

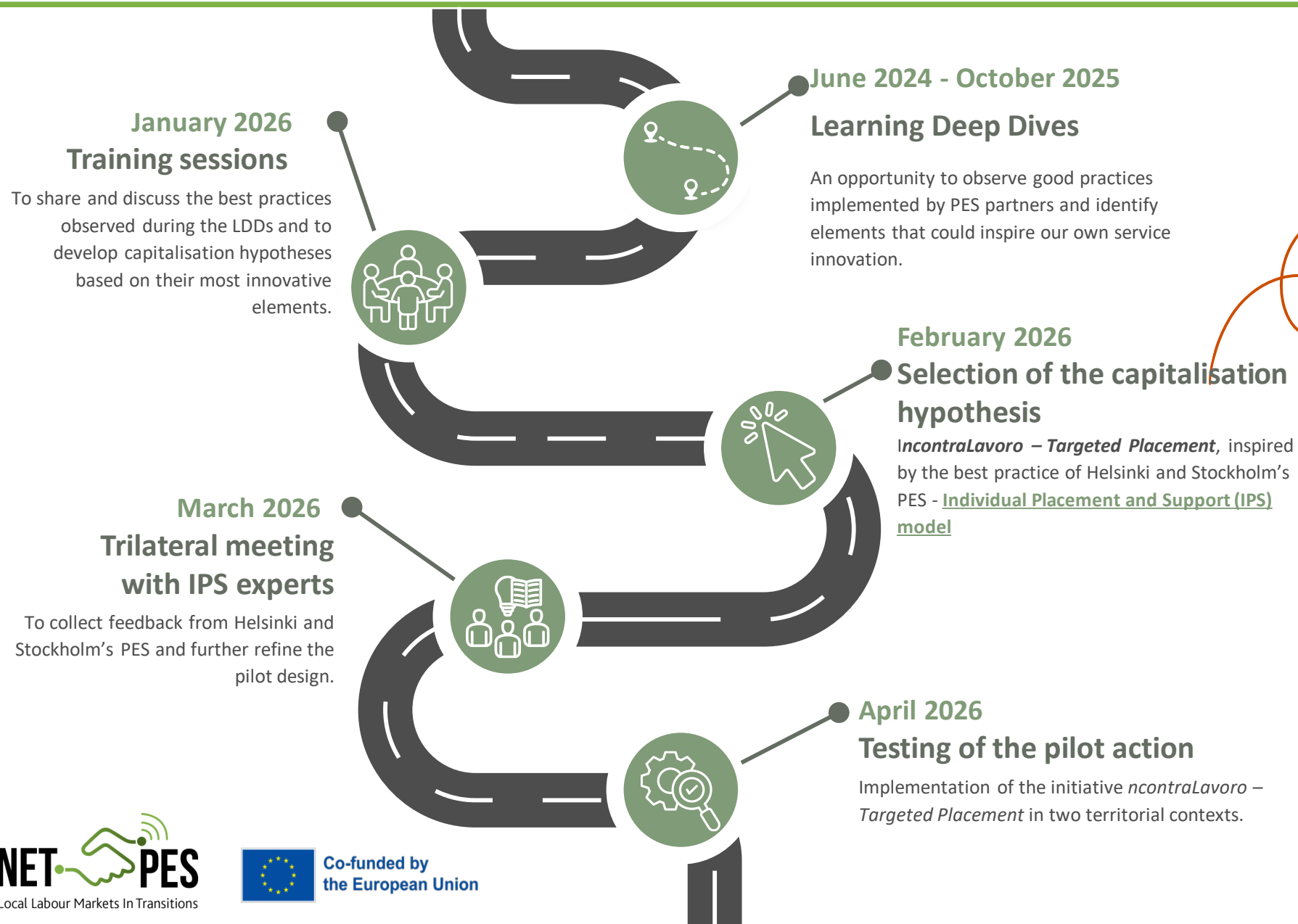
# Innovating services for the labour inclusion of people with disabilities

The experience of the pilot action “IncontraLavoro – Collocamento Mirato”

Venice, 12<sup>th</sup> May 2026 – NET PES Final Conference

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# THE BENCHLEARNING PROCESS



**The IPS model**

Originally developed to help people with mental health conditions to find and keep regular paid jobs in the open labour market.

**KEY PRINCIPLES:**

- “Place-then-train” approach;
- Ongoing support;
- Person-centred approach;
- “Zero-exclusion”;
- Sustainable partnerships with employers

## What is “Incontralavoro - Collocamento Mirato”?

The initiative consists of a series of events where jobseekers with disabilities and employers can meet and get to know each other. It is not a recruiting event; the focus is on building a first connection and exploring potential matches.

