



## **FBK*care*: welfare and well-being at Fondazione Bruno Kessler**

FBK*care* is not just a welfare plan:  
it is a way of life for the FBK community





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## FBKcare: welfare and well-being at Fondazione Bruno Kessler

At a time when attracting and retaining talent is a critical challenge for both the research community and local communities, FBK is committed to building a work environment that values diverse expertise, international backgrounds, and varied career paths.

This commitment aligns with the vision outlined in the **Strategic Plan**, which describes how FBK sees its role in addressing today's major transformations, with particular attention to social, environmental, and economic sustainability.

Within this framework, welfare plays a strategic role. It is not simply a set of measures focused on individual well-being, but an investment designed to **support motivation, productivity, and overall quality of life**. It directly strengthens the Foundation's ability to **attract new talent**, support professional **growth**, and **foster an inclusive, responsible, and supportive work environment**.

**FBK's People Strategy** defines a unified framework that also encompasses the Foundation's welfare policies.

Supported by strong governance that ensures compliance with regulatory and contractual requirements, FBK supports individuals throughout the different stages of their careers by creating **structured paths for professional development and advancement**, enhancing diverse skills, and paying particular attention to early-career researchers.

This booklet was created to **present the Foundation's welfare system** and to serve as a guide to its tools, opportunities, and services. It is an invitation **to learn more about the FBK community** - a place where the pursuit of excellence goes hand in hand with daily care for people. People Innovation for Research.





## Innovation, community, local area

Founded in 2007, FBK carries forward the legacy of the Trentino Institute of Culture, established by Bruno Kessler in 1962 with the goal of building a center of **excellence in multidisciplinary research**. Today, it brings together more than 1,100 people, including research, technical, and administrative staff, technologists, PhD candidates, and trainees.

With professionals from around the world, **12 research centers, and strong ties to the local** community, FBK is a truly **international community** of experts. It offers a dynamic environment that fosters interaction and collaboration with **companies and public** administration partners. FBK is where outstanding scientific research meets real life: its mission is to generate a direct and rapid impact on society.

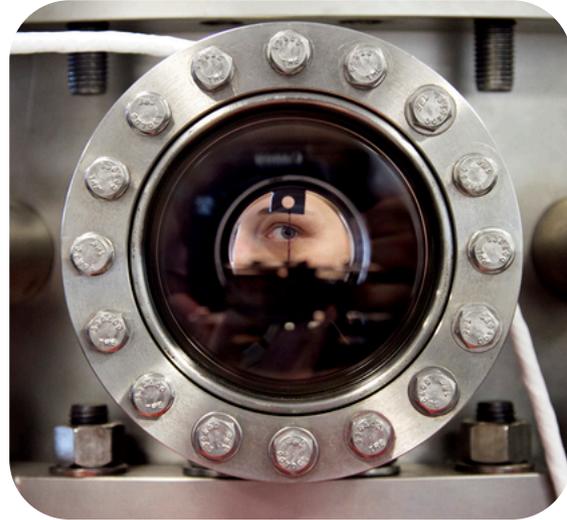
The region in which the Foundation operates is an integral part of its identity. **Trento** consistently ranks among the top Italian cities for **quality of life**, thanks to efficient public services, strong environmental stewardship, and a local system that promotes well-being and inclusion.

This is complemented by a unique natural setting at the foot of the Dolomites - a **UNESCO World Heritage Site** - amid landscapes of rare beauty where people can enjoy sports and experiences that provide real value for a healthy work - life balance.

The Foundation brings this connection to life through a **local network** of collaborations with organizations, institutions, and businesses. This network expands opportunities for people working at FBK while also contributing to the development and enrichment of the community that hosts it.

## FBKcare: caring for people at the heart

The English word care has long become part of the Italian collective imagination: Since the experience of the Barbiana school founded by Don Lorenzo Milani, the expression I care has embodied a cultural attitude of participation and shared responsibility that can define a community. “To care, to take an interest” stands in contrast to “I don’t care.” **FBKcare** is an **integrated system** designed to support and accompany every stage of personal and professional life, valuing diversity and promoting an inclusive, collaborative environment through a wide range of services and benefits.



### A compass to navigate FBK's welfare system

This document is a practical guide to help both current staff and those who are about to join the FBK community **navigate the many services available**, making it easier to identify the **benefits** and initiatives **that best match different professional and personal needs**.

