ELIS AT A GLANCE

PROFILE

ELIS trains people at work and promotes development and innovation in close collaboration with training institutions, companies, universities, research centers, and institutions. Guidance activities with schools and businesses support young people in choosing their studies, discovering their professional vocation, and spreading a new work culture. Educational courses aimed at job placement are designed in collaboration with companies to meet their needs. Management training promotes the professional, human, and interpersonal skills of those responsible for leading projects, people, and organizations.

This commits ELIS to ongoing dialogue with large groups and companies that are members of the Consel Consortium. Together with them and a wide network of startups and other public and private partners, ELIS promotes the development of people, organizations, and territories through projects for the application of new technologies and open innovation programs.

As a Civil Society Organization (CSO) officially recognized by the Italian Agency for Development Cooperation, ELIS operates in Italy and abroad with projects to combat educational poverty, support minors, and promote the social and economic advancement of women.

Dialogue with the economic world and social commitment come together in the goal of fostering sustainable and inclusive development, aimed at promoting the individual.

ORIGINS AND DEVELOPMENT

The **ELIS Center Association** is a non-profit organization, officially recognized as a Non-Governmental Organization. Promoted by members of Opus Dei, it is a secular organization based on Christian values, composed of people from different cultural and religious backgrounds.

ELIS was founded in 1965 at the instigation of Pope John XXIII, who asked Josemaría Escrivá de Balaguer, founder of Opus Dei, to devise and implement an initiative capable of promoting the social condition of young people in the Casal Bruciato district of Rome. The "University of Work" – as St. Josemaría imagined it from the beginning – has expanded its activities over time, which now extend throughout Italy. Since 1987, it has also been present in developing countries.

ELIS IN FIGURES (2024)

Staff	532
People trained in Italy (high school, university, and vocational courses)	1,897
Employment rate three months after completion of training	89%
Other people trained in Italy (retraining and professional development)	3,255
Students involved in study and career guidance activities	57,328
Companies and other organizations that are members of the Consel Consortium	133
Innovation projects implemented	201
People who have benefited from social projects/cooperation programs in Italy and developing countries	262

Sources of funding

Services to companies (training and consulting)	75,23%
Training services to individuals	11,06%
Public funding	11,39%
Donations	2,32%

TEACHING ACTIVITIES

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TRAINING OBJECTIVES

ELIS training courses are designed to achieve three objectives:

- imparting solid technical knowledge, consistent with the evolution of professions and the staffing needs of companies
- promoting personal growth and the development of transferable skills
- introducing young people to the world of work and offer professionals opportunities for upskilling or reskilling.

TEACHING METHOD AND PROGRAMMING

The ELIS teaching method is based on the principle of "work-based training". More than half of the teaching hours are devoted to laboratory activities, case studies, and internships. Most of the teachers are professionals in the field. Courses are organized in close collaboration with companies and are activated only in case of their demand for qualified personnel. Honor loans and other forms of study support ensure that everyone has access to training.

TRAINING OFFER

Diploma and Degree Courses

- Vocational Training School (3 years): Electrical Operator, Industrial Mechanic, Auto Mechanic, IT Operator
- High School for Food and Wine Services and Hotel Hospitality (4 years)
- Professional Qualification in Catering and Diploma in Kitchen Technician (2+2 years for each specialization) at the ELIS Technical School in Palermo
- University course "Digital Engineering": First Level Degree in Computer Engineering from the Politecnico di Milano (3 years), supplemented with 12 months of internships and projects in companies (4 months for each academic year).

Vocational Schools and Specialization Courses

Vocational Schools bring together ELIS training courses in specific subject areas aimed at technical profiles and industrial certifications. They are run in collaboration with companies and are aimed at helping students find employment. They do not necessarily require prior knowledge in the field covered by the training. They last on average a few weeks or a semester.

Specialization Courses, on the other hand, are courses for high school and university graduates, aimed at developing existing skills or professional development.

The training areas covered by Vocational Schools and Specialization Courses are Energy and Data, Major Works, Marketing and Sales, Human Resources and Organization, Catering and Hospitality, Digital Technologies and AI, Transport and Mobility.

