

PROJECT FOR YOUNG PEOPLE

Hiring and training young graduates was also one of the main goals of Itinera's human capital development plan in 2023. The objective is to ensure that the Company has resources and the skills needed to support its business in a multicultural and international context. Carrying out civil and infrastructure works requires specialist technical skills, making it necessary to invest in young people in a market with a shortage of professional skills. It is important to support young people with structured onboarding and training procedures to learn the necessary skills to fill the technical and operational positions in the construction projects of the business.

In 2023, young graduates in technical and scientific subjects were offered the opportunity to take part in the first year of the Group's Training School for Young Professionals. The training was designed to: i) develop specialist topics in the sectors of design, construction, management and ecological transition of major infrastructure; ii) provide multidisciplinary training for young professionals to improve on their ability to operate in an increasingly more complex and interdisciplinary technical environment; iii) guide the growth of technical skills towards the company's needs and objectives.

In addition to technical skills, the company also invests in soft skills such as planning and organisation, team work, critical thinking in pursuing goals and adopting inclusive and sustainable conduct, on the basis that these are key factors for the employee's growth as a manager. In 2024, the performance appraisal will also be extended to young people, offering the chance for both evaluators and evaluatees to discuss individual development plans and the related training needs.

Intensifying demand in the construction sector means it is essential to focus on new generations in order to face current and future challenges with vigour. On this basis, the Company is strengthening its onboarding and training procedures also through initiatives and relationships with a larger pool of universities and technical institutes and through international recruiting.



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