



TRAINING PEOPLE IS OUR BUSINESS

Extract of Financial Statement 2023



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IAL was founded by CISL (Italian Confederation of Worker Unions) in 1955 with the aim of providing both young and adult workers with vocational, cultural and social training, qualification and update. Starting from its foundation to this day, IAL has been characterized by a strong focus on employment and work quality, but also by the values of autonomy, dignity and freedom.



Since 2010, IAL Lombardy, like all other regional IAL enterprises, has become a company consisting of regional IAL enterprises and it is also a social enterprise that aims at achieving civic, solidarity and social unity purposes by carrying out not-for-profit activities.

IAL's mission is to "promote effective, affordable, and high-quality training for all" and is based on a training method that changes according to the evolution of society and of the labour market. This is the foundation of a protection system designed to support the growth of each and every person, in and out of the workplace, through an "active welfare" model and the enhancement of the subsidiary role of social actors, conveyed through bilateralism.



LIFELONG LEARNING

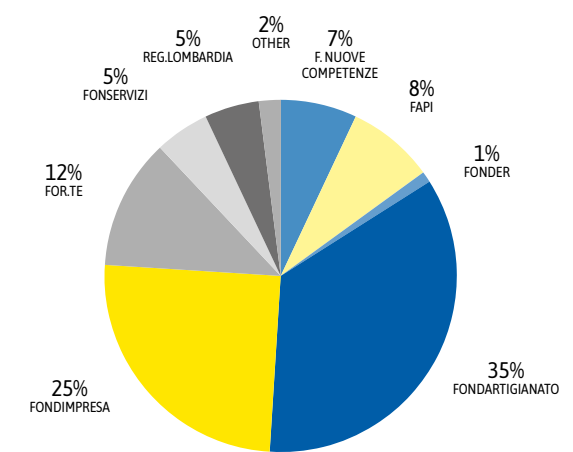
Is the educational and training system designed for working people. It aims at the updating of their knowledge and skills, with a particular focus on technological and organizational innovation in the production process and on changes in the labour market. It is financed directly by companies or through interprofessional funds, which are the most significant resource for lifelong learning.

IAL Lombardy designs and delivers these services in collaboration with the "CISL system," in order to both identify companies and survey training and educational needs.

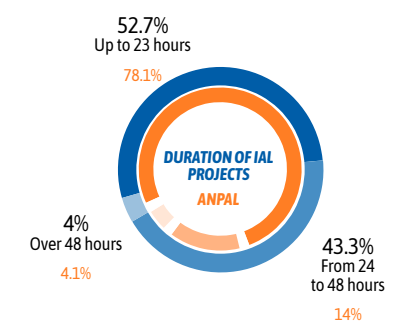
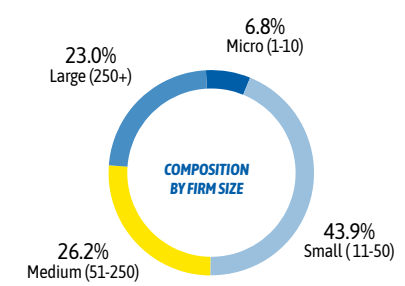
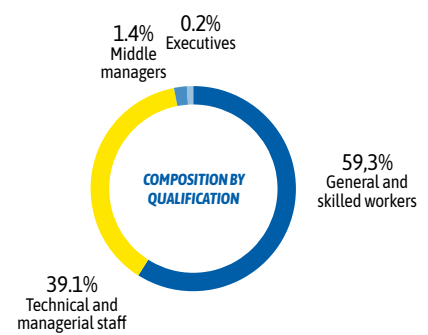
	USERS	HOURS
Bergamo Brescia	2,284	3,812
Como Gravedona Legnano Saronno Varese	1,537	4,058
Cremona Lodi Mantova Viadana	482	1,706
Lecco Monza Morbegno Milano	495	1,704

ACTIVITIES HAVE INCREASED BY THE **9.1%**

FUNDING SOURCES



meets workers' need for expanding their set of **SKILLS** throughout their career



