

Breakout session Literacy – 2 -

‘Rotary Clubs addressing workplace literacy’

Moderator: **Riccardo Sarijoen**

This is a session in which the focus, for the Rotarian / RC club, is not directly on the individual facing literacy challenges, but on the business community: companies often employ workers with low literacy skills. This leads to problems with internal mobility, safety risks, retention and the like. In this session you discuss how, as a club, you can seek out companies, inform them about the situation in your local area, region or country, and – together with specialists – establish whether, predictably or otherwise, they employ a group of workers facing literacy challenges. You also discuss how, together with specialized (network) organizations in the area, programs can be set up around safety, retention and (internal) career development.

More importantly still: it is about helping to solve employers' difficulties in filling vacancies, by investing alongside these companies in literacy programs for target groups *outside* the company. Rotarians then act not only as individual mentors, but also as process facilitators for more complex regional questions, in the relationship between the business community and groups of people who, with extra support and attention, can be activated more effectively on a collective scale.

Ultimately it comes down to the individual – but the intervention has effects that extend to the participant's household and family, and to their employability in and engagement with their wider environment: work, resilience, democratic participation, and belonging ('to belong') – instead of exclusion, exploitation, and (intersectional) inequality.