

BEST EDU - Lesson learned during covid:
transferability of best practice in European education



***FONDIR EXPERIENCE DURING COVID 19
EMERGENCY***

ROME, MAY 27, 2022

FONDIR INNOVA

STRUMENTI DI VALORE PER LA FORMAZIONE

ANDREA CUTRÌ

Who we are

FONDIR is the Fund for **lifelong professional training for managers**, recognized by the Ministry of Labour and managed by social partners.

FONDIR provides resources and promotes the development of lifelong training plans for **managers and executives** of member companies, in agreement with the social partners Confcommercio, Abi, Ania, Confetra, Manageritalia, First-Cisl, Fidia and Unisin.

The FONDIR framework is divided into two major sectors:

- Trade, Tourism, Services, Logistics, Shipping, Transport and Other Business Sectors companies
- Credit, Finance and Insurance companies.

What we do

We provide **financial resources** for our member companies to implement corporate, individual, sectoral and territorial training plans.

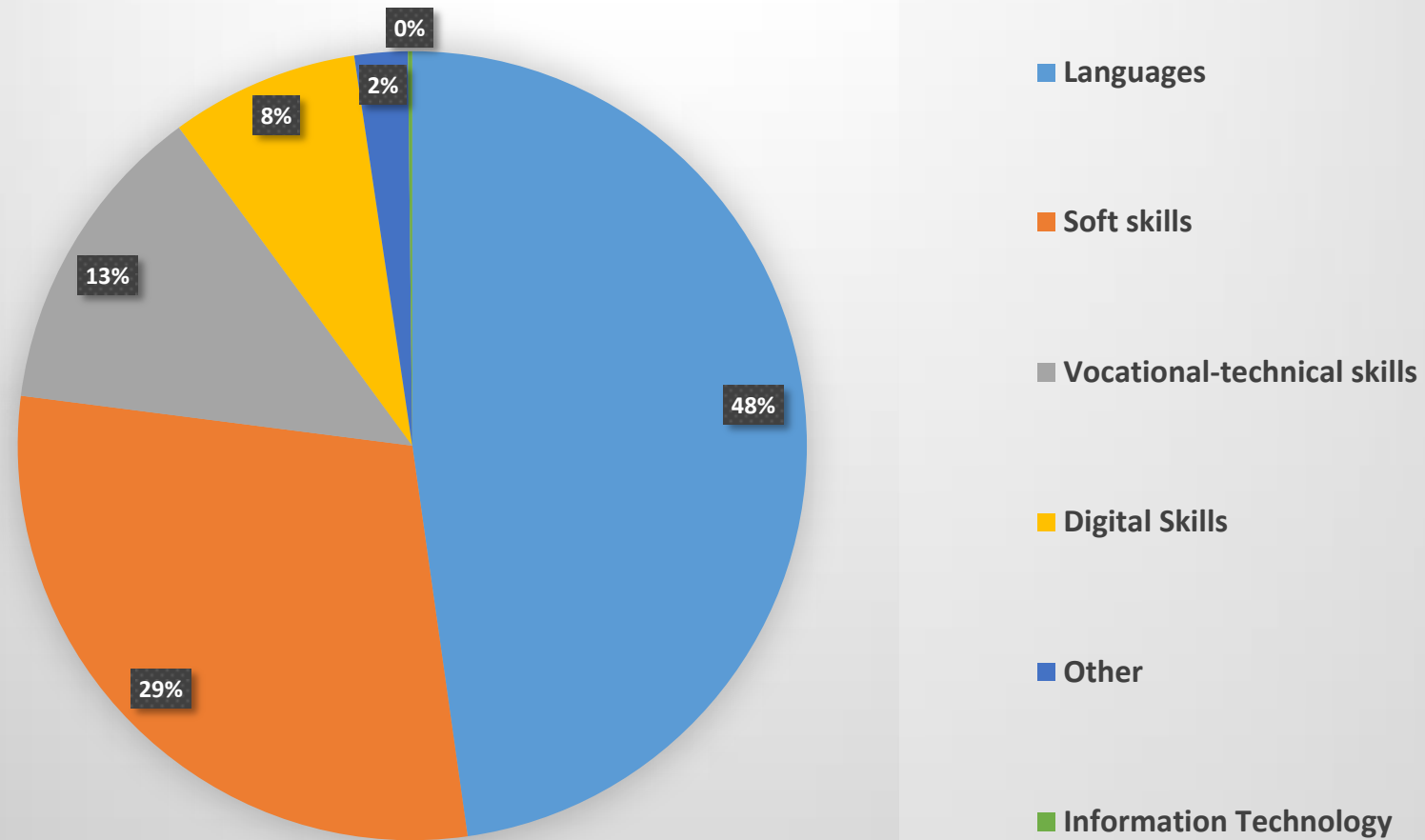
Throughout the year, member companies can **apply for grants** to finance their own training plan, according to the followings:

