



# ENGIM Foundation



## **ENGIM** Foundation

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# WHO WE ARE

1.

## WHO WE ARE

**ENGIM** (*Ente Nazionale Giuseppini del Murialdo*), is a private organization operating in the fields of **professional training** and **international cooperation**, since 1977.

We work in **Italy and internationally**, serving both young people and adults by promoting **social and professional inclusion** through training and career guidance.

We support individuals in developing professional skills and fostering personal and social growth, guiding them through an integrated educational journey that also involves families and local communities.



*In 1873 **Saint Leonardo Murialdo** founded the Congregation of San Giuseppe – Giuseppini del Murialdo (from which ENGIM is originated). He was among the first to welcome, assist, educate, and train poor and abandoned children and young people as craftsmen, in equipped workshops.*



We promote the development of those in “need” by providing **technical and transversal skills** to contribute to an inclusive and socially responsible culture, fostering human dignity expressed through work.



ENGIM collaborates with the European Union, public institutions, Universities and research bodies, Regions and Provinces, Foundations, businesses, social partners, organisations and Catholic networks.



In the field of development cooperation and international solidarity, ENGIM is recognised by the Ministry of Foreign Affairs and International Cooperation as an NGO and is present in **15 countries** in Europe, Asia, Africa, Central and South America.

2.

## OUR VISION, MISSION AND VALUES

### VISION



We are committed to a ***fair, just, sustainable and inclusive society***, in which each person is recognised and supported in his/her wholeness, in the expression of his/her talents and in the pursuing of his/her dreams.

### PURPOSE



**We foster the integral growth of the person**, on a lifelong path, through the development of skills and self-realisation by work, in a family-like, welcoming, non-judgmental and innovative educational context.

**We promote a new culture and narrative** for vocational training, and we act at policy level to reshape national and international labour markets.

**We build relations and networks** to create a fertile environment for young people and adults to grow through work, so that 'no one gets lost', and we cooperate with local actors to the material and spiritual development of society.

**We nurture the passion in all ENGIM workers** to leave a mark in the society where we live, in connection with the values of our ethical code.



### MISSION

We build pathways ***to accompany each person*** towards ***full individual and professional fulfilment***.



### VALUES

**People at the centre:**  
*from inclusion to belonging*

ENGIM places people and their potential at the centre of its educational, training and employment activities.

**Work:**  
*from a job well done to the common good*

ENGIM considers work as the most powerful means of expressing freedom and building personal identity.

**A community that educates:**  
*from relationships to networking*

ENGIM welcomes, nurtures and promotes the "educating community" model, within a relationships-focused context.

**Equity:**  
*from reciprocity to sustainability*

ENGIM operates with respect for human dignity and human rights at all levels of its activities.

**Beauty:**  
*from observation to contemplation*

ENGIM values beauty as a way to educate people to appreciate wonder and amazement.

### 3. OUR ORGANISATION AND GOVERNANCE

#### LOCAL Training centers (30)



Represent ENGIM's roots in local territories, and respond to the **needs of the communities**.

#### REGIONAL ETS Foundations (5)



Registered at the Italian National Register of the Third Sector, and accredited for compulsory and continuous training, higher education, guidance and employment services, they **coordinate local centers** and express the unity on Regional territory.

#### NATIONAL Foundation



Coordinates the Regions and defines **common goals and guidelines**, representing a strong stakeholder at Italian and UE level.

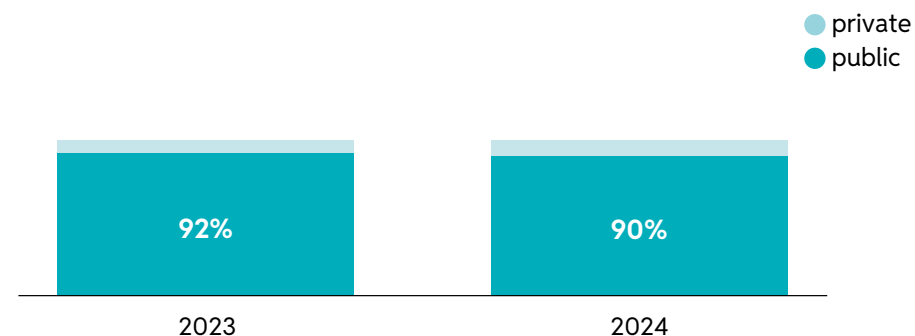
#### INTERNATIONAL NGO



Recognized by the Ministry of Foreign Affairs, with **cooperation activities** in 15 countries.