Induction Courses

Junior Consulting and **Innovation Management Bootcamp** are five-month training courses for undergraduates and graduates, which provide the skills needed to support companies in consulting and innovation activities. An essential part of the curriculum is the involvement of students in consulting and open innovation projects carried out by ELIS Innovation Hub with companies and startups.

SERVICES FOR COMPANIES

In addition to the training courses described above, ELIS offers companies the opportunity of creating courses designed to meet specific needs, aimed at integrating new resources (**Talent**) or providing upskilling and reskilling for employees (**Corporate Program**).

ELIS also supports companies in finding resources for employment policies and professional development, in implementing HR programs, and in fulfilling the training obligations set out in apprenticeship contracts.

GUIDANCE ACTIVITIES

DISCOVERING YOUR STUDY AND WORK PROJECT

ELIS collaborates with hundreds of schools throughout Italy and reaches thousands of students and teachers every year with guidance activities carried out in conjunction with professionals, companies, and institutions. The goal is to provide young people with the knowledge they need to make informed choices about their studies and future careers.

NATIONAL GUIDANCE CENTER ("*CENTRO NAZIONALE ORIENTAMENTO*" – CNO)

The ELIS Campus in Rome and the nearby Villa Fassini facility host the National Career Guidance Center, promoted in collaboration with the Ministry of Education and Merit. Through this initiative, ELIS, together with the schools that are part of the "Officine Futuro" network, carries out activities consistent with the 30 annual hours of career guidance required by the national guidelines.

Middle and high school students are guided in discovering different professions through experiential learning paths and gaming-based activities on the digital platform "MiAssumo."

The Center also offers companies the opportunity to contribute to youth career guidance by sharing their expertise on professions and the labor market, and it organizes pedagogical workshops and professional development programs for parents and teachers.

"SISTEMA SCUOLA-IMPRESA"

The program promotes the collaboration between training institutions, companies, and professionals. It supports schools in implementing school-to-work training programs ("*Formazione Scuola-Lavoro*") and other career guidance activities. It also accompanies teachers in the process of transforming teaching methods and adopting new technologies.

SCHOOL4LIFE

Developed in collaboration with psychologists and businesses, the program involves schools in initiatives to prevent early school leaving. It supports teachers and families in recognizing the signs of dropping out and helps young people understand the meaning of studying by discovering the professions they are preparing for.

PROFESSIONALS IN THE CLASSROOM

Surveys conducted by ELIS clearly show that students want to be able to communicate more directly with representatives from the world of work as part of their career guidance activities.

The **Role Model Program** involves many professionals and business managers who stand out from a personal and professional point of view in meetings at schools. In their interactions with young people, Role Models accompany the new generations in discovering the jobs of tomorrow, with a focus on breaking cultural taboos that still hinder the presence of women in certain professions.

Dialogue between young students and experienced professionals is also promoted through the **Fellow Program**. Managers of large groups, innovators who have been able to transform an idea into a business, and highly experienced professionals volunteer one day a year in the classroom to guide ELIS students toward the future.

TRED HIGH SCHOOL

The four-year high school program in applied sciences, which focuses on the knowledge of Ecological and Digital Transition (TRED), is active in 27 schools in Italy. It is coordinated by ELIS, in collaboration with companies, universities, and foundations, which provide students with learning paths using innovative teaching methods, including lessons with university staff and business experts, learning weeks, and summer camps. The TRED High School is an experimental program approved by the Ministry of Education, Universities and Research (former Ministry for Education and Merit). It is part of the plan for 1,000 new four-year classes launched in 2022, in line with the objectives of the "*Piano Nazionale di Ripresa e Resilienza*" and in continuity with the "*RiGenerazione Scuola*" plan.

THE CONSORTIUM

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TRANSFORMING BUSINESS, SCHOOLS, AND WORK

The Consel Consortium brings together large groups and small-medium enterprises, together with universities, research institutions, and other public and private organizations, in a stable collaborative relationship. It collaborates in the development of ELIS's guidance and training activities and in the integration of people into the world of work. It also carries out innovation and social impact projects aimed at creating development opportunities for organizations, people, and local communities.

