



MODEL 4

General Directorate of Immigration and Integration Policies

PROFESSIONAL AND CIVIC-LINGUISTIC TRAINING PROGRAMS

pursuant to article 23 of the Legislative Decree. 25 July 1998, n. 286 (TU Immigration) as amended
by Legislative Decree 20/2023, converted with amendments by Law 50 of 5 May 2023

DESCRIPTION OF THE PROFESSIONAL AND CIVIC-LINGUISTIC TRAINING PROJECT



PROFESSIONAL AND CIVIC-LINGUISTIC TRAINING PROJECTS

PROJECT SHEET

Project Title	BANGLA DREAM
Method of presentation of the Project	<input type="checkbox"/> Individually <input checked="" type="checkbox"/> In partnership
Tax code of the proposing party (leader)	03539200653
Number of partner subjects (if in partnership)	n. 3 (Italbangla-Unistrasi-Work Agency)
Accession of diplomatic representations	<input checked="" type="checkbox"/> And <input type="checkbox"/> No
Other participating entities (if present, indicate number)	n. 2 (Meltingpot-Greenland Consortium)
Country(s) of intervention	Bangladesh
Duration of the project (no. months)	12 months
Expected start date of the project	February 2024
Professional sector(s) of reference¹	<ul style="list-style-type: none"> - 13.10.00 Preparation and spinning of textile fibres. 1.20.00 Weaving; - 13.30.00 Finishing of textiles, articles of clothing and similar activities; - 13.96: Manufacture of textile articles technical and industrial; _____ - 25.62.00 general mechanical work;
Reference professional profile(s)²	<ul style="list-style-type: none"> - Welder; ADA.10.02.06 (ex ADA.7.50.152) - Rigid joint (welding, riveting and gluing) of mechanical components - Weaver; ADA.05.01.15 (ex ADA.8.170.547) - Preparation of yarn for weaving (warping and sizing)
Number of recipients of training activities	100
Project budget (Euro)	413.000,00 €

¹ Reference to the ATECO Classification.

² Reference to the National Atlas of Work and Qualifications.



1 - Description of the Project

Illustrate the elements underlying the project proposal (max 2000 characters)

The project proposal was created to give continuity, in terms of sustainability, to the actions of the *Link pre-departure project - working together* Prog-3169, financed through the FAMI by the Ministry of Labor and Social Policies. It intends to contribute to addressing the issue of regular migration in Italy in response to the needs of the labor market of Italian companies. By strengthening the public/private partnership born in the planning phase of Link and consolidated in the implementation phase with the intersection of various companies requiring manpower in the textile, construction, agri-food and tourist services sectors, we want to test the winning model also in Bangladesh, expanding the network of organizations and companies to include organizations present in Bangladesh and the Itabangla association based in Rome, aiming at a preparatory training action for those interested in working in Italian companies. In 2021, the Itabangla Association, in collaboration with the Expatriates Development Society of Bangladesh, launched pre-A1, A1 and A2 level Italian courses in some cities of Bangladesh, also guaranteeing professional training on health and safety legislation on workplaces. In Italy the Itabangla association has established relationships and established partnerships with employment agencies and companies for the activation of training internships and the establishment of working relationships. The aim is to provide a group of already identified Italian companies with approximately two hundred Bangladeshi workers who are appropriately trained both in terms of linguistic and regulatory orientation and in terms of workplace safety and professional training. It all starts from the awareness that action is possible through the opportunities granted by the art. 23, both to train professionally and to make the beneficiaries available to Italian companies belonging to the economic sectors of tourism, textiles, agri-food and construction.

2 - Context analysis

Insert data and context elements in relation to the detection of manpower needs expressed by the labor market of the reference area, with particular regard to the sector of use of the resources to be trained. Detailed description of the request expressed by the employer(s) potentially interested in hiring foreign workers trained abroad (max 3000 characters)

