

# TECHNICAL CONCLUSIONS OF THE THIRD INTERNATIONAL SEMINAR IN WÜRZBURG (GERMANY)



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## Introduction

The following document provides a detailed description of the events of the Final International Seminar held in Würzburg, Germany, organized by DNV. The main theme of the seminar focused on the professional insertion of individuals with disabilities and brought together a wide range of participants, including both students and industry experts, from the self-employed to salaried, all with an interest in current trends in the stone field. The event served as a platform to disseminate the progress made in the project to date.

This effort is part of the third instalment of intellectual outputs, entitled "Adaptive Training and Assessment Content in VR", of the InclusiveStone project, but also the other two main results (R1 and R2), where all of those results were disseminated. During the seminar, various strategies to promote inclusion and diversity in the workplace were thoroughly explored, with a particular focus on the stone sector. A critical review of current practices was carried out, highlighting both their strengths and opportunities for improvement, and assessing their alignment with modern industry demands, as well as with the European Union's equality and anti-discrimination policies.

The energetic and constructive discussions provided attendees with a valuable opportunity to broaden their understanding of the importance of implementing inclusive policies in the workplace.

This white paper captures the main ideas and recommendations that emerged during the seminar, with the intention of introducing significant changes in the subsequent phases of the InclusiveStone project. The purpose is to promote a stone industry that is authentically inclusive and represents the diversity of our society.

## Agenda

### January 19

- 14.30 - 14.45 Welcome / Krug (GE)
- 14.45 - 15.00 InclusiveStone - General overview / Krug (GE)
- 15.00 - 15.30 Presentation of the handbook with focus on transversal skills in the stone industry / Maria Jose Fernandez FAMDIF (EN)
- 15.30 - 16.00 Virtual reality training methods for training people with disabilities / Carlos Martínez González CTM (EN)
- 16.00 - 16.30 Coffee break
- 16.30 - 16.45 Presentation of German school (Eichstätt) - Inclusion in the vocational school (GE)
- 16.45 - 17.00 Presentation of IFD - Support options for inclusion in companies (GE)
- 17.00 - 17.30 Discussion
- 17.30 End of the event

## 1. Welcome [DNV]

The seminar began with a welcome to the attendees by the director of DNV, the company organizing the event, Mr. Reiner Krug. In this brief introduction, the agenda was presented, with the different points that were discussed in the seminar.



## 2. Presentation of the InclusiveStone project

Reiner Krug himself made a presentation of the project, explaining its origin, why, where the consortium came from and how the idea was developed. And as a representative of a company related to the extraction of natural stone, he emphasized the need for this type of company to find workers.

## 3. Introducing the InclusiveStone Handbook

Next, Mrs. María José Fernández and Mr. Andrés Giménez made a presentation of the work carried out to prepare a transversal manual that would include the different natural stone jobs selected, and the reasonable adjustments that these will require for labor inclusion. As experts in the field of labour inclusion and working with people with disabilities, their contribution has been of vital importance to the project, and they explained the processes carried out to make the project really useful.





## 4. Introducing the VR Tool

Then it was the turn of David Caparrós and Carlos Martínez to focus on the development of the support tool that was proposed. It began with an explanation of the processes followed to structure and make decisions about development. Finally, a small demonstration of the tool was carried out.



## 5. Presentation of inclusive companies

Finally, two German companies related to inclusion in the area made presentations on the type of aid and offers they propose.

### Number of attendees

Due to a red alert due to a storm, the seminar was attended by 5 people external to the partner organisations of the project, and another 2 online attendants, including professionals related to the natural stone industry and labour inclusion. 8 belongs to the consortium, so the total figure was 16,

<https://crisis24.garda.com/alerts/2024/01/central-europe-adverse-winter-weather-forecast-across-belgium-the-czech-republic-germany-luxembourg-and-the-netherlands-through-at-least-jan-18-update-1>