

Formazione finanziata: un'opportunità per far crescere le competenze in azienda

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La formazione finanziata rappresenta un'opportunità concreta per le aziende che vogliono investire nello sviluppo delle competenze dei propri collaboratori, utilizzando le risorse messe a disposizione attraverso i Fondi Interprofessionali.

Investire nelle competenze delle persone è sempre più importante per affrontare i cambiamenti organizzativi, tecnologici e professionali che interessano ogni impresa.

Non tutte le aziende, però, sanno che esistono strumenti che possono rendere più semplice sostenere questi percorsi di crescita.

Tra questi ci sono i **Fondi Interprofessionali**, attraverso i quali le imprese aderenti possono accedere a risorse destinate alla formazione dei propri dipendenti.

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Cosa sono i Fondi Interprofessionali?

I Fondi Paritetici Interprofessionali sono strumenti destinati a finanziare interventi di formazione continua per lavoratrici e lavoratori delle aziende aderenti, come indicato anche dal [Ministero del Lavoro e delle Politiche Sociali](#).

Le risorse derivano da una quota dei contributi che le imprese versano all'INPS e che, attraverso l'adesione a un Fondo, può essere destinata alla formazione finanziata per aziende.

Questo significa che un'azienda può avere a disposizione opportunità e risorse per sviluppare le competenze dei propri collaboratori senza dover necessariamente sostenere interamente con risorse proprie il costo del percorso formativo.

Formazione finanziata non significa soltanto corsi standard

Uno degli aspetti più interessanti è la possibilità di costruire percorsi partendo dai reali bisogni dell'organizzazione.

La formazione può riguardare, ad esempio:

- sviluppo manageriale e leadership;
- comunicazione e competenze relazionali;
- organizzazione e gestione delle risorse umane;
- marketing, vendite e competenze commerciali;
- competenze digitali e informatiche;
- sicurezza sul lavoro;
- percorsi di affiancamento e sviluppo professionale.

L'obiettivo non è semplicemente “fare un corso”, ma utilizzare la formazione come uno strumento per accompagnare la crescita dell'impresa e delle persone che ne fanno parte.

Da dove si comincia?

Il primo passo è capire la situazione della propria azienda.

L'impresa potrebbe essere già aderente a un Fondo Interprofessionale, avere risorse disponibili oppure trovarsi nella condizione di poter valutare nuove opportunità di finanziamento della formazione.

Ed è proprio in questa fase che la consulenza diventa importante.

People affianca l'azienda in tutto il percorso

People S.p.A. supporta le imprese nella progettazione e nella gestione dei percorsi di [formazione finanziata per aziende](#), partendo dall'analisi delle esigenze aziendali. Approfondisci la nostra [offerta formativa per le aziende](#).

Il nostro intervento può comprendere:

- analisi dei fabbisogni formativi;
- verifica delle opportunità disponibili;
- progettazione del piano formativo;
- individuazione dei percorsi più coerenti con gli obiettivi aziendali;
- gestione degli adempimenti organizzativi e amministrativi;
- monitoraggio delle attività;
- supporto nella rendicontazione.

L'obiettivo è permettere all'azienda di concentrarsi sul risultato più importante: **sviluppare le competenze delle proprie persone**, lasciando a People la gestione degli aspetti tecnici e operativi del percorso.

La tua azienda sta utilizzando tutte le opportunità disponibili?

Molte imprese versano contributi e aderiscono già a strumenti che possono sostenere la formazione, senza però conoscerne pienamente le possibilità.

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Domande frequenti sulla formazione finanziata

Che cos'è la formazione finanziata?

È la possibilità per le aziende di utilizzare risorse messe a disposizione, tra gli altri strumenti, dai Fondi Interprofessionali per sostenere percorsi di formazione destinati ai propri dipendenti.

Come faccio a sapere se la mia azienda aderisce a un Fondo Interprofessionale?

È necessario verificare la situazione contributiva dell'azienda e l'eventuale Fondo di appartenenza. People Academy può affiancare l'impresa nell'analisi delle opportunità disponibili.

Quali corsi possono essere finanziati?

Le possibilità dipendono dal Fondo, dagli strumenti disponibili e dal progetto formativo. Possono riguardare competenze manageriali, organizzative, commerciali, digitali, professionali e altri ambiti coerenti con i fabbisogni aziendali.

[/fusion_text][/fusion_builder_column][/fusion_builder_row][/fusion_builder_container]