The 2022 annual report on the economy of immigration, edited by the Leone Moressa Foundation, describes in detail the problem of labor shortage in Italy: approximately 534 thousand workers are needed. In 2021, the number of Residence Permits issued to third-country nationals began to grow again: 274 thousand. Entries for work have gone from 10 thousand to over 50 thousand (equal to 18.5% of total permits) but remain at a much lower level than the EU average (29.8). Foreigners residing in Italy are now stable at 5.2 million, 8.8% of the population. Among Italians, 37.5% carry out skilled and technical activities, compared to 7.8% of foreigners. On the contrary, unskilled workers are 8.5% among Italians and 31.7% among foreigners. Despite the concentration in the medium-low ranges, immigrant workers produce 144 billion in added value, making a contribution to the GDP of 9%. The impact on GDP increases in agriculture (17.9%), catering (16.9%) and construction (16.3%). Considering the current foreign presence by sector, the requirement for foreign labor would be around 80 thousand units. In this economic context, the synergy was born between Format srl Impresa Sociale and the Itabangla Association which represents Bangladeshis residing in Italy. Bangladesh currently records a growth rate of over 6% per year, but 14.8% of the population is in conditions of absolute poverty (criteria indicated by the World Bank). Agriculture continues to employ half of the active population, especially in rice production. A further migratory factor is of an environmental nature due to climate changes such as the rise in sea levels and numerous cyclones. According to estimates by the Internal Displacement Monitoring Center (IDMC), environmental disasters forced over 4 million Bangladeshis to leave their homes in 2019 alone.



From an economic point of view, migration represents a solution to economically support families remaining in their homeland. Immigration from Bangladesh is almost entirely economic and migrants are aware of the impossibility of obtaining a residence permit as a refugee. Despite this, young Bangladeshis leave their country and face dangerous journeys and crossings. The request for asylum for reunification with relatives or members of the communities of origin settled in our country is seen as the only viable way to enter Italy and carry out an often irregular job. Recently, the number of Bangladeshi emigrants in Europe, and in particular in Italy, has significantly increased. The Bangladeshi community residing in Italy is the one that had the most intense growth between 2019 and 2020 (5.7%) after the Egyptian one, reaching 147,872 people on 1 January 2020. (ASGI Association for Legal Studies data on immigration).

*In Italy the fashion system has almost 66 thousand companies, around 600 thousand employees and a turnover that in 2021 will be close to 100 billion euros. Since 2021, there has been an offer of jobs much higher than the number of available workers and companies continue to find themselves in difficulty. According to a study by Altagamma-Unioncamere published in the book *I talents of doing 2*, the need for technical and professional profiles in the next five years is estimated at 346 thousand units compared to 236 thousand in 2019. An ambivalent signal, which indicates a criticality and at the same time the significant growth of the global high-end market, which will record an increase of 21% in 2022. The need for manufacturing professionals is growing, but to date only 50% can be satisfied. In detail, 108 thousand profiles are requested in the*

Automotive, 94 thousand in Fashion, 62 thousand in Food, 46 thousand in Design and Mobile and 36 thousand in Hospitality. Artisans and specialized workers in the Textile, Fashion and Accessories sector, which includes footwear and leather goods, are among the most difficult figures to find (65.5% according to Unioncamere). In a country like Italy, with an industrial vocation, with districts with a strong manufacturing and artisan specialization, professional training represents a strategic lever for the competitiveness of companies and the Made in Italy system. According to Unioncamere, the sector expects between 63 thousand and 94 thousand new hirings of specialized professionals by 2026. While according to the findings of the Confindustria Moda Study Center, in 2021 the turnover rose to 92.5 billion euros (+22.9% on the previous year), while exports jumped forward by 23.5%. According to the findings of Confindustria Moda, the most sought after profiles, over 40 types, can be identified in three areas: traditional, digital, sustainability. Among the traditional skills there are: sewing worker, technical designer, weaving mechanic, bench goldsmith, production planning officer and chemical expert. In this context, it is worth mentioning the two memoranda of understanding signed between Confindustria Moda and Unioncamere and between Rete Tam and Unioncamere. Both include communication and analysis initiatives of professional profiles to improve the attractiveness of the sector, encouraging scholastic orientation. Lasting three years, the two protocols determine the commitment of the three entities in building an increasingly solid link between the world of work and the training system, in order to combat youth unemployment and school dropout phenomena.

*The Altagamma-Unioncamere study highlighted a significant difficulty in finding manufacturing talent: it is estimated that around 346 thousand professional figures will be needed. In this regard, please note the link <https://www.linkedin.com/company/geelydesign/> - *New life for wool, development for the territory* is part of the activities promoted by the Tramando s'innova project, financed by the Lombardy Region and the Sardinia Region. The project was created to promote the integrated development of the wool supply chain, creating synergies between the rural world and the artisan-industrial world.*

To complete our analysis of manpower needs in Italy, a recent study by Unioncamere is also attached which highlights the employment needs in Italy in the medium term, in particular both for workers in the textile sector and for welders in the metalworking sector whose rate average annual requirement is 2% (Unioncamere report is attached).