LIFELONG LEARNING: USER COMPOSITION BY GENDER AND NATIONALITY

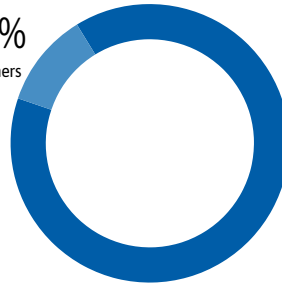


2,839 females



1,959 males

9.6% foreigners



90.4% italians

PARTICIPANTS' TRAINING CHOICES BY SUBJECT AREA

PROJECTS	HOURS	PARTECIPANTS
123	3,087	837
139	1,413	1,238
291	6,564	2,612
10	216	111

563 **11,280** **4,728**

- Management and process skills
- Environment, safety, legislation
- Basic and specific skills
- Human resources

	PROJECTS	HOURS	PARTECIPANTS
Languages	26	378	127
IT	52	1,635	284
Technical skills	103	2,589	937
Job-specific skills	99	1,522	1,099
Apprenticeship	11	440	165

EDUCATION AND TRAINING FOR ALL

It is a proposal whose aim is to implement everyone's right to develop and update their skills and abilities, **regardless of people's age and employment status:**

4,362
EMPLOYED

3,470
UNEMPLOYED AND FIRST-TIME JOB-SEEKERS



4,681 females

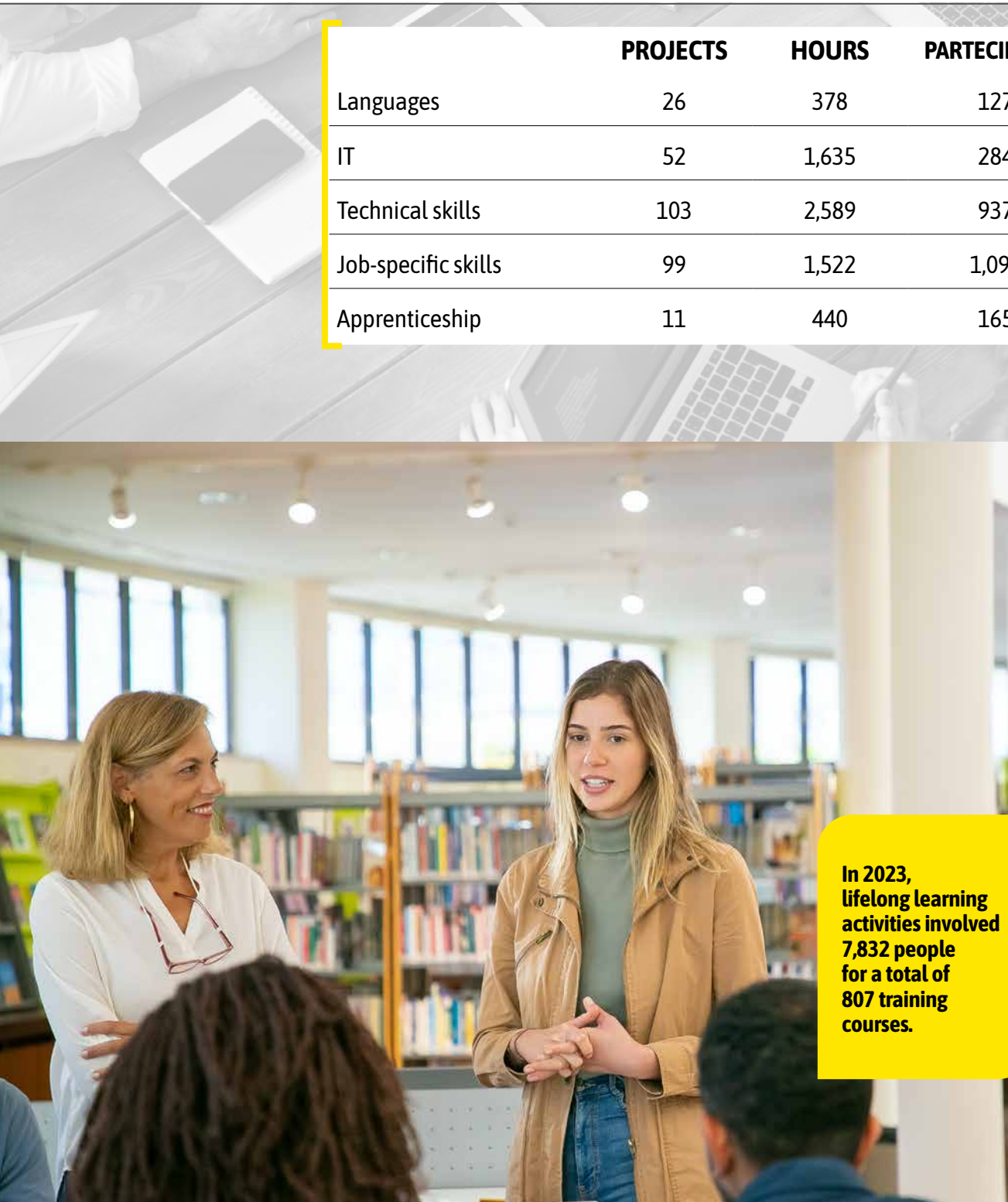


3,151 males

20.1% foreigners

79.9% italians

In 2023, lifelong learning activities involved 7,832 people for a total of 807 training courses.





