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| Task 3.1 Good Practice Policies and Initiatives | | | | | | | | |
| **16oreMICS** | | | | | | | | |
| **State the Country** | | **ITALY** | | | | | | |
| **Level of Outreach** | | | | | | | | |
| Local |  | Regional |  | | National | | |  |
| **Field of Interest (s)** | | | | | | | | |
| |  |  | | --- | --- | | Energy Efficiency |  | | Digitalization |  | | Circular Economy |  | | Health and Safety |  | | Promotion of the attractiveness of the Construction Industry |  | | Facilitation of the mobility in Europe |  | | Other (state): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  | | | | | | | | | |
| Supported by | | | | | | | | |
| EU | | | | | |  | | |
| National Agency | | | | | |  | | |
| Regional Agency | | | | | |  | | |
| Other (state): | | social partners | | | | | | |
|  | | | | | | | | |
| **Organisation (as promoter or partner)** | | | | | | | | |
| Profit | |  | | Non-Profit | | |  | |
| Public | |  | | Private | | |  | |
| Name of organisation | | FORMEDIL | | | | | | |
| Role (promoter/partner) | | PROMOTER | | | | | | |
| Address, ZIP / City | | VIA A. GUATTANI, 24 – 00161 ROMA | | | | | | |
| Country | | ITALY | | | | | | |
| GIS | | 41.916123, 12.515777 | | | | | | |
| E-Mail | | [formedil@formedil.it](mailto:formedil@formedil.it) | | | | | | |
| Website | | [www.formedil.it](http://www.formedil.it)  <http://www.16oremics.it/> | | | | | | |
| **Contact Person** | | | | | | | | |
| Contact Name | | MARTINO ROSSELLA/DIEGO DE GISI | | | | | | |
| Telephone | | 06 852612 | | | | | | |
| E-Mail | | [Rossella.martino@formedil.it](mailto:Rossella.martino@formedil.it); diegodegisi@formedil.it | | | | | | |

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| Policy/Initiative Data | | | |
| Title of Policy/Initiative | **16oreMICS** | | |
| Partnership details (who is promoter/partner) | FORMEDIL | | |
| Start date (click on tab) | 01.06.2009 | End date (click on tab) | 13.01.2020 |
| Total Budget | €250.000,00 | | |
| Short Description  (no more than 50 words) | ****16oreMICS is a modular, unitary, national project, which aims to improve the professionalism (work well & work in safety) of construction workers****  **"16oreMICS" is divided into three subprojects: "16 ore Prima“ mandatory basic training for new entrances to the construction site - 16 ore Attrezzature for workers in charge of the use of construction equipment –**  **16 ore Preposti e Dirigenti training of supervisors and managers** | | |
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| Phases (if applicable) |  | | |
|  |  | | |
| Details | | | |
| Aim | **16oreMICS is a modular, unitary, national project, which aims to improve the professionalism (work well & work in safety) of construction workers and at the same time to allow construction companies to fulfill the training obligations established by law (Legislative Decree 81/08).** | | |
| Target groups | construction workers | | |
| Impacts/Outcomes 1 | Increasing in safety culture | | |
| Impacts/Outcomes 2 | Facilitating the entry of young people into the construction sector | | |
| Impacts/Outcomes 3 | knowing how to operate construction machinery safely | | |
| Policy/Initiative | | | |
| Skill gaps | The workers did not know how to organize the construction site layout safely, they did not know how to manage human resources and supplies; they did not know how to divide the work into phases and sub-phases; they did not know how to handle construction machinery safely | | |
| Mis-matching of skills | The project had the task of bridging a misalignment of skills in relation to the demand of the labour market. It requires different types of skills, training and references. The market needs workers who know how to work well and safely and who know how to manage human and instrumental resources in the best way. Workers involved knew how to perform tasks handed down by more experienced staff but with old and unsafe phases of work but they did not have useful skills for the management of human and instrumental resources. | | |
| Skills-Shortages | Lack of skills and shortage of qualified and specialized personnel who know how to manage human and instrumental resources safely or who know how to handle construction machinery safely | | |
| Other | training for trainers | | |

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| **Recommendations** | |
| Training/Skills | a sure way to acquire security expertise |
| Career Moves | possibility of growth in the Company |
| Mobility | promotes labour mobility |
| Entrepreneurship/SMEs Opportunities | companies have been able to meet specific labour market needs thanks to the skills and abilities acquired by workers |
| Social Inclusion |  |
| Transfer of Knowledge | workers were able to transfer the knowledge and skills acquired to their work colleagues |
| Outreach | transferability |
| Other | employability |