

Nuovi obblighi formativi 2025: cosa cambia con il nuovo accordo Stato-Regioni

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Il 17 aprile 2025 è stato firmato il nuovo Accordo Stato-Regioni sulla formazione in materia di sicurezza sul lavoro e dei nuovi obblighi formativi 2025.

Un aggiornamento di grande rilevanza che ridefinisce i percorsi formativi obbligatori per datori di lavoro, RSPP, dirigenti e preposti, con importanti novità in termini di durata, modalità e verifiche finali.

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Perché scegliere People S.p.A. come *partner formativo*

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Sebbene in alcuni casi la normativa lasci margini di autonomia, affidarsi a professionisti qualificati oggi è la scelta più sicura e strategica.

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☐ **Garantischi** la validità della formazione anche in caso di ispezioni.

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☐ **Semplifichi** la gestione burocratica.

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☐ **Resti aggiornato** in modo puntuale sulle novità normative.

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☐ Affidati a **esperti** la progettazione e l'erogazione dei corsi, fino al rilascio degli attestati.

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Assistenza legale e amministrativa:

Consulenza mirata sulla gestione delle procedure ispettive e sul corretto adempimento degli obblighi previsti dalla legge.

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Attenzione: l'Accordo è stato siglato, ma non ancora pubblicato in Gazzetta Ufficiale. L'entrata in vigore dei nuovi obblighi formativi 2025 è prevista nei prossimi mesi.

Le principali novità in sintesi

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Soggetto	Formazione Iniziale	Aggiornamento	FAD Asincrona	Ente Accreditato	Note Principali
Datore di Lavoro	16 ore	6 ore ogni 5 anni	☒ Sì	☒ Sì	Novità assoluta: formazione obbligatoria anche per datori

Datore di Lavoro – RSPP	8 ore modulo comune base più eventuali modulo specifici per settore di attività	6 ore ogni 5 anni	☐ No (iniziale) ☐ Sì (aggiornamento)	☐ Sì	Modulo comune + modulo integrativo specifico
Dirigente	12 ore	6 ore ogni 5 anni	☐ Sì	☐ Sì	Aggiornamento contenuti su responsabilità e gestione sicurezza
Preposto	12 ore	6 ore ogni 2 anni	☐ No	☐ Sì	Aggiornamento biennale obbligatorio; corso solo in presenza

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Altre novità operative

- Registro presenze obbligatorio per ogni corso
- Programma formativo dettagliato da predisporre e conservare
- Verifica finale di apprendimento per tutti i corsi
- Documentazione rigorosa richiesta in caso di ispezione

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formativi[/fusion_button][fusion_text
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Scegliere People significa scegliere tranquillità, qualità e sicurezza

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Richiesta info servizi Safaty/Consulenza aziendale

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Compila i campi richiesti e un nostro incaricato si metterà in contatto con te

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□ Solutions Focused Approach: il coaching orientato alla soluzione che fa la differenza in azienda

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“Per aprire la porta non serve sapere come funziona la serratura, ti basta avere la chiave”

Steve De Shazer

Nel mondo del lavoro, spesso ci soffermiamo troppo a lungo sull'analisi dei problemi, cercando cause, responsabilità e dettagli. Ma esiste un metodo più rapido, efficace e orientato

all'azione: il **Solutions Focused Approach**, o coaching orientato alla soluzione.

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Il Solutions Focused Approach è una **metodologia di coaching efficace** che si basa su un cambio di prospettiva: non più focalizzarsi sul problema, ma concentrarsi su ciò che

funziona, su quello che si ha e su cosa si può fare da subito per attivare il cambiamento.

I benefici di un coaching orientato alla soluzione

Invece di chiedersi *“perché le cose non vanno?”*, il coaching orientato alla soluzione spinge a domandarsi:

- *“Cosa funziona già?”*
- *“Cosa posso fare di diverso oggi?”*
- *“Quali risorse ho a disposizione?”*

Questo approccio è particolarmente utile per:

- migliorare la collaborazione nei **team aziendali**
- supportare il **cambiamento organizzativo**
- gestire conflitti e momenti di stallo
- sviluppare un **mindset positivo e proattivo**

Come utilizziamo questa metodologia in People

Noi di **People S.p.A.** integriamo il Solutions Focused Approach nei nostri percorsi di **formazione aziendale**, coaching individuale e consulenza organizzativa. Lo applichiamo in contesti complessi, dove è necessario ripartire con idee chiare, orientate al fare e non al rimuginare.

I nostri formatori e coach aiutano aziende e professionisti a trovare nuove direzioni, valorizzare ciò che già esiste e costruire soluzioni concrete.

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Vuoi scoprire come applicare questo metodo nel tuo team o nella tua azienda?

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