



VOCATIONAL  
TRAINING  
PROVIDER

train  
your  
future

Eraip  
PIEMONTE



**Every time we learn something new,  
we become a new person.**

Leo Buscaglia

# WHO WE ARE

## The largest vocational training provider in Piedmont

We're in the 40s, war is over, and people gather in the squares.

**A lot needs to be done** as cities are bombed, factories need to be reconverted and **the land is uncultivated**.

Individuals want to rewrite their future.

That's when ACLI Association guessed that **work represents** the milestone to start over.

Training **takes** place wherever it is possible: in clubhouses, churches and abandoned buildings, but soon the need for a more structured training arises.

Therefore, in 1947, the Central Office for Vocational Training is created in Rome and, in 1951, it becomes EnAIP, Ente nazionale ACLI Istruzione Professionale.

**The first training courses** are offered to youngsters and adults, men and women as an opportunity for social **rewards**.

Times change and EnAIP grows bigger.

It acts as a spokesperson for social and labour changes anticipating trends and taking part in the political process

that leads to significant national reforms, thus becoming the first institution to develop a new and unique training proposal.

Today EnAIP is the largest vocational training provider in Piedmont, where everyday trainers, trainees, territories, companies, projects, failures, revivals, exchange of ideas blend.

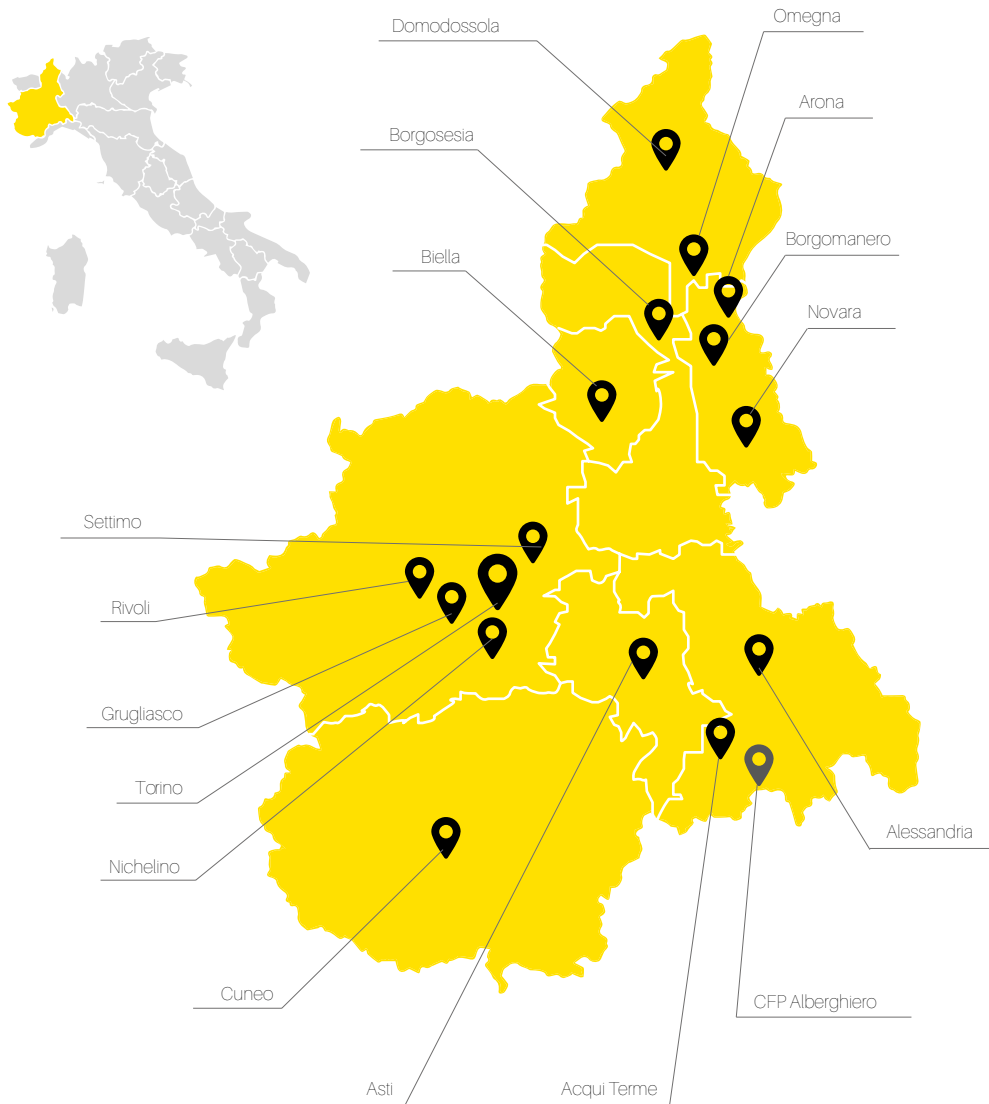


Today as yesterday  
individuals want to  
rewrite their future.

**And we want to do it  
with them!**

