


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Fondo Formazione Piccole Medie Imprese (PMI) (FAPI)
<b>Name of the instrument - English translation</b>	Interprofessional Fund for the SME sector
<b>Scheme ID</b>	387
<b>Country</b>	 Italy
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Training fund
<b>Sub-type of instrument</b>	National level collection and sectoral level distribution
<b>Type of entry</b>	Example for a group of instruments

<b>Short description</b>	"Fapi - Fondo Formazione PMI - is a joint interprofessional fund to promote the development of Continuing Education in SMEs. It is financed through the mandatory levy of 0.30% of the contributions that companies pay to INPS every month and that INPS pays to the funds to which companies adhere. The distribution of funds is very polarized in the regions where there is a high concentration of productive areas (Lombardy, Lazio, Veneto, Emilia Romagna and Piedmont). In Lazio, Puglia and Basilicata, it is the first fund in terms of the number of associated companies. The composition of members reflects the Italian reality characterized by a high share of small and medium-sized companies (almost 87% of companies have fewer than 20 employees) located mainly in the North.
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<b>Level of operation</b>	National
<b>Name of a part of the country</b>	Not applicable
<b>Name of the region (for regional instruments)</b>	Not applicable
<b>Name of the sector (for sectoral instruments)</b>	Not applicable
<b>Relevance</b>	Key instrument

<b>Legal basis</b>	Law 388/2000 article 118; Guidelines on the management of the financial resources allocated to the interprofessional joint funds for continuous training referred to in article 118 of law no. 388 of December 23, 2000 (ANPAL circular 10 april 2018 no. 1)
<b>Objective(s) and target(s)</b>	The Fund is non-profit. The Fund promotes and finances, in compliance with the modalities established by paragraph 1 and following of art. 118 of the law 388/2000, company, territorial, sectorial, regional, interregional and national training plans of and between companies agreed upon by the parties, in coherence with the regional planning and with the functions of address attributed in the matter to the Ministry of Labor and Social Policies. To this end, it carries out functions of direction, coordination, control, monitoring and verification for the development of continuing education throughout the national territory. (art. 2 Statute).
<b>Year of implementation</b>	2003
<b>Year of latest amendment</b>	2015
<b>Operation/management</b>	The management structure of the Fund is composed of the Assembly, the President and Vice-President, The Board of Directors and the Board of Auditors. The composition of the bodies is equal between CONFAPI and trade unions (CGIL, CISL, UIL), with the exception of the Board of Auditors. The organizational structure of FAPI, according to the Organizational Chart updated in July 2012, is as follows: General Management, Administration Office, Training Office, Organization Office and Marketing Office. It is structured in a central office and in territorial offices. The founding members are CONFAPI (Confederation of Italian small and medium private enterprises) and the three Italian confederal Trade Unions CGIL, CISL, UIL. Fapi has chosen to distribute the resources in a solidarity-based manner choosing "Collective Account" that is the mechanism (opposed to "Individual Account") that allows even the smallest company with the fewest employees to move on an equal footing, with respect to the opportunity to do training, with the more numerically significant productive realities. FAPI finances, through calls for proposals (AVVISI), three types of training actions for the companies adhering to the Fund: Standard Plans, Quadro Plans and Individual Plans.
<b>Eligible group(s)</b>	In order to benefit from the financing, the company must communicate its adhesion to the Fund (if it has adhered to another Fund, it must revoke its adhesion). Joining the Fapi (as all other Interprofessional Funds), therefore, does not cost the company anything as each company already pays these resources to the Inps. Membership can be made at any time of the year through the forms that are used monthly for the payment of contributions to the Inps.
<b>Group(s) with preferential treatment</b>	various
<b>Education and training eligible</b>	"All types of education and training through a) Classroom (didactically structured environments inside or outside the

	company);b) Training on the job, training in situation;c) Coaching, knowledge management, tutoring;d) Learning through distance learning / online asynchronous and synchronous(tele-training), communities of practice. They must be appropriately detailed with sustainability analysis of IT infrastructure and contain detailed monitoring and verification procedures;(e) Participation in conferences, workshops, seminars."
<b>Source of financing and collection mechanism</b>	"Companies not directly, but through payment to INPS. In according to the Statute, Fund utilizes the contribution paid by INPS to the Fund in accordance with the procedures provided by art. 118 of Law 388/2000; but also any public and private funding, any proceeds deriving from social initiatives. All of the income comes from companies through payment to INPS but other forms of financing are not excluded"
<b>Financing formula and allocation mechanisms</b>	The allocation process begins with the publication of calls (Avvisi) that can be directed to individual companies or networks of companies. Each call specifies how to apply, the target audience, the type of activities funded, how plans are to be evaluated, how costs are to be counted, reporting. The implementing body can decide to receive advance payments or to receive the amount at the end.
<b>Eligible costs</b>	Costs must be real, directly referable to the activity in the training plan. Eligible costs refer to Preparatory and accompanying activities (Analysis, counselling, monitoring, Promotion, publicity, publications); training activities (personnel costs, e.g. teaching, coordination, board, accommodation, travel; teaching equipment, classroom, laboratories, computer room; certification; beneficiaries, for example accommodation, travel, didactic materials, insurance); management
<b>Volumes of funding</b>	Not available
<b>Beneficiaries/take up</b>	Not available
<b>Organisation responsible for monitoring/evaluation</b>	Agenzia Nazionale Politiche Attive del Lavoro (ANPAL)
<b>Monitoring/evaluation reports available</b>	Yes
<b>Most relevant webpage - in English</b>	Not available
<b>Most relevant webpage - local language</b>	<a href="https://www.fondopmi.com/">https://www.fondopmi.com/</a>
<b>Recent changes</b>	Legislative decree 14 September 2015, n. 150 that establishes the Agency for Active Employment Policies (ANPAL) to which it also assigns the task of supervising the management of the funds  Recent changes in response to COVID-19  No