Following the reflections that emerged and the requests for integration received from the Commission examining the project proposal, a restructuring of the parameters was carried out, in particular as regards



concerns the number of participants reduced to 100, and the reference sectors. Consequently, the sectors in which the demand for labor is highest are identified:

- **TEXTILE SECTOR** - ATECO codes involved: 13.10.00 Preparation and spinning of textile fibres. 1.20.00 Weaving. 1.30.00 Finishing of textiles, articles of clothing and similar activities Ateco 1.96: Manufacture of technical and industrial textile articles;

Professional Profile: Yarn spinning and twisting operator; SEP 05. Textiles, clothing, footwear and fashion system – ADA.05.01.13 (ex ADA.8.169.545) - Spinning, twisting and steaming.

- **METALWORKING-INDUSTRY SECTOR** – ATECO code involved 25.62.00 mechanical work general.

Professional Profile: Welder; SEP 10. Mechanics, production and maintenance of machines, plant engineering – ADA 10.02.06 (ex ADA.7.50.152) - Rigid joints (welding, riveting and gluing) of mechanical components.

The companies that joined the project and committed to hiring the beneficiaries were identified by the partner Work Agency which is one of the largest employment agencies in Milan.

Following a targeted and in-depth survey conducted by Work Agency with specific survey forms designed ad hoc, the textile and metalworking companies with the best trend were identified and selected

of turnover growth and with the need to increase their production in the short/medium term; Work Agency spoke to them about the opportunity to hire workforce from Bangladesh with the Bangla Dream project in times compatible with their needs and from here their involvement and commitment towards the beneficiaries was born.

3 - Objectives

Describe the objectives of the intervention (**max. 2000 characters**)

1. **Regular migration:** Promote and facilitate regular and controlled migration, with clear and transparent procedures, in order to guarantee a flow of legal migrants that respects the laws and requirements established by the host country; the "Cutro Decree", DL n. 20 of 10 March 2023 converted by Parliament into law 50/23 containing "Urgent provisions regarding the legal entry flows of foreign workers and the prevention and fight against irregular immigration".
2. **Training and Development:** Offer selected migrants an excellent training program specific to the relevant economic sectors, focused on the development of required professional skills. Enhance and improve the linguistic and professional training activities already started in Bangladesh aimed at entering Italy for work reasons.
3. **Collaboration with the relevant economic sectors:** Promote collaboration with businesses and organizations, encouraging them to participate in the project and offer job opportunities to trained migrants. Contribute effectively to the placement of third-country nationals, resident in their countries of origin, on the Italian labor market, in order to combat phenomena of serious labor exploitation.
4. **Economic Development:** contribute to the Italian economy by providing companies in the network with qualified and motivated personnel, thus contributing to the growth of the sector. Promote the effective integration of migrants into the labor market and the European social fabric, maintaining a role suited to their qualifications.



4 - Territorial and transnational network

Describe the territorial and transnational network, listing its components, roles and respective activities. Represent the differentiation between partners and participating subjects, the contribution of each to the implementation of the planned actions, enhancing the possible involvement of Civil Society Organizations in the countries subject to intervention. In the case of involvement of the CPIA, describe the co-planning methods and the completion activities of the courses in Italy (max 4000 characters)

- **Format Srl Social Enterprise:** boasts twenty years of experience in the field of integration, inclusion and linguistic and professional training of Third Country Citizens. Leader of the “Link-working together” project consisting of a public and private partnership in collaboration with the two largest Universities for Foreigners in Italy (Siena and Perugia). Through the BanglaDream project proposal, it is intended to transfer the know-how acquired in the Link project, transforming it into a real systemic action capable of solving the great Italian problem of supplying competent manpower in the sectors mentioned above and of regularizing the migration of Third Country Citizens.

Format, as the proposing body, will assume the central role in the orchestration of all the transversal activities of the project. These responsibilities include overall coordination, management of administrative tasks, monitoring progress, and carefully overseeing associated costs. Furthermore, Format will have an important role in the selection, training, placement and support phases in the administrative procedures for the beneficiaries, with particular reference to the entry visa and the issuance of the authorization.

- **Italbangla Association:** present in Italy for about thirty years, rooted in the Roman territory, in the Rome East quadrant and in particular in the Torpignattara district; but, active throughout the national territory through consolidated partnerships with employment agencies and private companies for the job placement and start-up of training internships for citizens of Bangladeshi origin. Furthermore, the association is active in Bengali territory, with various offices; offers Italian language courses and professional training to those who intend to travel to Italy. The association directs its commitment to responding to the social needs of immigrants and in particular of the Bangladeshi community thanks to its roots within this community and knowledge of the context of its settlement. It also promotes the planning and development of civil society integration processes.

Italbangla, in addition to offering the essential food and accommodation services for those who reside far from the training rooms, will support Format and Work Agency in the identification and selection phase of the beneficiaries. Its strategic presence will help ensure the well-being of beneficiaries during the training period, creating a conducive environment for maximum learning.

