

forma.temp

FUND FOR TRAINING AND INCOME SUPPORT
FOR TEMPORARY WORKERS



FT is a free and non-profit association.

The Fund was established in 2000 in application of the Law n. 196/1997 (Treu Law), which introduced the temporary work into Italian juridical system.

Forma.Temp is regulated by the art. 12 of the Legislative Decree no. 276/2003 and its activities are supervised by the Italian Ministry of Labour and Social Policies.



Social Players

Forma.Temp is a bilateral fund formed by the Associations of temporary work Agencies, the Trade Unions on behalf of temporary workers (Nidil-Cgil, Felsa-Cisl, Uil.Temp) and the three Union Confederations (Cgil, Cisl and Uil).

Associations of temporary work Agencies



ASSOLAVORO
Associazione Nazionale delle Agenzie per il Lavoro

ASSOSOMM
ASSOCIAZIONE ITALIANA DELLE AGENZIE PER IL LAVORO

Trade Unions



FeLSA Cisl
Federazione Lavoratori
Somministrati Autonomi Atipici



Trade Union Confederations



Financing of the Fund

Forma.Temp is financed by temporary work Agencies through a contribution correspondent to 4% of agencies workers' gross salary.

Obligations of temporary work Agencies towards Forma.Temp:

- registration
- payment of the contribution

art. 12, subsections 1 and 2, Legislative Decree 276/03



at Forma.Temp is established the

Solidarity Fund



Solidarity Fund allows temporary workers to claim the following benefits :

- **Income Support**
one-time contribution
- **Salary Integration Treatments**
protection in cases of reduction or suspension of work activity

Forma.Temp activities

ACTIVE POLICIES

- funding the vocational education for new skills acquisition, updating, qualification and re-qualification of workers
- funding of projects submitted and implemented by temporary work Agencies



PASSIVE POLICIES

- management of the bilateral Solidarity Fund
- provision of the Income Support and of the Salary Integration Treatments
- procedure in absence of job opportunities

Active Policies

Training opportunities are:

- costless for the learners
- transversal and highly professionalizing
- focused on the needs of companies



Active Policies

Training opportunities are provided for:

- temporary work candidates, registered and selected by temporary work Agencies;
- temporary workers with fixed-term or open-ended contract



Skills you can develop in FT courses



**PROFESSIONAL
SKILLS**



**TECHNICAL
SKILLS**

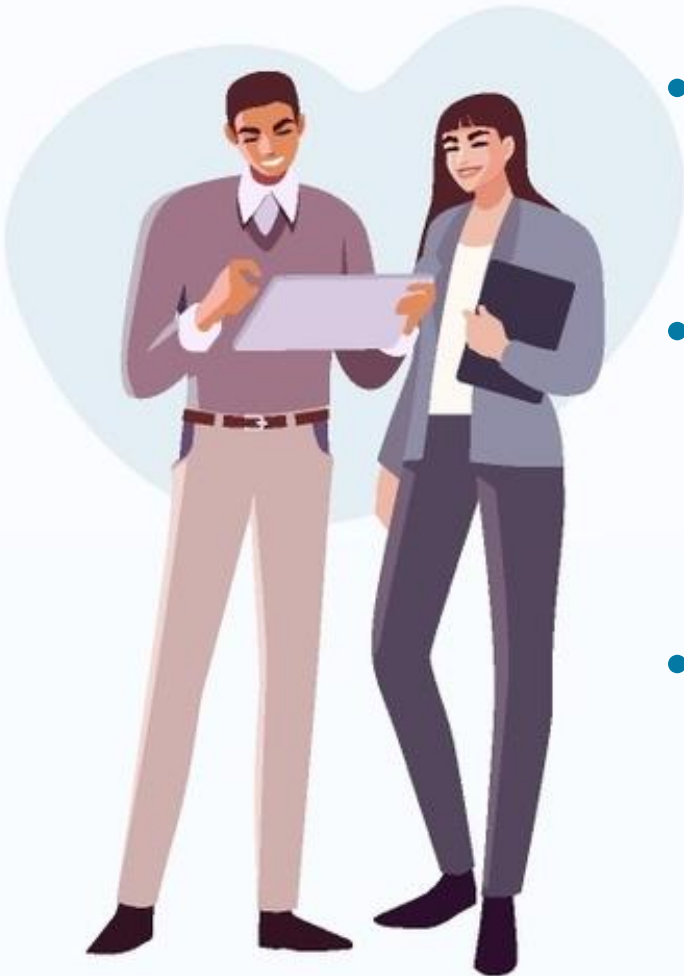


**BEHAVIORAL
SKILLS**

Declined in:

- **knowledge** of the professional activity
- **cognitive and implementing processes** to use in the professional activity

Training for fixed-term temporary workers



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- **Basic**

the course transfers and develops basic knowledge and skills, that are usable in any working environment

✓ t.w. candidates

✓ fixed-term t.w.