# WHERE WE ARE

**A widespread presence in the Piedmont territory**



To train human resources, create projects and make companies grow we need to **listen** to the labour market voice: **individuals' and employers' needs**.

Therefore, EnAIP boasts a widespread presence in the Piedmont territory with a general direction in Turin, **16 training centres** in each province and a **catering school** in Acqui Terme.

Each centre offers spaces for welcome and guidance activities, innovative classrooms, new generation technical laboratories, equipped workshops, outdoor spaces for recreational activities and meetings, rooms for personal support, to confront with others for **human and professional growth**.

**>> Each centre is also accredited for labour market services.**

# ENAIP NET

## The strenght of the network

To train human resources capable of rewriting their future and the future of a country is an **ambitious goal** which can only be achieved with the **support of a network** binding individuals who have the same mission in various regions. For this reason, in 2015, with the impulse of EnAIP Nazionale, EnAIP NET was created, and became a consortium which

gathers Piedmont, Lombardy, Emilia Romagna, Veneto and Friulia Venezia Giulia regions.

A network of great figures, that can build **common efficient** and **effective strategies**, in the training labour sectors, and qualified for designing at a large scale **with a constant view over Europe**.



**100 m**

euro  
turnover



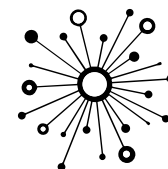
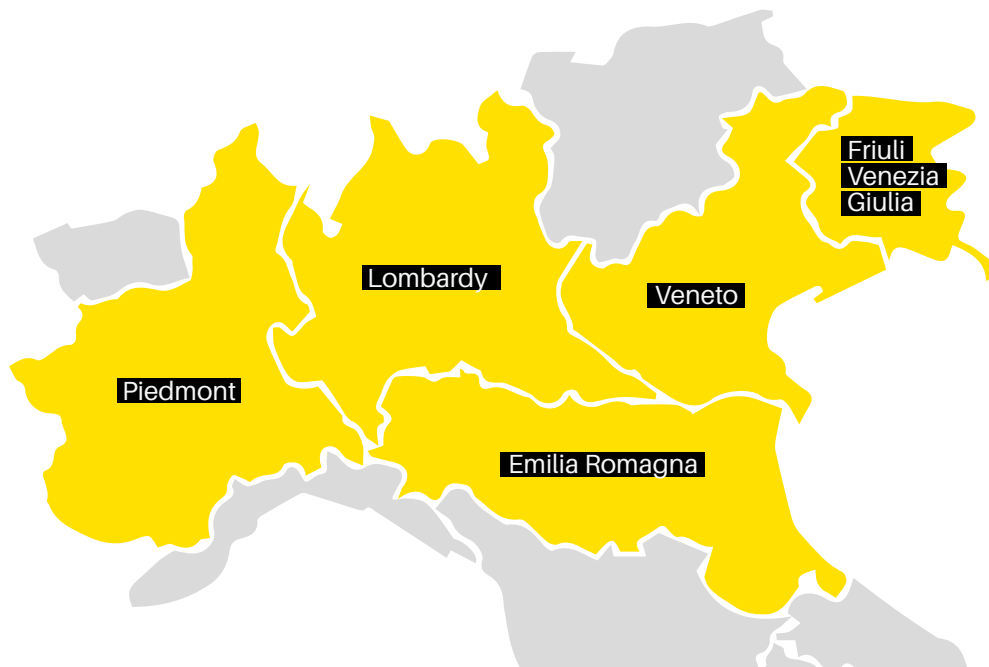
**80**

