

WORD	MEANING
Accessibility	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.
Advanced professional training	Advanced professional training offers medium or long-term pathways that, through innovative methodologies aim at: - developing specific competences for the creation of highly qualified and highly specialized professionals; - updating knowledge already acquired in previous working experiences.
Active approach	Transition from a passive and generalized promotion of initiatives to proactive actions, aiming at identifying needs and stimulating demand to use the instruments available.
Passive approach	Approach that is limited to undifferentiated promotion actions.
Next growth area	The distance between the current growth area and the level of potential development that can be reached with the help of other people, whether they be adults or peers with a higher level of competence.
Activation	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.
Self-training	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.
Personalized training action	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.
Lisbon benchmarks as regards learning	They mark the achievement of the objectives of the Lisbon Strategy.
Best practices	They are macro-guidelines to reinforce innovation, the spread and implementation of excellences and contribute in improving the efficacy of systems in which they act and the relative investments in the sector.
Capability for Lifelong learning	Aptitude of Lifelong learning to develop capability dynamics.
Capability for Valuable learning	Aptitude to evaluate learning processes that are suitable to create capability conditions.
Capability Welfare State	Welfare state, aiming at the well-being of citizens and therefore at pursuing their capability.

Capability	The well-being of citizens as a consequence of the chance to exercise the substantial freedom to develop their objectives in a democratic context.
Active citizenship	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.
Coaching	The meaning is the same used for the coach of a sports team. In this case support is given to learning, involving approaches, methodologies, ways of learning.
Counselling	Range of activities with the aim to help people make decisions regarding their education, their job or other personal matters and achieve them before or after entering the labour market.
Development welfare state	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.
Empowerment	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.
Initial training	General education and training offered during the initial education system, usually before entering the labour market.
Human capability	Competences
Human capital	The competences, knowledge and experience of an individual or population seen in terms of their value and cost for an organization or country.
Social inclusion	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...
Innovation	Research of new instruments, formulae and mechanisms.
Learnfare	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.
Lifelong learning	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.

Mentoring	Guidance and support provided in a variety of ways to a young person or novice (i.e. someone joining a new learning community or organisation) by an experienced person who acts as a role model, guide, tutor, coach or confidante.
Mix of policies	Means/instruments put into effect through different resources and operators with different competences.
Model	Organic whole of indications and recommendations, or strategic and operational "principles" to pursue, also through educational and training policies, the main aim of the Lisbon Strategy: "a new knowledge-based society".
Employability	A combination of factors that give people the chance to prepare to enter the labour market, keep their job or make a career.
Personalization of interventions	Transition from standard actions or target oriented to initiatives thought for the single individuals interested.
Professionalization	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.
Self-reflection	Acquisition of the ability to observe and understand one's own setting and ways of working.
Professional re-qualification	Training that allows to acquire new competences that give access to new employment and new professional activities.
Knowledge-based society	A society the processes and praxis of which are based on the production, spread and use of knowledge.
Tutoring	Any guidance, consultancy or supervising activity on behalf of a professional. The tutor assists learners throughout the whole duration of their learning pathway (at school, in training centres or at work).
Active welfare state	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.
Welfare to work	Governmental programme to replace dependence on benefits with employment in the private or public sector.
Workfare	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 well-being.