#### Fundings

ENGIM is a private training institution mainly funded by public resources from the ESF (European Social Fund) allocated for VET.



## 4. WHAT WE DO

### With MULTIPLE SERVICES



Training programs



Career guidance  
services



Employment services,  
upskilling and reskilling;



Collaboration with  
companies

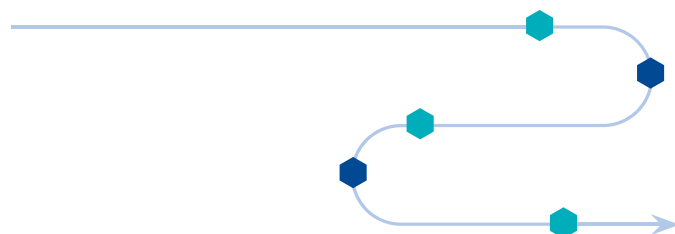


Cooperation projects  
and solidarity initiatives

### ENGIM serves Different BENEFICIARIES



### during Different STAGES OF LIFE



#### Vocational Training

ENGIM designs and delivers professional training courses covering compulsory education, continuing education, higher education, advanced training, apprenticeships, work-study programmes. Sectors and professional areas vary regionally, according to the Italian education system.

#### Career guidance

Available in every ENGIM centre to: guide and assist beneficiaries in choosing the training and employment best suited to their potential; support students during their studies and help them overcome challenges; provide careful assistance in reviewing careers and in achieving life plans.

#### Employment services

Available in every region for individuals seeking employment, re-skilling or up-skilling, accompanying them toward job placement, through training, internships, work experience and apprenticeships. Promoting employability and labour market matching is the goal at the end of each training programme.

#### Company services

ENGIM supports companies in promoting professional growth and organisational development through training programmes. It also offers consulting, needs assessment, candidates pre-selection and recruitment services.









### International cooperation

Registered as an NGO within the Italian Agency for Development Cooperation (AICS), ENGIM operates in Albania, Bolivia, Brazil, Colombia, Ecuador, Guinea Bissau, Iraq, Kenya, Lebanon, Mali, Mexico, Namibia, Senegal, Sierra Leone and Syria, carrying out:

- development cooperation projects: focused on vocational training and youth employment, start-up and local businesses development;
- emergency and solidarity interventions;
- international mobility and volunteering programmes;
- fair trade initiatives;
- assistance for foreigners, migrants and refugees in Italy.



## OUR TRAINING SECTORS

Supply Chain/Field	Sector/Area
 <b>Processing</b>	Agriculture and Agri-food
	Building and Construction Materials
	Wood, Furniture and Restoration
	Textile and Fashion System
 <b>Plant Engineering</b>	Electrical and Electronic
	Plumbing, Heating and Energy
	Automated Systems
 <b>Mechanics, Production and Maintenance</b>	Aircraft and Motor Vehicles
	Mechatronics
	CNC and CAD/CAM System
	Component Assembly and Maintenance
 <b>Technical Services</b>	Secretariat and Administration
	Marketing and Sales
	Information Technology and Telecom
	Transport and Logistics
 <b>HO.RE.CA.</b>	Promotion and Reception
	Catering and Bar/Room Services
 <b>Personal Services</b>	Social and Healthcare
	Personal Care and Well-being