- **Bacheca FONDIR** – training initiatives of qualified training providers, evaluated by sector committees, are proposed to companies in a FONDIR virtual “wall” and training costs are reimbursed
- **Standard Cost** training plans, which are submitted by member companies, are evaluated by sector committees and are funded according to tables built on the basis of historical reference costs

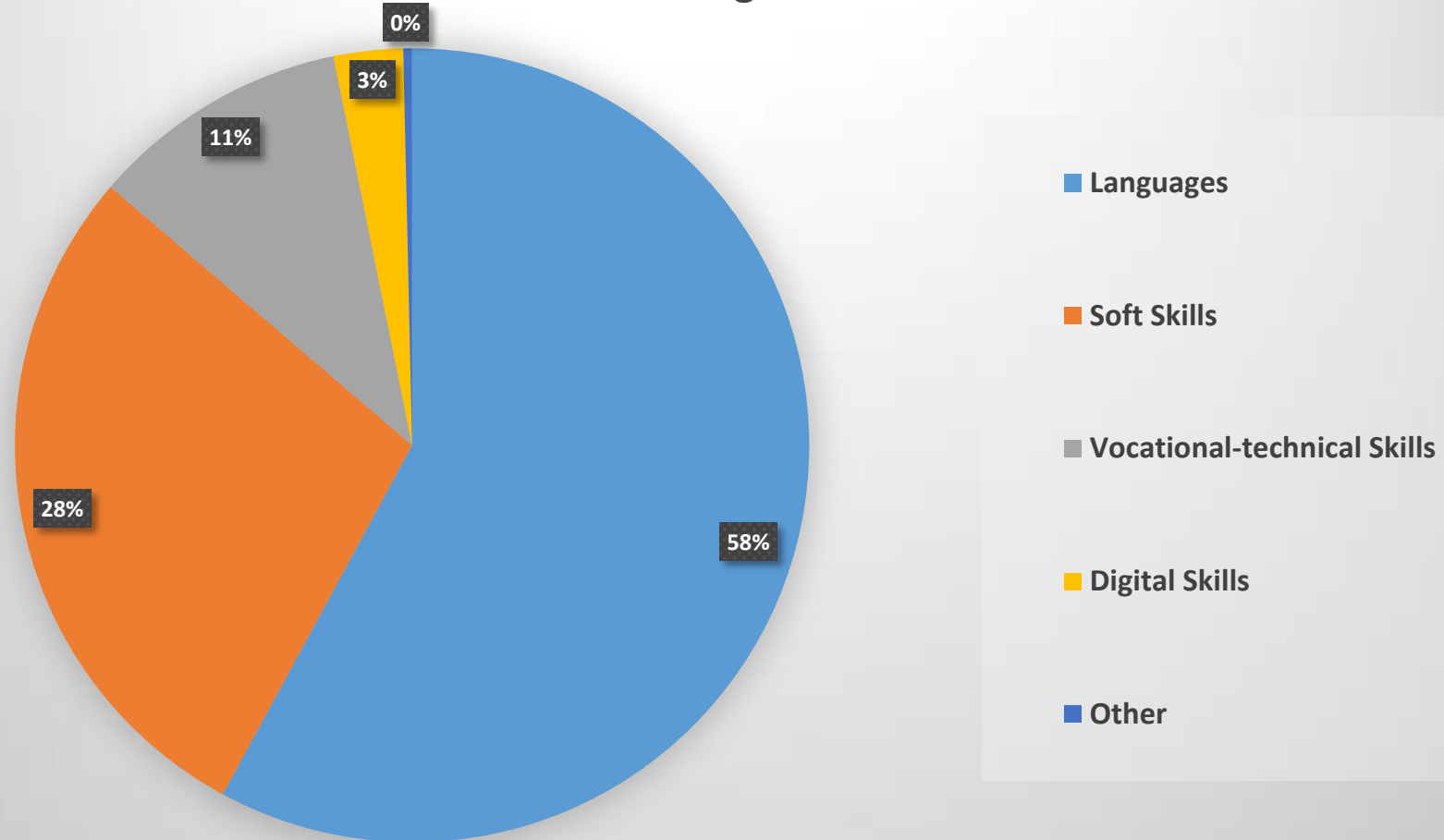
Our Figures in 2019 - 2021

BUSINESS SECTORS	MEMBER COMPANIES		EXECUTIVE/MANAGERS	
	2019	2021	2019	2021
Trade, Tourism & Services	3.728	3.987	12.022	12.697
Logistics, Shipping & Transport	374	404	1.296	1.379
Credit & Finance	855	893	11.926	12.655
Insurance	201	219	1.928	2.033
Other Business Sectors	585	707	1.565	1.952
TOTALI	5.743	6.210	28.737	30.716