- **Work Agency APL:** employment agency specialized in: search and selection, administration, training, human resources management, strategic partner for companies. The agency will play a fundamental role in the project, contributing to the matching of job supply and demand through its large pool of companies available. Thanks to his network of contacts and his knowledge of the job market, he will be able to identify suitable job opportunities for candidates and connect them with companies looking for the skills and resources they need. In this



way, the project will be successful in bridging the gap between supply and demand, fostering a fruitful collaboration for both parties involved.

Work Agency will play a key role in facilitating the matching between job supply and demand.

It will make its expertise available in job placement, taking advantage of available resources to guarantee the employment of beneficiaries in line with the skills acquired during training.

- **UNISTRASI University for Foreigners of Siena:** body involved in issuing linguistic certifications. *The University of Siena, with the operational support of Format, will assume the responsibility of certifying the achievement of the A2 certifications by the beneficiaries. The synergistic collaboration between Format and the University of Siena will guarantee a rigorous certification process.*
- **SMEs in the economic sectors relating to textiles and metalworking already identified by the Agency for the Work Work Agency.**

Below are listed the companies adhering to the project proposal, which have expressed their will the interest in hiring the beneficiaries, guaranteeing them accommodation once they arrive in Italy.

The participating companies referring to the two reference sectors (textile and metalworking) are presented, together with the specific details on the quantities of personnel they intend to include in the contracts (total 380 beneficiaries):

TEXTILE INDUSTRY				
NAME	PROVINCE	REGION	REGISTERED OFFICE	N. PERSONS REQUESTS
RAPITEX SRL	MODENA	EMILIA ROMAGNA	VIA DON ELIO MOLINARI 41030 (MO)	5
KNITWEAR BAGS SRL	MODENA	EMILIA ROMAGNA	VIA C. SIGONIO, 24 41012 CARPI (MO)	4
INTARSIOMAGLIA SRL	VERONA	VENETO	VIA A MANZONI 23 GAZZO VERONESE (VR)	4
LIPPARINI & C SRL	BOLOGNA	EMILIA ROMAGNA	VIA MONTIRONE 47 SANT'AGATA BOLOGNESE (BO)	5
EMMEQUATTRO	MODENA	EMILIA ROMAGNA	VIA PUNTA, 75, 41037 FORTY MO	3
BOSCHINONI SRL	VICENZA	VENETO	VIA 1° MAY 36035 MARANO VIC.NO (VI)	3
THE CASHMERE VILLAGE SRL	FLORENCE	TUSCANY	VIA DEL BAGNONE, 10 LOC. LA TORRE 50032 SAN LORENZO (FI)	4
KNITWEAR DAVID & SON	PISTOIA	TUSCANY	VIA BRUNELLESCHI 130/A/3, QUARRATA (PT)	3
DAVID DI KNITWEAR FACTORY FERRARI BRUNO	PISTOIA	TUSCANY	VIA BRUNELLESCHI 130/A/3, QUARRATA (PT)	5
BMA SRL	AREZZO	TUSCANY	VIA DIVISION GARIBALDI 21 - 52037 - SANSEPOLCRO (AR)	3
PURE GOLD	MODENA	EMILIA ROMAGNA	VIA TACITO 11, 41123 MODENA (MO)	3



MAGLIFICIO CREAZIONI ALICE SRL	BERGAMO	LOMBARDY	VIALE SABOTINO 19/2 - 20135 - MILAN (MI)	3
MAGLIFICIO CIOCCA SPA	BRESCIA	LOMBARDY	Via Luigi Ciocca, 11 Quinzano d'Oglio (Bs)	5
DORAC MAGLIFICIO DI DOSSENA MARCO E BROTHERS SNC	BERGAMO	LOMBARDY	VIA CREMA 40 - 24055 - COLOGNO SERIOUSLY (BG)	4
LG KNITWEAR	BARLETTA	PUGLIA	VIA TRANI 216/220 76121 BARLETTA (BT)	3
PRICOH'S S.R.L.	BENEVENTO	CAMPANIA	VIA NICOLA MAZZOLA ,6 DURAZZANO (BN)	5
MOMO SRL	NOVARA	PIEDMONT	VIA GUGLIELMO MARCONI 42 - 28015 - MOMO (NO)	3
DINAM SRL	VARESE	LOMBARDY	VIA MONVISO,6 21018 SIXTH CALENDE (AND)	3
MF1 SRL	VERONA	VENETO	VIA OF CRAFTSMANSHIP 74.77067 VALUE ON THE MINCIO (VR)	4
BFB KNITWEAR	ROVIGO	VENETO	VIA DEL LAGETTO 290/3 45021 BADIA POLESINE (RO)	4
SAWN KNITWEAR FACTORY ENRICA & C. snc	MANTUA	LOMBARDY	VIA BENACO 7 - 46043 - CASTIGLIONE DELLE STIVIERE (MN)	4

