FORMEDIL
THE VOCATIONAL TRAINING FOR THE BUILDING SECTOR
Napoli 8 novembre 2012
Vocational training in the construction sector is carried out in Italy through a training system regulated by the National Collective Labour Agreement for Construction Enterprises.

The National body of this system is FORMEDIL
About us:

- FORMEDIL is composed of the following sector Trade Unions:
  - ANCE;
  - FENEAL-UIL;
  - FILCA-CISL;
  - FILLEA-CGIL;
  - And also of ANAEP, CNA, CLAAI, CASARTIGIANI, ANIEM, AGCI, CONFCOOPERATIVE, LEGACOOP.
FORMEDIL deals with the PROMOTION, ORGANIZATION AND CARRYING OUT, within its own territory, of:

- Guidance initiatives and initial training for YOUNG PEOPLE who join the sector;
- Lifelong-training, qualification, requalification, specialization and retraining initiatives for WORKERS, OFFICE WORKERS, CADRES, ADMINISTRATIVE and TECHNICAL STAFF, according to the labour market requirements;
- Information and training initiatives on SAFETY carried out in collaboration with the respective CNCPT;
- Energy efficiency and restoration.
Internal structure:

Chairmanship Committee

Board of directors

Board of auditors

Technical structure
Internal structure:

✓ The **Chairmanship Committee** is composed of the Chairman, appointed by entrepreneurs, and of the Vice chairman, appointed by trade unions;

✓ The **Board of directors** consists of 12 members, equally nominated by the signatory organisations of CCNL construction industry;

✓ The **Board of auditors** is composed of 3 members, two of them equally appointed by the trade unions, and the third who assumes the role of Chairman, appointed by the Ministry of Labour and Welfare.
Formedil has a structure with regional sections called **REGIONAL FORMEDIL** and a network of **103 BUILDING SCHOOLS** in the provinces.
Organization model:

FORMEDIL

BUILDING SCHOOLS

REGIONAL FORMEDIL

BUILDING SCHOOLS
Formedil activities:

- The main activities include:

  - Development of draft agreements and/or partnerships with other Bodies and Institutions for the realization of training projects;
  - Creation of promotional material and instruments concerning the main training activities of the construction sector and the main financing sources at national and European level;
  - Gathering of statistical data on the territory for monitoring the training activities carried out by the Building Schools;
  - Organization and promotion of Training activities for Trainers and/or Managers;
  - Promotion and development of training activities at national level financed through interprofessional funds;
  - Promotion and development of training activities at European level, financed through EC funds and carried out with the support of the Reforme Network.

- Formedil organises and carries out specific and integrated training activities on safety in collaboration with the respective CNCPT.
DATA ON ACTIVITIES AND USERS
The main data provided from the FORMEDIL Report 2012: 2011 was the best training year of the decade in the building sector, with 11.845 courses, almost 400,000 training hours and 142,357 trainees, +21.9% to 2010.

- INVOLVED BUILDING SCHOOLS: 102
- NUMBER OF COURSES: 11,845
- TRAINING HOURS: 399,616
- TRAINEES: 142,357
Period 2009-2011
(updated 2011):

- The building schools training system trained 385,212 trainees in the 2009-2011 period carrying out 32,813 courses and almost 1.2 millions hours;

- In the midst of the crisis of the sector, the FORMEDIL system has put in place a powerful training action.
Period 2009-2011  
(updated 2011):

Some key data on the building school activity:

<table>
<thead>
<tr>
<th></th>
<th>Courses</th>
<th>Training hours</th>
<th>Trainees</th>
<th>Blue collars</th>
<th>Technicians</th>
<th>Representatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>10.633</td>
<td>413.759</td>
<td>126.121</td>
<td>100.406</td>
<td>21.117</td>
<td>4.598</td>
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<tr>
<td>2010</td>
<td>10.335</td>
<td>386.287</td>
<td>116.734</td>
<td>94.230</td>
<td>19.977</td>
<td>2.527</td>
</tr>
<tr>
<td>2011</td>
<td>11.845</td>
<td>399.616</td>
<td>142.357</td>
<td>116.539</td>
<td>23.180</td>
<td>2.638</td>
</tr>
<tr>
<td>totale</td>
<td>32.813</td>
<td>1.199.662</td>
<td>385.212</td>
<td>311.175</td>
<td>64.274</td>
<td>9.763</td>
</tr>
<tr>
<td>Var%</td>
<td>14,6</td>
<td>3,5</td>
<td>21,9</td>
<td>23,7</td>
<td>16,0</td>
<td>4,4</td>
</tr>
<tr>
<td>11/10</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

Data processed by CRESME from FORMEDIL data
A NEW VOCATIONAL TRAINING SEASON FOR THE BUILDING SECTOR
Three Action Plans:

SAFETY

“BASIC”

INNOVATION

(Green Jobs for Green Building)

ATTENDING LABOUR AND SUPPLY FOR
RESHAPING THE MARKET
THE NEWS IDEAS ARE NOT DIFFICULT BUT IT IS VERY DIFFICULT TO GIVE UP OLD IDEAS.
The Strategy of the Industrial Building sector

➢ Products:

✓ Sustainability;
✓ Environmental: efficient building, eco compatible materials, recovery, zero emission, certifications;
✓ Economic: low cost, life cycle, management services;
✓ Offer (supply) segmentation, social housing, sigle, old people, turism, schools.