WORK-LIFE  
BALANCE

HEALTH AND  
WELL-BEING

FINANCIAL  
SUPPORT

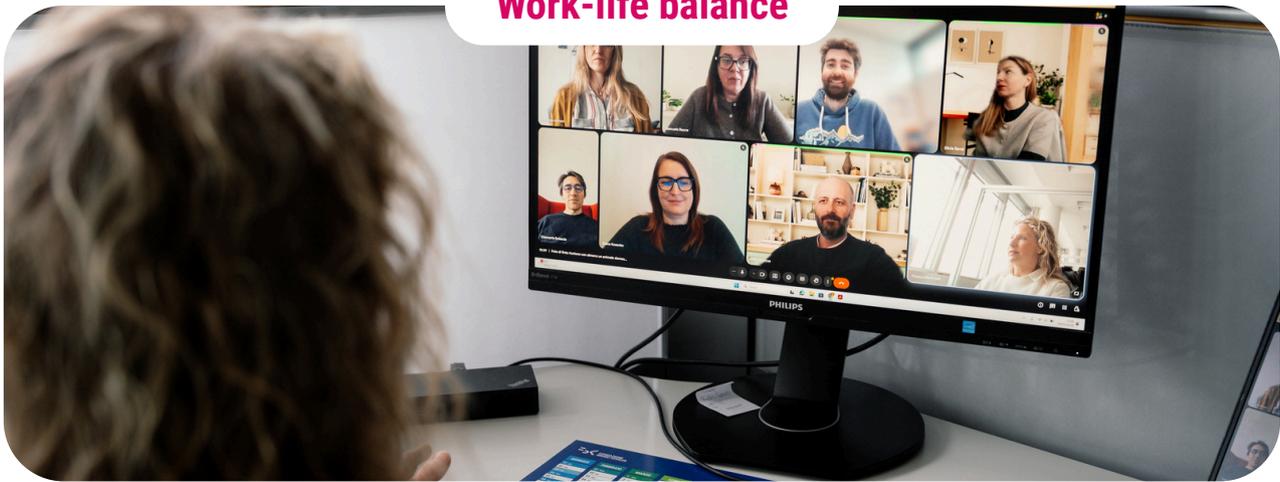
PARENTING AND  
CAREGIVING

ONBOARDING AND  
COMMUNITY

SUSTAINABILITY &  
INCLUSION

GROWTH AND  
TRAINING

## Work-life balance



**Work-life balance** is one of the core values of the FBK community. FBKcare puts this principle into practice by emphasizing **flexibility** and **autonomy** in how people organize their time, recognizing that the **quality of work** is closely tied to the **ability to balance personal and professional needs**.

Through [collective bargaining](#) and targeted initiatives, FBK promotes an environment where everyone can find their own balance and perform at their best.

## Flexible working hours

FBK strongly believes that everyone should be free **to organize their time independently**. For this reason, work at FBK is based on **achieving objectives**, and [flexible working hours are](#) adopted.

Full-time schedules consist of **38 hours per week**, which can be arranged **between 7:30 a.m. and 8:00 p.m.**, with no mandatory core hours.

All employees are required to record their attendance through a **clock - in/clock - out system**:

- **Clock-in only** for researchers, technologists, managers, and executives;
- **Clock-in and clock-out** for technical, administrative, and support staff.

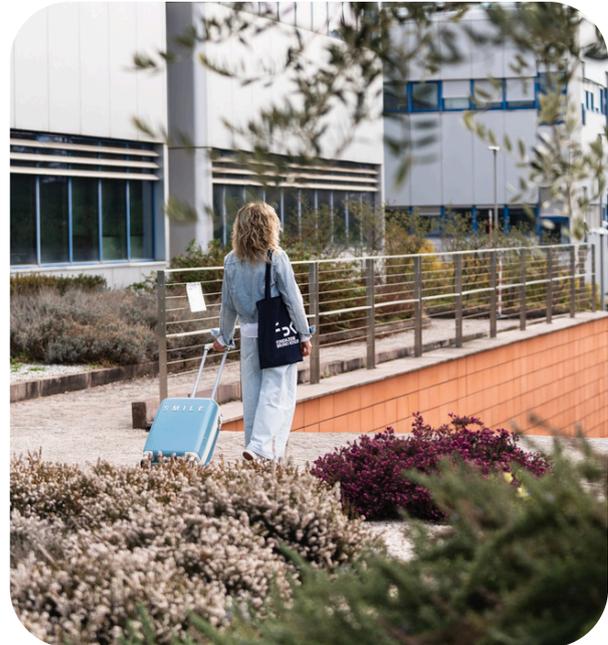
## Vacation and time off

Under the collective bargaining agreement applied by FBK, employees are entitled to **28 days of paid vacation** per year, increasing with seniority up to a **maximum of 32 days**.

