



# INOPERA

OBIETTIVO LAVORO

In Opera was founded with a clear vision:

**placing people and getting the value of work**, supporting companies in their growth through reliable, innovative, and sustainable solutions.

Our mission is to assist businesses every stage of human resources management by providing tailored services in temporary staffing, staff leasing, recruitment and selection, training, active labor market policies, and strategic HR consulting.

We work with companies as a solid and competent partner, capable of responding quickly and effectively to a constantly evolving of the labor market.

Thanks to an approach that combines HR expertise, advanced technologies, and a strong local presence, In Opera supports businesses in identifying the most suitable talent, developing new skills, managing organizational flexibility, and addressing the challenges of change.

Our daily commitment is to provide practical, timely, and results-oriented solutions, building with each client a relationship based on trust, transparency, innovation, and shared values.



## **TEMPORARY STAFFING**

Temporary staffing, regulated in Italy by Legislative Decree 81/2015, is one of the most flexible and immediate solutions for meeting companies' workforce needs.

Through this model, the company can quickly access the skills they require for the necessary period, reducing both time and administrative complexity.

As a staffing provider, In Opera recruits, selects, hires, and manages employees who will work at the client company's premises, relieving the client of all administrative and bureaucratic obligations related to the employment relationship.

Employees hired by In Opera are guaranteed the same economic and contractual treatment as the client company's employees, in accordance with their level, role, and the applicable National Collective Labor Agreement (CCNL).

## **PERMANENT STAFFING (Staff Leasing)**

Permanent staffing is the ideal solution for combining organizational flexibility with contractual stability for employees.

Under this arrangement, workers are hired by In Opera on a permanent contract and assigned to the client company to meet ongoing or long-term needs.

The client company retains managerial and organizational authority over the assigned staff, without becoming the legal employer.

In Opera, on the other hand, assumes responsibility for the employment contract, administrative management, and all related obligations.

This solution provides companies with a strategic tool for planning growth, while also ensuring employees a stable professional future and adequate protection.

## ACTIVE LABOR MARKET POLICIES

Active Labor Market Policies encompass the initiatives developed by **In Opera**, in collaboration with institutions, public entities, and bilateral funds, to facilitate people's **entry or re-entry into the workforce**.

Our goal is to support both companies and workers throughout every stage of change, **transforming market challenges into opportunities for growth and development**.

The In Opera Active Policies Division operates with an integrated and strategic approach: we support companies through reorganization processes and skills enhancement initiatives, while helping workers build solid and sustainable career paths.

## Our Tools

Thanks to a well-established operational model, we provide high value-added services designed to promote employment and effectively meet business needs:

- **Career guidance** for candidates and companies

Potential assessment, goal definition, and support during key decision-making and transition phases.

- **Active job search support**

Personalized assistance in identifying opportunities aligned with skills and growth objectives.

- **Psychological and motivational support**

Programs designed to strengthen self-esteem, confidence, and the ability to manage change.

- **Geographical mobility support**

Assistance in evaluating and managing relocation opportunities within Italy or abroad.

- **Training, reskilling and upskilling**

Targeted programs to update or acquire new skills in response to labor market demands.

- **Work experience programs and internships**

Practical company experiences to accelerate entry or re-entry into the labor market.

- **Outplacement services**

Structured professional support to guide workers toward new employment opportunities.

## RECRUITMENT AND SELECTION

**In Opera's** Recruitment and Selection service is designed to be fully **modular**: each phase can be activated independently, creating a tailor-made path for the company's needs, or integrated into a complete process through to the hiring of the ideal candidate. The core of our methodology is the **Need Analysis**, a strategic phase that allows us to gain an in-depth understanding of the company and accurately define the required profile. Only in this way we can ensure an effective, fast, and results-oriented service.

### Our Operational Phases

#### 1. NEED ANALYSIS – Understanding to Select

- In-depth analysis of company needs
- Definition of the Job Description and ideal candidate profile

The quality of recruitment begins with careful listening and a clear understanding of objectives.