vocational  
training centres



**20 k**

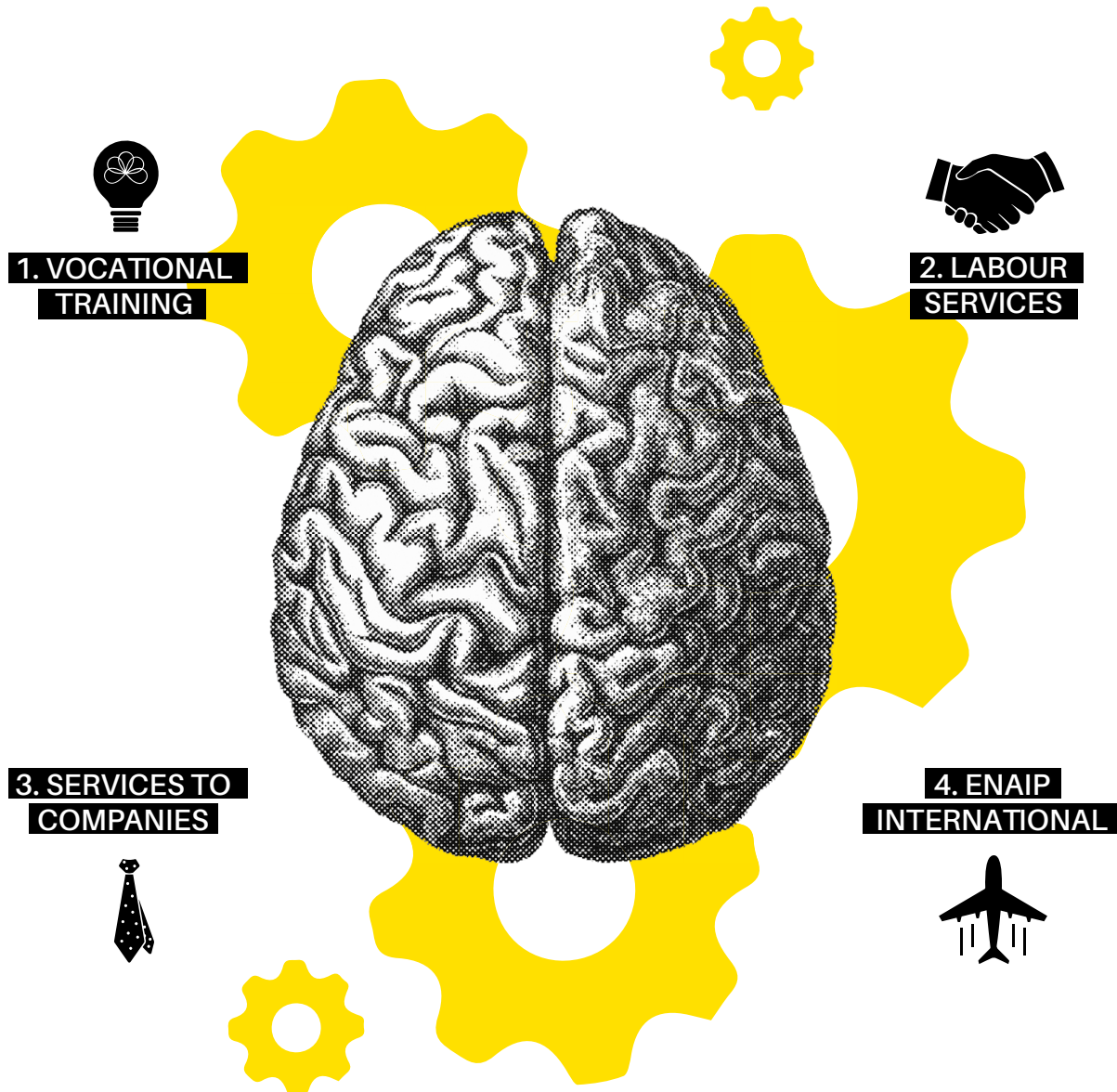
learners  
every year



enaip.net

# WHAT WE DO

Four services to help you to train your future

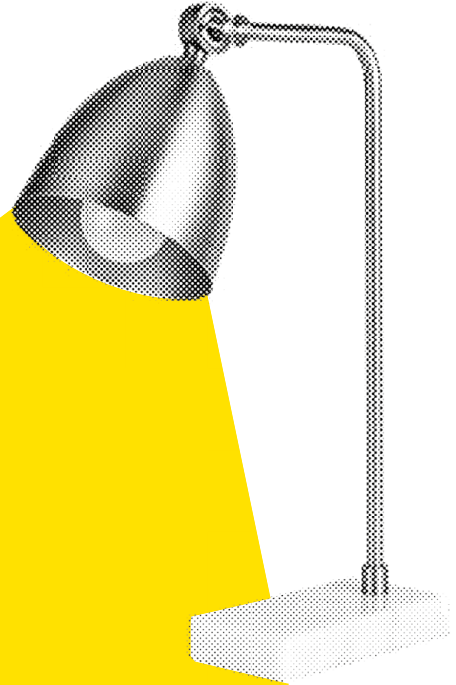


# 1. VOCATIONAL TRAINING

## Courses for any step of your life

"Anyone who stops learning is old,  
whether at twenty or eighty.  
Anyone who keeps learning stays young.  
The greatest thing in life  
is to keep your mind young."

Henry Ford



FOR  
YOUNGSTERS  
IN COMPULSORY  
SCHOOLING



FOR  
JOB  
SEEKERS



FOR  
EMPLOYED  
INDIVIDUALS



FOR  
RECENT  
HIGH-SCHOOL  
OR UNIVERSITY  
GRADUATES



## FOR YOUNGSTERS IN COMPULSORY SCHOOLING

### >> Learning by doing



Youngsters are our future, and this is why we devote to them most of our time. How? Through **educational paths**, that can **enhance their talents**, alongside with professional programmes aimed at making them enter the labour market or create their own business.

We offer **three-year free courses** for youngsters who

have completed compulsory schooling, or until the age of 24, funded by the Piedmont Region and by the ESF. At the end, students achieve a **Professional Qualification**. These courses offer an **internship** during the third year either in Italy or, in some cases, also abroad. In the dual system courses, half of the path is carried out in a company. Thanks to the Erasmus Plus

È successo  
all'Enaip



Programme, learners can also decide to carry out a short-term internship in an EU country. After the qualification, you can enrol for the fourth year and achieve a **Professional Diploma**.

We use innovative didactic methodologies based on **cooperative learning** and learning by doing, **to enhance inclusion, active**



courses:

**50**



learners:

**2.500**

**participation and competence**, in order to reduce the number of dropouts. Even after a school failure, you can reach unexpected goals.

The reference sectors are hairdressing, industrial automation, electricity, beauty and wellness, multimedia graphics, industrial and car mechanics, catering, heating and plumbing, tourism and sales.