The presidents and CEOs of the member companies are directly involved in the Consortium's activities. The ELIS CEO Community is guided by three objectives: *transforming business, transforming schools, and transforming work.*

GOVERNANCE

Each year, one of the Consortium's companies assumes the presidency and, during the first semester, develops an intervention project aligned with the objectives described above. The projects are designed in collaboration with all Consortium members who choose to participate and are launched in the experimental phase during the second semester of the rotating Presidency.

SEMESTER PROJECTS

Consel offers its members a forum for discussing new solutions to the challenges posed by developments in the world of education and work, technological advances, and people's new needs.

Semester Projects are central to the development of innovative actions. In 2025, 'GenerAzione Talento' (Talent Generation) was officially launched, the project of the Presidency of Poste Italiane, dedicated to the enhancement of senior staff in companies.

Over time, the Semester Projects have given rise to initiatives that are now an integral part of ELIS's activities. These include **Sistema Scuola-Impresa** (a career guidance program for school students involving business professionals and role models to promote gender equality), **Open Italy** (a business accelerator for startups), **Liceo TRED** (four-year high school program in Applied Sciences for Ecological and Digital Transition adopted by schools in 11 regions), **Distretto Italia** (national guidance and training program to align labor supply and demand and combat the NEET phenomenon), and **Includere per Crescere** (initiatives to promote employment for disadvantaged people and the development of impact businesses).

THE CONSORTIUM

Large Companies –A2A, Accenture, Acea, Adecco Italia, Almaviva, Alstom Ferroviaria, Anas, Arriva Italia, Autogrill Italia, Autostrade per l'Italia, Bonifiche Ferraresi, Bain & Company Italy, Banca Monte Paschi di Siena, Banca Nazionale del Lavoro, Birra Peroni, Bolton Food, Brightstar, BT Italia, Capgemini Italia, Cefla, Cefriel, Cerved Group, Cisco Systems Italy, Davide Campari Milano, Deda Next, DELL Technologies, DHL Express, Digital Value, Eataly, Edison Rinnovabili, EF Solare, Enel, Engineering, Eni Corporate University, ERG, EY, Fincantieri, FNM, Generali Italia, GI Group, Google Italy, Huawei Technologies Italia, IBM Italia, Infratel Italia, Intesa Sanpaolo, Intrum Italy, Iren, Italtel, LEONARDO, Lottomatica Group, Lutech, ManpowerGroup, MER MEC, Microsoft, Nexive Services, NTT Data Italia, Officine Maccaferri, Open Fiber, Oracle Italia, Orienta, PagoPA, PH Facility, Poste Italiane, Pricewaterhouse Cooper Advisory, Rai Radiotelevisione Italiana, Rai Way, Randstad Italia, S3K, Salesforce Italy, Sap Italia, SAS Institute, Siram, Sirti, Site, Sky Italia, Snam, Sport e Salute, Terna, Thales Alenia Space, TIM, Trenitalia, Trenord, UMANA, Unicredit, Valtellina, Vodafone - Wind Tre.

Small and Medium-sized Enterprises – ACI Global, ARCSystem, Autostrada Pedemontana Lombarda, Avio, CEBAT, Cellnex Italia, Clemps, Coget Impianti, COM.NET, Datakrypto, Dentons, eFM, EXI, Ginini Italia, Heading, HITECH Distribuzione Informatica, IMPRE.DO, Infrastrutture Wireless Italiane, ISFORT, Jointly, Kilpatrick, Mashfrog Group, Next, PLC, Prymia, RM Appalti, RODA, Samsic HR Italia, Service Delivery Europe Network, Skuola.net, Soft Strategy, Strategic Management Partners, Systra, Talent Garden, Talet-E, Technis Blu, Telebit, Xenia Hotellerie Solutions.

Universities and other institutions – Arces, AVEL, CEDEL, European University College Association (EUCA), Fondazione LHS, LUISS Guido Carli, MIP Politecnico di Milano, Università Commerciale Luigi Bocconi, UniNettuno.

