

FONDO FOR.TE.
PRESENTATION



for.te.

We aim high without fear

The Interprofessional Funds are associative bodies, made up of employers' and Trade Union Organizations, recognized by the Ministry of Labor.

PURPOSE:

promote the continuing training for companies' employees.

The Interprofessional Funds are financed by the **“mandatory contribution for voluntary unemployment”**, equal to **0.30% of workers' wages**.

Trend in the number of participating companies and employees

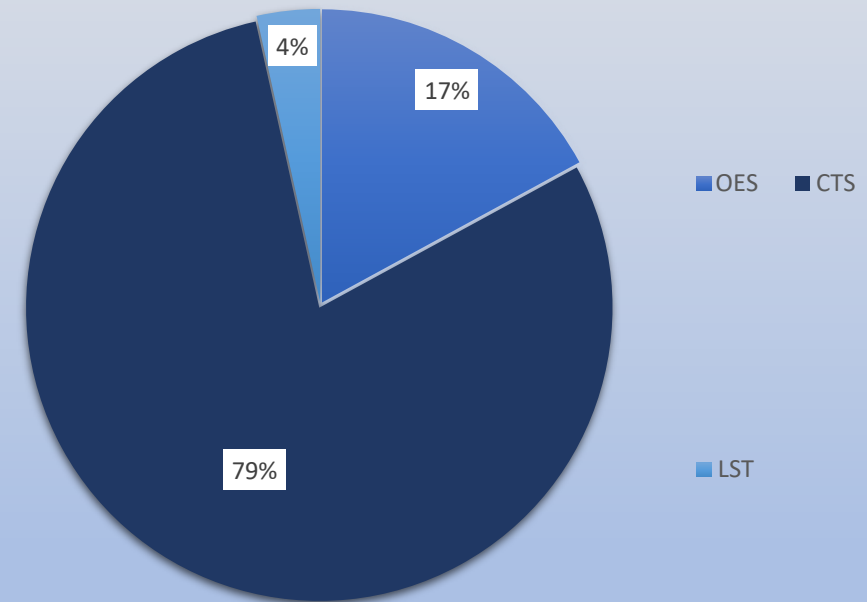
Year	Companies	Employees
2021	130,285	1,366,149

Trend variation in the number of participating companies and employees

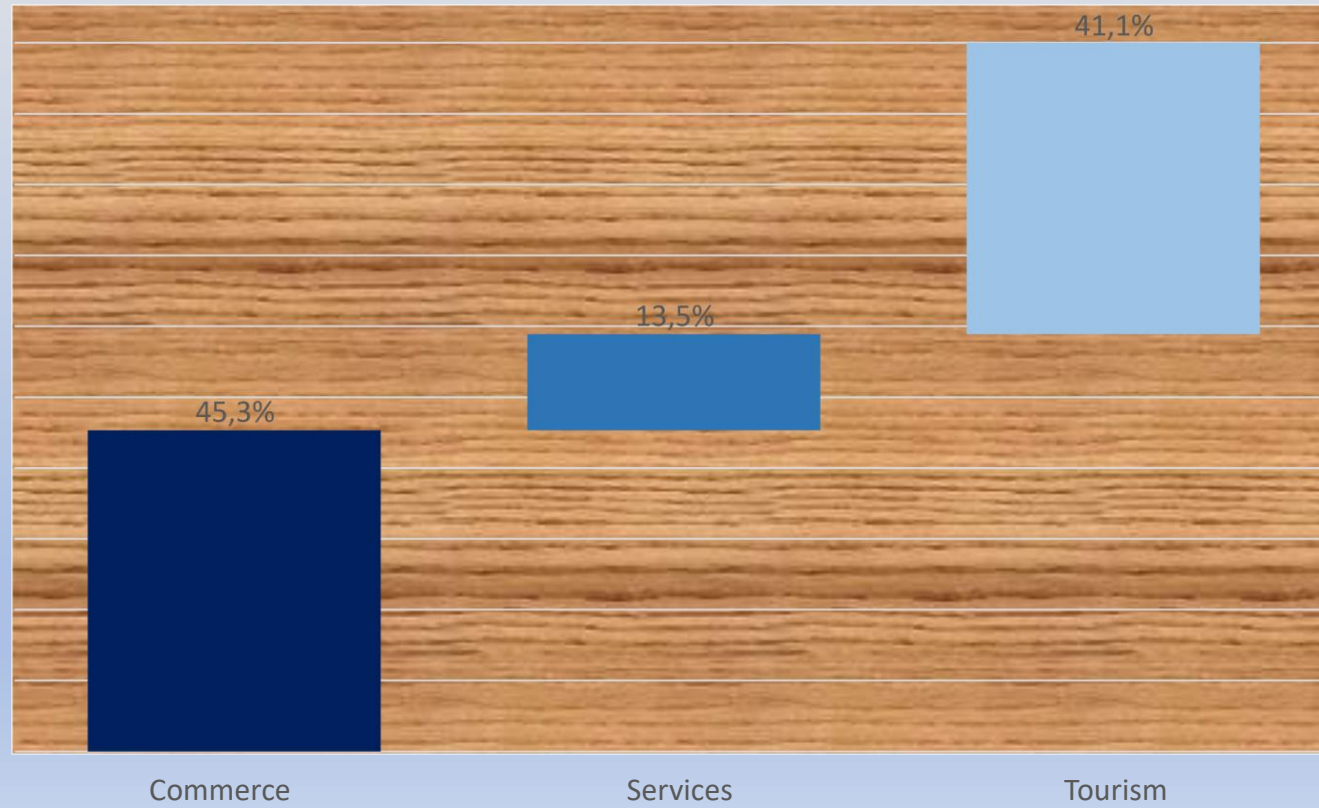
Year	Adhesions	Employees
December 21/20	+2.0%	+9.3%