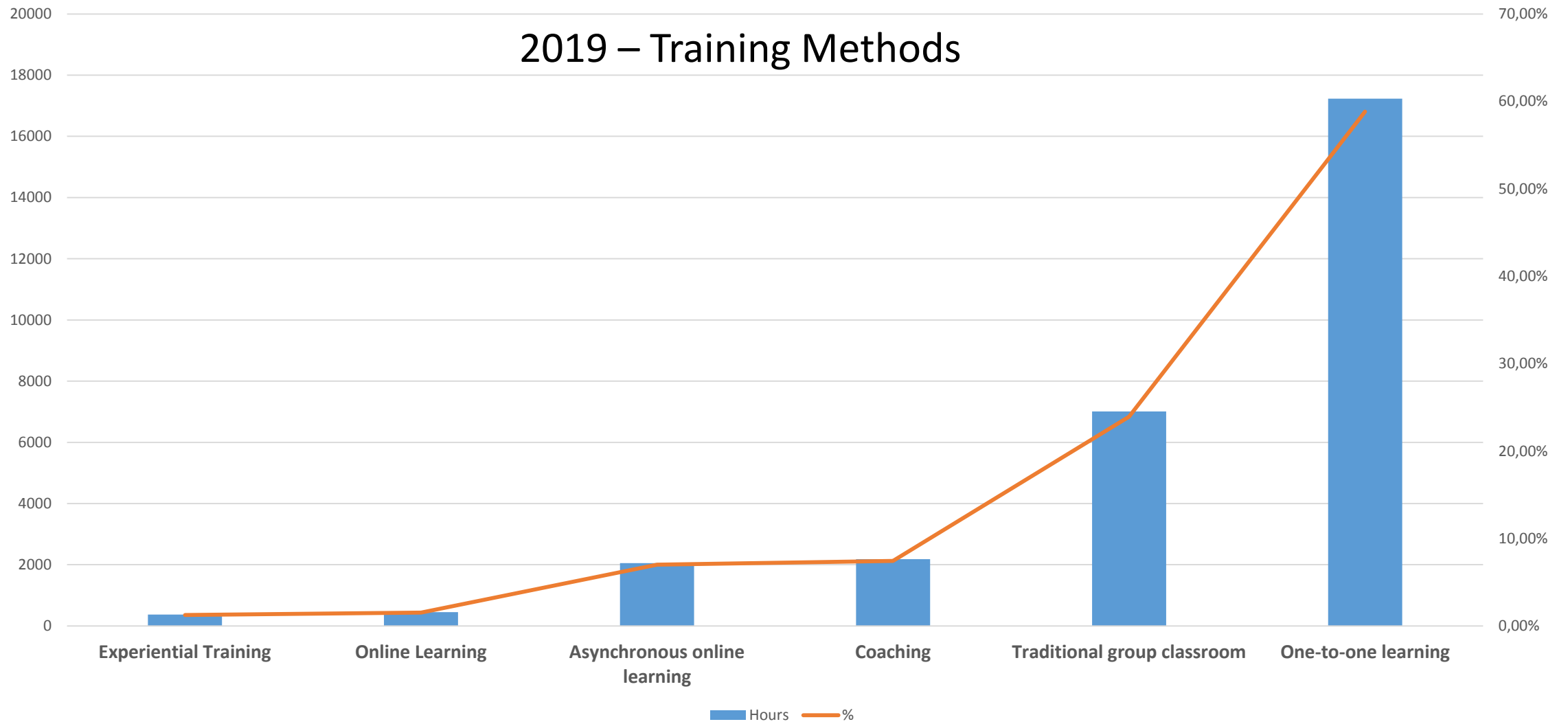
2019 – Training Themes



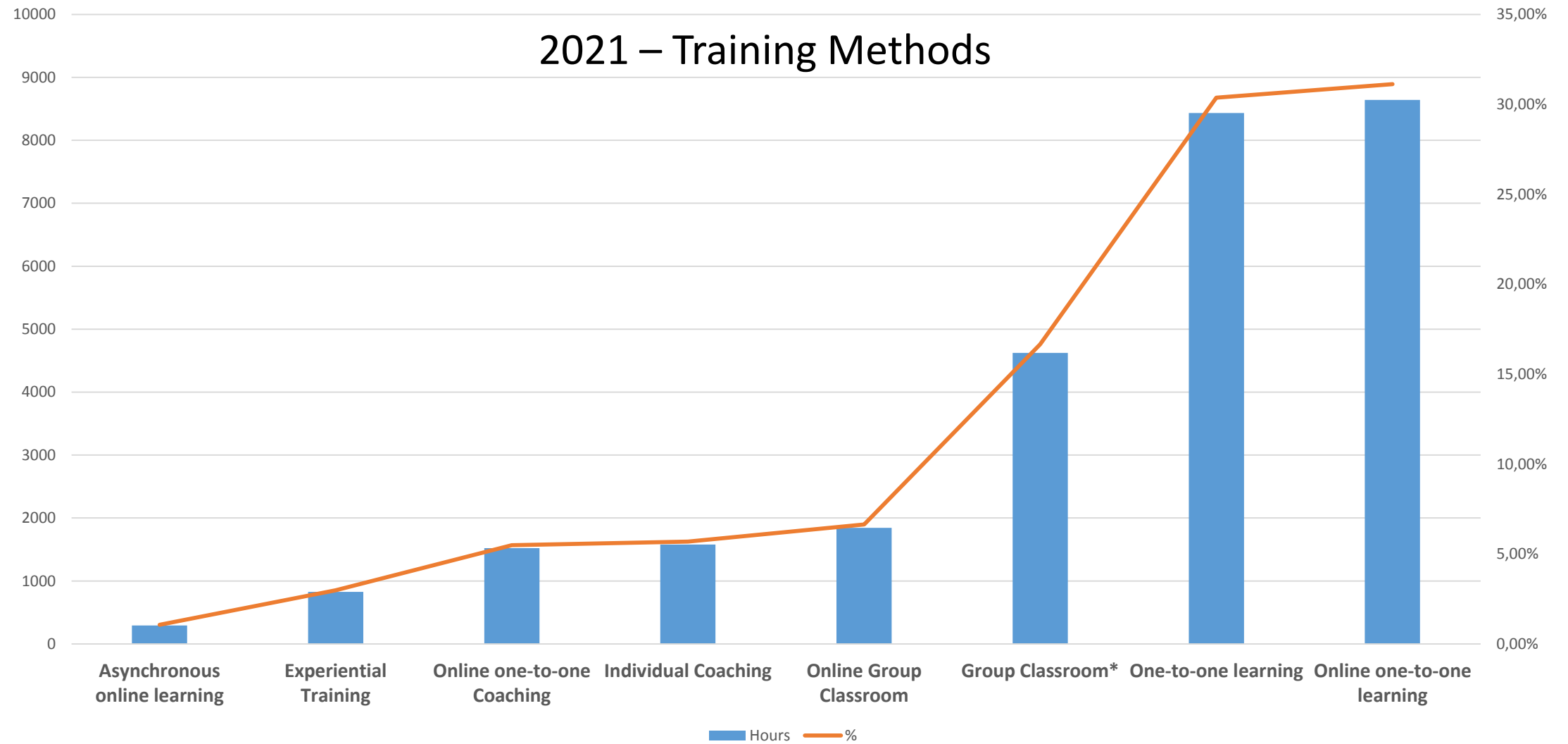
2021 – Training Themes



2019 – Training Methods

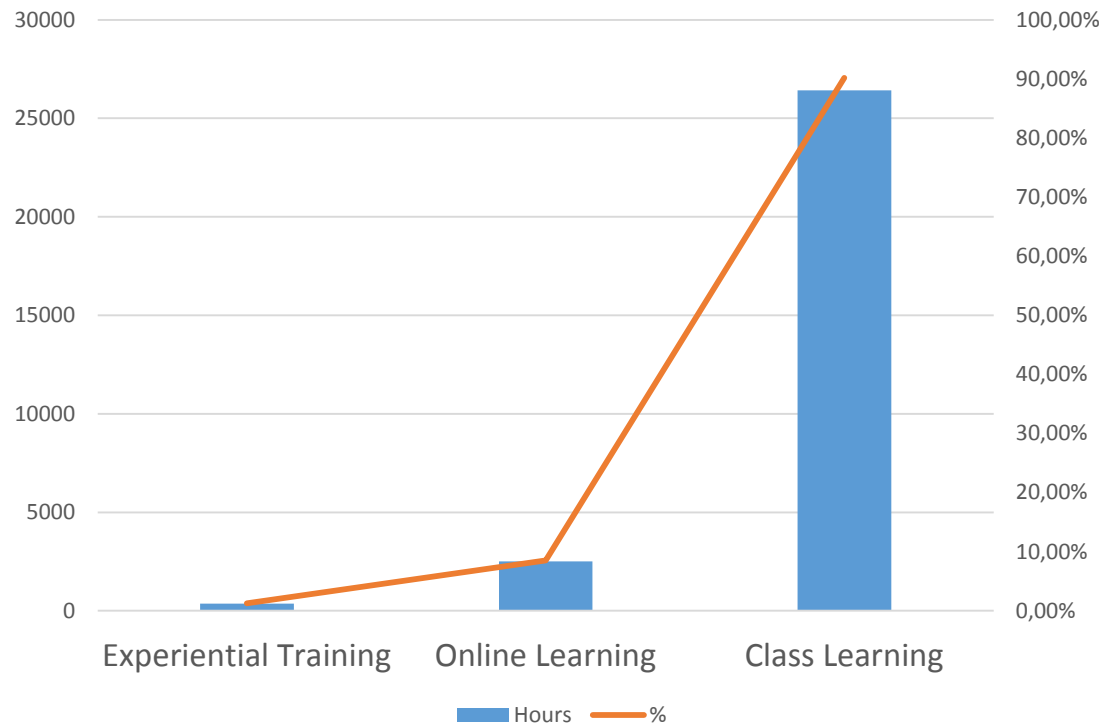


2021 – Training Methods

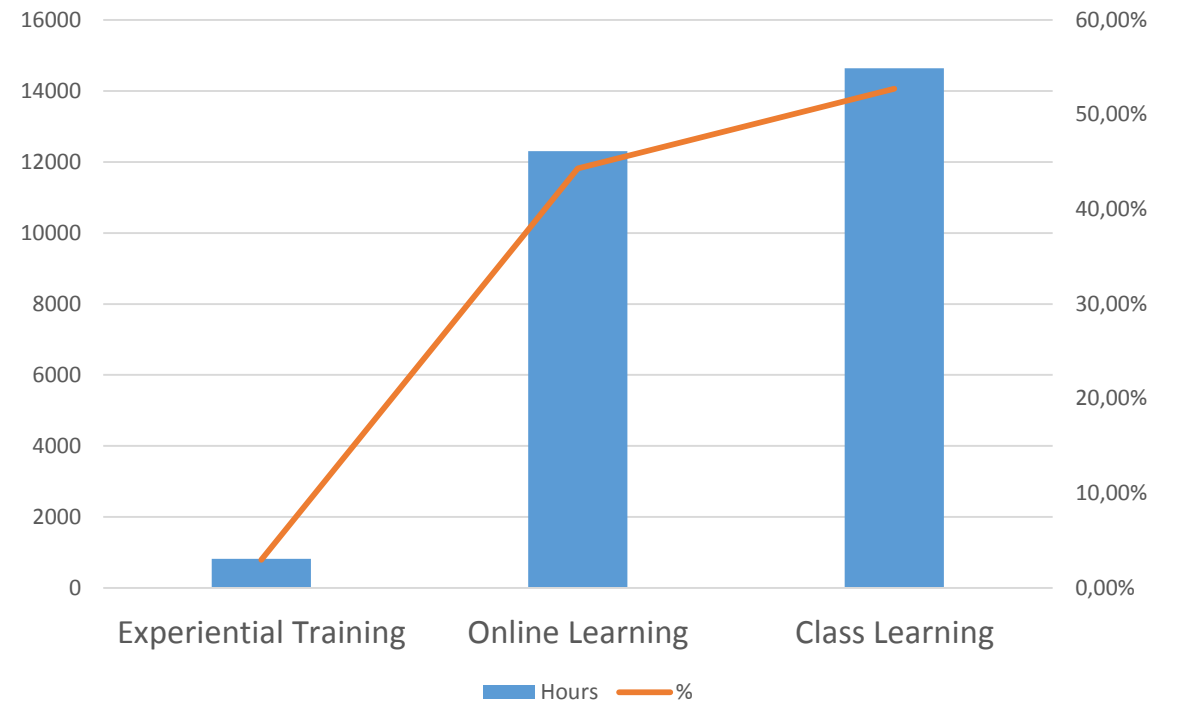


2019 vs 2021 – Training Methods

2019



2021



What we did during COVID-19 emergency

- Internal reorganization – **Smart working**
- **Cooperation with ANPAL** – government Fund supervisor - allowing companies to continue training, **transforming physical classroom training into online training with the same contribution**