Implements training courses for both **WORKING AND NONWORKING** people through access to all kinds of public and private funding available

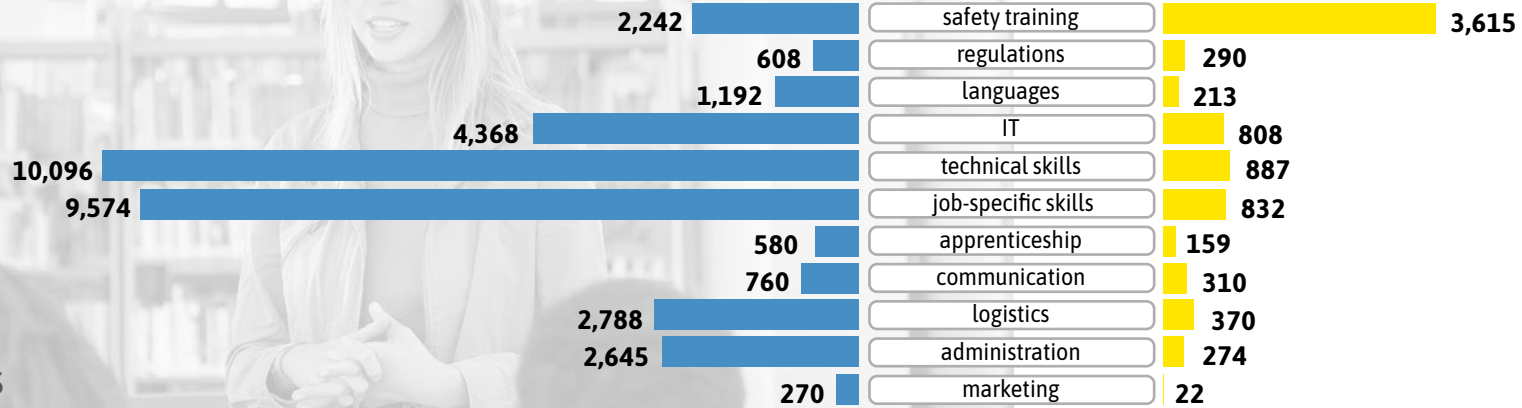
55.7% of the total hours of lifelong learning courses (19,670 hours) attended by **22%** of participants were dedicated to enhance **JOB-SPECIFIC AND TECHNICAL SKILLS.**

Social health training and updating courses (ASA - OSS)
25 courses
334 participants
12,015 hours of training

MOST REQUIRED SUBJECT AREAS AND COURSES



training hours



participants

EMPLOYMENT SERVICES

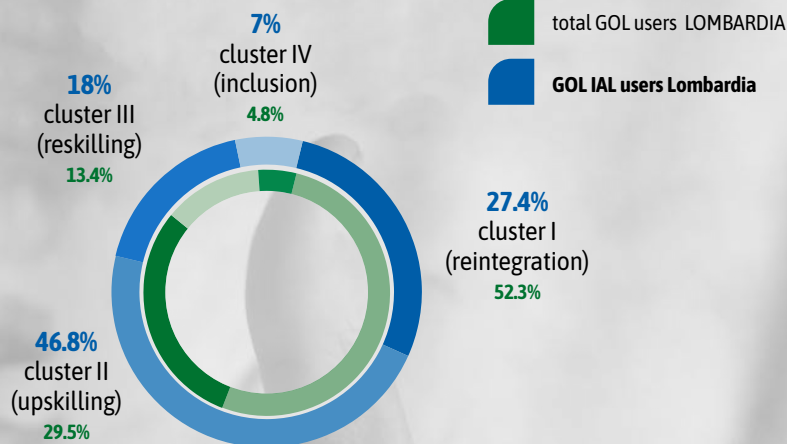
IAL Lombardy has achieved very important results in terms of employment services provided, offering a variety of activities financed both by institutions (mainly the Lombardy Region) and by the private sector.