Adherents 2021 by sector (industry, crafts, agriculture ...)

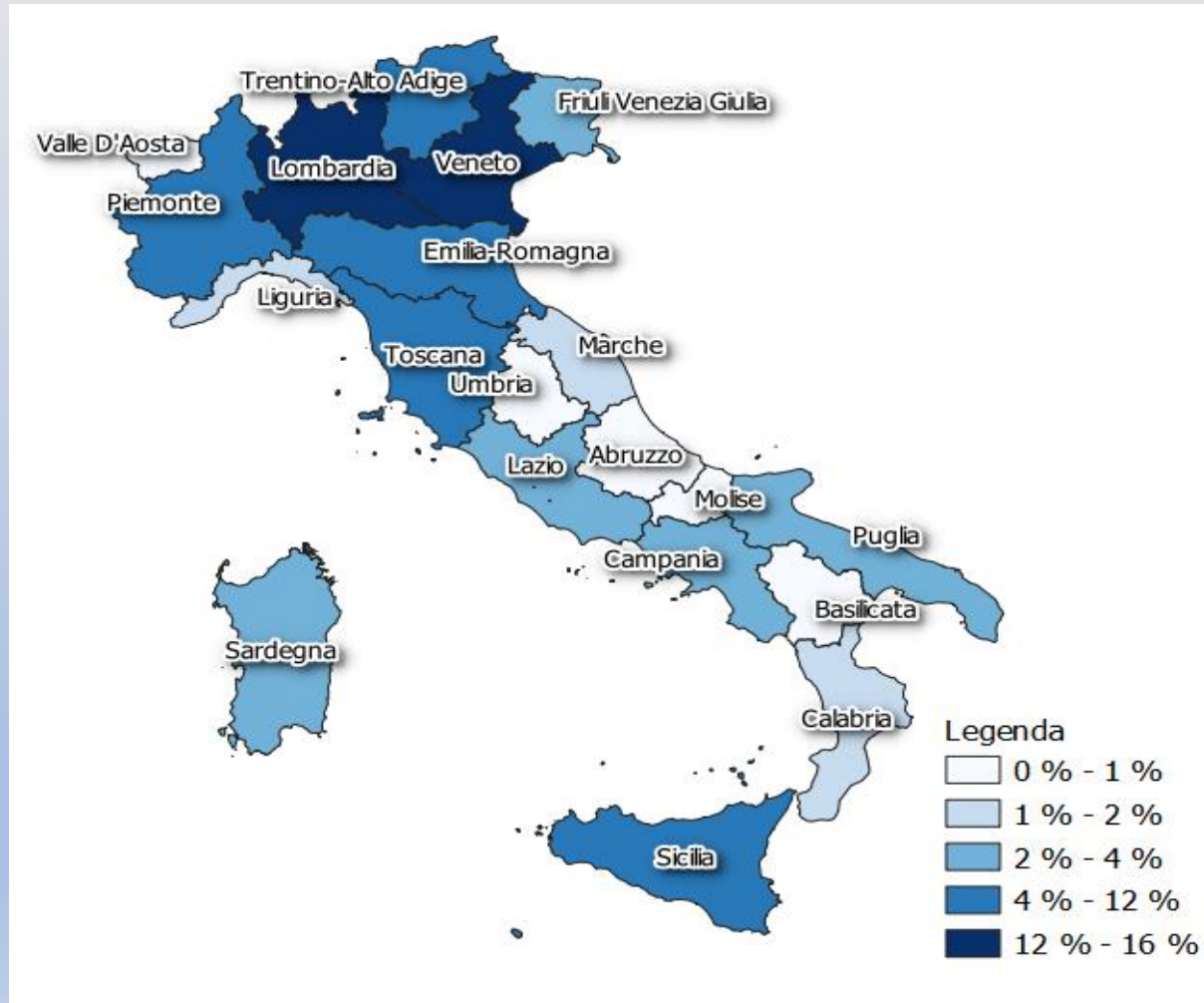
- ❖ CTS (Commerce, Tourism and Services)
- ❖ LST (Logistics, Shipping and Transportation)
- ❖ OES (Other Economic Sectors)



Adherents 2021 by CTS sub-industry



Adherents by Regions 2021





**IN 2020/2021 HAS
ALLOCATED MORE THAN**

90

Million euros

**IN 2022 FOR.TE HAS
ALLOCATED MORE THAN**

55

Million euros

CHANGES INTRODUCED DUE TO THE PANDEMIC

For.Te. allows different training methods in each Training Plan:

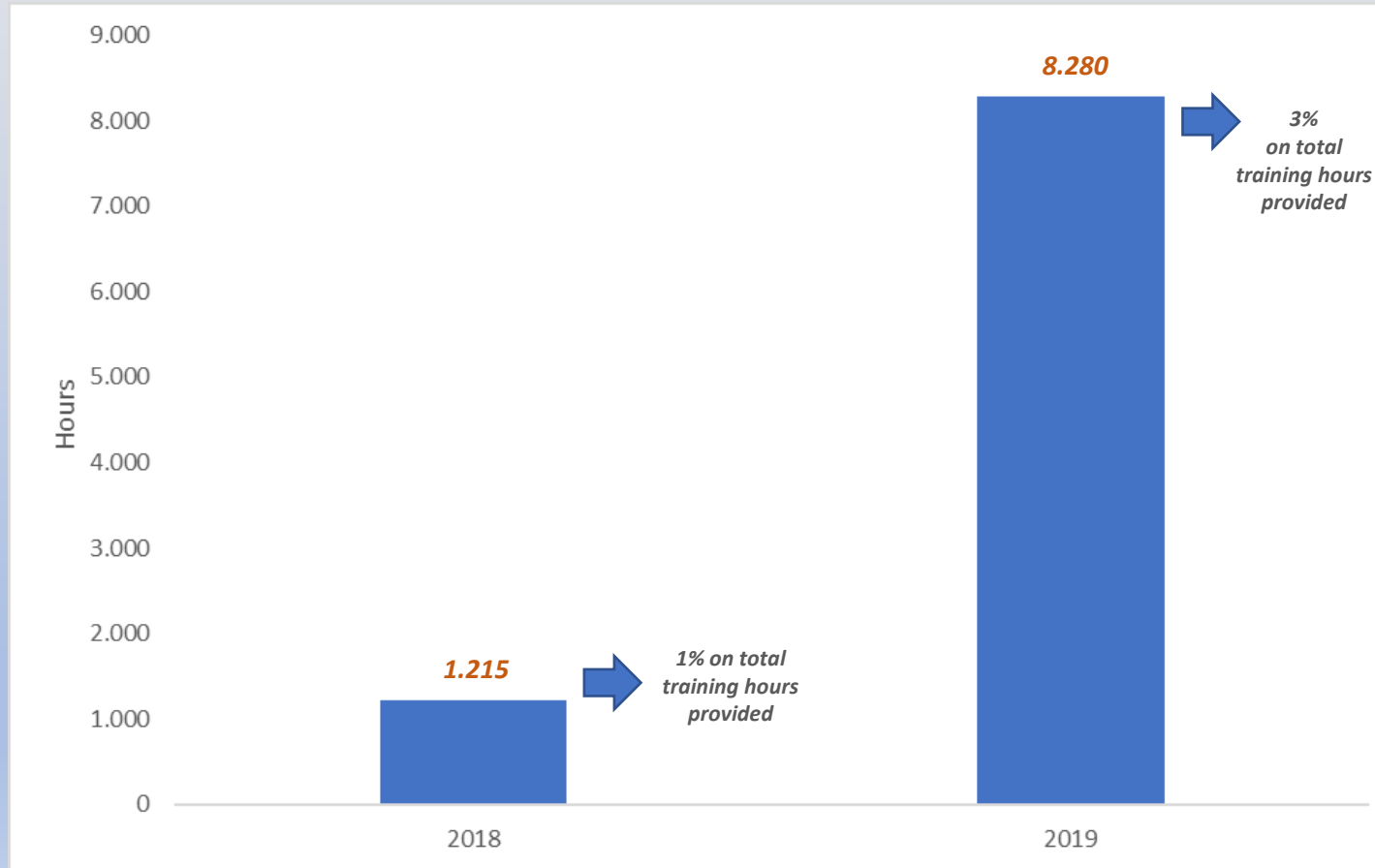
- classroom
- seminars
- outdoor

- distance Learning
- support
- on-the-job training
- coaching

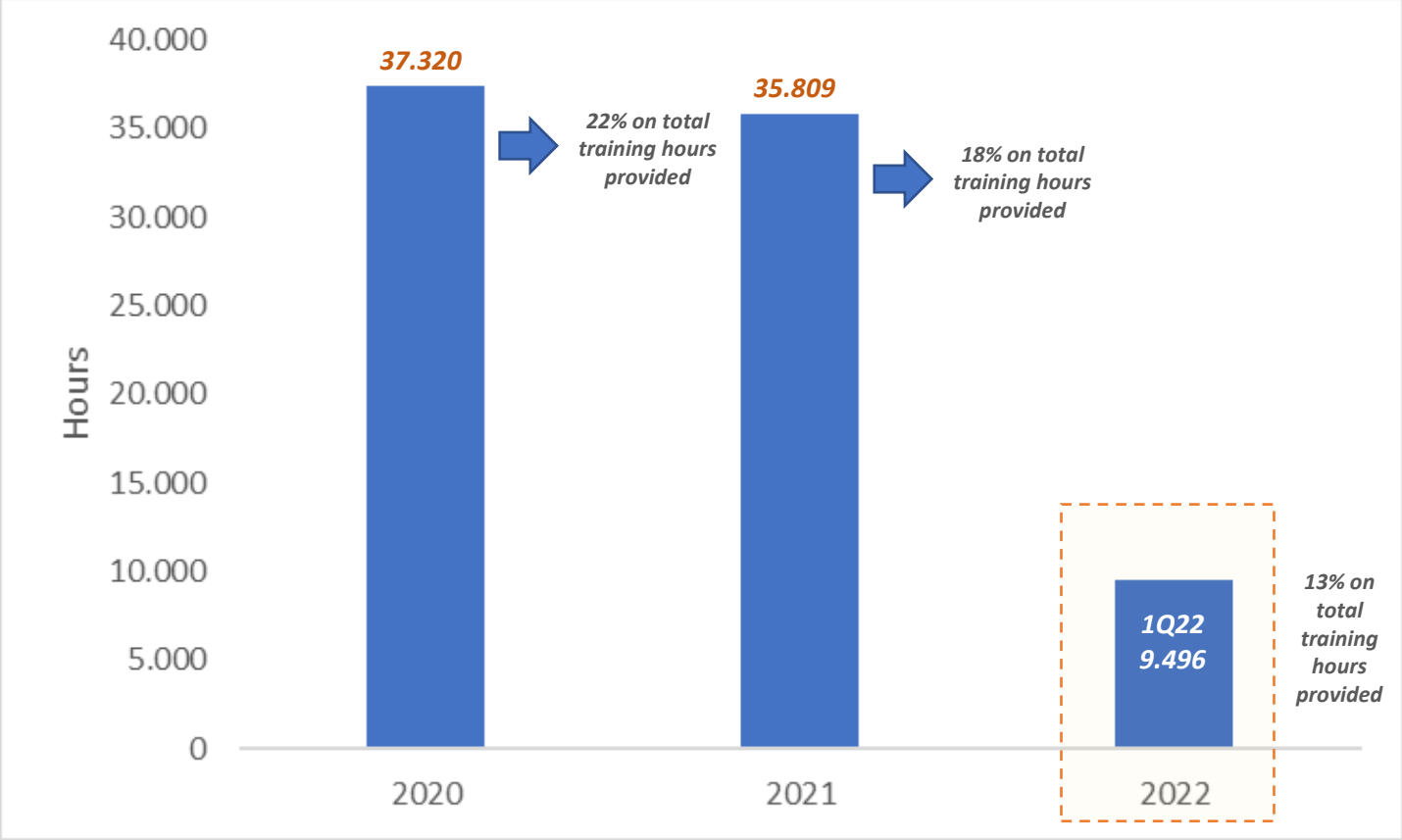


The hours provided through these methods cannot exceed 50% of the total hours provided for in the Training Plan

DISTANCE LEARNIG - training hours provided 2018-2019



DISTANCE LEARNIG - training hours provided 2020-2021-2022(1Q)



WORKERS TRAINED IN THE CONCLUDED TRAINING PLANS - YEAR 2021

AGE GROUP	TRAINED WORKERS	% INCIDENCE BY AGE GROUP
from 20 to 30 year-old	6,363	15%
from 31 to 40 year-old	11,057	26%
from 41 to 50 year-old	11,712	28%
from 51 to 60 year-old	10,153	24%
over 60 year-old	3,055	7%

TRAINING IN ITALY

In 2019:

17.4 % of the population aged 15-64 have tertiary-level qualifications, placing Italy in the penultimate place in Europe

39.8 % of the population aged 15-64 has completed the lower secondary school exceeded only by Malta in Europe

OECD PISA 2018 survey - young Italians at the bottom:

Italian 15-year-olds have a lower level of competence than the OECD average in reading and science. Only for mathematics, Italy stands at the European average value

27.6% of the population aged 30-34 has a tertiary-level qualification against an Europe average of 40.3%

23.8 % of the population between the ages of 25-34 is neither employed nor inserted in an education or training course, attributing the negative record of NEETs to Italy



TRAINING FOR THE EMPLOYED

Business investments:

In 2015, 60.2% of companies with at least 10 employees carried out training activities

In 2018, 67.8% of companies with 6 or more employees invested in updating and developing the knowledge of their employees

In 2018, 43.2% of the total workers involved in the Italian productive sector attended training courses

TYPE OF TRAINING INVESTMENTS

Business goals through training:

Traditional training

- 1. Upgrading of skills required by law for over 80% of companies**
- 2. Updating of existing skills**

Only in third place is the acquisition of new skills



RATING SYSTEM

For.Te. launched the “**Rating system applied to training providers entities**” in 2021.

The Rating System aims to:

1. Periodically measure and evaluate the activities carried out by training providers entities, allowing a comparison on the basis of the most characteristic performances
2. Promote a culture of performance measurement, intended as performance improvement
3. Stimulate the growth of the overall quality of the management system connected to continuing training projects



The presence of the Entities within the list and the score obtained by them are an indispensable condition for participation in the Notices issued by the Fund

The System is based on specific indicators through which the Entities are classified by Rating Class and Score

RATING CLASS	SCORE
BEST	≥ 85
MEDIUM	$> 50 \text{ e } < 85$
LOW	$> 0 \text{ e } \leq 50$
STOP	0