**In addition to what is provided by law**, FBK offers several additional types of [leave and permits](#). For example:

- 10 days of paid leave for serious personal or **family reasons**;
- 38 hours of paid leave for **serious medical conditions or specialist doctor appointments**;
- unpaid leave for personal **well-being**, up to 20 working days per year, taken in full-week increments;
- unpaid leave of absence for **personal reasons**, for up to one year.

Employees may also take advantage [of 150 hours of study](#) leave to obtain an academic degree, a professional certificate, or a professional license. These hours can be used either in hourly increments or as full days off.



## Support for self-entrepreneurship

To **encourage entrepreneurship and the development of national and international networks**, the FBK community supports those who choose to pursue professional growth and acquire new skills. The Foundation facilitates access to **part-time work arrangements, enabling employees to explore their own entrepreneurial projects**. It also supports the launch of new ventures through **agreements with financial institutions and public bodies** that can help facilitate access to funding.

In addition, employees may request **unpaid leave of absence** for up to three years without losing their employment classification. They may also have the opportunity to undertake **mobility periods at other institutions, organizations, or universities** when this supports entrepreneurial initiatives, professional development, or the application of innovative ideas.

## Smart Working and “generative breaks”

Fondazione Bruno Kessler adopts a [hybrid work model](#).

When job duties allow, employees are entitled to **five days of remote work per month**. This number may be increased through a **reciprocal agreement** when there are valid work–life balance needs, study or research commitments, or particular situations of vulnerability or physical or psychological limitations.

Employees who are eligible to work remotely may also access **coworking spaces** (called **local hubs**) available throughout the province.

For staff whose roles cannot be performed remotely, FBK offers the opportunity every two months to either participate in a training day or request an additional paid day of leave.

## Logistics services and everyday convenience

To make everyday work life easier and more convenient, Fondazione Bruno Kessler provides several logistical services:

### Package delivery and Amazon Locker

At the Povo campus, employees can have small personal packages delivered to the workplace and collect them directly from the warehouse. An Amazon Locker is also available at the same location for quick pickup and returns.

### Free parking and bike areas

All FBK locations offer free parking, subject to availability, to facilitate commuting. Dedicated bicycle parking areas are also available.

### Mimex, the digital micro-market

The Circolo FBK shop is open every day and allows employees to purchase local products and items from the community purchasing group.



## Health & Well-being



**Mental and physical well-being** is a fundamental pillar of life and work at FBK. Within the framework of FBKcare, the **health** of every individual is a central priority and is supported through a range of initiatives—addressing both physical and psychological well-being—designed to support people at every stage of life.

### Sanifonds, the supplementary health fund of Trentino

Employees with contracts of at least six months are eligible to enroll in [Sanifonds](#) Trentino, a **supplementary health fund** that provides partial **reimbursement** for medical services. In addition to the benefits provided under the national health system, it offers practical support for the ongoing monitoring and care of one's health.

Examples of reimbursable services include:

- **Rehabilitation therapies**
- **Outpatient specialist visits** (including ophthalmology, gynecology, dermatology, gastroenterology, and many other specialties)
- **Laboratory tests**, such as blood tests;
- preventive **dental visits** and **oral hygiene** services;
- **dental treatments**;
- **maternity care** package

The fund also allows **employees to enroll family members**, with the cost covered by the employee. Enrollment timelines for family members are determined directly by the fund.

## Mental health helpdesk

The Mental Health Helpdesk is a [listening and support service](#) dedicated to the personal and workplace well-being of the entire FBK community. It provides a **confidential and safe space** where individuals can share thoughts, emotions, and personal experiences in a welcoming, nonjudgmental environment grounded in empathy and professional support.

The service offers an opportunity to restore balance and well-being, explore new perspectives, and approach personal and professional experiences with greater awareness. The Foundation offers up to three sessions (each lasting 50 minutes), which may be extended if needed, based on the individual's needs and the professional's assessment.

