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Helping young people with disabilities gain first work experience

> Who are the Job Seekers?

Students and young people with various special needs who have less than one year of work experience. Inclusive Hub can accept up to 20 applicants per year. The selection process consists of a 30-minute online interview via MS Teams. We strive to provide opportunities to people from different regions across Europe.

> Who are the Employers?

Companies and public sector organisations committed to inclusivity and interested in accessing diverse talent pools. Employers should be willing to host site visit and, where possible, offer paid internships to Inclusive Hub graduates. Support is provided by experts in vocational rehabilitation, alongside training on recruitment and onboarding of people with disabilities.

> How Does Inclusive Hub Work?

Inclusive Hub operates in four stages. At every stage, job seekers (and, if relevant, their family members or caregivers), experts from the non-profit sector and educational institutions, and employers collaborate. The programme is coordinated by Alma Career Slovakia, with the aim of building strong networks around employment for people with disabilities.

1. Preparation

December – March

Job seekers engage in online group training focused on social and communication skills (ASSET programme), job coaching, and, if needed, an assessment of their skills related to their preferred role. Employers access online training and individual consultations, covering the full employment cycle, enriched with practical experience. Employers also collaborate with job coaches, plan their site visits, and prepare for short-term internships.

2. Company Visits

April – May

Employers organise guided visits to their organisations, enabling job seekers to gain first-hand insight into different working environments. These visits help candidates understand job roles, workplace culture, and daily operations, while also giving employers the opportunity to meet potential interns in an informal setting and assess their suitability for available roles. For job seekers, attending at least 75 % of the preparation phase is a prerequisite for participating in company visits.

3. Internships

May – December

Employers offer paid internships. All job seekers who have completed the preparation phase and participated in company visits are eligible to apply. The length and timing of internships are set by the employer. Interns should receive the standard remuneration provided to junior part-time interns. Whether an internship leads to further employment is at the discretion of the employer.

4. Evaluation

September – December

Inclusive Hub monitors both satisfaction and job performance via quantitative and qualitative surveys. Anonymised data is shared for research in the field of vocational rehabilitation.