- **Elimination of any paper documents**: documentation collected through our Unicafondir Platform and through PEC. Immediate feedback, zero paper and minimized bureaucracy
- **General extension of deadlines** for all ongoing activities
- Approval of the **webinar** methodology in the Call for Applications – BACHECA
- Progressively **simplifying tracking for distance learning**
- **Extraordinary Call for Applications**, for both the major sector, on the topics of **post-emergency corporate reorganization**: more than 80 plans financed and 1.200.000 € available
- **Significant reduction of times since submission of accountability and contribution payment**
- New **APP for monitoring** the ongoing Plans
- Release of a new version of UNICAFondir Platform, more agile and modern tool for submitting, monitoring and accounting financed training plans

Before COVID2019 Emergency

In 2019, **distance learning** projects included in the training plans submitted for funding, accounted for a very **small share of the total**

In the Call for Application – Standard Cost modality – online learning was established with a **lower Standard Cost** than the others

THEMES/ METHODS	Group Class			One-to-one	Coaching	Experiential Learning	ONLINE LEARNING	
	≤ 8	> 8 ≤ 20	> 20				Asynchronous	Synchronous
LANGUAGES	€ 60,50			€ 60,50			€ 23,60	€ 50,00
VOCATIONAL- TECHNICAL, DIGITAL SKILLS, OTHER	€ 69,50	€ 53,50	€ 13,90	€ 86,50				
SOFT-SKILLS					€ 247,00	€ 85,70		
COMPUTER TECHNOLOGY	€ 17,00			€ 28,90				