The two main features:

- The **speed-dating format**: jobseekers and employers meet in a series of short interviews (around 10–15 minutes each).
- The **“reverse job-dating” approach**. Employers do not participate to the event with a predefined vacancy to fill in.



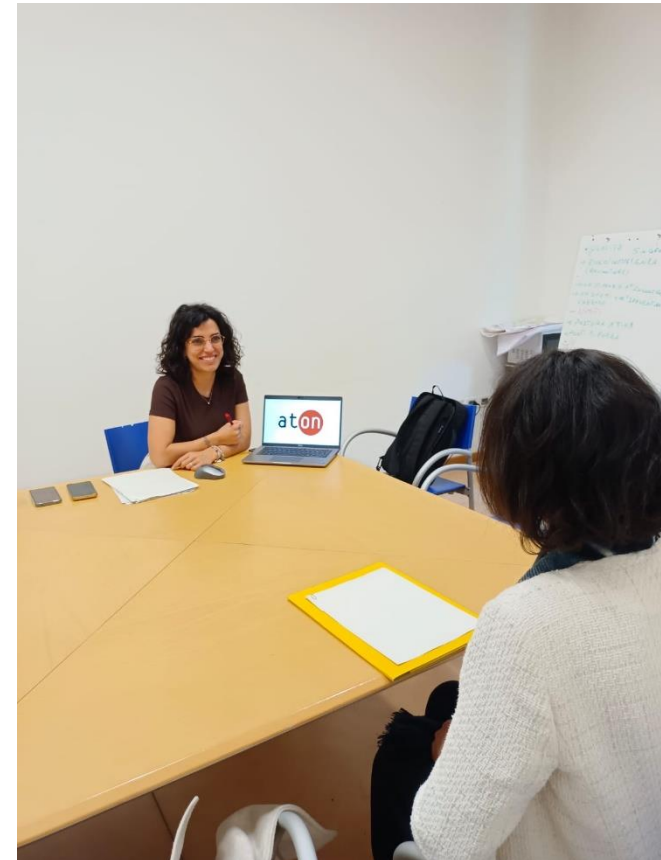


# OPERATIONAL STEPS

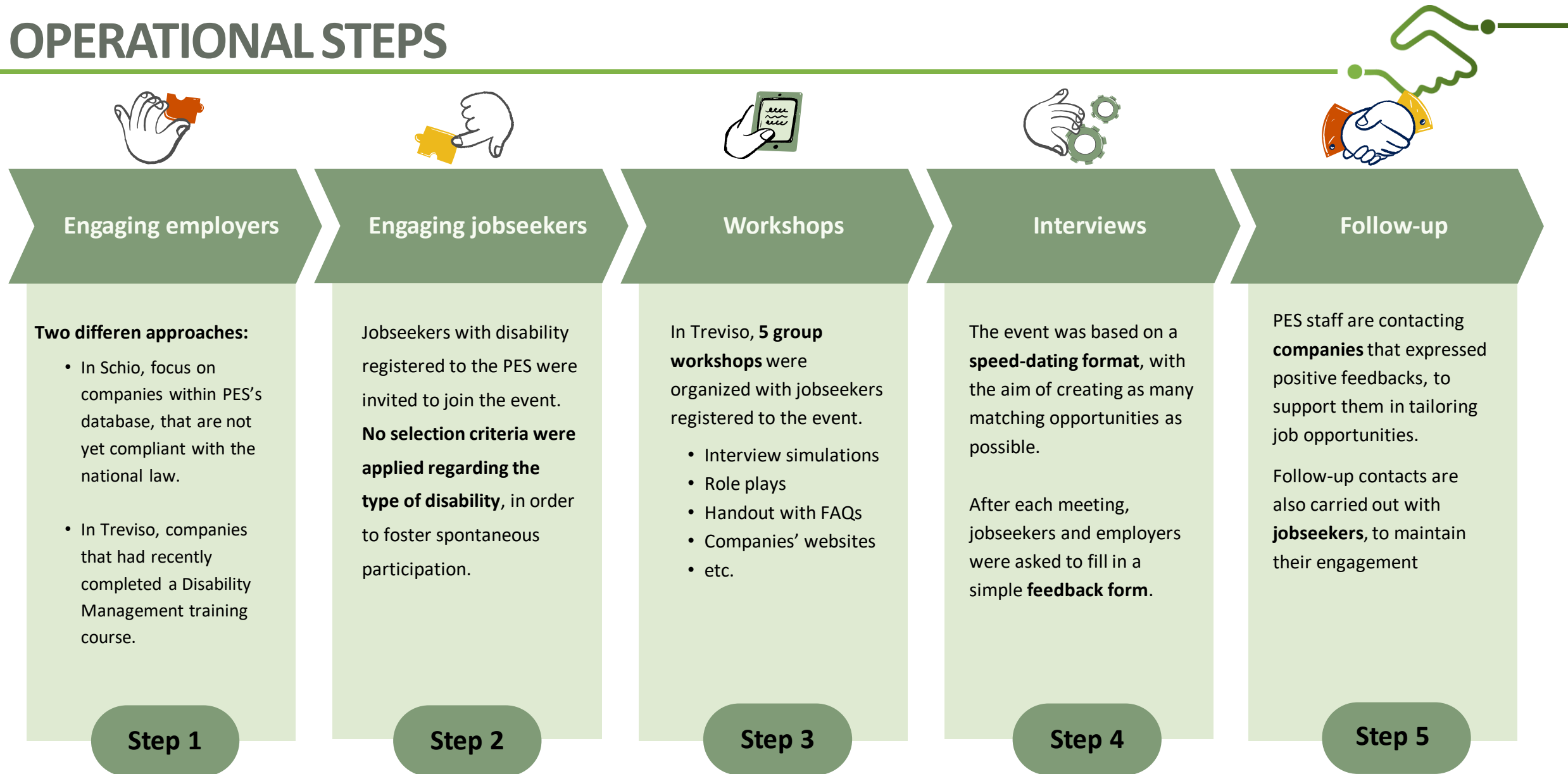
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The implementation of the pilot action consisted of four events in two different territorial contexts:

- **15 April 2026** (9:00 - 13:00) – 3 events held in different PES offices (Treviso, Conegliano, Montebelluna) in the area of Treviso province
- **16 April 2026** (8:30–14:00) – 1 event held at the PES office of Schio-Thiene and Asiago (Vicenza province)



# OPERATIONAL STEPS



# OUTPUTS



**4 EVENTS ORGANIZED**



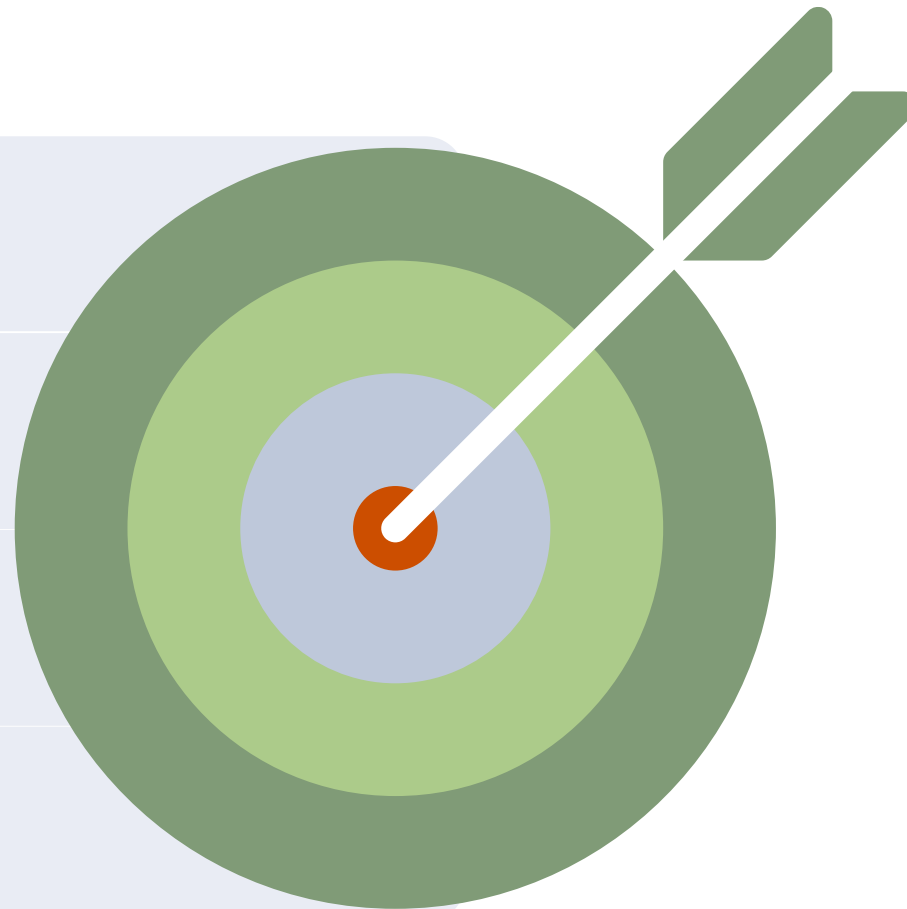
**10 COMPANIES INVOLVED**



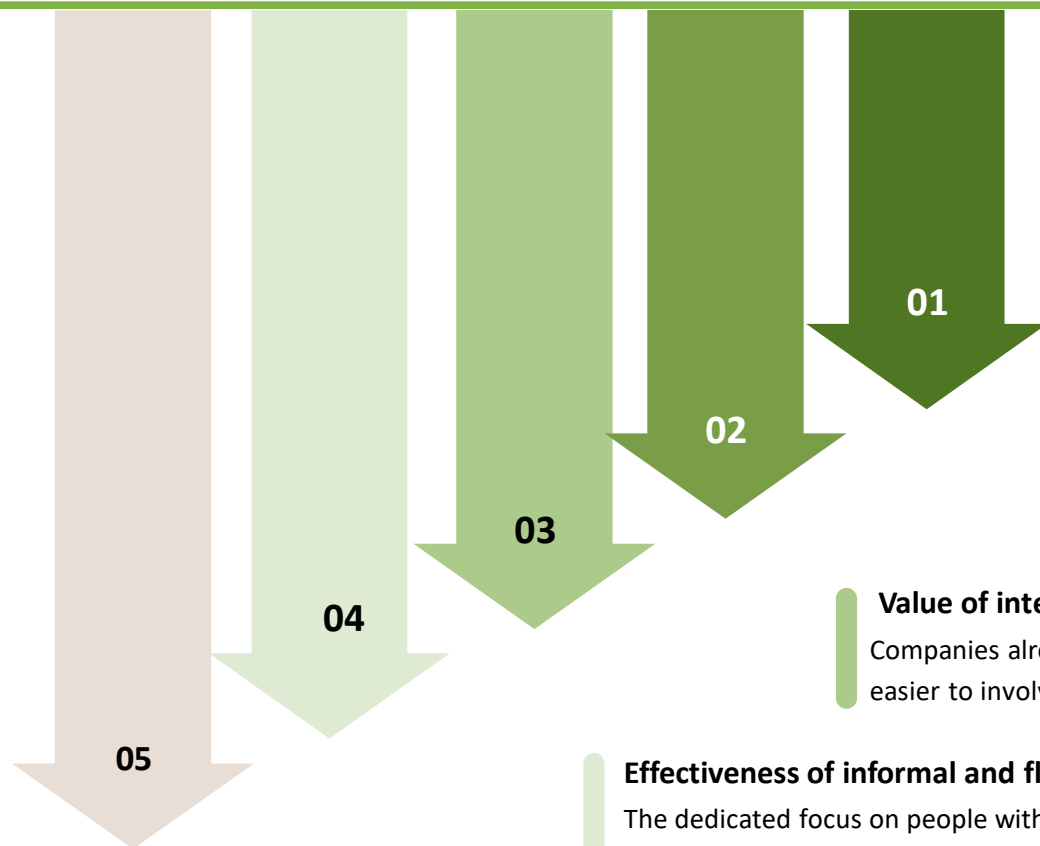
**90 JOBSEEKERS INVOLVED**



**154 MEETINGS**



# KEY TAKEAWAYS



## **Added value of benchlearning and peer exchange**

The exchange with all the PES partners has been instrumental in improving the design of our pilot and, in general, in innovating services.

## **Relevance of a person-centred approach**

The pilot confirmed the effectiveness of shifting from a vacancy-driven model to a person-centred approach, where job opportunities are developed around candidates' skills, preferences and potential.

## **Value of integrating employer engagement with awareness-raising**

Companies already familiar with topics related to the labour inclusion of people with disabilities are generally easier to involve, motivated and proactive towards a cultural shift.

## **Effectiveness of informal and flexible recruitment formats**

The dedicated focus on people with disabilities, the genuine interest shown by companies, and the informal format of the meetings helped reduce anxiety and encouraged more authentic interactions.

## **Potential for further development and institutionalization**

The pilot showed strong potential to be replicated and scaled up within the regional PES system. However, further adjustments are needed



**Thank you!**