## Confidential Counsellor

The [Confidential Counsellor](#) is a role established under European regulations to provide **prevention, guidance, and support** in cases of **discrimination, violence, or harassment**, while promoting dialogue, collaboration, mutual respect, and the well-being of everyone working within the organization. By working with the Confidential Counsellor, Fondazione Bruno Kessler aims to ensure a safer and more respectful work environment, helping to prevent, manage, and resolve potential situations of **conflict, workplace harassment (mobbing), discrimination, or other forms of misconduct** that may arise within the Foundation. All reports received by the Confidential counsellor are handled with strict respect for privacy and the **highest level of confidentiality**.

Among the responsibilities of the Confidential counsellor is also the proposal of training initiatives and awareness activities aimed at increasing understanding of discrimination issues and **fostering inclusion** and well-being within the community.

## FBK@ease

Through the [FBK@ease](#) project, Fondazione Bruno Kessler aims to identify psychosocial risks related to work-related stress and, when necessary, activate targeted support measures. The initiative begins with an assessment of psychosocial risks in the workplace, specifically those associated with work-related stress, in line with the methodology established by INAIL. This initial phase is complemented by a further in-depth assessment defined by the organization, with the goal of developing innovative solutions to support organizational well-being. Within this framework, the survey adopts a multidimensional approach that integrates the measurement of organizational climate with the analysis of emerging psychological constructs. Particular attention is given to technostress—stress caused by the intensive use of digital technologies, constant connectivity, and continuous availability—which can affect both psychophysical well-being and overall quality of working life.

## Insurance Coverage

In addition to coverage provided by INAIL, FBK provides to its staff

- **accident insurance** during business travel in Italy
- **travel insurance** for international business travel
- **third-party liability insurance** (RCT/O)
- **Kasko insurance** covering the use of a personal vehicle for work-related purposes

In addition, FBK protects all employees through **professional liability insurance** covering **minor negligence**.

## Synergies with the FBK Club

Within a holistic approach to well-being, the Foundation also promotes **arts, performing disciplines, and sports**.

For example, FBK collaborates with the [Circolo FBK club](#) to introduce new activities that can be integrated into the work environment.

One example of this collaboration has already been in place for several years: through the Circolo, employees can participate in postural gymnastics and **yoga** classes during the lunch break.



## Financial support



At FBK, **financial support** takes the form of a structured set of **initiatives** designed to promote financial security and recognize each person's contribution. Through FBKcare, employees can access a wide range of opportunities, including **supplementary pension funds**, a company **cafeteria** and **meal vouchers**, tax **benefits**, **discounts** on local services, and **benefits** related to time dedicated to the community. Thanks to this variety of tools, the Foundation supports employees' financial needs throughout their professional journey and different stages of life.

### Supplementary pension fund

Employees at FBK can choose between **two supplementary pension funds**, designed to help build long-term savings that complement the public pension system.

- **Laborfonds** – a supplementary pension fund **reserved for employees working in the Trentino–Alto Adige region**.
- **RESAVER** – a **European pension fund designed for individuals with international careers**, which can be chosen as an alternative to Laborfonds.

In both cases, the Foundation contributes to the pension fund on behalf of each employee with an **employer contribution of 2%**.

## Company cafeteria, café and meal vouchers

The [company cafeteria](#) at FBK is located **at the Povo site** and is open **Monday through Friday from 11:45 a.m. to 2:30 p.m.**, except during specific periods when different hours may apply.

As an additional benefit, employees may **invite friends and family to join them for lunch** for an extra charge, which is deducted from the following month's paycheck.

Each day the cafeteria offers balanced and varied menus, designed to meet not only different tastes but also a range of dietary and well-being needs.

The Povo site also features a **café with discounted prices for staff**, typically open **from 8:00 a.m. to 4:00 p.m.**

As an alternative to the cafeteria, employees may use **electronic meal vouchers**, which can be redeemed at participating restaurants and stores either through a mobile app or a physical card.



## Recognizing Time Contributed to the Community

To strengthen organizational development and individual and collective well-being, FBK is committed to rewarding, in the form of **bonuses, incentives, or benefits**, any **personal contribution that translates into internal initiatives or services** for staff and/or family members, such as training, education, or work-life balance opportunities.

