes its services are all those, that are important in life of any enterprise. For example, Managerial systems and organizational models, Green economy and sustainability, Human resource development and management, Communication and marketing, Lean organization, Internationalization, Development of new business activities and start-ups, Fundraising, Exchange of best practices and many others. Yearly Irecoop provides consultancy services to more than 70 cooperatives from whole Veneto region.

4. As a support organization of the cooperation system, Irecoop Veneto it also promoting the cooperative enterprise culture, spirit. In particular, it coordinates and conducts Cooperative Education initiatives in schools of all levels in order to create the entrepreneurial spirit of children and young people. With the "learning by doing" methodology, these school projects permits the participating students to develop and to manage their first entrepreneurship activity with participative model and great importance of a group work.

## TARGET GROUPS

As the main focus, Irecoop Veneto provides support to the **cooperative enterprises** and **credit cooperative banks** from all the Veneto Region, that are more than 1300 entities. But besides it, Irecoop manages activities for:

- **Persons willing to develop new enterprises**, that receive training and consultancy on regulations, norms, business plan development, fundraising, management, marketing with focus on development of a new business activities;
- **Public institutions**, that are interested in common projects on social, agricultural or other fields, where competences of Irecoop and its regional and international partner networks can be a strong added value, also for reaching large number of SMEs.
- **Other private organizations** interested in training and consultancy services of the Irecoop Veneto
- **Other persons**, especially the disadvantaged persons searching for job, for which the Employment service of Irecoop is providing professional counseling, orientation and training services, as well as elaboration of individual career development plans. Irecoop Veneto is also a leader partner for many internship projects, that allows disadvantaged persons, in particular unemployed young persons, to develop their professional skills and competences and to get their first job experiences.