METALWORKING SECTOR

NAME	PROVINCE	REGION	REGISTERED OFFICE	NUMBER OF PEOPLE REQUIRED
TECNOMECC ENGINEERING SRL	They were	PUGLIA	S.S. 96 km 97+230 C.da Mellitto - 70025 Grumo Appula	5
DEMONT SRL	SAVONA	LIGURIA	Loc. Braia, 21 - 17017 Millesimo	5
SOMI IMPLANTS DEMOLIZIONI SRL	PESCARA	ABRUZZO	Via Sandro Pertini, 11 65020 San Valentino in Abruzzo Citerior	5
GEKO SPA	ROME	LAZIO	Via Reno, 5 To	5

identify job demand and define professional profiles and employment sectors, Itabangla,

Greenland hrd ltd, an organization participating in the project, followed a well-structured process based on an accurate analysis of needs.

Below is a summary:

1. Analysis of the National and Territorial Production Context:
 - Collect data on national and local economic trends.
 - Identification of growing and declining sectors.
 - Study of the specific needs of different regions or territories.
2. Involvement of the Social Partners and Employers:
 - Collaboration with trade unions, trade associations and employers.
 - Gathering input and feedback on employment needs.
 - Promotion of dialogue between all interested parties.
3. Design of Training Programs:
 - Based on the analysis, design suitable training programs.



- Definition of the professional profiles necessary to support economic growth.
- Considerations on technical skills, soft skills and adaptability.

4. Continuous Monitoring and Update:

- Continuous updating on developments in the economic context.
- Monitoring and updating on the effectiveness of training programs.

The identification of labor demand and the definition of professional profiles will be flexible and adaptable to changing economic conditions and the evolving needs of the labor market. Collaboration between institutions, social partners and employers will be fundamental to guarantee an effective correspondence between training and the needs of the production context.

5 - Activities

Describe the division into phases of the Project (e.g. dissemination and information to potential recipients, selection, training, entry into Italy, job orientation activities and support for job placement, training completion paths with indication of any role of the CPIA, etc..) illustrating in depth, for each phase, the activities that are intended to be carried out. Indicate the methodology chosen for carrying out the activities and the organizational and logistical methods to be adopted in the countries of intervention (max 5000 characters)

1. Dissemination and information to potential recipients: an extensive information campaign will be carried out on the project in Bangladesh through the institutional channel of the Italian embassy in Bangladesh and through the network of partners operating in Bangladesh in the training sector. Dissemination will be carried out both with the posting of posters and distribution of project brochures in the traditional meeting places frequented by Bangladeshis and online through social media and the web in general.

2. Selection of Participants: Selection procedure: ÿ *Eligibility*

Condition and Absence of Judicial Problems: Verification of the candidate's compliance with the eligibility conditions; exclusion of candidates with ongoing legal proceedings.

ÿ *Evaluation of the Motivational Level:* Analysis of the enthusiasm and motivation of the candidate; assessment of the predisposition to face radical changes in life.

ÿ *Evaluation of Basic Skills:* Analysis of the basic skills acquired in the specific sectors of the Italian companies involved in the project; assignment of a score based on professional skills.

ÿ *Knowledge of the English Language and Use of the Smartphone:* Attribution of significant weight to knowledge of the English language (spoken and written); consideration of the ability to use the smartphone for internet connections.

ÿ *Priority to Candidates with Knowledge of European Languages and Use of a Smartphone:* Priority given to candidates who speak a European language with Latin characters; preference for those who are skilled in using smartphones for internet connections.

ÿ *Language training in Italian:* Identification of suitable candidates for language training in Italian; creation of a 100-hour course, partially online, with maximum benefit for those who meet the linguistic and technological requirements.

ÿ *Assignment of Scores and Final Evaluation:* Each evaluated requirement is assigned to a score; the sum of the scores determines the candidate's final evaluation.



• *Selection via Specially Designed Questionnaire:* Development of a detailed questionnaire to collect information relevant to the selection criteria. The questionnaire serves as the main tool for compiling data and evaluating candidates.

Furthermore, a subsequent interview is expected to better clarify transversal skills, such as motivational and psycho-attitudinal ones.