## FOR JOB SEEKERS

### >> Another chance



We have always believed that work has an economic purpose, but most of all, it is related to individuals and their identity. In our centres, individuals who are looking for a job can **find information, training and opportunities** offered by the **labour market**.

These are places where everyday people live rebirth stories, because, for adults,

sitting behind a school desk again means believing themselves again, creating or recreating their life project.

Every year, we design and deliver a wide range of **free courses**, funded by the Piedmont Region and by the ESF, which provide a **Qualification or Specialisation certificate** and, thanks to an

**internship**, enable individuals to quickly enter the labour market.

This represents an opportunity also for those who have lost their job and need to re-enter the labour market. Advanced age and the lack of new competences can often make the individual less attractive, causing financial troubles and self-esteem issues.



courses:

**70**



learners:

**800**

Thus, we offer **free guidance interviews** through our labour services, to enhance previous experiences, to choose a suitable training path or to start an internship with a local company.



## FOR EMPLOYED INDIVIDUALS

### >> Never stop training

In an ever-changing world, we can't just stand still. Today, we have more and more opportunities, but also less time.

We need to better invest in time and in ourselves. Even if our mind is resistant to change by nature, we must face changes in the best possible way.

Change means different things, from giving up a bad habit to



learning a new one, or changing one of our basic principles or, more simply, expressing our will to learn new things and becoming someone else.

