



## GLOSSARY

<b>Accessibility</b>	The chance to make a right concrete, to make it enjoyable regardless of people's conditions and situation. It is not a matter of codifying a right but of making it possible for everyone to benefit from it.
<b>Active approach</b>	Transition from a passive and generalized promotion of initiatives to proactive actions, aiming at identifying needs and stimulating demand to use the instruments available.
<b>Passive approach</b>	Approach that is limited to undifferentiated promotion actions.
<b>Activation</b>	In order to guarantee inclusion, protection and well-being, citizens must be active. In other words, citizenship rights pass through the joint participation of individuals-citizens in the building of well-being conditions for themselves and others. The recipient must also be active and aware.
<b>Self-training</b>	Through self-training, individuals gain autonomy and master their learning, by self-reflection, autobiographical thinking and self-evaluation, as well as through strategies of self-direction with the support of self-realization and self-motivation dynamics aiming to develop a strategic "self-training" competence to complete and enhance one's training.
<b>Personalized training action</b>	Personalized training actions are tightly connected with the process of being included in the labour market and refer to the following areas: personal area, social area and professional area.
<b>Capability for Lifelong learning</b>	Aptitude of Lifelong learning to develop capability dynamics.
<b>Capability for Valuable learning</b>	Aptitude to evaluate learning processes that are suitable to create capability conditions.
<b>Capability Welfare State</b>	Welfare state, aiming at the well-being of citizens and therefore at pursuing their capability.
<b>Capability</b>	The well-being of citizens as a consequence of the chance to exercise the substantial freedom to develop their objectives in a democratic context.

<b>Active citizenship</b>	The ability of all individuals, regardless of their age, in better understanding the contexts they live in, the characteristics of their life cycle, in acquiring the necessary elements to interpret situations, express opinions, behave responsibly and identify fields of participation in community life and in exercising their rights and duties.
<b>Development welfare state</b>	Dynamic welfare state, that develops through cumulative innovation pathways due to the fact that its reform is a strongly self-powered process with a high intensity of knowledge.
<b>Empowerment</b>	The process of gaining access and the development of one's abilities, aptitudes and potential, in the view of an active participation in shaping one's life and that of the community in economic, social and political terms.
<b>Initial training</b>	General education and training offered during the initial education system, usually before entering the labour market.
<b>Human capital</b>	The competences, knowledge and experience of an individual or population seen in terms of their value and cost for an organization or country.
<b>Social inclusion</b>	By social inclusion we mean the promotion of equal opportunities in accessing education, training, employment, housing, community services. Special attention is paid to disadvantaged individuals: immigrants, prisoners, drug addicts, the handicapped, etc...
<b>Innovation</b>	Research of new instruments, formulae and mechanisms.
<b>Learnfare</b>	The word learnfare was born to identify programmes for the re-inclusion in school of young students who dropped out early because they became young parents depending on assistance, trapped in unemployment and unable to complete their studies. When these programmes are extended to the whole population, a training perspective follows as a citizens' right and instrument for active participation, in a framework of equal access opportunities. From this we have the historical choice to use the word to describe the active Danish welfare model and then to recall all those systems in which training and lifelong learning are a vital key for modern welfare systems, of inclusion and employment.
<b>Lifelong learning</b>	All learning activity undertaken throughout life, which results in improving knowledge, know-how, skills, competences and or qualifications for personal, social and or professional reasons.
<b>Mix of policies</b>	Means/instruments put into effect through different resources and operators with different competences.
<b>Employability</b>	A combination of factors that give people the chance to prepare to enter the labour market, keep their job or make a career.

<b>Personalization of Interventions</b>	Transition from standard actions or target oriented to initiatives thought for the single individuals interested.
<b>Peer Review</b>	<p>Peer Review is a form of external evaluation with the aim of supporting the reviewed institution in its quality assurance and quality development efforts.</p> <p>In TrACE 2 partners, called Peers, are invited to assess the quality of different fields of the institution, such as the quality of labour policies and training provision put forward by the Organisation object of peer-review study. During the evaluation process, the Peers visit the reviewed institution. Peers are external but work in a similar environment and have specific professional expertise and knowledge of the evaluated subject. They are independent in the review report they draft and "persons of equal standing" with the persons whose performance is being reviewed.</p> <p><u>The general aims of the European Peer Review procedure are</u></p> <ul style="list-style-type: none"> <li>• to promote quality assurance and development,</li> <li>• to enhance transparency and comparability of quality in VET in Europe through a common European standard, and</li> <li>• to support equal opportunities.</li> </ul> <p><u>Important specific requirements and characteristics of the procedure are</u></p> <ul style="list-style-type: none"> <li>• a focus on the people involved and their interests and needs,</li> <li>• objectivity and impartiality of the Peers,</li> <li>• transparency of all elements of the procedure to all persons involved,</li> <li>• rules on confidentiality and on the use of results, to be set up in advance and adhered to by all persons involved,</li> <li>• avoidance of conflicts of interest and direct competition between Peers (and the institution they come from) and the reviewed institution,</li> <li>• promotion of openness, integrity and sincerity as a prerequisite for mutual learning,</li> <li>• awareness of cultural influences both on vocational education and training provision and on evaluation, especially in transnational Peer Reviews,</li> <li>• promotion of an enquiring and critical attitude both in the Peers and the reviewed institution, and</li> <li>• the design and implementation of Peer Review not as a technical and bureaucratic procedure but as a dynamic and motivating process, from which both the reviewed institution and the Peers can benefit.</li> </ul>
<b>Professionalization</b>	Training actions chosen by the person, with the aim to acquire competences at different levels that end with a certification recognized by the State or simply by the production system. Participation is voluntary and not always free of charge. This type of training is offered by institutions, public or private bodies interested in training. In this area we also include high schools, advanced professional training, university, post-diploma or post-graduation courses, masters, but also offers made by enterprises to their operators, distance training and self-training.

<b>Self-reflection</b>	Acquisition of the ability to observe and understand one's own setting and ways of working.
<b>Professional re-qualification</b>	Training that allows to acquire new competences that give access to new employment and new professional activities.
<b>Knowledge-based society</b>	A society the processes and praxis of which are based on the production, spread and use of knowledge.
<b>Welfare state</b>	Welfare state (or well-being state) that is active and activating, that from being a provider of methods of passive protection, becomes supplier of promotional and personalized services, with the aim to stimulate individuals to develop the necessary resources to face the risky situations they may bump into in life.
<b>Welfare to work</b>	Governmental programme to replace dependence on benefits with employment in the private or public sector.
<b>Workfare</b>	It is the approach that assigns the social state a minimal protection for the needy and makes "able" individuals autonomous through paid employment. Employment becomes a condition, although not always necessary or sufficient, to acquire individual and social wellbeing.