



Co-funded by the  
Erasmus+ Programme  
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# The *Valuable* network

## Aims and scope

The *Valueable* network is the result of a European project that involves a multiplicity of business and non-business actors located in 6 different countries (Italy, Germany, Portugal, Spain, Hungary and Turkey). *Valueable*:

- Aims to enhance Corporate Social Responsibility and business social commitment by promoting labour-market inclusion of people with intellectual disabilities through the spread of targeted placements (internships and/or employments) in the hospitality industry;
- Is co-funded by the European Commission, under the Erasmus plus program;
- Counts already on more than 80 committed hotels, restaurants, and cafes which are already working with people with intellectual disabilities either through internship or employment provision;
- Is managed by a group of different but complementary organizations: hotels and hotel chains, industry associations, associations of people with intellectual disabilities, and universities.

## Valueable framework and tools

Valueable pursues the objective of consolidating and enlarging the network of intellectual disability-friendly hospitality organizations through an already tested rewarding scheme and some tools that have been *ad hoc* designed to facilitate the joining process.

- A **“Quality kit”** that includes a handbook providing tips for supporting a non-discriminating recruitment process and a code of conduct that has to be followed in order to join the network and receive our intellectual disability-friendly certification and registered logo.
- An app, called **“On my own...at work”**, available for smartphones and tablets (both Android and iOS), which can effectively support the achievement of tasks allowing the intellectually disabled workers to be more independent.
- **14 videos** (available also on YouTube), which constitute an effective personnel training tool and show how the relationship between trainees/employees with intellectual disabilities and their co-workers should be managed. Due to the way they have been conceived and realized, they also represent a very effective and empathetic tool to raise awareness and attract the general audience toward intellectual disability-related issues.



## Our most important stakeholders are:

- **Organizations working in the hospitality business:** willing to commit themselves and join the network.
- **People with intellectual disabilities:** willing to apply for internships and/or employment opportunities to a training agency or directly to a business organization and take part into our inclusion path.
- **VET providers:** being a point of contact between businesses and people with ID and facilitating the starting of new internships/employment procedures based on our inclusion scheme.

## **Benefits for hospitality employers ascertained through past experience:**

- Reputation enhancement, international *Valueable* label – which is a source of competitive advantage for companies wanting to be different in terms of social commitment;
- Long-lasting support of VET agencies, which provide expert tutorship;
- Complying with the quota system (where it applies);
- Keeping *valueable* skills and experiences;
- Reducing sickness absences and its related costs;
- More pleasant atmosphere in the workplace, increased productivity/commitment and less fluctuation



## Our Partners:

