

Education and training inclusion: a benefit in terms of business

Ferdinando Caputo

Representative of Interests Chamber of Deputies - Italia
Consulenza@ferdinandocaputo.it

Rosalba Rotondo

Ministero Istruzione e Merito - Italia
Naic8er00c@istruzione.it

Abstract

Many young people ask me during my courses on "How to look for work", how to get to a first interview, since since you don't have previous work experience, you never get to that fateful testing ground. And unfortunately it is indeed so! And this is why the need for company training intended as a form of education at work: the latter entails, for a company that will hire a trained and prepared operator thanks to training, only enormous benefits; primarily in terms of business, because having a trained operator decreases the learning time in carrying out the single task and it is thanks to the perfect preparation and education for the specific job that the company can make the difference. For a good integration, you need to focus on education through internships, because this is the starting point for an excellent method and organization passing through the discipline. Inclusion in the workplace has a positive impact on companies, not only in terms of image but not all are willing to implement them, at least in Italy. In the last two years, over six out of ten companies in Italy have focused on initiatives aimed at enhancing inclusion in the workplace; but 15% not only have not yet done so, but also do not intend to do so in the future, thus risking losing the relative benefits in terms of business. According to my studies, it will be necessary to create an active professional figure in the field of work-life balance (Inclusion Manager) within companies who will have to dedicate himself to gender balance, the integration of employees with disabilities and to build a work environment conducive to people of all ages, so as to have greater employee satisfaction and retention. It is also necessary to focus on both the work-life balance (the balance between professional life and private life) and both internal and external communication activities aimed at enhancing the objectives and results achieved in terms of diversity and inclusion policies. But Italy is still bringing up the rear in Europe, in fact we are still quite far from European standards: in fact, in Holland, Spain or Portugal, more than 70% of companies care about these issues. I think the reason is to be found in the lack of resources or ability to approach an extremely complex but very important topic. Having such foundations in education and training means not only being an excellent worker at work but will also bring benefits in personal and professional life.

Keywords: internships need, inclusion manager role, positive work-life balance