Hence, our **individual and corporate** continuous training, consisting of **refreshing professional courses** for employed individuals, offers **short-term evening courses**, partly paying and partly



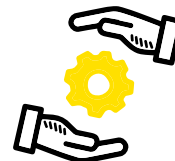
courses:

# 200

cofunded by the Piedmont Region and the ESF.

Why should you join one of these courses?

To **keep up to date in your profession**, to **progress in your career** or to **achieve competences** to find a new job.



## FOR RECENT HIGH-SCHOOL OR UNIVERSITY GRADUATES

### >> ITS & IFTS: another way

In the field of training we provide excellence nobody knows about: we play an active role in the regional- and national recognised Foundations and we provide ITS and IFTS courses. **Further Training** courses carried out in **co-operation with higher technical schools, universities and large enterprises**. ITS paths are **two-year free**



**courses**, funded by the Piedmont Region and the ESF. They are addressed to recent high-school or university graduates and have **82% employment rate** among learners finishing the course.

Their success is related to three factors. First of all, courses are carried out in **co-operation with companies** and they reach to the real labour market

needs. Secondly, 70% of trainers come from the labour market. Lastly, **42% of the path is spent in internships**, which are designed to complete the theoretical training and the workshop activities.

IFTS paths are **one-year free courses**, that last 800 hours in two semesters; **30% of the total hours** must be spent in **companies**, in Italy or abroad.

Foundations we are part of:

**>> Fondazione Professionalità per lo Sviluppo dei Sistemi Energetici Ecosostenibili**

*its-energiapiemonte.it*

**>> Fondazione Mobilità Sostenibile Aerospazio/Meccatronica**

*its-aerospaziopiemonte.it*

## 2. LABOUR SERVICES

**Find your way with us!**



"The best in life is  
a job you like and  
a happy love."

**Umberto Saba**

## PROFESSIONAL GUIDANCE



### >> We find your own path together

**Choosing** the right path is never easy, especially if you do not have clear ideas on your **future**. Therefore, our Labour Services offer **free individual counselling** with **guidance experts**, that will help you **define your training and professional project**. We will **identify together** the most consistent choices with your aspirations, attitudes, skills and motivations, through a tailor-made path aimed at giving access to employment or acquiring new skills through training.

## SKILLS AUDITING



### >> We explore your skills and aspirations

It is often hard to **be aware of all the skills** we have achieved in various contexts and different ways, through professional-training- and personal experience.

Through Skills Auditing, it is possible to make an inventory of your job experiences, **to focus on your skills**, abilities and interests, with the purpose of carrying out a realistic plan of personal- and professional development.

The path is **individual**, and it is addressed to workers in career development, unemployed people who are looking for new opportunities, youngsters who are planning their first job placement.

Qualified staff will support you in the **identification** of a **concrete professional objective**, realistic and achievable in the local context in which you live, and to define a real **plan of action** with specific times and modalities.

## CERTIFICATION OF SKILLS



### >> We enhance your experiences

Not everything we have learnt or experienced can be supported by a certification. Non-formal and informal learnings are related to work, family and free time and day after day they become more and more important. We carry out a service to certificate, through the Experiential Learning validation, all those skills that have been acquired through professional experience. A guiding path to **identify, enhance and validate experiential learning**, which can make the difference in a CV.

## PROFESSIONAL MENTORING



### >> We prepare you for interviews

We support you in creating your CV and writing the cover letter to companies that may be interested in your profile.

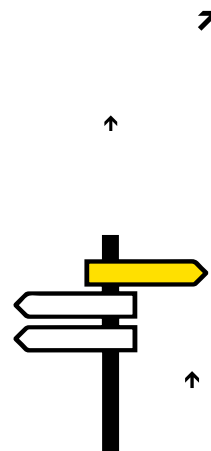
**We prepare you** to successful job interviews and **we search the best opportunities** for training and employment, by setting up internships or apprenticeship paths.

## INTERNSHIPS



### >> We find the right company for you

Internships are an opportunity to take advantage of. This is why we present you with the best choices, we offer free **counselling** and a quick insertion. Thanks to this initiative you can face the challenges of work and gain professional skills, beyond the ones you learn at school. We manage two types of internship: **curricular** internship for students and **extracurricular** internship, especially for unemployed individuals, to facilitate job orienteering, the **acquisition of new skills** and the **insertion** into the labour market.



