

# Progetti OrMa e SAPIL: la formazione-sviluppo per un placement universitario innovativo e la generazione di nuove capacità

*[Orma and Sapil projects: training development to innovate university placement  
and generate new skills]*

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**ABSTRACT:** This technical report describes two innovative projects of university placement. Such projects are characterized by the combination of an innovative approach to organizational development and an innovation in the relationship linking universities and organizations. Placement takes into consideration not only personal profiles but above all the capacity of bringing innovation into the organizational process, or even of creating completely new processes. Doing so the youngs gain new social skills, skills as "developer" and in the same time organizations have an opportunity of achieving higher levels of organizational innovations.

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