3. Training and Preparation: The selected beneficiaries will participate in an excellent training program which includes 100 hours of training on the Italian language, 20 hours of training on Italian legislation and 20 hours on legislation relating to safety at work. This training will take place in your country of origin to acquire the entry requirements, such as the A1 language certification. Subsequently, following the achievement of the minimum requirements, the second professional training phase will take place in Italy with the provision of a further 30 hours focused on the specific needs of the relevant economic sectors.

The proposed training courses will be aimed at providing skills consistent with the Atlas of Work and Qualifications. The methodology used will be mixed: in online mode through the FAD platform, already used in the Link project, and in presence at the connected training institutions operating in Bangladesh. Each beneficiary of the project will have a tutor available for both educational and logistical problems that may arise.

4. Entry into Italy and job orientation activities: the project involves the support of qualified personnel in the migration phase from Bangladesh to Italy, able to provide the beneficiary with all the information on the administrative procedures, from the application sending phase, of no impediment document, when requesting visas and work permits.

The orientation activities will be paid to each beneficiary for an hourly fee of approximately 10 hours per beneficiary.

In particular, the following will be offered:

- **2 orientation seminars on workers' rights and duties:** the seminars will last two hours each and will be delivered via a specific online e-learning platform with the help of qualified and expert personnel in the sector. Detailed information will be provided on contractual rights, labor laws and protections available to foreign workers;
- **Practical orientation session:** the session will take place in a single meeting, will last 3 hours and will be delivered via a specific online e-learning platform. During the meeting, beneficiaries will be provided with advice on accommodation, transport, healthcare and financial aspects of the country of arrival;
- **Orientation on worker safety:** the orientation will be provided in e-learning mode using a specific platform, will take place in a single meeting and will last 3 hours. Workers will be informed about workplace safety policies and the behaviors to be adopted by workers to guarantee it.

5. Support for job placement: once the training is completed, each beneficiary will have the opportunity to hold online interviews with companies interested in their acquired skills, in order to stimulate job placement consistent with expectations. Each candidate will be able to have a tutor who will also accompany him in the phase of discussion with Italian companies interested in his profile.



6 - Structure of the training proposal

Specify the contents (professional training, language training, notions of health and safety in the workplace, civic education, any further optional contents) and duration of the training modules and the methodology used³ in addition to any completion paths following entry in Italy (max 5000 characters)

Pre-departure training will be structured to combine theoretical and practical sessions to ensure comprehensive understanding. Sessions will include:

- **Civic-linguistic training:** Common training for all beneficiaries on L2 Italian language and civic education modules, functional to the integration agreement to be stipulated in Italy. Language training involves the final taking of an exam with consequent certification. The duration of the training is 100 hours and will be carried out in two different ways: 25% online through the FAD platform, and 75% in person (classroom lessons) at connected training institutions operating in Bangladesh. Online learning content will also be provided via an e-learning platform. Students will be able to access video lessons, reading material, exercises and self-assessment tests. Training contents: Lessons on the fundamentals of grammar, basic vocabulary and daily communication skills, practical exercises to improve oral and written comprehension and expression; focus on the integration agreement in Italy; knowledge of values, social norms and cultural aspects relevant to integration; information on the Italian political system, institutions and civil rights.
- **Occupational health and safety training:** Specific courses for each sector, with emphasis on safe practices, procedures and Italian regulations. Italian workplace safety regulations and best practices to prevent accidents and injuries will be taught. The duration of the training will be 20 hours; the delivery method will be 10% in presence through face-to-face lessons in the classroom and the remaining 10% in distance learning via a specific digital platform. In addition, digital educational resources will be made available to participants through an online training platform. This will allow students to benefit from video lessons, teaching materials to read, practical exercises and self-evaluation questionnaires.
- **Professional training:** Specific knowledge of the sector, a detailed overview of the sector in which the beneficiaries will work will be provided, including industry-specific standards and procedures.

The training will be specific for each reference sector/profile, therefore 30 hours of training will be provided for the professional profile of the welder and 30 hours of training for the professional profile of the spinning worker.

The training will take place in the beneficiaries' country of origin; the delivery method will take place in two ways, 10 hours in Distance Learning, through a specific digital platform and 20 hours in presence through face-to-face lessons in the classroom. Furthermore, online access to a rich variety of educational materials will be offered, made available via a virtual learning platform. Students will have the opportunity to consult video lessons, teaching documentation, practical exercises and self-assessment tools.

At the end of all the training modules, participants will be given a final test aimed at verifying the learning acquired. A percentage-based evaluation grid will be used; participants will be issued a certificate of attendance for each course with details of the skills/competencies acquired, the overall duration of the course, and the percentage of attendance out of the total time.