## 5. INTEGRAL AND INTEGRATED DEVELOPMENT

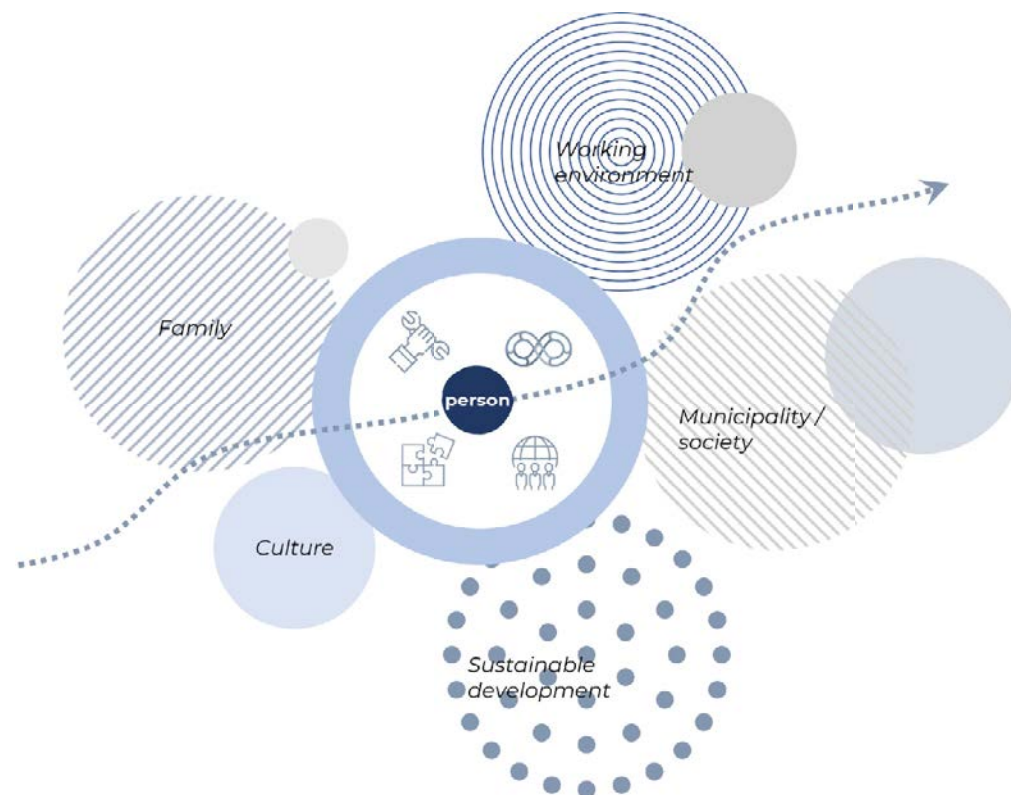
ENGIM has embraced innovative processes across all its activities. It aims to drive **impactful change in society** by fostering the development of conscious, fulfilled **global citizens** oriented towards the **common good**, through the promotion of integral and integrated development.

### **Integral development:** *‘tailored’ services to individuals*

*Integral* development describes the direct support ENGIM provides nationally and internationally to various beneficiaries during different life stages through a range of multiple services (compulsory education, job placement/reintegration, training, socio-cultural integration, etc.), tailored to each individual’s objectives.

### **Integrated development:** *the network that deals with the ecosystem*

It is intended as creating and strengthening networks and relationships with local and global partners addressing the development of complementary areas of our beneficiaries’ lives. Even without direct activities, ENGIM should influence society through initiatives and advocacy aimed at building a welcoming, inclusive environment where beneficiaries can thrive professionally and personally.





## 6. STRATEGY AND OBJECTIVES

### Strategic Area

**1**

**We value the integral growth of the individual**

- ✓ 1.1 Consolidate the National Observatory "Youth and Future"
- ✓ 1.2 Support our beneficiaries' career vocations to foster the holistic development of the individual
- ✓ 1.3 Provide ongoing support and engagement with our beneficiaries even after the completion of the training paths
- ✓ 1.4 Pilot community-building initiatives (inspired by the experience of ENGIM's Youth National Camp)



### Strategic Area

**2**

**We foster relationships and build networks**

- ✓ 2.1 Strengthen and disseminate ENGIM's identity
- ✓ 2.2 Expand and enhance international standards of excellence
- ✓ 2.3 Explore innovative strategies for financial support of third sector organizations
- ✓ 2.4 Consolidate initiatives for the Digital and Green transition (Twin Transition)



## Strategic Area

### 3

**We cultivate a new culture and innovative approaches to training**

- ✓ **3.1**  
Expand and internationalize ENGIM to establish it as a key-player at national, EU, and non-EU levels
- ✓ **3.2**  
Amplify the voice of young people through the Observatory's presentations
- ✓ **3.3**  
Strengthen ENGIM's active role in Global Citizenship



## Strategic Area

### 4

**We nurture passion in all ENGIM workers**

- ✓ **4.1**  
Disseminate and pilot new ENGIM Objectives and Welfare model
- ✓ **4.2**  
Launch collaborative internal and inter-regional training initiatives
- ✓ **4.3**  
Establish an internal Training Academy for senior managers
- ✓ **4.4**  
Implement initiatives to monitor and improve the organizational climate



## 7. HOW WE DO IT

### 1. Wellbeing

ENGIM approaches **beneficiaries'** well-being as a set of interconnected dimensions:

- developing high-quality educational pathways tailored to labour market needs and individual abilities, laying the foundations for growth;
- creating welcoming environments that promote trust, support and inclusion, enhancing emotional and transversal skills development;
- promoting social integration and workplace support, emphasising meaningful relationships within learning communities and the labour market.

