

Inclusive research: actions to integrate talents with disabilities

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A renewed plan of initiatives aimed at enhancing the attractiveness and recruitment of Law 68/99 beneficiaries in research positions

The **International Day of Persons with Disabilities**, celebrated every year on December 3, is an important opportunity to reflect on **inclusion policies** in all areas, particularly in **occupaton**. In view of the digital and economic transition that has affected every sphere of our daily lives, the focus is particularly on the importance of **enhancing the talents and skills that people with disabilities** develop, recognizing how these potentials are key to promoting social and labor inclusion.

On this anniversary, the **Bruno Kessler Foundation** intends to reaffirm its commitment to strengthening actions aimed at improving **the attractiveness and professional integration of talent with disabilities, with** the goal of enhancing their potential especially in technical and scientific fields. Thanks to the renewal of the [pilot project](#) stipulated last year with the [Trento Labor Agency](#), the Foundation has managed to **improve the coverage of mandatory positions** with satisfactory results, an objective that it aims to further expand. The initiative designed with the Labor Agency specifically targets applicants who are beneficiaries of Law 68/99, with the aim of integrating people through on-the-job training not only in **administrative** roles, but also in **technical-scientific** ones, offering them opportunities for professional growth and enhancing, at the same time, the Foundation's own institutional nature and purposes thanks also to the experiences implemented within the framework of "School-to-work" projects as well as the so-called "Research as a profession".

Inclusiveness and talent enhancement actions

A first effective approach used to foster inclusiveness is to implement **"on-the-job" training** initiatives that enable people with disabilities to gain practical experience in a real-world, innovative work environment such as the Foundation.

In addition to practical training, [targeted placement tracks](#) that take into account the specific needs of each individual and modifications, if applicable, are essential, supported by specific guidelines to encourage full participation in work activities.

Each person with a disability brings with him or her unique talents and potential that, with a personalized approach, allow them to express themselves to the fullest in the work environment. In this context, **corporate mentors** play a key role, acting as support and guidance, and facilitating the integration of the people being mentored into the organizational dynamics and context.

In addition to these measures, FBK intends to implement a series of new strategic actions to boost the recruitment **of L.68/99 beneficiaries profiles in technical and scientific fields**. A first initiative concerns the subscription to [Jobmetoo](#), a specialized **platform** for the recruitment of qualified profiles, facilitating the meeting between demand and supply of labor in Research and Innovation.

Another initiative concerns participation in CESOP's **Career Fair [Inclusion Job Day](#)**, an event that aims to create a direct meeting context between companies and candidates from the people with disabilities program. To further strengthen the connection with universities, Fondazione Bruno Kessler will work in agreement with **the [Job Guidance Office of the University of Trento](#)**, aimed at activating **internships** for students enrolled in Law 68/99 and give them the opportunity to train and approach the job market, gaining experience and skills in a dynamic and innovative environment.

In conclusion, the International Day of Persons with Disabilities invites us to reflect on the **value that each individual can bring**, emphasizing the need for **inclusive policies and practices** that allow people with disabilities to develop their skills and talents, thus contributing to the progress of society and innovation in the workplace.

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TAGS

- #disabilità
- #giornata internazionale
- #inclusione
- #valorizzazione talenti

AUTHORS

- Manuela Bacca
- Martina Maserati
- Silvia Rensi