## Tax assistance

FBK employees can access a personalized [tax assistance](#) service provided in collaboration with ACLI. For example, employees can receive support with:

- Preparing their **income tax return** at discounted rates
- Completing the **ICEF form**, free of charge

## Public transit pass discount

Employees with at least 11 months of service at FBK are eligible for a [30% discount on urban public transport passes offered by Trentino Trasporti](#).



## Discounts on the purchase of goods and services

Employees who join the [FBK Club \(Circolo FBK\)](#)—free for the first year and €20 per year thereafter—are entitled to a range of **discounts on goods and services from participating brands and providers**. In addition, thanks to agreements arranged by Circolo FBK, members can purchase discounted subscriptions to cinema and theater programs.

## Parenting and caregiving support



At FBK, parenthood and caregiving are considered **central components of organizational well-being**. They are supported through a structured set of measures designed to accompany people through the different stages of family life.

Through FBKcare, the Foundation recognizes and supports the role of parents and caregivers with **initiatives that promote work–life balance**, provide support during times of greater need, and foster inclusive environments that respond to diverse needs.

From the Family Audit certification to enhanced parental leave, from flexible part-time arrangements to educational and support services, the Foundation offers practical tools that acknowledge the complexity of personal life paths and strengthen the FBK community.

### Family Audit Certification

The **Family Audit certification** is a management tool developed by the Autonomous Province of Trento and managed by the Agenzia per la Coesione Sociale to support organizations in improving work–life balance.

Through a participatory process, the organization analyzes its **internal needs** and develops an action plan focused on **organizational well-being, flexibility, and equal opportunities**.

The process leads to the adoption of concrete **welfare measures and management innovations** that help create a more balanced and attractive work environment. Participation is voluntary, and certified organizations are included in a public registry, gaining recognition that may also be beneficial for public calls and policy initiatives. The Family Audit program is part of the broader provincial policies aimed at supporting families and the quality of working life.

## European HR Excellence in Research certification

FBK continues to stand out among leading institutions in the Italian scientific landscape, having renewed its **HR Excellence in Research Award**. This prestigious recognition, granted by the European Commission, is awarded to organizations that demonstrate concrete progress in implementing the [European Charter for Researchers](#) and the [Code of Conduct for the Recruitment of Researchers](#).

## Leaves

In the case of **maternity or paternity**, FBK employees benefit **from provisions established by the Provincial Collective Labor Agreement for Foundation Employees (CCPL Fondazioni)**, which offer more favorable conditions than those required by law. For [maternity and paternity](#) leave, INPS provides an allowance equal to 80% of salary, which **the Foundation supplements up to 100%** of pay.

**Parental leave** is also supplemented by FBK **up to 100% of the employee's monthly net salary** for a maximum of **30 days in total**, shared between both parents.

In addition, during the **first 15 months after the child's birth**, and after using the parental leave compensated by INPS, employees may request an **additional four months** of leave. In this case, FBK provides an **allowance equal to 30% of salary**.



## Unpaid leave

In addition to the leave provided by law, and subject to organizational needs, FBK allows employees to request up to **10 additional months of unpaid leave during the first three years of a child's life**. This leave may also be taken in separate periods.

## Part-time work

To help new parents establish a better work–life balance, FBK also allows **employees to request part-time work arrangements**, which are regulated through a specific agreement.

## Supporto all'allattamento

Per chi rientra dalla maternità e ha bisogno di un luogo riservato dove allattare o utilizzare il tiralatte in totale privacy e tranquillità, la Fondazione mette a disposizione degli spazi dedicati. Per accedere contattare [teamDI@fbk.eu](mailto:teamDI@fbk.eu) per visitare le soluzioni disponibili e avere il supporto necessario.

## FBK Kids Camp

With the dual goal of supporting work–life balance and **introducing children to science in an engaging way**, FBK organizes a **Kids Camp** each summer. The initiative is designed for employees with children aged 6 to 14 and offers hands-on educational and laboratory activities held at the Foundation's facilities.



## Onboarding and community



At Fondazione Bruno Kessler, onboarding and community life are built through shared experiences, dedicated services, and spaces designed to support integration and foster meaningful connections. Joining the Foundation becomes a guided journey, supported by **practical assistance** and **opportunities to meet others**, helping each person feel part of an open, inclusive, and dynamic environment. From the support offered by the Welcome Office to housing for new employees, as well as the cultural, sports, and social activities promoted by the Circolo FBK, the Foundation fosters a space where people can find their way, participate, and grow together.

### Welcome office

The [Welcome Office](#) at FBK supports newly arriving staff as they settle into the FBK community, assisting with a range of administrative procedures such as visa applications, residence permit requests, family reunification for relatives abroad, and changes of residence.

The Welcome Office also provides assistance with obtaining health insurance, applying for a taxpayer identification code (codice fiscale), opening a bank account, and enrolling in Italian language courses offered by [FBK Academy](#).

### FBK housing for new employees

For newly hired staff, FBK offers temporary housing during [the initial period of](#) employment.

This solution is designed to facilitate the transition to the new environment and allows employees to **rent a room at an agreed rate** in a shared, fully furnished and equipped apartment, located close to the Foundation's facilities.

## The Circolo FBK club

The [Circolo FBK](#) is a social promotion association that offers a wide range of **activities** spanning **sports, well-being, and cultural initiatives for the FBK community.**

Activities organized by Circolo FBK include:

- mindfulness, yoga, postural gymnastics and Feldenkrais courses;
- A soccer tournament;
- basketball meetups for informal games;
- a lively Book Club for reading enthusiasts;
- community purchasing groups;
- on-site tire change services;
- on-site car wash services;
- social gatherings and events.

Membership is free during the first year of employment and costs **€20 per year** starting from the second year.

## FBK Choir

For those who enjoy music, employees can join the [FBK Choir](#), an initiative organized in collaboration with Centro Didattico MusicaTeatroDanza.

The choir is designed as a space for connection and shared growth, helping strengthen identity, **community spirit, and a sense of belonging.**

It fosters cohesion and creativity, contributing to stronger and more collaborative internal relationships while reflecting a Foundation that values well-being through culture.

The FBK Choir currently brings together around thirty colleagues, and no prior singing experience is required to participate.



## Sustainability and inclusion



At FBK, sustainability and inclusion are guiding principles that shape daily decisions, projects, and relationships, helping create a dynamic and innovative environment where every person feels recognized and valued.

FBK promotes a **culture attentive to diversity, respect, and both individual and collective well-being**. This commitment is reflected in initiatives ranging from the promotion and support of equal opportunities to the protection of rights, including efforts to support the employment and inclusion of people with certified disabilities or other conditions of vulnerability.

The Foundation's commitment also extends to international staff, through participation in global networks that defend academic freedom and freedom of thought.

Special attention is also given to **environmental sustainability**, through programs and services that encourage responsible choices and sustainable lifestyles. These actions strengthen the FBK community and contribute to building a fairer and more sustainable future.

### Sustainability Plan

The [Sustainability Plan](#) reflects FBK's commitment to integrating social, environmental, and governance sustainability into its activities, making it part of everyday working life. The plan addresses people's well-being, the promotion of an inclusive and responsible culture, and initiatives that support research for sustainability, the protection of data and digital infrastructure, and actions that encourage more sustainable choices in the use of resources, the organization of activities, and mobility.

FBK has also adopted a [commuting plan aimed at](#) promoting sustainable **mobility for travel between home and the workplace**.

## Code of conduct

The FBK **Code of Conduct** is the document that guides how people work within the Foundation, where respect, responsibility, integrity, and collaboration are core principles.

The Code calls on all members of the community

to act with **respect**, promote trust and collaboration, and **refrain from** behaviors that could constitute **violence, discrimination, harassment, or workplace bullying (mobbing)**.

## The Gender Equality Plan

The FBK [Gender Equality Plan](#) (GEP) brings together all actions aimed at promoting full **gender equality** within the Foundation. The document is the result of a listening and co-creation process involving stakeholders.

For the 2025–2028 period, the plan sets out several objectives and concrete actions across five main areas:

- Work–life balance and organizational culture;
- Gender equality in recruitment and career progression;
- Gender balance in leadership and decision-making bodies;
- Prevention and response to gender-based violence;
- Integration of gender aspects into research and teaching and training programs;



## Countering violence and harassment

The Foundation is committed to being a safe workplace free from discrimination, violence, harassment, and workplace bullying (mobbing). For this reason, the **Confidential ousellor** is available to staff both for preventive support and for the management of such situations.

In addition, a **whistleblowing** channel is available that allows individuals to report suspected unlawful or fraudulent activities, as well as cases of discrimination or violence, in an anonymous, secure, and confidential manner.

## Incontriamoci Network

Network Incontriamoci is a community at FBK dedicated to women working at the Foundation, providing a space for dialogue, exchange, and the sharing of experiences.

The network is open to service staff and researchers, as well as senior and junior employees from a wide range of fields, creating a valuable opportunity for both personal and professional exchange and enrichment.

## People with disabilities and in vulnerability situations

FBK follows specific [guidelines to support the recruitment and professional development of people with disabilities](#). Together with tutors and support staff, personalized onboarding and development pathways are designed and monitored to ensure professional growth based on merit, skills, and effective organizational integration.

The Foundation also promotes diversity through the recruitment of individuals from [special categories](#). Thanks to an agreement with the Agenzia del Lavoro di Trento, individuals facing disadvantage or vulnerability can join the FBK community, benefiting from **fair treatment**, **targeted training**, and opportunities for **professional development** and inclusion.

## Scholars at Risk and Support for International Staff

FBK is a member of [Scholars at Risk](#), an international network committed to supporting the mobility and hosting of researchers and academics working in situations of risk or disadvantage, ensuring they can continue their work and studies in a safe environment that **respects academic freedom**.

Within this framework of inclusion and internationalization, the [Welcome Office](#) at FBK supports international staff relocating to Trento not only with administrative procedures but also with integration and community-building activities. These include initiatives such as Italian language courses, designed to facilitate workplace integration and foster familiarity with the local language and culture.



## Growth and training



At FBK, professional development is an **ongoing journey**, supported by structured programs and personalized opportunities, as well as by an organizational model that values each person's skills, results, motivation, and unique strengths.

This section presents the programs and tools offered by the Foundation to support professional growth—from continuous learning opportunities to programs dedicated to early-career researchers, as well as initiatives that encourage entrepreneurship.

FBK recognizes the value of performance and invests in the potential of every individual, supporting [both vertical career advancement and lateral](#) career development through structured internal mobility pathways. Together, these initiatives help create a dynamic and growth-oriented environment where skills and individual talents can develop and thrive.

### Tenure Track

[Tenure track](#) are designed for research staff and support the development of qualifying, motivating, and internationally recognized **professional trajectories** within the scientific community. The program provides a transparent and structured framework for career progression in research, enabling researchers to develop and **consolidate the skills and competencies** required to become permanent research staff.



## FBK Academy

The [FBK Academy](#) is a continuous learning environment that enables the Foundation's entire community - including researchers, technologists, and administrative staff-to **develop and update their skills**. Through a personalized, innovative training offering tailored to different areas of expertise, each person is encouraged to take an active role in their professional development and is supported in achieving their strategic goals. Inspirational talks, as well as knowledge-sharing and community initiatives, further expand opportunities for learning, collaboration, and connection around shared areas of interest.



## Organizational Development Programs

### *Leadership & Management Program*

The growth of Fondazione Bruno Kessler is driven by the value placed on people, the promotion of a culture of shared leadership, and the development of a managerial community capable of guiding innovation toward scientific excellence and collaboration across research centers. The program provides a structured and coherent pathway for developing leadership, relational, and organizational impact skills. It also [supports the growth](#) of staff by helping managers and coordinators serve as sources of guidance, inspiration, and support for their teams.

### *Management Onboarding*

The Management Onboarding program is a structured process designed for Unit Heads and Coordinators, providing the tools, knowledge, and support needed to succeed in their new management responsibilities. The program is aligned with the FBK career path “Research & People Management” and focuses in particular on internal processes related to **people management**, as well as **financial and administrative activities**, helping individuals transition effectively into their role as Unit Head.

### **Talent development program**

The [Talent Development Program](#) is designed to support professional growth, particularly for **early-career researchers and technologists** involved in advanced training, research, and innovation projects.

The program includes several activities, such as:

- **potential assessment** through individual interviews and a mapping of skills and competencies;

- **career path** orientation tailored to each participant's distinctive strengths and skills;
- a personal development and training plan (**personal strategy**) designed to support individual ambitions and professional goals.

In the coming years, the program will be progressively extended to additional roles within the organization.

### **Science Ambassador**

To help young researchers **develop their science communication skills**, FBK has launched an **advanced training program** in collaboration with Feltrinelli Academy and Accademia Holding. Participants who complete the program become **Science Ambassadors**, representing the Foundation at public events, outreach initiatives, and in interactions with the media.