ELIS Innovation Hub

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INNOVATION TO IMPACT

ELIS Innovation Hub (EIH) is an ecosystem open to large companies, SMEs, startups, and research centers, which develops collaborative projects for the adoption of new technologies, open innovation programs, and corporate entrepreneurship for the development of human resources within organizations.

Research and development activities are also tools for promoting people and territories according to inclusion strategies measured with impact metrics.

BUSINESS TRANSFORMATION AND TECHNOLOGICAL SOLUTIONS

EIH has over 140 professionals engaged in innovation projects for companies. Their expertise is particularly focused on the following areas: new technologies and AI, business and marketing models, data strategy, and cybersecurity.

OPEN INNOVATION & VENTURE BUILDING

EIH's co-innovation programs promote collaboration between companies, startups, and research centers, strengthen the effectiveness of interventions in the third sector, and foster regional development. Through corporate entrepreneurship, they also stimulate the capacity for innovation among people in organizations.

Co-innovation programs include AITO (supports the adoption of AI in companies), Open Italy and Acceleratore Zero (promote collaboration between large companies and young startups), Social Innovation Trial (strengthens the social economy through the adoption of new technological tools and models), and regional development programs such as Foundation Open Factory in the north-eastern district of Italy (Triveneto), Basilicata Open Lab, and CrossConnect in Sicily.

TALENT HUB

EIH supports the growth of young professionals through induction programs, boot camps, and project work, carried out in collaboration with partner companies and dedicated to undergraduates and graduates. **Junior Consulting** offers the opportunity to deepen technical and cross-disciplinary skills specific to business consultants. **Innovation Management Bootcamp** is dedicated to training young innovators, based on the needs of startups and large companies. Project Work consists of work experience at partner companies, aimed at students of the Digital Engineering Degree Course, delivered by ELIS in collaboration with the Politecnico di Milano.

SOCIAL IMPACT

EIH's activities respond to the needs of businesses but are always combined with social impact objectives. ELIS offers companies pathways for acquiring skills, adopting processes, and measuring the social impact generated by their activities through the adoption of the international Social Return on Investment (SROI) standard.

SPORTS SCHOOL

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TRAINING TO GROW

Sport is an integral part of the ELIS educational method. It is used in training to stimulate personal and group growth and is offered to children, young people, and adults in the Rome area where ELIS is based, as a space for growth and socialization.

FACILITIES AND ACTIVITIES

At the Rome Campus, the ELIS Sports School has 1.7 hectares of facilities, including two multifunctional gyms and three soccer fields (for 11, 7, and 5 players). It offers the opportunity to participate in both amateur and competitive activities. The main sports disciplines are athletics, martial arts, soccer, gymnastics, basketball, and volleyball.

The ELIS Sports School also manages the gyms of some public schools in the Casal Bruciato district of Rome and supports them in carrying out physical education and sports activities.

THE METHOD

In all competitive and amateur activities, ELIS is primarily concerned with ensuring that sport is an opportunity for personal growth. Respect for opponents, discipline and consistency in training, and the desire to excel are metaphors for life. For this reason, the coaches at the ELIS Sports School are trained as educators, attentive to the individual and to building positive relationships within groups.

SUMMER CAMP

Every year, from June to September, ELIS opens its doors to children and young people aged 4 to 14, offering sports, games, and workshops led by educators. The Summer Camp is part of the activities of the ELIS Sports School and is a joypoint of the non-profit organization Sport Senza Frontiere.

REGISTERED FOR SPORTS SCHOOL ACTIVITIES

Soccer	320
Basketball	198
Volleyball	158
Gymnastics for Adults	112
Martial Arts	90
Rhythmic Gymnastics	40
Artistic Gymnastics	25
Track and Field	10
Summer Camp	1,500

(Data relating to the 2024-2025 social year)

SOCIAL PROJECTS

IN ITALY AND AROUND THE WORLD

The ELIS Center Association is a Civil Society Organization (CSO) registered on the Italian Agency for Development Cooperation's list of non-profit entities. It has thirty years of experience in designing and implementing cooperation initiatives in Italy and in more than 20 countries in Africa, Asia, and Latin America.

It operates mainly in the fields of training and job placement, with the aim of promoting sustainable and inclusive development through the fight against educational poverty.

