



## Press release

### **Marchesini Group launches the Talent Garage project for its employees and invests Euro 300,000 for 34 Master of Business Administration degrees**

**Pianoro (Bologna)** – Marchesini Group has launched its project entitled **Talent Garage**, thus officially inaugurating its new **Academy**. This is the group's biggest investment spent for scouting and forming talented youngsters from Bologna and Italy as a whole. The facilities, projects and agreements with schools and universities are already in place to create tailored educational courses for current and future employees.

One of the pillars of the Talent Garage project is a new and substantial formation programme set-up in collaboration with the **Bologna Business School**, which is the management school of the **Alma Mater Studiorum**. This project will give 34 employees the opportunity to attend a 15-month course and obtain a Master's degree in Business Administration (**MBA**). The selected candidates aged between 27 and 48 who have various roles within the company will be added to the ten people who have already successfully completed a pilot Executive MBA at the Bologna Business School.

Following the success of the first edition, the programme is being offered again and the Marchesini Group is investing over Euro 300,000 with the aim to develop the future managers of the *Packaging Valley* in Emilia-Romagna, where the major Italian packaging companies are located and belong to a sector, which for the first time in 2019 exceeded a turnover of 8 billion Euro (source: **Ucima**).

The Italian industry of packaging machinery is even healthier than in Germany despite its lower digital propensity. Confirmation of this second crucial aspect also comes from the recent survey entitled “Il lavoro che verrà” (The work of tomorrow) carried out by the **Carlo Cattaneo Institute** in partnership with a number of companies, including the Marchesini Group, and other local institutes. The 2023 forecast of the research Foundation of Bologna found that, despite awareness of the fact that robotics will soon replace millions of workers, no evenly distributed changes in this direction are yet being experienced in Emilia-Romagna (or in the rest of Italy).

If this is to be the scenario, a long-term plan is a must in order to find talented people and boost their skills, especially those linked to automation, machine learning and big data collection and processing, which are the founding skills for the most sought-after professions of tomorrow.

“Technicians of the future will no longer carry out repetitive tasks, which instead will be done by robots and algorithms of Industry 4.0. Technicians will be experts with greater skills than those requested in the past and will have soft skills and decision-making abilities” said **Valentina Marchesini**, HR manager of the Marchesini Group. “Investing in their development means investing in the company of tomorrow”.

The Talent Garage project will be supported by a number of other recent initiatives. The most note-worthy are the annual scholarships, named after the group’s founder **Massimo Marchesini**, for which contributions ranging from 400 to 4,000 Euro will be given to employees who attend educational/development courses independently and to their children who obtain education qualifications with top grades at a technical high school or who graduate with honours, again in technical studies. These scholarships will be given for the school/academic year 2019/2020.

Furthermore, it is also worth highlighting a series of recent initiatives the Group is promoting, including the recent **Employer Branding** campaign that aims to strengthen Marchesini's appeal to talented youngsters, the new App for employees devised to keep them up-to-date with the company topics concerning welfare and integration and increased communication concerning Welcome Days for new employees. To conclude, a new e-learning portal allows each worker to gain specific training according to his or her skills and professional career path.

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