➢ Processes:

✓ Information Technologies;
✓ Building: industrial hierarchy order;
✓ Information modeling: systemic logic from building to cities.

➢ Chain:

✓ Reorganization of the offer;
✓ New model for the entreprise: aggregation, merger and acquisition.
Formedil Training Strategy

Training for Apprenticeship:
It is a National Project dedicated to all young people apprentices of the building sector, based on a three years training model.

16 h.
Training before entrance in Building Sector:
The Construction firm has the duty to offer the possibility to every worker to take a training course before to hire him.

Continuous Vocational Training for Professional Careers:
In building sector we never finish to learn. Inside the 100 Building Schools of the Formedil system, the courses accelerate and qualify the professional development of workers at all levels.

Safety in Building Training in accordance with National and European Laws:
It represents the mandatory training for job and figures that, by law, require a certificate enabling.

(legislative decree 81/2008)
The structural project MICS:

16 hours before starting:

- A real mass campaign in the basic vocational training for a safe work behaviour;
- The greatest mass initiative in Italy in the preventive vocational training for a high-risk economic sector;
- In the period 2009 – 2011, over 60,000 workers and more than 40,000 companies turned to the vocational training system of the building schools to attend the 16-hour courses for workers entering or re-entering a building job.
Emerging training demand in these sectors:

- Restoration and maintenance of already existing buildings;
- Environmental requalification;
- Energy saving solutions and bio-building;
- Material laying with innovative components and technology.

Collaborations, cooperation agreements:

- AIF
- ANIPA
- ANIMA
- ATECAP
- AIDECO
- ASSIMP
- ASSOGESSO
- IATT
- CONFINDUSTRIA CERAMICA
FINANCING OF THE BUILDING TRAINING SYSTEM
Financing of the building training system:

<p>| | |</p>
<table>
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<tbody>
<tr>
<td><strong>Self-financing</strong></td>
<td>50%</td>
</tr>
<tr>
<td><strong>Public</strong> *</td>
<td>40%</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>10%</td>
</tr>
</tbody>
</table>

* Regional and/or provincial governments and European Social Fund.
Self-financing:

- The main revenues come from the sector;
- The self-financing contribution varies from one province to another;
- It is paid by the companies on the basis of the entire salary in the concerned province;
- It varies from a minimum of 0.20% to a maximum of 1%.
REALIZED INSTRUMENTS AND DIDACTIC TOOLS
**Example n.1:**

**The Training Booklet**

- **The TRAINING BOOKLET** is an instrument that records the professionalism of the People working in the Building Sector who have been trained within the building training system:

  - In terms of participation to training activities;

  - In terms of competences acquired and verified, thanks to training and during the professional career.
**Example n.2: Repertory of Competences:**

### MACROAREAS
- Management, workplace safety, building works, infrastructure works...

### AREAS
- Building works- bricklaying, carpentry...

### UNITS
- Briclaying-Layng down, mortar preparing...

### BASIC COMPETENCE ELEMENTS (Autonomy)
- Laying down-site preparing, perpendicularity, bricks put up, mortar laying, body, safety movements...
Example n.2: Repertory of Competences:

The description is arranged into two parts:

**DESCRIPTION**
the expected results

**ASSESSMENT INDICATORS**
the corresponding acceptable indices

And these are connected to:

**THE TRAINING PROGRAMME**
thus the benchmarks with which to achieve competence also through training programmes
The National Building Work Bourse is:

- an instrument for the social partners for a good occupation;

- An on line services system to proper match labor supply and demand;

- A National Unic and Systemic Project realized by Formedil and managed by the Vocational Training Schools in the building sector. This project is supported by the National Commission of the Building Funds.

www.blen.it
REFORME NETWORK AND INTERNATIONAL PARTNERSHIP
Reformе Network:

- The training system is represented at European level through FORMEDIL by means of a network of Training Bodies called REFORME;

- In addition to Formedil, the network includes partners from different nations: BELGIUM (PME), GERMANY (BZB and ABZHAMM), SPAIN (FLC of Madrid and of Oviedo and Institut Gaudì), FRANCE (Cca-Btp), PORTUGAL (Cenfic); SWEDEN (Byn); FINLAND (Keuda) and SWITZERLAND (Ecap);

- It particularly aims at facilitating the organization of European youth exchange programs, carrying out pilot projects for the improvement of training and pedagogical methods and at creating common pedagogical and didactic material.
Other countries partners:

- Romania;
- England;
- Ireland;
- Holland;
- Poland;
- Lithuania.