# 3. SERVICES TO COMPANIES

Grow and innovate with our help

"Behind every successful business,  
there is someone  
who has made a courageous decision."

Peter Ferdinand Drucker





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## SEEK FUNDING

### >> We find the resources for your projects

Companies have a constant need to grow and innovate, but this implies financial resources.

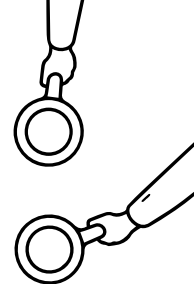
For this reason, we support companies in finding the right means to carry out their projects. Our Services to Companies offer **free counselling** to entrepreneurs, to search calls for tender and funds to train and update their staff; from



**Interprofessional Funds to Regional Directives, from the European Social Fund to the Development Funds.**

We then support the company during the whole **bureaucratic process to access the funding** and in the creation of tailor-made training plans.

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## TRAINING

### >> We create educational paths to update your staff



Staff training represents a milestone that each company needs to carry out to be **competitive**. We firmly believe in this and we work side by side with companies to create specific training paths according to their needs.

Starting from a careful analysis of the needs, **we create plans** aimed at providing staff with cutting-edge knowledge and competences; filling the gap

deriving from any type of change; developing talents expressed by workers in the labour context.

Staff training represents thus a strong motivational lever: workers who benefit from it understand to what extent the company wishes **to invest in people and in their professional future** and they feel more involved in the process of company growth; they are more motivated and achieve better results.

## INTERNSHIPS

### >> The key is choosing the right person



For companies, internships represent a way to **select** and train **human resources** for their staff.

Finding the right person is not easy.

Our Internship Service carries out a research and pre-selection of candidates, on behalf of companies, also **using** our recent **qualified** and **graduate database**.

Then, we start the internship and manage the bureaucratic process, the ongoing consultancy until the final monitoring.

After identifying the candidate, we guarantee to start the internship within two working days.

## APPRENTICESHIP

### >> Let talents grow to make them human resources



Apprenticeship is a type of contract with a string training content which enables the companies to reduce the cost of work and offers the opportunity to train their apprentices according to their real needs.

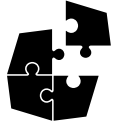
To take this opportunity, we offer companies a set of services **aimed** at supporting companies **in the bureaucratic obligations** and giving them the possibility to concentrate on their staff

growth. We carry out basic training for the apprentice using, when available, **public funds**, we design a personalised training plan for the professional contents, and we start and manage the apprenticeship in the company.

We manage different types of apprenticeship: **professional apprenticeship, dual first-level apprenticeship** and **high-training dual apprenticeship**.

## MATCHING

### >> We make individuals and companies meet



Thanks to youngsters and adults' training, we can boast highly qualified human resources capable of replying to the companies' needs.

Therefore, we try to make them meet, providing local companies with a **CV database**, where they can choose the person they are looking for. We also have a **matching platform** to better **manage the time gap** in the demand and offer matching.

## I.T. CONSULTING

### >> We improve your company Information Technology System



An efficient information system **minimizes the uncertainty of information**, a key factor for the improvement of decision-making process.

Our consultants will help companies **to optimise** the entire I.T. infrastructure, offering **hardware** and **software** solutions able to

improve the existing model, according to the needs of companies.

# 4. ENAIP INTERNATIONAL

From Piedmont to the world



INTERNATIONAL  
ACTIONS



INTERNATIONAL  
PROJECTS



DEVELOPMENT  
COOPERATION

"Twenty years from now,  
you will be more disappointed  
by the things that you didn't do  
than by the ones you did do.  
So throw off the bowlines.  
Sail away from the safe harbor.  
Catch the trade winds in your sails.

Explore. Dream. Discover."

Mark Twain







In an increasingly complex and globalized world, **internationalization** is an unavoidable “new frontier” for EnAIP Piemonte, in line with its values and mission aimed at the protection of rights and equal opportunities for all, the **defence of the values of work** and of a development based on solidarity and sustainability.

