Young Initiatives

COURSE	DESCRIPTION	LENGHT	PARTICIPANTS
Operations Maintenance Management	2 years course in production and maintenance management in service companies in order to improve reliability, quality and sustainability.	2 years training (4 months stage)	15/20 young participants selected from middle high schools who will develop innovation projects chosen by the Company.
IT SYSTEMS ARCHITECT	2 years course integrated with the Faculty of computer engineering (IT and Network Administration). Projects developed within the "innovation Lab" framework	2 years training (4 months stage)	15/20 young participants selected from middle high schools who will develop innovation projects chosen by the Company.
MULTIMEDIA LANGUAGES AND TECHNOLOGIES	2 years course in development of multimedia content and applications, integrated with the "Innovation Lab" framework.	2 years training (4 months stage)	15/20 young participants selected from middle high schools who will develop innovation projects chosen by the Company.
SCHOOL - ENTERPRISE NETWORK	The project develops a network between schools and enterprises to promote dialogue and mutual exchange	In accord with the needs of the participants	5/10 local partner schools

Operations Maintenance Manager

TARGETS	Young graduates, mainly in mechanical engineering, electronics and electrical engineering, selected from schools from all over the Country
OBJECTIVES	Train professionals able to examine and manage the processes of production and maintenance in service companies in order to improve reliability, quality and sustainability . The objective of the course is to train a certified technician, encompassing both professional and personal skills
LENGHT	2 years College course
CONTENTS SUMMARY/ COVERED TOPICS	Professional skills; Development of company projects; Planning and management of a maintenance process oriented towards the reliability and retention of functionalities, anticipating anomalies and disservices that might arise; Personal skills: organizational tasks, dialogue and confrontation, group learning
DISTINCTIVE FEATURES	SAP certification (MM module); Case studies; Tutoring and coaching.

IT Systems Architecht
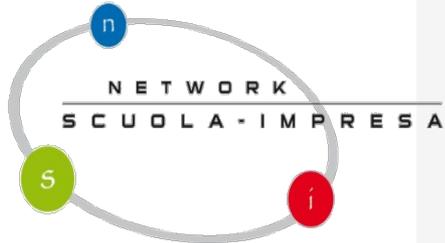
TARGETS	Young graduates, mainly in computer engineering, selected from schools from all over the Country	
OBJECTIVES	Train and place in the Company young experts in management of integrated electronic systems and telecommunications, with particular attention to security	
LENGHT	2 years College course	
CONTENTS SUMMARY/ COVERED TOPICS	Professional skills; Development of business projects (Innovation Lab); Computer engineering; Personal skills: organizational tasks, dialogue and confrontation, group learning	
DISTINCTIVE FEATURES	Cisco certification (CCNA); Case studies, Tutoring and coaching.	

Multimedia Languages and technologies

TARGETS	Young graduates, mainly in computer engineering, selected from schools from all over the Country
OBJECTIVES	Train young people interested in innovation technologies
LENGHT	2 years College course
CONTENTS SUMMARY/ COVERED TOPICS	Professional skills; Development of business innovation projects (Innovation Lab) Network basics, Windows & Linux, Java Standard Edition, Android & Iphone programming, Java Enterprise Edition Personal skills: organizational tasks, dialogue and confrontation, group learning
DISTINCTIVE FEATURES	Professional certifications in OS, applications development and multimedia content management; Case studies, Tutoring and coaching

