

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

Company name : DIGITALIZE

Activity sector : Autres activités de services

Company category : PME

Description of the 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.

Context

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.

Objectives

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

Approach

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.

« To do »

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

« Not to do »

- Treat it as a checkbox exercise
- Leave the intern unsupervised or isolated
- Assume prior knowledge of workplace dynamics
- Forget to debrief or gather feedback