³ In this regard, please refer to the Guidelines of 12 March 2015, Annex B.1 "Literacy and learning paths of the Italian language - Declination of learning outcomes in skills, knowledge and abilities" and Annex C "Guidelines for planning the training session civic training and information", referred to in article 3 of Presidential Decree 179/2011.



Pre-departure training is a crucial element in ensuring the success and safety of skilled workers from Bangladesh preparing to start a new life and career in Italy. This program aims to provide them with the knowledge and skills necessary to integrate into Italian society and contribute to the success of Italian industry. Investment in this training will not only improve the opportunities of workers from Bangladesh, but will also benefit Italy through an increase in the skilled workforce and a boost to the economy.

7 - Expected results of the training intervention

Indicate the expected results of the intervention in terms of number of trained people and methods of certifying the skills acquired. In the case of certification or attestation of linguistic skills, indicate the method of relationship with the certifying/attesting body (max 1500 characters)

Number of formats: 350.

For the certification of A1 level linguistic skills, the designated certifying body is the University for Foreigners of Siena. In the context of the training program for citizens from third countries, Format srl Impresa Sociale has already taken steps to officially accredit, through an agreement signed with Unistrasi, the "DAHKA-FORMAT" headquarters, at the Greenland training center ltd. Greenland

complex, plot 19 block a, amulia model town, demra, Dhaka-1360; Codice Sede: 1474.

Furthermore, specific personnel have been trained to ensure the correct administration of the language tests.

Once the Italian language training courses have been completed, Dahka-Format will organize ad hoc exam sessions for the linguistic certification of the beneficiaries. The examination phase will be carefully managed and conducted according to the standards of the University for Foreigners of Siena.

After the completion of the exams, the evaluation of the tests will be the responsibility of the University for Foreigners of Siena. The university will be responsible for carefully correcting the tests and subsequently providing the official results to the participants, thus confirming the achievement of the A1 level in Italian language skills.

With regards to skills relating to health and safety at work and professional training, an assessment test will be carried out for each beneficiary at the end of the course.

8 - Monitoring and evaluation methodology (max 1500 characters)

The project, in compliance with the rules set out in the Vademecum of the FAMI Funds, will implement a monitoring model which, in addition to providing an account of the state of progress, will monitor all the salient aspects of the implementation from a physical, financial and procedural point of view, in order to verify the progress of the activities with respect to the general/specific objectives, expected results, budget and timing. The Table of project coordination will have the task of monitoring the general progress of the activities and agreeing on any corrective actions. Format will define the needs of the recipients through territorial mapping and will be responsible for monitoring the results.

Training initiatives will be structured in response to the needs that have emerged, verifying their progress. Continuous monitoring will allow evaluating the achievement of the indicators, the results obtained from the project, as well as the impact on the context. This procedure will allow any critical issues to be promptly highlighted and corrected. Monitoring implements the performance monitoring plan system.

A monitoring system inspired by the Deming cycle will be built in its four phases: PLAN (processes), DO (performance measurement of collected data), Check (data evaluation), ACT (to make decisions aimed at improving the measurement system and monitoring).



Table - Summary of training course data

Course name	Hours of training for single module (A)	No. of classes foreseen (B)	N° participants for each class (C) (*)	Total participant i (B*C)	Total training hours expected (A*B)
Professional training (Professional: Welder)	30 ORE	4	20	80	120
Professional training (Professional: Spinning worker)	30 ORE	1	20	20	30
Italian language (indicate the level E.g. A1, A2, etc.)	A1-100 HOURS	5	20	100	500
Elements of education civic	20 ORE	5	20	100	100
Sector lexicon					
Health and safety in the workplace	20 ORE	5	20	100	100
Work orientation	10 ORE	5	20	100	50
GRAND TOTAL	180	25		380	3230

9 - Human resources

Indicate the number of human resources involved in the project activities, distinguishing by citizenship and professional position. For each professional figure, indicate the skills and experience possessed.

Citizenship	Total
With Italian citizenship	60
With EU citizenship	40
With non-EU citizenship	40
Total	140

Position held	Employees	Collaborators/ External experts	Volunteers	Total
				It is

⁴ Classes must be made up of a minimum of 5 up to a maximum of 25 participants.