School-Enterprise Network

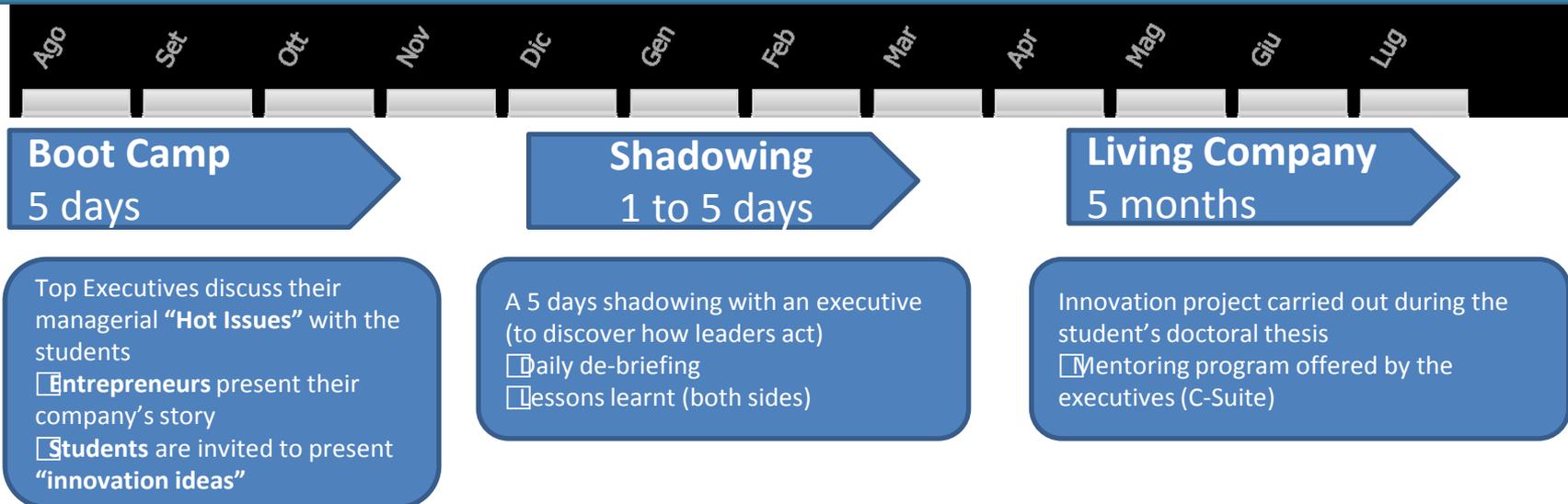|	
TARGETS	Young students of IV and V grades from 50 technical institutes from all over the Country. Teachers of technical disciplines. Professionals from associated enterprises with great experience in technical work (Professional Experts)
OBJECTIVES	The objective of the project is to develop a network between schools and enterprises to promote dialogue and mutual exchange
LENGHT	Beginning of every academic year
CONTENTS SUMMARY/ COVERED TOPICS	Improve and organize the Company's know-how, through a training programme that promotes the exchange of knowledge and the development of the ability to transfer the knowledge within and without the company; A programme aimed at the «Professional Experts» and schoolteachers to outline and implement the courses for the students; Summer Camp for last years students.
DISTINCTIVE FEATURES	Training of company technicians in the transfer of skills and valorisation of their role; Collaboration between teachers and company technicians to outline didactic programmes aimed at professional placement; Cuts of the costs of pre-placement training programmes through the adjustment of school programmes to companies' standards; Recruiting and valorisation of the best students.