Garanzia Occupabilità Lavoratori (GOL)	Cluster I (reintegration)	598	2,394
	Cluster II (upskilling)	1,173	
	Cluster III (reskilling)	455	
	Cluster IV (inclusion)	168	
Dote Unica Lavoro (DUL)	(Group 5)		173
Disadvantaged groups	Subvention for disabled people	238	333
	OTHERs (CPIA, deteenees)	95	
number of users:			2,900



supports **WORKERS**,
providing them with personalized programs,
that aim at their updating and retraining
and at supporting their job transitions

The activity carried out through the Garanzia Occupabilità Lavoratori (GOL) program in 2023 brought very significant results: IAL Lombardy supported around 2,394 users – it has significantly increased its activities compared to the previous year (about 900 users in the entire 2022 through the DUL and GOL programs) and it has established itself as the second largest institution in terms of volume of activity at a regional level.



ACTIVE EMPLOYMENT POLICIES SUBVENTIONS FOR DISABLED

	2023	2022
Bergamo Brescia	24	28
Como Gravedona Legnano Saronno Varese	79	58
Cremona Lodi Mantova Viadana	12	19
Lecco Monza Morbegno Milano	123	67
Total	238	166

GOL - courses and subject areas

n° courses	total hours	participants
Environment, safety, legislation		
5	196	36
Language skills		
19	856	130
Digital/computer skills		
91	3,812	687
Technical and job-specific skills		
224	11,242	1,759

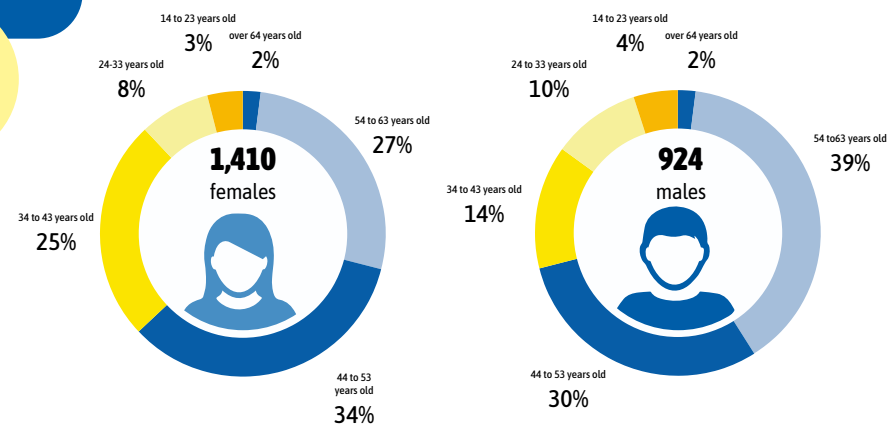
339
 16,106
 2,612

GOL - presence in the territory

	2023	2022
Bergamo Brescia	295	93
Como Gravedona Legnano Saronno Varese	1,022	284
Cremona Lodi Mantova Viadana	345	69
Lecco Monza Morbegno Milano	732	226
Total	2,394	672

EMPLOYMENT SERVICES: THE GOL PROGRAM

“Garanzia Occupabilità Lavoratori (GOL)” is an initiative launched at national level and financed by the European Union within the NRRP. It is the keystone of the reform of active labour policies and it is also the main public measure aimed at tackling unemployment. GOL’s purpose is to allow the public/private systems in Lombardy to develop an integrated offer of labour policies and lifelong learning, according to the complex needs of each person.



VOCATIONAL TRAINING AFTER MIDDLE SCHOOL

These programs allow the students to complete **compulsory education** and obtain a **vocational qualification** with specific technical-operational skills. If they desire to, students can continue their studies enrolling in the fourth year and obtaining the "Technical Vocational Diploma", subsequently they are allowed access to the fifth supplementary year or to IFTS courses (Higher Technical Education and Training) and ITS courses (Higher Technical Education).

