

# CAPACITY BUILDING FOR EMPLOYERS

**“Diversity in the workplace:  
advantages and challenges of the  
inclusion of non-EU citizens”**

**1st October 2019, 9:30 – 13:30**

**EMIT Feltrinelli, Piazzale A. Cantore 10, MILAN**

**9:30 – 10:00 Registration**

**10:00 – 10:10 Welcome and introduction**

*Rosaria de Paoli, Director ICEI*

**10:10 – 10:20 The results of the MILE research with employers and opportunities for companies**

*Francesca Menozzi & Matilde Spoldi, MILE Researcher & Cultural Mediator, ICEI*

- The results of the MILE research with employers
- Some opportunities for companies in the field of inclusion of migrants:
  - [Employers together for integration](#), European Union
  - [European Alliance for Apprenticeships](#), European Union
  - [“Welcome” Award](#), UNHCR Italy
  - [Professional mentoring with migrants](#), SINGA Italy
- Q&A

**10:20 – 10:40 The legislation framework for hiring/employing third-country nationals**

*Lucia Zucchella, Emit Feltrinelli*

- Current legislation framework
- Visas & residence permits
- Which permits enable a third-country national to work in Italy?
- Refugees & Asylum seekers
- Steps to hire a third-country national

- Q&A

### **10:40 –13:30 From diversity to Inclusion: how to manage diversity and promote inclusion**

*Maura Di Mauro, Intercultural Trainer, Coach & Consultant; Diversity & Inclusion, Sustainability & Innovation Specialist*

- Who are migrants
- Why focus/invest on diversity
- What we mean by diversity
- The influence of the bias
- What is diversity management
- Managing diversity, fostering inclusion
- Benefits of the inclusion of migrants
- How to create inclusion
- Case studies & diversity management tools
- Next steps
- Q&A

*Exercises will be carried out by participants throughout this session*

### **13:30 Conclusions**

*Manuele Meneghini, Afol Guidance, Training and Employment Agency of the City of Milan*

**MILE**  
**Migrants Integration in the Labour Market in Europe**  
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[www.projectmile.eu](http://www.projectmile.eu)