NETWORK
SCUOLA-IMPRESA

Junior Initiatives

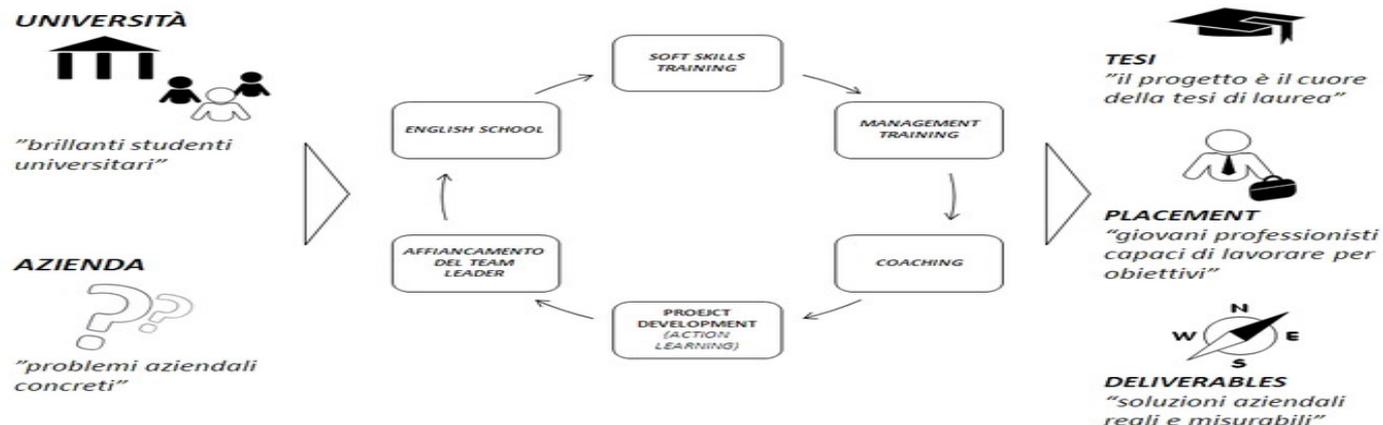| COURSE	DESCRIPTION	LENGHT	PARTICIPANTS
School of Future Leaders	It is a training programme that, using an interdisciplinary approach, aims to train highly qualified and specialized professionals that will become the ruling class of the future and the **lead users** of tomorrow.	1 year training	10/ 20 engineering and economy students
Junior Consulting	**Junior Consulting** is a training programme finalized at satisfying specific needs of the company through the development of innovation projects or consulting activities selected by the company	1 year project	3/4 engineering and economy students
Talent Camp	It is a programme of professional placement in the field of information technologies, consisting of a Job Experience (6 months) and a specialized training oriented at corporate certifications (Cisco or Oracle).	12 months, part-time, 2 sessions per week.	Young graduates or in the final year of their master degree in scientific disciplines, looking for a professional opportunity in the field of information technologies
HR ACADEMY	It is a programme directed to transfer the necessary knowledge to better understand the socio-economic context in which enterprises operate and the role of HR as a strategic part of business	5 months of classroom training; 10 weeks of work on actual projects devised by the Company ; 3 months stage within the Company	10/15 young graduates in humanities and business with strong interest for HR

School of Future Leader

TARGETS	Recent graduates and second, third and fourth year students in engineering and business	SCHOOL OF FUTURE LEADERS
OBJECTIVES	Present young college students with ethic role models to look at. Introduce them to topics of interests for enterprises in order to familiarize them with the business community	
LENGHT	Annual course	
CONTENTS SUMMARY/ COVERED TOPICS	The programme involves a close confrontation between students, CEOs and the associated companies' first lines. The Managers will introduce a case study of interest for the company and the participants, divided in groups, will discuss and propose solutions and innovative ideas to deal with the proposed problem. In the following months, the most brilliant students will undergo periods of job shadowing alongsid the company managment.	
DISTINCTIVE FEATURES	An innovative approach to problems thanks to the "fresh and unconditioned" thinking of the students; The Improvement of the «Employer branding» of college students The possibility to select young graduates to be placed within the Company.	

Ago Set Ott Nov Dic Gen Feb Mar Apr Mag Giu Lug

Boot Camp
5 days

Shadowing
1 to 5 days

Living Company
5 months

Top Executives discuss their managerial **"Hot Issues"** with the students
☐ **Entrepreneurs** present their company's story
☐ **Students** are invited to present **"innovation ideas"**

A 5 days shadowing with an executive (to discover how leaders act)
☐ Daily de-briefing
☐ Lessons learnt (both sides)

Innovation project carried out during the student's doctoral thesis
☐ Mentoring program offered by the executives (C-Suite)
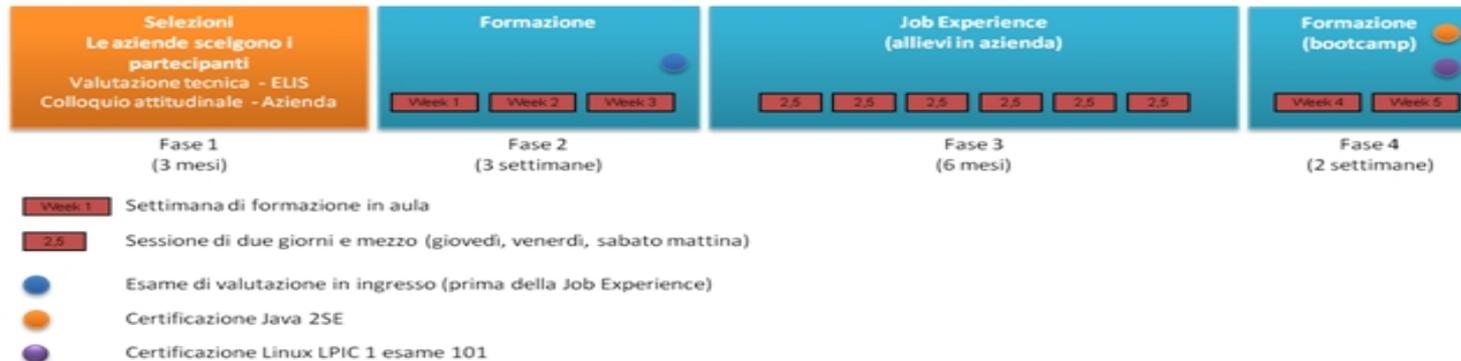
Junior Consulting

