

Participants

ÁlterA is a programme promoted by ONCE Foundation and executed by Technosite with the collaboration of IESE Business School



Fundación ONCE

The main objective of Fundación ONCE is to create programs for job-training and employment for people with disabilities, and universal access, promoting the creation of environments, products and services globally accessible.



Fundación ONCE

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Information

For further information about ÁlterA project and its findings:
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The specific **labour potential** of people with disabilities



PLAN
AVANZA»»

What ÁLTERA is?

The Disability and Labour Competitiveness Programme is an ONCE Foundation initiative which has the complementary financial support of AVANZA Plan from the Ministry of Industry, Commerce and Tourism of Spain, in link with the Citizenship Training. Its objective is analyzing how the adaptive skills which develop the people with disabilities are able to be really useful for work performance in certain jobs, opening options to their potential.

The main part of the research is carried out in a group companies. The study contributes to better diversity management and use of the talent of people with disabilities in the organizations.

Objetives

1. Identify the way to develop and face different types of tasks and activities by their special skills, which means a competitive advantage working with people with sensory and manual impairments.
2. Identify group labour functions, jobs and activity areas that are able to be developed in the greatest way, by people with sensory and manual impairments, thanks to technological support.
3. Identify cutting-edge technology support in line with every kind of disability and activity that help to get over the limitations and make career advancements.

Target groups

ÁlterA analyses the potentialities for working of:

- People with visual impairments.
- People with hearing impairments.
- People with physical limitations in their upper limbs.

Work packages

ÁlterA is structured in five research phases which articulate itself in different simultaneous and converging lines in the study and experimentation process.

Phase I: Analysis of documentary sources.

Phase II: Analysis of advertising campaigns in promoting the employment and advanced forum for experiences exchanging.

Phase III: Empirical sociological research.

Phase IV: Development of an experimental platform to perform a laboratory study.

Phase V: Analysis of findings and drawing conclusions.