

## Talent Programme for Young Professionals with Disabilities

With a commitment to diversity, inclusiveness and “leaving no one behind”, UNDP and UNV are designing and implementing a *Talent Programme for Young Professionals with Disabilities* to increase the inclusion of persons with disabilities into the workforce of the development sector. The programme also aims to build a talent pipeline of highly qualified professionals with disabilities who can contribute to the attainment of the Sustainable Development Goals (SDGs) at national and global levels.

### Strategy

The Programme will offer young people with disabilities the opportunity to acquire practical work experience and exposure to the work of the UN Development System through assignments with UNDP country, regional or headquarters offices. UNDP-UNV will identify relevant assignments and select applicants for the programme. Programme participants and host offices will benefit from dedicated support, guidance and development opportunities as part of the programme.

The duration of assignments will be 12-months with a possibility of extension for 6-12 months. Participants will be deployed as national UN Volunteers (in their home country) or international UN Volunteers (assignments outside of their home country). Initially the Programme will focus on engaging professionals with physical and sensory disabilities and with a particular focus on women with disabilities.

Learning and professional development will be an integral part of all assignments. It is expected that through participation in the programme, young professionals will gain greater knowledge and experience in thematic areas related to the SDGs, including development and implementation of programmes and projects, operations management, partnerships building, and/or UN coordination. Being better equipped with relevant competencies and skills will make them more competitive in the labour market, and strengthen their ability to explore employment opportunities with the UN System and a career in the broader development cooperation sector.

### Implementation

It is envisaged that the Programme will be implemented in two phases: (1) a pilot phase with 5 to 10 volunteers deployed at country, regional and/or headquarters level, and (2) a scaling-up phase whereby the Programme will be expanded to cover a larger number of participants and offices, including potentially with other UN agencies.

### Partnerships and Funding

The Programme will be administered jointly by the UNDP Office of Human Resources and UNV. It will be implemented in partnership with interested governments, private sector organizations, foundations, and organizations of persons with disabilities.

A special fund will be established with to cover reasonable accommodation costs for the participants of the programme.

*For more information about the UNDP-UNV Talent Programme for Young Professionals with Disabilities, please contact Lykke Andersen, UNDP ([lykke.andersen@undp.org](mailto:lykke.andersen@undp.org)) or Niels Lohman, UNV ([niels.lohmann@unv.org](mailto:niels.lohmann@unv.org))*