

R2-A4 Report on the results of Workshop in Spain.



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Introduction

The report presented here details the events of the Second International Seminar that took place in Murcia city (Region of Murcia, Spain), under the organization of CTM with the collaboration of FAMDIF.

The focus of the seminar was the labour inclusion of people with disabilities and was attended by students and professionals from the sector, including freelancers and employees, interested in the latest trends in the stone industry regarding to social inclusion. During this event, the progress made so far in the project was shared.

This work is part of Result 2 "Complete guide to the training itinerary for the teaching of trades in the stone sector to people with different abilities" of the InclusiveStone project, but also was shown results 1 and 3 of the InclusiveStone: "R1 - Educational approach for people with different skills focused on transversal capacities in stone sector" and "R3 - VR-Adaptative Training Content and Evaluation".

Throughout the seminar, tactics to foster inclusion and diversity in the work environment in general were discussed in depth, and then specified in the stone industry. The strengths and areas for improvement of current practices were analysed, considering how they are aligned with the current demands of the sector and with the equality and non-discrimination policies promoted by the European Union.

The dynamic discussions that took place were an excellent opportunity for attendees to deepen their understanding of the value of implementing inclusive policies in the workplace.

This white paper collects the key ideas and suggestions raised during the seminar, with the aim of incorporating significant improvements in the next stages of the InclusiveStone project. In this way, we seek to foster a stone industry that is truly inclusive and reflects the diversity of our society.

Agenda

November 15

- 09:15 Accreditations of the participants.
- 10:00 Official opening.
Ministry of Education, Vocational Training and Employment of the Autonomous Community of the Region of Murcia and the president of FAMDIF/COCEMFE-MURCIA.
- 10:15 Find out how to make your business more inclusive: Reasonable adjustment in Employment for People with Disabilities. Practical application in the InclusiveStone project.
Eduardo Jiménez Serrano, employment technician at COCEMFE central services.
- 10:45 Curriculum and training material with Virtual Reality in InclusiveStone: labour integration of people with disabilities in the marble sector.
David Caparrós Pérez, R&D Project Manager of the Marble, Stone and Materials Technology Centre.
- 12:00 Presentation of 6 inclusive companies as examples of good practices participating in the InclusiveStone Workshop.
Networking-Lunch.
- 12:30 End and closing.

1. Accreditation of participants

First of all, the attendance of all participants was collected and they were provided with an accreditation.



2. Opening of the event

Both the president of FAMDIF and David Caparrós from CTM, as well as different public officials in the region, made a speech at the opening of the event, emphasizing the importance of labour inclusion not only for workers, but for companies.



3. Reasonable adjustment in Employment for People with Disabilities. Practical application in the InclusiveStone project.

Next, Mr. Eduardo Jiménez gave a presentation on reasonable adjustment and the importance of understanding that they are necessary adjustments for inclusion to be real. Any adjustment is one that makes the workplace accessible

and achievable by people with disabilities. It was shown the reasonable adjustment carried out in the InclusiveStone project.



4. Curriculum and training material with Virtual Reality in InclusiveStone

From here, it was David Caparrós' turn to present the InclusiveStone project. In its presentation, the objectives and tasks that were being developed during the project were collected. Specifically, the work carried out during task R1, R2 and R3 was highlighted, in which the educational plan was developed that was intended to be carried out with people with disabilities interested in working in the natural stone industry.





5. Presentation of inclusive companies

At the end of the different presentations, a round of presentations was held, where different companies presented themselves and offered different possibilities of inclusion in jobs showing successful cases in another sectors. Thus making a first contact for future networking.









6. Data of the event

Number of attendees

The seminar was attended by 149 people, including students, teachers and professionals from education and the stone sector and partners from InclusiveStone project.

Surveys

The Quality Assurance report includes the surveys carried out among the attendees as well as the conclusions drawn from their feedback of this Workshop in Spain.