FONDAZIONE BRUNO KESSLER
MAGAZINE

# Science and games at the “FBK Kids Camp”

September 21, 2026

**The “Kids Camp – Summer Edition 2024” has come to an end. The initiative was promoted by the Foundation to provide practical support for families in achieving work-life balance and to offer younger generations an opportunity for growth and discovery through play and exploration.**

What truly makes FBK’s summer camp program unique is its strong connection to the vibrant heart of the Foundation: its laboratories and research activities. Rather than being a traditional summer camp, the initiative was designed as a genuine journey of scientific exploration.

Through fun, educational activities designed specifically for them, the children were able to engage with STEM subjects, technology, and innovation in an intuitive and enjoyable way, becoming genuine “little explorers” for a few weeks.

### The value of community: the passion of those who work at FBK

The success of the initiative is largely due to the extraordinary enthusiasm and willingness of FBK’s researchers and staff, who contributed their time, expertise, and workspaces to welcome the young guests.

Their active guidance allowed the children to experience firsthand what it means to “do research,” sparking curiosity and laying the foundations for a scientific culture that is open and mindful of gender stereotypes.

This commitment also provides a concrete example of the principles underlying FBK’s work organization model, which promotes a dynamic, flexible, and inclusive organization based on mutual trust, sustainability, and collaboration.

In particular, the “Kids Camps” are fully aligned with the approach outlined in Article 12 of the FBK working model, which provides for the recognition, including through reimbursements, incentives, or benefits, of the time and personal contributions devoted to initiatives or services benefiting FBK staff and their families, explicitly including work-life balance activities. In keeping with this principle, researchers and FBK staff are also compensated for the time they spend running the summer

camps.

### FBKcare: welfare that supports people

The “Kids Camps” are also one of the concrete expressions of **FBK*care*, the Foundation’s welfare plan**, which focuses on people and their needs, with particular attention to well-being, work-life balance, and support for parenting and caregiving.

Through FBK*care*, the Foundation promotes an increasingly integrated approach to welfare, aimed at supporting the different dimensions of people’s lives and translating the principles of attention **and care that characterize the FBK community into tangible services and opportunities.**

### An organizational model that puts people at the center

At FBK, attention to work-life balance, well-being, equity, and inclusion is not an occasional effort, but part of a broader process of developing the Foundation’s organizational culture.

The certifications and awards received by the Foundation, including the Family Audit, Gender Equality certification (UNI/PdR 125:2022), and the European HR Excellence in Research award, also fall within this framework. Although they relate to different areas, these tools share a vision of the organization that focuses on the quality of work, the development of people, equal opportunities, work-life balance, and the creation of an inclusive work environment.

In this context, the “Kids Camps” are one of the most visible and appreciated expressions of this culture: an initiative that translates the organization’s principles into a tangible service for people and their families.

It is precisely this ability to turn organizational values, principles, and tools into everyday practices that helps define the FBK model and strengthen the sense of belonging to a work community that cares about individual and collective well-being.

### Results and satisfaction: practical support for families

Initial feedback from families indicates a very high level of satisfaction.

For families, the initiative provides vital support and practical assistance in managing work and family schedules during the months when school is not in session.

The children were very enthusiastic about the activities, which included hands-on experiments, teamwork, and opportunities to socialize outdoors.

### A synergy with the local area: strengthening the local network

As part of an integrated approach to welfare and a strong connection with the local area, this year’s edition also involved significant engagement with the local network, strengthening collaboration with partner institutions in the Povo district of Trento.

In particular, making places available to staff and members of the communities of the University of Trento (UniTrento), Fondazione Hub Innovazione Trentino (HIT), Kaleidoscopio, and A.P.S.P.

Grazioli made it possible to extend the positive impact of the initiative, creating new opportunities for exchange and sharing among organizations that share the same educational and scientific mission.

The “Kids Camps” experience demonstrates how research, welfare, work-life balance, inclusion, and collaboration with the local area can be integrated into a single project for the benefit of members of the FBK community and their families.

A heartfelt thank you goes to all our colleagues, families, and organizing staff who made this wonderful experience possible.

See you next time!

**PERMALINK**

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