The well-being of VET **workers** is equally crucial and multifaceted. For ENGIM, this includes a combination of professional aspects and personal dimensions, such as development opportunities, a national welfare system, continuous training and staff training sessions,

focusing on job satisfaction and collegial relationships.

This holistic approach recognises that the health of the VET system depends on supporting those who learn and those who teach, fostering environments for all to thrive and reach their full potential.

### 2. Global citizenship and migration

Guided by the principles of the Global Citizenship Charter, ENGIM promotes ethical and critical knowledge and Global Citizenship values through different approaches: educational workshops at all schools levels; youth participation in Universal Civil Service projects; adults and teachers training on educational strategies for global citizenship; and support for migrants integration.

As part of ENGIM excellences, since 2005 the **CSI** (Solidarity and Inclusion Centre) in Rome

assisted migrants with social and professional integration through career guidance, active job search, professional training, Italian language and culture courses, while offering legal advice and assistance with social services and administrative procedures.

teaching methods, and ensure its study programmes meet international labour market requirements. Furthermore it promotes inclusive training systems, responsive to international workers' and businesses' needs.

### 3. International horizons

ENGIM embraces the challenge of an increasingly global and interconnected world, by broadening its internationalisation process to enhance professional training value and quality, and contribute significantly to national and international policies.

The international dimension enables ENGIM to align with global standards, adopt innovative

## INTERNATIONALISATION IN ENGIM IS:



## THROUGH INTERNATIONALISATION



We provide our **beneficiaries** with the fundamental **skills** needed in today's global reality and labour market.



We provide **companies** with the specialised **personnel** required for a globalised context.



We contribute at various levels to the promotion of an inclusive, global and sustainable **culture**.



We constantly improve our **offering** and promote the **growth** of VET professionals.

The internationalisation process at ENGIM is implemented through:

- the Project Development Group's activities, including: **European projects and Erasmus+ transnational mobility**;
- **Cooperation and Development** initiatives;
- participation in key **European and international VET networks**.

To know more about:



KA2 Projects



Mobility



## 8. OUR INNOVATIONS

### 1. Training Enterprises and Work-Based Learning

ENGIM's Training Enterprises are real businesses owned by ENGIM where students gain hands-on experience starting from their first year. While well-equipped laboratories provide practice opportunities, practical experience with real customers is essential. This combination of theoretical education and **practical real work experience** enhances employability and eases the transition from education to employment.



ENGIM operates 11 training companies in Italy across five regions and one in Albania.

### 2. Professional development tutor

The *Professional Development Tutor* acts within training programmes involving work experience in external companies. This role is crucial for connecting students, companies, families, and training institutions, facilitating a smooth transition from training to employment. The Tutor serves as ENGIM's local business liaison.

### 3. National Observatory "Youth and future"

Involving around 4000 young Italian students every year, the National Observatory "Youth and future" explores young people's expectations and **job prospects**, the importance of training and professional fulfillment in their lives, and their core **values**.

The Observatory can be an essential tool to listen to our young people, recognising and valuing each one in their growth path, and helping inform policies and services needed to support their transition to their desired future.



The first two editions highlight a clear message: constantly evolving contexts require reliable, ongoing guidance and systems capable of valuing both skills and the dreams of those transitioning to the adult world. Education must once again take a central role in supporting young people throughout life, fostering relationships, collaboration, inclusion, and self-entrepreneurship to balance societal competition.

#### ENGIM Training Enterprises

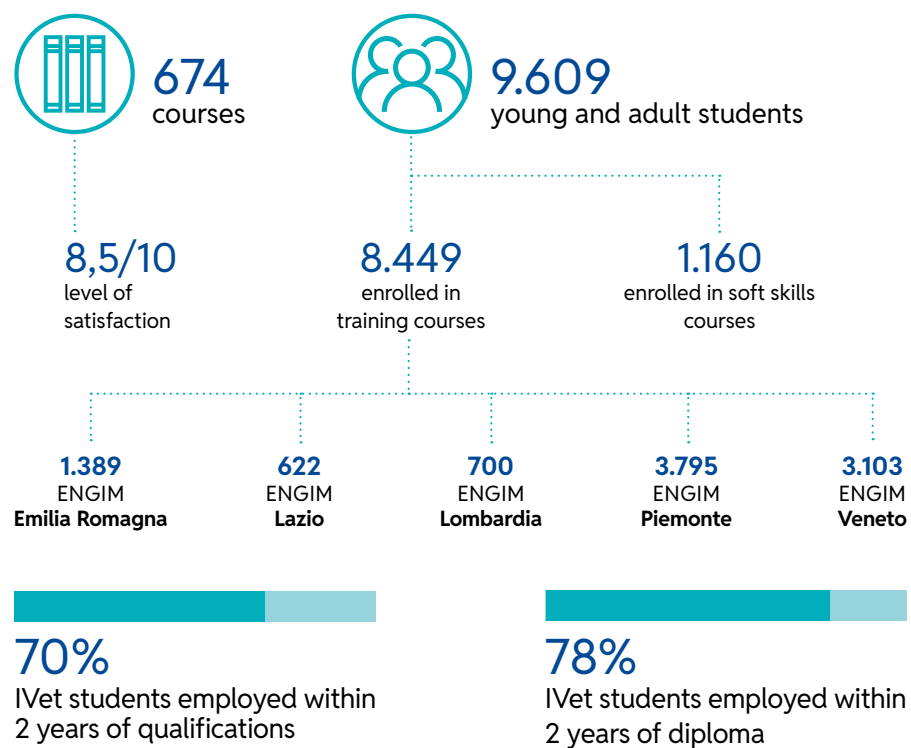
- **BarLAB**  
*Nichelino (Turin)*  
training coffee shop
- **BARTigianelli**  
*Turin*  
bar/coffee workshop
- **Facciamo quello che potiamo**  
*Valbrembo (Bergamo)*  
agri-food school enterprise
- **Food Culture & Love Truck**  
*Brembate di Sopra (Bergamo)*  
mobile training enterprise for restaurant and catering
- **KeBuono**  
*Fier (Albania)*  
social bakery
- **La bottega di Leo**  
*Pinerolo (Turin)*  
training workshop
- **Officina Re.Bike**  
*Cesena*  
sustainable and solidarity bike workshop
- **Officina Ubuntu**  
*Ravenna (2 locations) e Cesena*  
food workshop
- **Sanga-Bar**  
*Thiene (Vicenza)*  
inclusive bistrot
- **Sapere & Saporì**  
*Rome*  
training bistrot





