

"CURIOSITY IS THE BEGINNING OF ALL THINGS" - WELCOMING OBSERVATION INTERNSHIPS TO FOSTER INCLUSION

Nom de l'entreprise : DIGITALIZE

Secteur d'activité : Autres activités de services

Catégorie de l'entreprise : PME

Description de l'action

At Digitalize, we regularly welcome young participants for short observation internships aimed at discovering the professional world from the inside. These internships are designed to promote inclusion and equal opportunities for individuals who have limited access to the corporate environment.
This year Digitalize welcomed Amar, a young participant from the association OnePeople-ASBL, for a short observation internship aimed at discovering the professional world from the inside.

Contexte

As part of our commitment to the Diversity and Inclusion Charter, Digitalize collaborates with non-profit organisations to help underrepresented youth gain first-hand insight into the professional world and build their confidence through meaningful immersion.

Objectifs

Provide first-time exposure to the workplace
Promote inclusion through real-life learning experiences
Bridge the gap between young talents and the corporate world

Approche

During their time with us, the interns are invited to observe the daily life of a company, discover various professions, and interact with team members. Our colleagues take time to share their experiences, explain their roles, and answer questions to make the experience enriching and supportive.

Impact

These internships are often the first step in a professional journey. For the participants, they offer clarity, motivation, and a sense of belonging. For Digitalize, they reaffirm our role as an inclusive and socially responsible company.

« A faire »

Partner with committed associations (e.g. OnePeople-ASBL)
Encourage employees to participate actively
Ensure a welcoming and inclusive environment
Plan a structured and meaningful observation path

« Ne pas faire »

Treat it as a checkbox exercise

Leave the intern unsupervised or isolated

Assume prior knowledge of workplace dynamics

Forget to debrief or gather feedback