TARGETS	Graduate students in engineering and business
OBJECTIVES	The company project will cover the experimental side of the degree thesis of the students taking part in the programme. The development of the project envisage the involvement of the students in the stages of gathering of the client's requirements, definition of context and objectives, draft of the plan of activities, realization of the deliverable agreed upon.
LENGHT	Biannual/annual course
CONTENTS SUMMARY/ COVERED TOPICS	The Company identifies project themes that can be developed by college students who are near the completion of their master degree. Every projects has a company representative who checks on the development of the team work, assessing the halfway and final results of the team. Once the project theme has been identified, ELIS team leaders help the companies indentify the derivable and develop a macro work-plan that will characterize the project work of the students of the Junior Consulting programme.
DISTINCTIVE FEATURES	Every project is developed by a team of 3 students coordinated by a team leader from ELIS staff. Every project requires the presentation of the results to the company's client.

Talent Camp

TARGETS	The programme has been thought for young graduates or those in the final year of a5 years degree in technical-scientific disciplines. The students will receive an increased refund of the expenses that will allow them to afford the costs of the training
OBJECTIVES	The Talent Camp is a programme of professional placement in the field of computer technologies that provides professional experience and is oriented at industry certifications (Cisco or Oracle).
LENGHT	12 months, part-time, 2 sessions per week.
CONTENTS SUMMARY/ COVERED TOPICS	Te programme, developed by ELIS in collaboration with NTT Data Value Team, is aimed at young graduates with a master degree in computer science, engineering, physics or math. Specialized training: training for certifications in Java 2SE (official Oracle course), Linux LPIC 1 -101 6 months Job Experience in operative consulting projects.
DISTINCTIVE FEATURES	First training; Job Experience and training of professional skills.; Second training

Selezioni	Formazione	Job Experience	Formazione
Le aziende scelgono i partecipanti Valutazione tecnica - ELIS Colloquio attitudinale - Azienda	Week 1 Week 2 Week 3	(allievi in azienda) 2,5 2,5 2,5 2,5 2,5 2,5	(bootcamp) Week 4 Week 5
Fase 1 (3 mesi)	Fase 2 (3 settimane)	Fase 3 (6 mesi)	Fase 4 (2 settimane)

Week 1 — Settimana di formazione in aula

2,5 — Sessione di due giorni e mezzo (giovedì, venerdì, sabato mattina)

● — Esame di valutazione in ingresso (prima della Job Experience)

● — Certificazione Java 2SE

● — Certificazione Linux LPIC 1 esame 101

HR Academy

TARGETS	Is a Programme for a restricted number of young graduates in humanities and business.
OBJECTIVES	Transfer the necessary knowledge to better understand the socio-economic context in which enterprises operate and the role of HR as a strategic part of business; Provide the tools and develop the skills to work effectively in the field of HR; help the personal growth of the student supporting those behaviors that will help valorize his attitudes and professional skills.
LENGHT	5 months of classroom training; 10 weeks of real projects assigned by the companies associated with the Consortium; 3 months stage within companies associated with the Consortium and others enterprises.
CONTENTS SUMMARY/ COVERED TOPICS	The course involves a phase of *Training* to provide the tools required to comprehend the main functions and processes of the company and the relationship with HR. The course involves also a phase of *Learning by doing* aimed at expanding the knowledge of the different aspects of HR and concretely apply some of the skills acquired, working on real projects assigned by the companies.
DISTINCTIVE FEATURES	The training activities involve theoretical elements alternated with exercises, cases and *role playing,* all supported by the experiences of experts and professionals of the field in order to give the participants a full and up-to-date picture on the evolution of the organizational contexts and the profession of HR. The course involves also a stage period to be conducted within the company.