1. Didactic-organizational responsibility of plan	Antonio Old			1
2. Educational and organizational coordination in Italy	Antonio Iermano			1
3. On-site educational and organizational coordination	Manich Chowdhury			1
4. Selector	In phase of selection			5
5. Teaching (teacher, trainer/learning facilitator)	In phase of selection			10
6. Classroom tutor	Arianna Sabbatical - Giocondo De Mattia – Immaculate Mastrogiovanni			3
7. Interpreter	In phase of selection			2
8. Cultural Mediation	In the selection phase			2
9. Tutoring aimed at entry into Italy	Antonio Iermano			1
10. CPIA contact person involved (if any)				
11. Company Tutor	In phase of selection			1
12. Project secretariat	Filomena Dome – Martina Leo			2
13. Monitoring and evaluation		Ernesto Donatiello		1
14. Other (specify)				

Skills and experiences

- Antonio Vecchio: Director of Format srl social enterprise, with twenty years of experience in the field of training and management of financed and self-financed projects.
- Antonio Iermano: responsible for Placement activities of the Link project, decades of experience in the field of human resources management.
- Manich Chowdhury: Bangladesh selection manager, with decades of experience.
- Arianna Sabbarese: Classroom training tutor, experience in managing training classes for the project Link.
- Giocondo De Mattia: Classroom training tutor, experience in managing training classes for projects financed and self-financed.
- Immacolata Mastrogiovanni: Classroom training tutor, experience in managing training classes for financed and self-financed projects.
- Filomena Cupolo: Administrative, ten years of experience in the field of administrative management of projects financed.
- Martina Leo: Administrative, three-year experience in the administrative and reporting sector Projects funded.
- Ernesto Donatiello: Expert in reporting and monitoring of funded projects; responsible for reporting of the Link project.



10 - Instrumental resources

Indicate the instrumental resources that will be used in carrying out the activities and the availability of suitable operational and educational locations and the methods of liaison with local contacts (max. 1500 characters)

TRAINING LOCATIONS AND EQUIPMENT

The instrumental resources used to carry out the training activities will include:

1. **Classrooms/Online Training:** Adequate physical spaces or dedicated online platforms for face-to-face lessons or distance learning.
2. **Computers and Internet Access:** Computer tools and a stable internet connection for access to digital content and online resources.
3. **Teaching Materials:** Textbooks, manuals, handouts, electronic or paper material used for study and learning.
4. **E-learning Platform:** A dedicated online platform for accessing educational content, quizzes, exercises and progress monitoring.
5. **Communication Technologies:** Tools for communication and collaboration between teachers and students, such as e-mail, video conferences, online forums, chat, etc.
6. **Support Materials:** Audiovisual resources, presentations, specialized software, simulators, etc., used to enhance learning.
7. **Assessment Tools:** Assessment software or systems to create and administer tests and evaluate student progress.
8. **Accompaniment in Migration:** The project provides support in the migration phase, providing information on the administrative procedures from the phase of sending the application, authorization, to requesting visas and work permits.

As for the educational operational locations in the country of intervention, reference will be made to physical locations for face-to-face lessons. The availability of these locations will ensure that students access resources and learning activities effectively.

They will be located:

1. Mirpur, Dhaka city, Bangladesh
2. Gazipur city, Dhaka division, Bangladesh
3. Demra, Dhaka city, Bangladesh
4. Khulna, Khulna district, southwest Bangladesh
5. Shariatpur district, Dhaka division, central Bangladesh
6. Brahmanbaria, Cittagong division, eastern Bangladesh

11 – Sources of financing

The full financing of the project will be guaranteed 100% by the public bodies and private partner companies involved, with a specific detail of the financial responsibilities:

Selection and Training of Beneficiaries: *The Italian companies participating in the project will fully assume the costs relating to the selection and training of beneficiaries, based on the reference sector previously mentioned in box 4 - Territorial and transnational network.*



Board and Accommodation Services in Bangladesh: Itabangla will assume the costs relating to essential board and lodging services during the training phases of the beneficiaries in Bangladesh.

Acquisition of Requirements, Language Certification and administrative support: Responsibility for the acquisition of requirements, language certification and any aspect related to orientation and support administration of the beneficiaries will be the responsibility of Format Srl Impresa Sociale, including transversal activities, such as coordination, administrative activities, monitoring and reporting.

This division of financial responsibilities reflects the joint commitment of the actors involved in the project, ensuring efficient and complete management of the different phases and components of the program.



12 - Action timetable, drawn up in accordance with the following model:

Activity	Months											
	1	2	3	4	5	6	7	8	9	10	11	12
1- Selection	x	x	x	x								
2- Training and certification			x	x	x	x	x	x	x			
3- Placement							x	x	x	x	x	x
4- Monitoring and evaluation		x	x	x	x	x	x	x	x	x	x	x
5- Communication	x	x	x	x	x	x	x	x	x	x	x	x

Battipaglia, 02 February 2024

Dr. Antonio Vecchio
The legal representative
(Digitally signed)

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