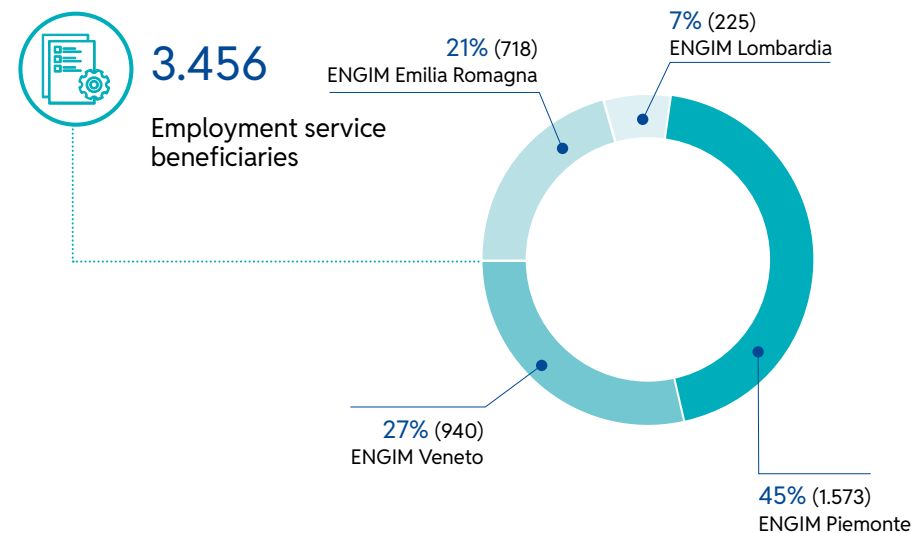
## 9. ENGIM IN NUMBERS

### VOCATIONAL TRAINING

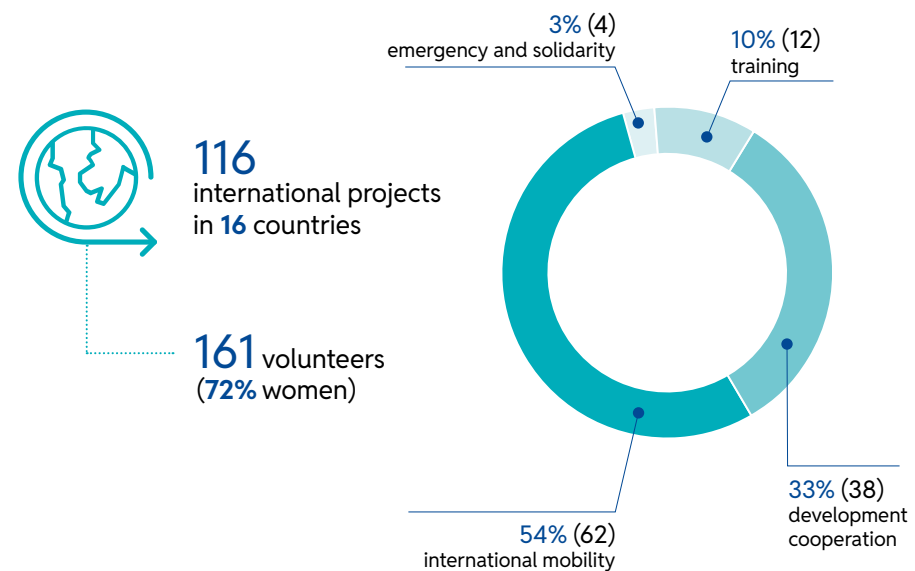


**851** people working in ENGIM

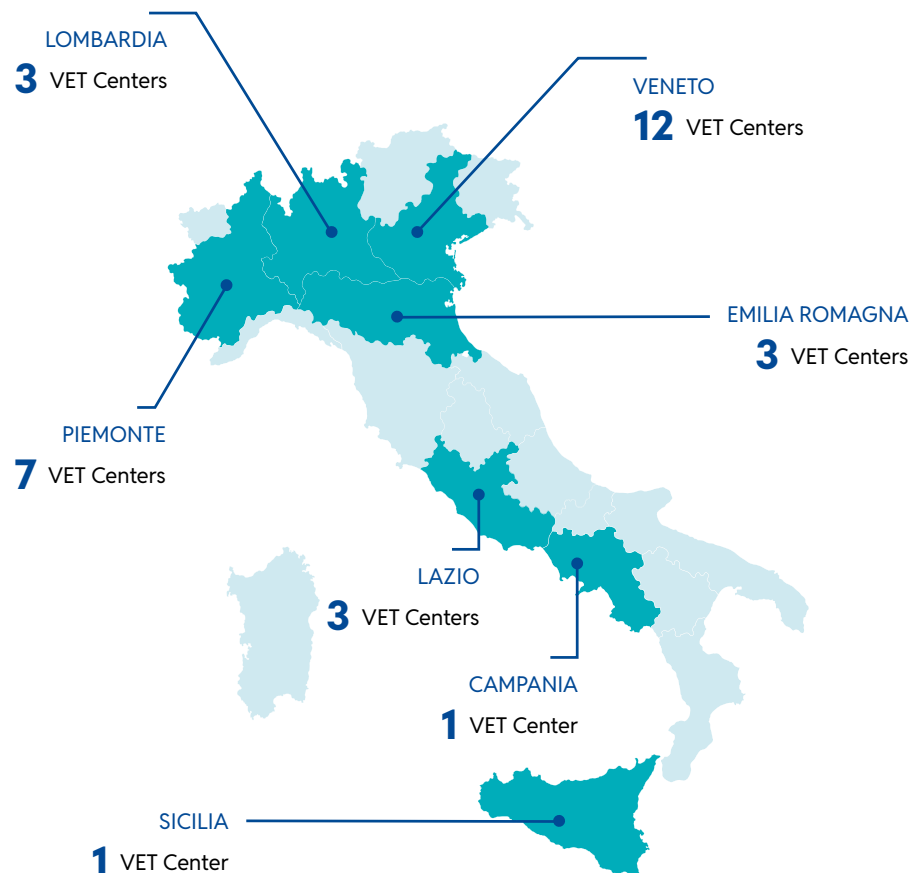
### EMPLOYMENT SERVICES



### INTERNATIONAL COOPERATION



## 10. WHERE WE ARE



### Regional Foundations in 6 Italian regions

**30**  
training centers

**18**  
employment service  
offices

**11**  
training enterprises

**1**  
Inclusion & Solidarity  
Center (CSI)



### The ENGIM Foundation operates as an NGO in 16 countries

- International cooperation
- Emergency and solidarity activities
- VET projects
- Civil & European Voluntary Service
- Support for foreigners, migrants and refugees in Italy



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