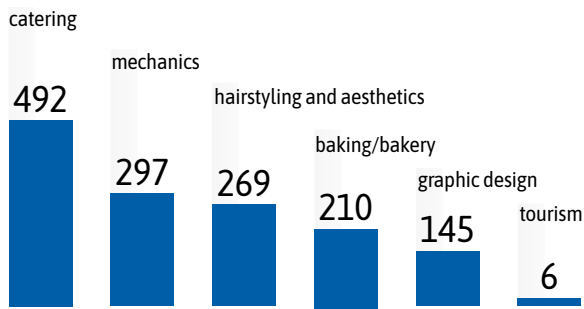
THEORY AND PRACTICE

All students embark on an **internship period** in a company to experience real work environment and increase their set of professional skills..

-  Kitchen
-  Lounge/Bar
-  Pastry/ Bakery
-  Mechanics
-  Hairstyling
-  Aesthetics
-  Graphic Design
-  Tourism
-  Wood Furniture Design

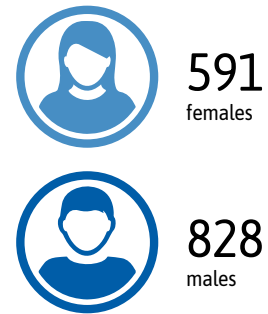


supports **YOUTH'S** access to the labour market with training programs designed to meet their occupational and professional needs



1,419

are the vocational training students of IAL Lombardy.



255 foreign born students

319 learners with disabilities

» **92%** of the students obtained the qualification

» **60.5%** decided to continue their studies

» **69.3%** are employed

22.7% are employed in the same company of their internship

68.6% of IAL Lombardy trainees give a **positive or very positive opinion of the internship in a company**

IAL Lombardy offers personalized vocational training courses for disabled learners in:

- **COMO**
- **CREMONA**
- **SARONNO**
- **LEGNANO**

CAREER CHOICE

A "career choice assistance desk" is open in all IAL Lombardy offices, available to both students and families. An expert will organize individual meetings in order to help students dispell their doubts about their educational career, assessing their aspirations, interests and abilities with them, supporting them in defining their life project.

TRAINING AND WORK EXPERIENCES ABROAD

IAL Lombardy believes in the importance of study and work experiences abroad and has been investing in them for years, using, in an integrated manner, different funding channels to offer a variety of international training programs. Specifically, using the economic resources available thanks to the EU through the Erasmus+ program for education, training, youth and sport in Europe and thanks to the Lombardy Region through Avviso Esperienze formative all'estero (a system of notifications for Training experiences abroad) for IeFP, IFTS and ITS. Thanks to these funding resources, IeFP and IFTS underage and adult students from all sectors have managed to study and work in Irish, German and Spanish companies for at least 3 weeks.

Overseas mobility of learners

	21/22	22/23	23/24*
Training experiences abroad for the IeFP and IFTS system (Lombardy Region)	17	52	56
Training experiences abroad for the IeFP and IFTS system (Lombardy Region)	24	90	-
European projects (Erasmus+ program)	4	-	19

45
3.1% of 1,441 enrolled

142
9.9% of 1,438 enrolled

75
5.3% of 1,419 enrolled

*planned data/forecast

APPRENTICESHIP REGULATION ART. 43

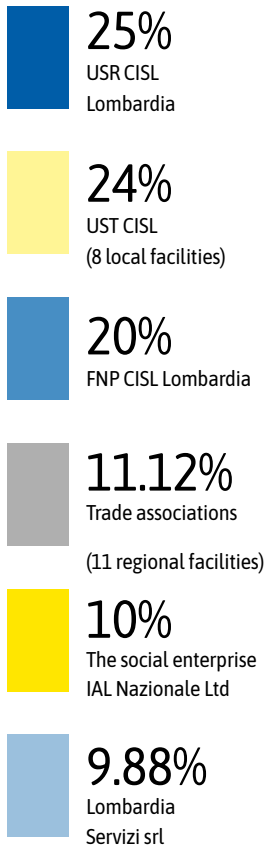
	2021	2022	2023
Students enrolled in vocational qualification courses	74	93	100