It focuses particularly on young people in vulnerable situations, women in socio-economic hardship, migrants, unaccompanied foreign minors, and minors and adults in conflict with the law.

2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

ELIS's social projects respond to the global sustainable development goals set by the UN in Agenda 2030. In particular: Goal 4 (Quality Education), Goal 8 (Decent Work and Economic Growth), Goal 9 (Industry, Innovation and Infrastructure), Goal 10 (Reduced Inequalities).

A GROWING COMMITMENT IN TUNISIA

Since 2024, ELIS has developed a growing number of training activities in Tunisia, which respond to the employment interests of the North African country and the need of Italian companies to find skilled labor. The courses have so far covered the construction, transport, and shipbuilding sectors.

The training and entry into Italy of people with employment contracts is carried out in collaboration with the International Organization for Migration (IOM), the Ministry of Labor, the Ministry of Foreign Affairs, the Italian Embassy in Tunis, and the Tunisian institutions *Agence Nationale pour l'Emploi et le Travail Indépendant* (ANETI) and *Agence Tunisienne de la Formation Professionnelle* (ATFP).

SOCIAL PROJECTS IN ITALY (some examples)

- **Open, *Ripartenze* (Restart), Second Chance 2, Shifting Gears** – Personal and professional training courses for minors and adults in conflict with the law, aimed at professional integration in the following sectors: auto mechanics, electrical systems, industrial plant operators, and green space maintenance.
- ***Liberi di Scegliere* (Free to Choose)** – Creation of a social protection and support network to offer an alternative life to women and minors who decide to leave the mafia.
- **Young Agents** – Training program for middle and high school students to raise awareness of social entrepreneurship and combat discriminatory behavior and gender inequality.
- **Direct** – Project coordinated by the Italian Red Cross and carried out in collaboration with Eataly to train and place 25 women who are victims or potential victims of trafficking in the restaurant industry.

ELIS YoungLab

Founded in the 1960s as a vocational training center with the aim of offering young people in the Casal Bruciato suburb of Rome opportunities for employment and cultural and social self-promotion, ELIS still maintains a deep connection with its local community. A concrete sign of this commitment is ELIS YoungLab, a socialization space managed by educators and professionals within the ELIS Campus, which offers young people between the ages of 11 and 18 activities aimed at personal growth, discovering their talents, preventing school dropouts, and combating the risks of deviance. In collaboration with the Rome Social Services Office for Minors (USSM), the project also involves young people subject to judicial measures.

ELIS IN NUMBERS

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FACILITIES AND STAFF

Locations	Rome, Milan, Bolzano, Messina, Palermo, Ovindoli (AQ), Tunis (Tunisia)
Staff	532
Women vs. total staff	45%
Men vs. total staff	55%
Average age of staff	39 anni
Staff under 30 years of age	23%

TEACHING, GUIDANCE, SPORTS

People trained in Italy (high school, university, and vocational courses)	1,897
Employment rate three months after completion of training	89%
Other people trained in Italy (retraining and professional development)	3,255
Training courses provided	367
Students involved in study and career guidance activities	57,328
Schools and universities involved in study and career guidance activities	687
Company professionals engaged in study and career guidance activities	571
People enrolled in Sports School activities	1,579

COLLABORATION WITH COMPANIES

Companies and other organizations that are members of the Consel Consortium	133
Companies involved in training courses	359
Companies involved in innovation projects	102
Startups involved in innovation projects	104
Innovation projects implemented	201

SOCIAL PROJECTS OF THE NGO ELIS

People who have benefited from social projects in Italy	124
People who have benefited from cooperation programs in developing countries	138

ECONOMIC DATA

Sources of funding:

• Services to companies (training and consulting)	75,23%
• Training services for individuals	11,06%
• Public funding (mainly regional funds for vocational training)	11,39%
• Donations from individuals	2,32%
Economic value of study support funds (*)	996,150 €
Students who have benefited from study support funds	105

(*) Honor loans granted by the ELIS Friends and Volunteers Association and Merit loans granted by Intesa Sanpaolo.

(Data 2024)