### **Test Your Idea**

[Test your Idea](#) is FBK's Proof of Concept program, aimed at identifying and supporting the most **innovative ideas**. Based on the skills of the proposers and the results already achieved, FBK evaluates and supports the development of the most promising proposals, with the goal of potentially bringing them to market through spin-offs or technology transfer initiatives.



### **ERC Pioneers**

For those wishing **to apply for a Starting Grant, Consolidator Grant, or Advanced Grant**, FBK offers the **ERC Pioneers program**, which provides **one year of support in preparing the grant application**.

## Projects in progress

In FBK l'attenzione alla qualità della vita lavorativa si traduce in un impegno costante a far crescere e **migliorare i progetti dedicati alla comunità**. L'ascolto delle esigenze che emergono ogni giorno guida lo sviluppo di nuove iniziative e l'aggiornamento di strumenti e servizi, con l'obiettivo di offrire un **supporto concreto** a chi lavora e vive gli spazi della Fondazione.

In dialogo con il Network Territoriale, FBK porta avanti interventi in continua evoluzione per **rispondere** in modo sempre più efficace **ai bisogni delle persone**, sostenendole nelle diverse fasi della vita professionale e personale e rafforzando una **cultura della cura** attenta, condivisa e orientata al miglioramento continuo.

### **Self-Help Plus**

The Foundation is also advancing a project to digitize the **Self-Help Plus intervention**, promoted by the **World Health Organization**. The goal is to develop an **app with an integrated chatbot** capable of offering psychological support and helping users manage stress, anxiety, and negative thoughts, following a **research protocol** developed internally at the Foundation. At the same time, individuals involved in the testing phase of the app will have access to a **free mindfulness course**.

### **Nutrition Education**

Taking care of both mind and body together is key to achieving overall well-being.

For this reason, FBK is developing nutrition education programs and new initiatives aimed at promoting healthy lifestyles, starting with a [high-quality cafeteria service](#) aligned with nutritional approaches focused on well-being.



### **RIZOMA - nesi che nutrono**

FBK è un'organizzazione complessa, intergenerazionale e multiculturale, con quasi 60 nazioni di provenienza. In questo contesto, le relazioni fra pari e la costruzione di comunità, siano esse promosse dalla governance oppure spontanee, sono una risorsa fondamentale non solo per la resilienza e il benessere individuale ma anche per l'intuizione e sperimentazione di nuove opportunità. L'obiettivo del progetto RIZOMA è narrare le comunità per ispirare sempre nuovi talenti a collaborare con FBK, un modello di caring leadership che trasforma il supporto reciproco in capitale sociale, scambio di conoscenza e condivisione di reti professionali e non.

### **Spaces**

FBK's physical spaces are an important part of the community experience. For this reason, the Foundation has launched the experimental "Spazi" ([Spaces](#)) initiative. The project aims to respond to the transformations brought about by digitalization and the growing focus on sustainability, by rethinking work environments from a new perspective. Welcoming, warmth, and functionality are among the key principles guiding this initiative, which seeks to create spaces that encourage social interaction and collaboration.

## FBKcare supports the community at every stage of life

### There is no single way to work, grow, or experience an organization.

The people who make up Fondazione Bruno Kessler bring with them different professional paths, life stages, and needs, which evolve over time and require flexible and practical responses. To help readers navigate the Foundation's welfare offerings based on real needs and life situations, several representative profiles have been identified.

The aim is not to define rigid categories, but rather to provide **useful reference points** that help individuals recognize themselves in the descriptions, navigate the available resources, and discover the opportunities most relevant to their professional and personal moment. Each profile is accompanied by a dedicated section highlighting the services and benefits most relevant to that situation.

Based on the most common needs observed within the community, the following representative profiles have been identified:

- **Junior staff** – individuals taking their first steps in the professional world;
- **PhD students** – researchers carrying out their work at FBK within doctoral programs developed in collaboration with universities;
- **International staff** – individuals working at FBK who come from other European and non-European countries;
- **parents and caregivers** – people caring for children or other family members

- **Senior staff** – professionals with significant experience and established careers;
- **Staff with specific needs** – individuals experiencing particularly sensitive life situations or living with disabilities;

For each profile, the most frequently requested services and benefits are highlighted.

 [Find out which ones directly online](#)

FBKcare remains attentive to the needs of all employees, though. This is a first step towards increasingly accessible and personalised welfare. The goal is that every initiative, opportunity, and tool available—today and in the future—helps ensure that each person feels **part of a system that values both individual well-being and the strength of the community.**

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