

## SUPPORTING THE SCHOOL

The School is supported by private and public funding. As a result, doctoral students may be asked over the academic year to carry out specific project research and to undertake an internship at the company/institution funding their scholarship.

The School also welcomes any kind of collaboration; its academic programs are intended to meet business demand in terms of management and organizational strategies, also by promoting company tours, involving professors from other universities and providing students with useful material for further research.

ADAPT and CQIA also carry out research and draw up conventions on the behalf of third parties, on the basis of funding collected to support the International Doctoral School in Human Capital Formation and Labour Relations.

## PARTNERS OF ADAPT

Partners of ADAPT funding the Doctoral School:

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## ABOUT US

CQIA – Academy for Teaching and Learning Quality of the University of Bergamo, set up in 2005, aims at promoting and developing study and research, together with institutional and private bodies, supported by the faculties and the departments of the University. CQIA also promotes vocational training and professional development for teachers and managers, providing support, monitoring and evaluation of reform and innovation processes in terms of teaching and learning quality.

For further information please visit [www.unibg.it](http://www.unibg.it).

ADAPT – Association for International and Comparative Studies in the field of Labour Law and Industrial Relations is a nonprofit organization, set up by Marco Biagi in 2000 with the aim of promoting research in the field of Industrial and Labour Relations from a comparative and an international perspective. The main purpose of ADAPT is to provide an innovative method of carrying out academic research, while developing long-term relationships with businesses, organizations, institutions, and other institutes for advanced studies. For further information please visit [www.adapt.it](http://www.adapt.it).



For further information about Doctoral School

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**UNIVERSITÀ DEGLI STUDI DI BERGAMO**  
CENTRO di ATENEUM per la  
QUALITÀ dell'INSEGNAMENTO e dell'APPRENDIMENTO

INTERNATIONAL  
DOCTORAL SCHOOL IN

## HUMAN CAPITAL FORMATION AND LABOUR RELATIONS

Promoted by  
ADAPT – Association for International and  
Comparative Studies in the field of Labour  
Law and Industrial Relations

CQIA – Academy for Teaching and Learning  
Quality of the University of Bergamo



Associazione per gli studi internazionali e comparati  
sul diritto del lavoro e sulle relazioni industriali



# International Doctoral School in HUMAN CAPITAL FORMATION AND LABOUR RELATIONS

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## OUR MISSION

The Doctoral School aims at providing people with competencies focusing on their employability in the labour market.

Our project has a cultural perspective, as intended to establish a link between academic institutions and the world of work. While considering the school-to-work transition, the School also promotes an innovative method for the creation of a point of contact between learning and working context.

Our mission is to make young people able to fulfil their dreams and achieve their ambitions, today, in their academic career, and tomorrow, when they will enter the labour market.

For this reason, our Doctoral School cannot be regarded as “traditional”, but as an innovative and prestigious educational program, intended to meet both the needs of the individual and the demands of an ever-changing working environment, with the latter becoming a fascinating, yet complicated, research field.

In this perspective, partnership with institutions (including non-profit), organizations and business funding the Doctoral School are given priority.

## THE METHOD

The academic program is intended to meet the needs of the individual and the demands of the world of work, and much effort is invested on the relationships with the businesses who have from our planning stage supported us. In many cases, we help students re-enter the labour market, providing them with the assistance of high-qualified personnel, who attended ad hoc programs supported by our professors.

Research activity is combined with an internship within the company (often involving the 3-year period), helping students to put what they have learnt into practice and to provide them with on-the-job training.

Our interdisciplinary approach, social network and partners allow us:

- to establish relations and to set up exchange programs at a local, national and international level, thanks to the active role played by our partners;
- to sign international agreements with the aim of co-operating with many universities and research centres in Europe and worldwide;
- to provide our students with an international teaching staff, also supported by a teaching faculty which includes prominent professors, personnel managers, executives, trade unionists and labour market experts.

## ACADEMIC PROGRAMS

The doctoral program takes place over 3 years and provides an interdisciplinary approach with regards to education and research, consisting of two main courses:

- Human Resources and Labour Market Law;
- Education and Management Sciences.

Research areas include:

- school/university-to-work transition;
- basic training and teaching staff provision of service;
- focus on the company as a main learning centre;
- provision of training and skills at a practical level;
- right-duty to education and training and high-level apprenticeship;
- vocational training;
- focus on the results of educational processes and certification of acquired competencies;
- occupations and people;
- creation of high-level apprenticeship doctoral schools in high-level apprenticeship;
- training booklet and competence portfolio;
- formal, informal, non-formal learning;