After COVID2019 Emergency – 2021 Call for application

New Standard Cost
for online learning,
for each training
method

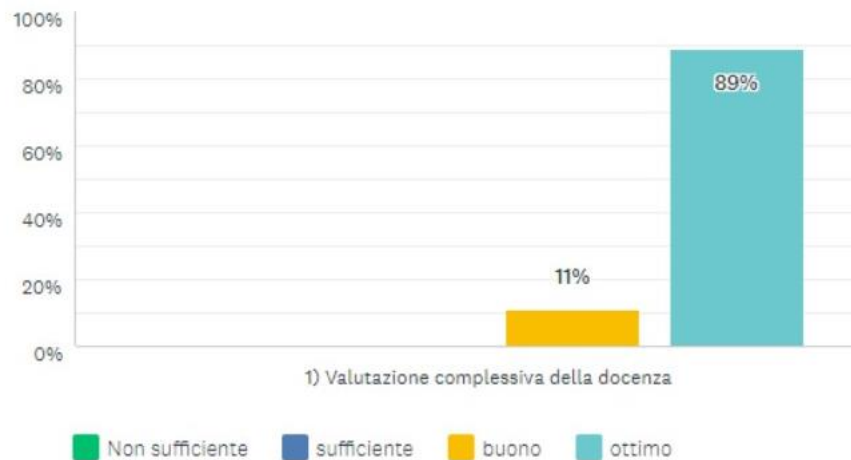
TRAINING THEMES/ METHOD	GROUP CLASS				Experiential Training	One-to-one		Coaching		Asynchronous online
	# Group			Online		In presence	Online	In presence	Online	
	≤ 8	> 8 ≤ 20	> 20							
SOFT SKILLS					€ 85,70			€ 247,00	€ 232,00	
VOCATIONAL-TECHNICAL, DIGITAL SKILLS, OTHER	€ 69,50	€ 53,50	€ 13,90	€ 50,00		€ 86,50	€ 80,00			23,60
LANGUAGES	€ 60,50					€ 60,50	€ 50,00			
COMPUTER TECHNOLOGY	€ 17,00					€ 28,90				

De Lage Landen International Training Plan Case

- The member company De Lage Landen International submitted a training plan involving 9 managers, each of them engaged in 5 different projects for a total of 128 hours (traditional classroom training)
- The plan was approved in February 2020, a few weeks before the beginning of the emergency in Italy
- It was supposed to end by January 2021, but **Fondir extended the deadlines for all plans involved in the COVID emergency**
- Starting in March 2020, FONDIR has introduced **new rules to allow the variation of traditional classroom training into distance learning, leaving the budgeted contribution unaffected**
- 4 out of 5 planned projects were implemented, with 7 managers each and **all through online learning**
- As a result, the company managed to obtain more than 60% of the planned funding

De Lage Landen Case – Final Satisfaction Ratings

Evaluation of online Teaching



La valutazione circa la **qualità del percorso formativo** ha prodotto i seguenti risultati:

	non sufficiente	sufficiente	buono	ottimo
1) Indichi il livello di informazione sugli obiettivi didattici e le competenze che l'attività formativa intendeva farle acquisire	0,00%	0,00%	11%	89%
2) Come valuta la qualità e l'efficacia delle metodologie utilizzate?	0,00%	0,00%	11%	89%
3) In caso di attività di FAD, come valuta l'efficacia dell'intervento formativo?	0,00%	0,00%	13%	88%
4) Come valuta l'organizzazione complessiva dell'attività formativa?	0,00%	0,00%	56%	44%
5) Come valuta l'innovatività del percorso formativo?	0,00%	0,00%	78%	22%
6) Come giudica gli strumenti tecnici e i materiali didattici utilizzati?	0,00%	0,00%	67%	33%
7) Come valuta il livello di apprendimento raggiunto?	0,00%	0,00%	22%	78%

Prospetto riepilogativo

