

# MANAGEMENT INTERGÉNÉRATIONNEL POUR PERPÉTUER LE MÉTIER

**Nom de l'entreprise :** Jean FORTUNATO

**Secteur d'activité :** Construction

**Catégorie de l'entreprise :** PME

## Description de l'action

New employees are often young and inexperienced. Therefore, the apprenticeship of the plasterer's trade is mainly carried out with senior people. Concretely, a young person is usually integrated into a team of two experienced colleagues, who will take him or her to various building sites, in order to learn about the different types of constructions, clients, environments and ways of working. The transmission of knowledge is entirely based on this way, in the field.

## Contexte

The profession of plasterer is little known and no specific training exists. It is a hard and crafty job, which requires physical strength to pull the plaster and difficult working conditions due to a wet working environment all year round. Therefore, candidates are rare and often inexperienced.

## Approche

At Fortunato, any willing and motivated person can be recruited, regardless of their age, experience, nationality, and any other diversity criteria, pursuing the idea that a person should always be given a chance and that only through a trial period will it be possible to judge the value of their work. Thus, the main point that is checked when setting up the teams is that communication between colleagues should be optimal, particularly in terms of the languages spoken.

## Objectifs

The objective is twofold:

- To replace retirements to maintain the company's activity...
- More generally, to perpetuate the plasterer's trade, which is in danger of disappearing for lack of training and candidates.

## Impact

The impact of intergenerational work is positive on several levels:

- The transmission of skills to a younger generation enables the techniques and know-how acquired in the field by older workers to be passed on to the younger generation.

- Young people can do jobs that the elders find harder to do (carrying bags of plaster, moving a machine).

Thus, according to the Italian expression, "one hand washes the other", one generation gives a hand to the other, and vice versa.

### « A faire »

Accept all applications, if goodwill has been detected. Do not judge by age, gender, nationality or language spoken, for example.

### « Ne pas faire »

Avoid having biases about candidates.