## INTERNATIONAL PROJECTS



We actively participate in **EU-funded** projects involving an international partnership network, focused on **innovation** and **exchange** of good practice on subjects related to competence teaching, workshop and cooperative learning, recognition of skills, cultural mediation, socio-occupational inclusion, green economy and sustainable development.

We participate and organize **Erasmus Plus** projects.

## INTERNATIONAL MOBILITY



The experience of international mobility gives a decisive impetus to **personal** and **professional development** on a European scale; acquiring language, technical-professional and **soft skills** allows to respond appropriately to the challenges of the society of the future and meet the demands of business and the labour market, for the benefit of employability and the exercise of **active citizenship**, which also **includes employment**. For thirty years, we have been organizing exchanges,

internships and study visits in an international dimension; we have a consolidated network of public and private partners in Austria, Denmark, Estonia, France, Germany, the UK, Greece, Ireland, Malta, Spain and Vietnam.

Since 2016 we have been accredited with the Erasmus Plus **VET** Mobility Charter.

## DEVELOPMENT COOPERATION



We are committed to building relationships with the most disadvantaged part of the world based on **collaboration**, mutual exchange, solidarity, through projects that support **development**, aimed at improving the living conditions of populations and making them part of a positive change in the **education, social** and **professional** field.

We have been promoting international cooperation interventions in Benin, Burkina Faso, Burundi, Cape Verde, Morocco, Montenegro, the Mozambique, the Democratic

Republic of Congo, Senegal, Palestine and the Ukraine. Our fundamental principles are equal opportunities for all, sustainability, participation and productivity.

We are involved in **A.M.I.F.** projects (Asylum, Migration and Integration Fund) addressed to migrant individuals, aimed at supporting their **integration** through training and self-employment. We also operate for the creation of cooperation networks with the origin countries, to support preparation before departure or return to the origin country, for a **conscious** migration.

# SOCIAL PROJECTS

People are our heart!



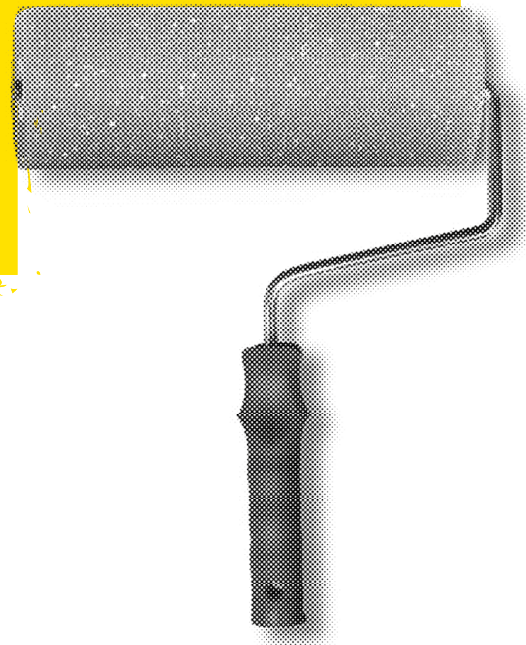
EQUAL  
OPPORTUNITIES



EMPLOYABILITY



CIVIL SERVICE



"Maturity begins to manifest itself  
when we feel that our worries about others  
are greater than our worries about ourselves."

Albert Einstein





## EQUAL OPPORTUNITIES

We consider **diversity a value**: we carry out projects aimed at fighting any type of discrimination (disability, age, gender, religion, ethnic origin, sexual orientation, social status).

We support equal opportunities to **fight against stereotypes** and **prejudices** that prevent the development of a genuine equality in different contexts of



the personal and public life of people.



## EMPLOYABILITY



**unemployment** among youngsters through active labour policies: vocational education and training paths, guidance services, professional insertion and/or internships.

We are at the **forefront** to foster youngsters' and adults' employability. We manage **reinsertion projects** aimed at contrasting temporary or permanent occupational crisis, in collaboration with public administrations, trade unions organisations and companies.

We participate in European initiatives to **fight**

## CIVIL SERVICE



We host youngsters within **Universal Civil Service projects**, to contribute to their civic, social, cultural and professional growth, through activities carried out in our centres.

Through peer educational projects we put in contact young people with our students in **educational activities** aimed at improving **skills**,

**attitudes and competences** that will help them make more responsible and conscious choices.

# CONTACTS

## Where you can find us

### TORINO

#### GENERAL DIRECTION

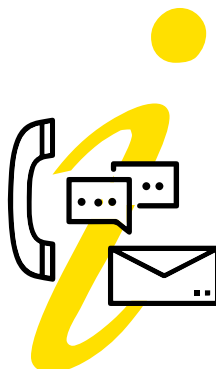
via del Ridotto, 5  
011.2179 80 0  
sr-torino@enaip.piemonte.it

#### INTERNATIONAL AREA

piazza Statuto, 12  
+39.0 11.2 1798 00  
sr-torino@enaip.piemonte.it

#### LOCAL TRAINING CENTRE

via del Ridotto, 5  
+39.0 11.2 1797 00  
csf-torino@enaip.piemonte.it



### ACQUI TERME

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csf-acquiterme@enaip.piemonte.it

### ALESSANDRIA

+39.0 13.1. 22 3563  
csf-alessandria@enaip.piemonte.it

### ARONA

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### ASTI

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csf-asti@enaip.piemonte.it

### BIELLA

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csf-biella@enaip.piemonte.it

### BORGOMANERO

+39.0 32.2. 844494  
csf-borgomanero@enaip.piemonte.it

### BORGOSIESIA

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csf-borgosiesia@enaip.piemonte.it

### CUNEO

+39.0 17.1.6 93 60 5  
csf-cuneo@enaip.piemonte.it

### DOMODOSSOLA

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csf-domodossola@enaip.piemonte.it

### GRUGLIASCO

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csf-grugliasco@enaip.piemonte.it

### NICHELINO

+39.0 11.6.2723 60  
csf-nichelino@enaip.piemonte.it

### NOVARA

+39.0 32.1.46 72 87/8 9  
csf-novara@enaip.piemonte.it

### OMEGNA

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### RIVOLI

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### SETTIMO TORINESE

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csf-settimo@enaip.piemonte.it



C.F.P. Alberghiero  
Acqui Terme

### CFP ALBERGHIERO

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info@formalberghiera.org  
Acqui Terme (AL)

Enaip Piemonte has an Ethical Code and a management model in line with D.L. Lgs. 231/01

Certification UNI EN ISO 9001:2015.  
Enaip Piemonte has a Gender Perspective Process Management System complying with RP B39.1  
(*Certification N. B39/0001/2010*).

Organisational System accredited by Piedmont Region to supply vocational training services and professional guidance.

Accreditation to supply Labour Services.

Accreditation in a particular regime, as Intermediation Agency, by the Ministry of Labour (Cliclavoro) and by several Inter Professional Funds to supply vocational

training activities.

It is registered in the first section of the Register of Institutions and Associations carrying out activities in favour of migrants by the Ministry of Labour and Social Policies.

It is part of the Regional Net against discrimination through informative points, connected to provincial nodes and to the urban node of Turin.

International Certification and accreditation of the Skills Inventory and Auditing consultants; it is member of FECBOP (European Federation of Career Guidance and Bilan de Compétences).

Since 2016 it has been accredited with

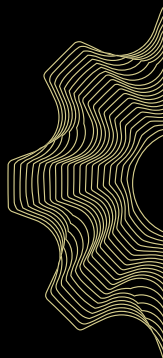
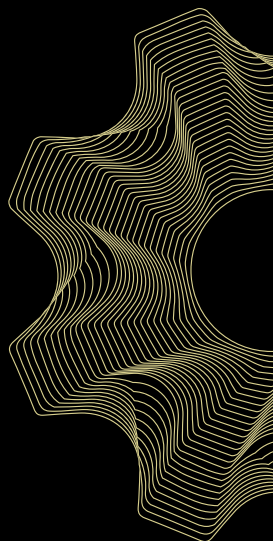
the Erasmus Plus VET Mobility Charter. It has an agreement with the Foreigners University of Siena for the Certification of Italian as a foreign language.

This document was drawn up observing gender equal opportunities. Where not specified, the reference to male and female gender is implicit.

Drawn up by EnAIP Piemonte Communication Service.

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[enaip.piemonte.it](http://enaip.piemonte.it)