#### 2. SEARCH – Identifying the Best Talent

We use all the most effective channels to identify the right skills:

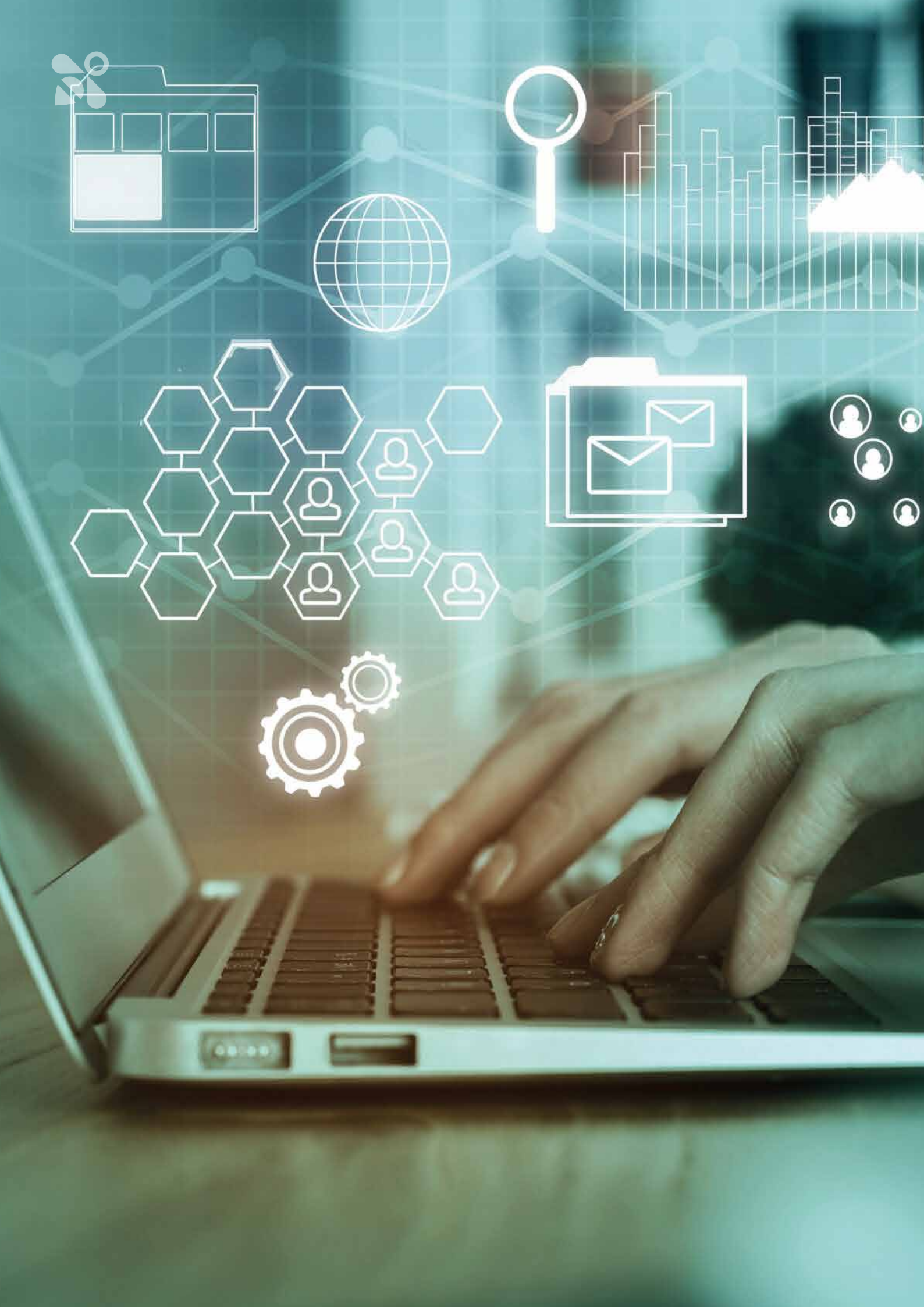
- Activation of online sourcing channels, with or without job posting publication
- Access to **In Opera's** proprietary database
- Networking activities and direct contacts

This allows us to reach both active candidates and highly specialized professionals.

#### 3. SELECTION – Evaluating, Choosing, Supporting

A thorough selection process to ensure the best match between company and candidate:

- Video interviews and preliminary screening
- Technical, motivational, and behavioral interviews
- Psychometric and aptitude assessments
- Presentation of a **qualified shortlist**
- Support in salary and contract negotiations
- Post-placement follow-up to ensure full candidate integration





## THE ADDED VALUE OF IN OPERA: ARTIFICIAL INTELLIGENCE SERVING BUSINESSES

Thanks to the development of an innovative **Artificial Intelligence** system, In Opera provides companies with an advanced tool capable of revolutionizing recruitment and talent management processes. The application analyzes the entire national and international job market in real time, identifying companies searching for specific profiles and anticipating industry trends. This enables client companies to **identify the skills they need more quickly**, significantly reducing recruitment time and costs. The system integrates predictive functions regarding candidate availability and the evolution of required skills, enabling In Opera to present companies with targeted, coherent, and immediately operational shortlists.