Member of CISQ Federation

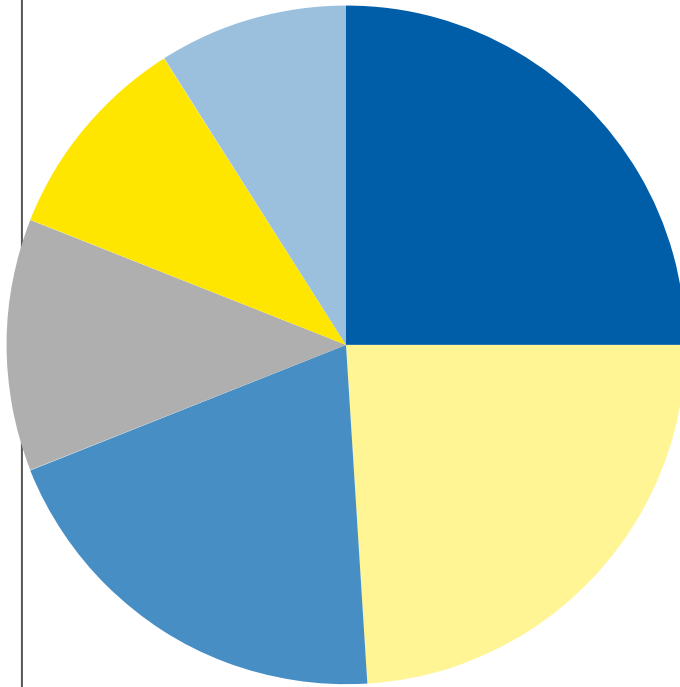


ANTI-BULLYING CERTIFICATION

IAL Lombardia has obtained the **anti-bullying procedure and activity certification** according to the Italian regulation UNI/PdR 42:2018. This recognition is issued by an authorized body that verified the activities and initiatives implemented by our school in order to counter bullying and cyberbullying phenomena. Reference documentation can be found on the website ialombardia.it



IAL LOMBARDY CONSIST OF 23 MEMBERS

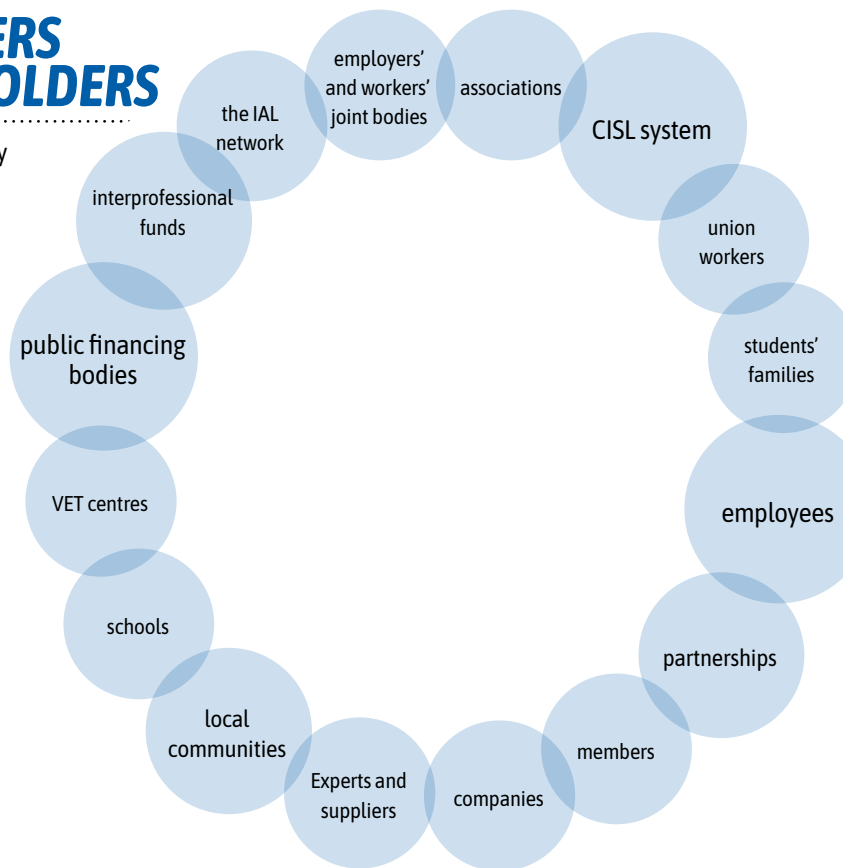


In these uncertain times so many people, young and adult, fear the risk of social and economic uncertainties, growing difficulties and very little opportunity. That is why it is necessary,

*now that we are entering a phase **full of newness, to involve everybody in training programs that are both consistent with the workplace and characterized by significance, hope and beauty. We need to nurture people's vocation: we seek to understand and interpret each person's desires while planning their training, which represents the future** of those who entrust themselves to us. Training people is our business*

STOCKHOLDERS AND STAKEHOLDERS

These two nouns do not only represent a play on words. The first identifies the traditional holders of a company's capital. The second indicates those who have something "at stake" in the organization's decisions. These pages emphasize their point of view as well.