- **Professional**

the course allows to develop specialized knowledge and skills, related to different professional figures, to make the worker able to fit in and adapt in the productive and organizational contexts of companies

✓ t.w. candidates

✓ fixed-term t.w.

- **On the Job**

the course connects the moment of learning with the daily work action, linking it to the real and concrete problems of the job. The training responds to the specific needs of user enterprises, training learners in the use of specific work equipment.

✓ fixed-term t.w.

Training for open-ended temporary workers



✓ available open-ended t.w.

- Professional re-training

the course allows you to acquire basic and transversal or specialist skills additional to those held at the time of recruitment. It is part of a procedure that favours new employment opportunities for the temporary worker in availability

✓ open-ended t.w.

- Professional training

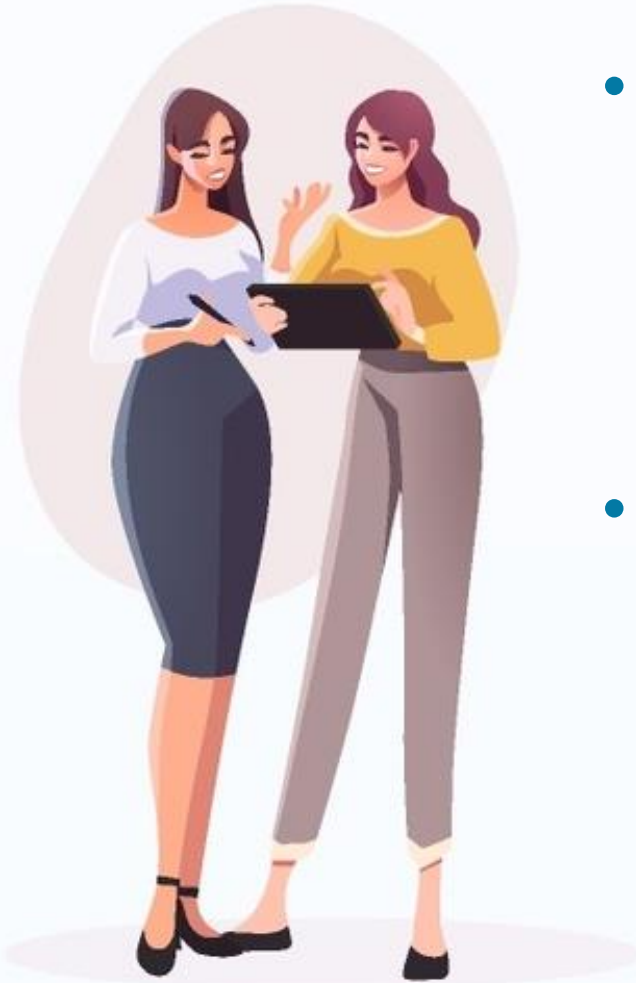
training designed on the needs of the specific worker for the acquisition of basic, transversal or specialist skills, additional to those held at the time of recruitment. This kind of training can also be done with the aid of a tutor

✓ open-ended t.w.

- Dual apprenticeship

the course, based on the integration of training and work, is personalized and consists of one or more modules that are part of an Individual Training Plan for the achievement of one of the qualifications required by law.

Other training for temporary workers



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- **Diritto mirato**

It allows the subject to acquire basic, transversal or specialized skills and obtain specializations related to individual professional figures. The training is designed on the training needs of the worker, the need to adapt skills to the demands of the reference working sectors and the forecasted socio-economic scenarios.

- **Form.Integra**

It assists the inclusion and the socio-occupational integration of the subjects, in order to support their economic, social and cultural integration, as well as their inclusion into the labour market.

✓ Former t.w.

✓ t.w. candidates

beneficiaries of international, temporary and special protection

Over 74 thousand
financed projects
in 2023

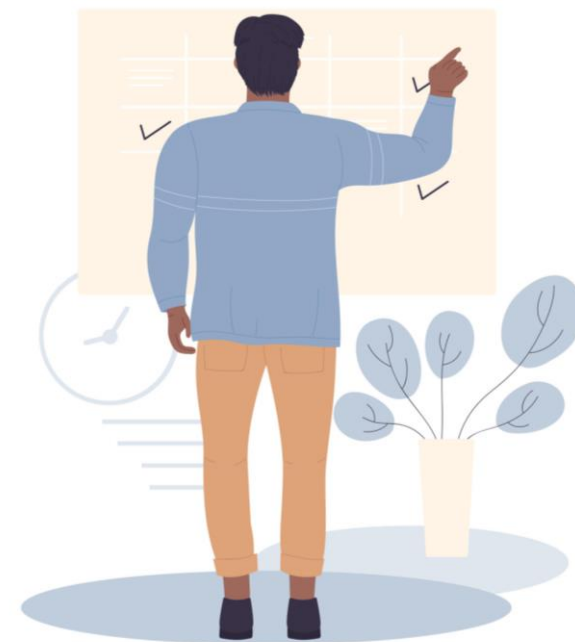


Passive Policies

Income Support

one-time contribution (€ 780 or € 1.000) for former temporary workers who:

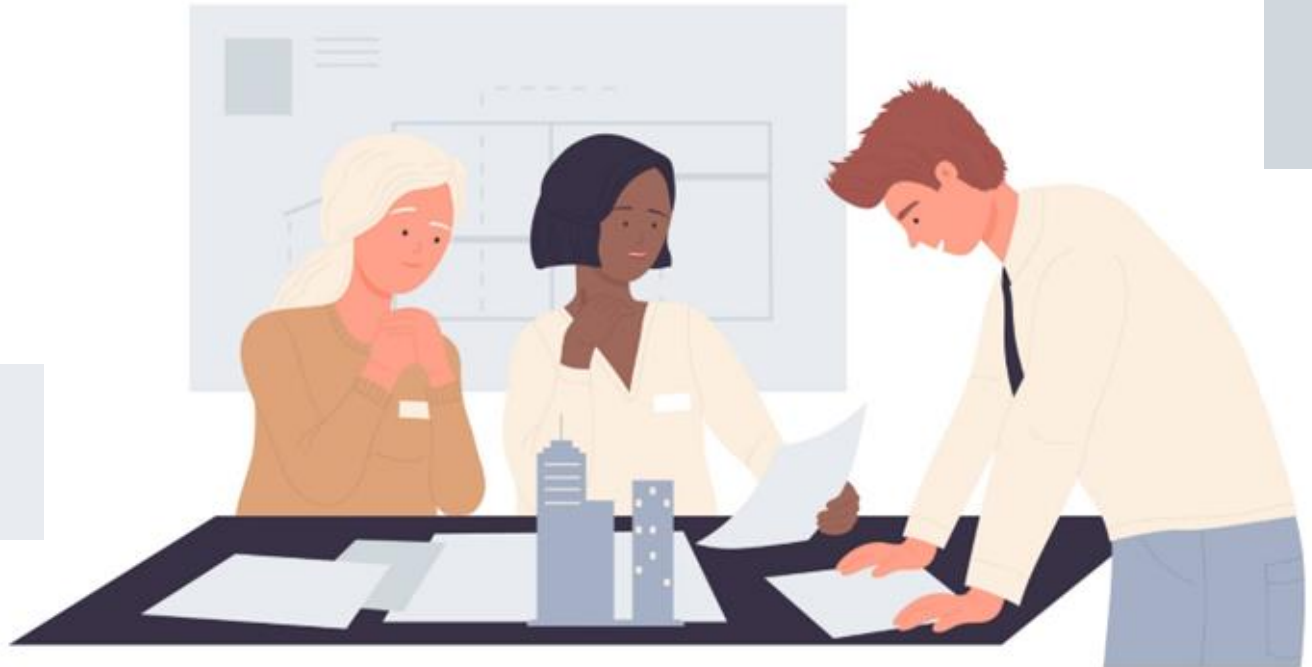
- had a fixed-term or open-ended contract, also in apprenticeship
- are unemployed for at least 45 days
- and
 1. have matured at least 110 days of works in the last 12 months
 - OR 2. have ended the procedure in absence of job opportunities
 - OR 3. have matured at least 90 days of works in the last 12 months.



Passive Policies

Salary Integration Treatments

contribution aid (80% of the total remuneration received) for temporary workers who have a fixed-term or open-ended contract, also in apprenticeship, and are employed by user companies during situations of reduction or interruption of work activity.



Passive Policies

Procedure in absence of job opportunities

(art. 25 National C.B. Agreement of Work Agencies)
contribution amounting to € 850,00 per month for 6 months for open-ended contract workers during periods of unemployment



FORMAL AND INFORMAL COMPETENCES

>>>>>

EXPERIENCE

>>>>>

SOFT SKILLS

>>>>>

INFORMAL SKILLS

>>>>>

DIFFERENT EDUCATIONAL AND EXPERIENTIAL CONTEXTS

>>>>>

DIGITAL

>>>>>



Digital badge

Digital tool to:

- represent the skills and experiences acquired by the subject in formative and experiential contexts
- qualify/validate non-formal, informal and soft skills



President
Francesco Verbaro

Vice President
Marco Massera

General Manager
Antonino Costantino



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Thank you