Furthermore, through intelligent CV scanning — whether uploaded or directly generated through the platform — the AI identifies the best match between profiles and open positions, ensuring alignment of skills, salary expectations, and growth potential. For companies, this means relying on a partner that combines human expertise with advanced technology, delivering more accurate recruitment, informed decision-making, and an unprecedented response capability in an increasingly dynamic and competitive labor market.

## **SPECIAL PROJECTS AND INTERNATIONAL RECRUITMENT**

In Opera develops **special projects** to meet the needs of companies facing complex challenges, organizational transformations, or extraordinary growth plans. Through institutional partnerships and dedicated programs, we support businesses in identifying strategic skills, reskilling staff, and managing initiatives with high social and productive impact.

We also operate internationally with services dedicated to **overseas recruitment**, geographical mobility, and training for workers from other countries. Thanks to a qualified network of partners and structured processes, we help companies recruit qualified professionals who are difficult to find on the domestic market, ensuring reliable selection processes, targeted training paths, and comprehensive support for workplace integration.

## **IN OPERA Inclusion Hub – The Division Dedicated to Inclusive Employment**

Through its **Inclusion Hub** division, IN OPERA supports companies in the employment integration of people with disabilities and protected categories pursuant to **Italian Law 68/1999**, as well as workers in socially vulnerable conditions.

Through tailored services in **recruitment, selection, functional assessment, training, and post-hiring support**, we help companies meet regulatory requirements while transforming compliance into a true strategic driver of social responsibility and organizational value. Our approach combines HR expertise, regulatory consulting, and advanced technological tools to ensure **accurate matching between profiles and job roles**, promoting sustainable integration paths and a genuine positive impact on workplace culture.

With Inclusion Hub, IN OPERA becomes a reliable partner for companies seeking to build **inclusive, aware, and wellbeing-oriented working environments**.



## **THE GROUP COMPANY THAT DEVELOPS SKILLS AND ACCELERATES BUSINESS GROWTH**

In Opera Formazione is the group company specialized in skills development and human capital enhancement. We support companies through tailor-made training programs, designed following a thorough analysis of needs and aimed at generating concrete, **measurable, and immediately applicable results**.

Thanks to innovative methodologies — classroom training, e-learning, webinars, blended learning, customized LMS platforms, virtual reality, and AI-based tools — we support organizations in cultural transformation, continuous innovation, and strategic skills development processes. Our network of qualified trainers, universities, business schools, and institutional partners guarantees updated content, effective methodologies, and high educational standards.

In addition, we provide full support in accessing **training funding opportunities** (Interprofessional Funds, Forma.Temp, regional and European funds), managing the entire administrative and reporting process on behalf of the company.

With In Opera Formazione, businesses find a reliable, practical, and results-oriented partner: an ally in supporting internal growth, increasing productivity, improving employee engagement, and turning training into a real competitive advantage.



## SERVICES OFFERED BY IN OPERA FORMAZIONE

### Tailor-Made Training Programs

- Training needs analysis  
(interviews, assessments, gap analysis)
- Design of customized programs for teams, managers, and professionals
- Integrated training plans aligned with business objectives

### Training Delivered Through Innovative Methodologies

- **In-person training**  
(traditional classroom sessions and workshops)
- **Advanced e-learning**  
(24/7 accessible platforms)
- **Webinars and virtual classes**
- **Blended learning**  
(digital + classroom for maximum effectiveness)
- **Customized LMS** platforms for KPI monitoring, progress tracking, and reporting
- **Immersive technologies:** virtual reality, gamification, and AI for active learning

### Funded Training and Dedicated Consulting

- Full management of **Interprofessional Funds**
- Design and management of **Forma.Temp** training courses
- Support for **ESF – ERDF – regional and European funding programs**
- Strategic consulting for fundable training plans
- Full management of design, monitoring, and reporting activities

### Training for Employment Integration

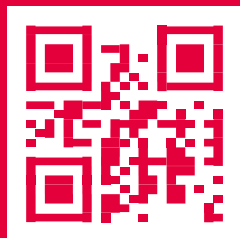
- Programs for unemployed individuals, NEETs, and temporary workers
- Upskilling and reskilling aligned with market demands
- Technical, professional, and soft skills training

### Network of Trainers and Excellence Partnerships

- Senior trainers with operational experience
- Universities, business schools, public institutions, and research centers
- Leading companies providing real case studies and best practices

### Monitoring, Evaluation, and Results Measurement

- Customized KPIs
- Qualitative and quantitative assessments
- Final reports and post-training follow-up
- Measurement of impact and return on training investment (ROI)



[www.inoperaspa.it](http://www.inoperaspa.it)



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