CORPORATE SHAREHOLDERS
 Associazione Servizi Formativi (ASF)
 Fondazione ITS per l'efficienza energetica
 Fondazione ITS per le nuove tecnologie per il made in Italy
 Fondazione ITS Innovaprofessionisti
 Fondazione ITS Leonardo
 Fondazione ITS Lombardia Meccatronica

FORMAL NETWORKS
 National Network of Training Institutions (AEF Lombardia)
 Lombardy Body of Worker
 Guarantee for Trainin (ELGA)
 Lombardy Employment Pact (PLL)
 Technical Professional Centres (PTP)

PARTNERSHIPS
 IAL Lombardy works with many associations and companies to implement training programs financed by Interprofessional Funds and Lombardy Region, which are carried out under the legal forms of Temporary Purpose Association or Temporary Enterprise Association.



WEB AND SOCIAL



Overall visits remain stable with a slight downward trend on numbers but with an **improvement in qualitative traffic**, as the average visit duration has increased and the bounce rate has dropped.

106,427
single page views

58,480
visits

3':07"
average session duration

+31.7%

23%
bounce rate

-5%



Follower



	Facebook	Instagram
Cremona	1,718	228
Viadana	1,549	-
Lodi	218	-
Brescia	1,448	22
Bergamo	557	21
Saronno	2,857	994
Gravedona	1,424	643
Como	807	203
Varese	195	-
Legnano	1,746	510
Morbegno	845	-
Monza	692	101
Milano	551	139
Lecco	269	-

IAL Lombardia

f 4,837 X 201

in 2,273 o 821

Overall Audience **25,651**

+9.5% over 2022

NAMES & NUMBERS

IAL Lombardy's **15** local facilities are coordinated by **4** Area Directors:
Paola Colombo (Milano, Monza, Lecco e Morbegno);
Elisabetta Larini (Cremona, Mantova, Lodi e Viadana);
Andrea Mariani (Bergamo, Brescia);
Ileana Soana (Saronno, Como, Legnano, Gravedona e Varese).

Head of the Prevention and Protection Service monitoring health and safety on the workplace is **Carlo Torinesi** (torinesi.carlo@gmail.com).

Data protection officer is **Donato Brandolini** (dpo@ialombardia.it).

The Supervisory Board is composed of **Carlo Praolini** (chairman) and **Roberto Meazza**.

The Board of Auditors is composed of **Marco Baccani** (chairman), **Monica Palmisano** and **Carlo Maria Rebay**

The Board of Directors is composed of **5** members:



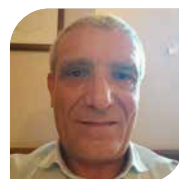
Matteo Berlanda
Chairman of the Board of Directors,
Chief Executive Officer



Elisa di Marco
Worker-elected advisor



Arnaldo Colombo
Advisor



Ivan Zaffarelli
Advisor



Antony Dimita
Worker-elected advisor

88%

is the percentage of revenue produced by the performance of social unity services within the "education and training" sector, well above the 70% threshold required by the legislative framework regulating social enterprises.

138

are the EMPLOYEES of IAL Lombardy who work in the 15 IAL local facilities and in the regional office for a total of **174,000 working hours**

764 PARTNERSHIPS

Experts are engaged for short courses with high professional content, particularly in lifelong learning activities and in employment services for a total of **92,000 working hours**

REVENUE ACCOUNTS

15,915 €

INTERMEDIATE COSTS

(4,213) €

DIFFERENCE BETWEEN VALUE AND INTERMEDIATE COSTS

11,702 €

INTERMEDIATE FINANCIAL INCOME AND INTERMEDIATE FINANCIAL EXPENSES

42 €

SOCIAL ADDED VALUE (GROSS)

11,744 €

DISTRIBUTED

TO WORKFORCE (EMPLOYEES)	5,171 €
TO WORKFORCE (PARTNERSHIPS)	4,214 €
TO WORKFORCE (PARTNER AND PROJECTS)	551 €
TO THE COMMUNITY (FEES AND TAXES)	593 €
TO THE COMPANY (CAPITALIZED PROFITS)	1,215 €

ECONOMIC INFORMATION

€/000



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www.ialombardia.it



THE INFORMATION CONTAINED IN THIS DOCUMENT IS EXTRACTED FROM THE SOCIAL BUDGET 2023

