



Work Plan 2020 - 2022

*Action Group 3 – labour market,
education and training*

Interreg
Alpine Space

AlpGov



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I. EXECUTIVE SUMMARY

In order to implement the Alp Gov II project, the work of the AG3 in the period 2020 - 2022 will be focused on three main themes of **dual training, skills and competences** and **labour market**, with a specific focus on **the digital and green jobs**.

We strongly believe in the development of the “skills for the future” as a tool to enable young people and workers in general to have a better understanding of their potentials and to express themselves.

In order to build a resilient and prosperous Alpine Region, markets need to be open and competitive and the workers should be able to up-skill and re-skill themselves. In order to tackle these needs in the Alpine region, in urban and peripheral contexts alike, we foresee the necessity to create and test novel high-level formats for continuing education. This will also facilitate the adoption of new technologies and methods in the Alpine Region and hence actively encourage innovation processes in SMEs and start-ups.

We therefore intend to contribute to the creation of a solid network of collaboration, with different AGs involved and to create solid and constructive relationships also with the other Macro-Regional Strategies.

II. TARGETS, COMPOSITION AND WORKING PRINCIPLES

1. Mission statement of the Action Group

AG 3's mission is to "improve the adequacy of the labour market, education and training in strategic sectors"; the group works to improve the quality of dual education, to create a common macro-regional educational area in which professions and their certificates are mutually recognised.

2. Composition and Sub-Groups

Leadership:

Ms. Giuliana Cristoforetti, Director UMSE Local Language Minorities and European Audit, APT;

Ms. Cristina Ioriatti, Head of Vocational Training, Tertiary Training and System functions, APT:

Ms. Paola Garbari, Labour Supply and Demand Coordinator, Labour Agency, APT;

Mr. Mauro Casotto, Operations Director Trentino Sviluppo s.p.a.

Members (alphabetical order):

Mr. Frank Bau, Professor at the University of Applied Sciences, Canton Graubünden - Switzerland

Ms. Baraba Centis, Fondazione Edmund Mach Istituto Agrario San Michele all'Adige, Autonomous Province of Trento - Italy

Ms. Slavica ČERNOŠA, Directorate for Upper Secondary, Higher Vocational and Adult Education Directorate - Ministry Education Science and Sport - Slovenia

Mr. Luca Daprà, BASIS - BASIS Vinschgau Venosta, Silandro - Italy

Mr. Fulvio Fabris, Central Directorate for Work, Training, Education and Family, Autonomous Region Friuli Venezia Giulia - Italy

Ms. Mojca Faganel, Ministry of Labour, Family Social Affair and Equal Opportunities - Slovenia

Mr. Andrea Giacomelli, Autonomous Region of Friuli Venezia Giulia - Italy

Mr. Hannes Goestch- BASIS Vinschgau Venosta, Silandro - Italy

Mr. Cassiano Luminati, Director of Polo Poschiavo, Canton Grisons - Switzerland

Mr. Darko Mali - National Institute for Vocational Education and Training, Slovenia

Ms. Daniela Nöbauer - Office of the Salzburg Government “Economy, Tourism, Municipalities”, Department 1/01 Regional Development and EU Regional Policy - Austria

Ms. Erika Napetschnig, Department of Development, Labour Market and Housing - Government Office of Carinthia - Austria

Ms. Brunella Reverberi, Office of Dual system and right to study, DG Education, Training and Labour, , Lombardy Region - Italy

Ms. Isabelle Roux, Head of Educ’Alpes, the network promoting mountain education in the French Alp - France

Ms. Katrin Schillo, Senior Researcher, Department of Business Management / Swiss Institute for Entrepreneurship, Canton Grisons - Switzerland.

Ms. Michela Vecchia - ANCI Liguria - Italy

Mr. Pierluigi Vinai - Director of ANCI Liguria - Italy

Ms. Ursula Weingartner Office of the Tyrolean Government Department Society and Labour, Division management Labour - Tyrol, Austria.

3. Involvement of the stakeholders

-Start Up

-SME

-Green and digital enterprises

-Chambers of Commerce, Confindustria and its counterparts in the Alpine Region

-Confindustria for the mountain (IT)

III. FIELDS OF ACTIVITY 2020-2022

With particular reference to dual training, the AG3 plans a series of specific activities for the period 2020-2022. In order to face a fast developing labor market SME are asked to react rapidly and implement newest technologies to tackle a highly competitive market. Since, especially SMEs in peripheral alpine regions, attribute the reluctance to digitise production to a lack of technical, methodological and social skills, it is of primary importance for this AG to set the define as an overall objective the development of a novel problem-based education format for workers and young trainees. In this way high level education, i.e. applied academic knowledge, will be accessible to SME employees, and easier innovation and hence foster competitiveness.

1. **Dissemination of the results** of the final study/report on dual training in the Alpine region prepared by INAPP. A key part of this activity is the translation of the final report in the Alpine languages (French, German and Slovenian) and the development of web content related to the themes of the report.

2. Further **analysis on the topic of mobility** in order to identify and list bottlenecks and to elaborate a model agreement that can be adopted by the Regions. In particular, this activity could be carried out by a special group of experts with specific expertise in relation

to regulatory, insurance, system permeability, etc. issues. Starting from such analysis, design a blueprint to initiate and exchange programmes tailor-made for trainees in vocational education (similar to Erasmus programme).

3. **Annual Forum on dual training** of the Alpine region involving employers' associations and trade unions, chambers of commerce, bilateral bodies, and similar bodies in the countries/regions involved, as well as classes of institutes in the Alpine region.

4. **Promotion of tertiary level education and training paths**, delivered by non-academic vocational training institutions. This should be made accessible and promoted for newcomers and career changers who are already integrated in the labour market.

5. **Promotion of the quality of in-company training** by focusing on strengthening the skills of trainers and activating support services for the provision and evaluation of training: build a stable collaboration between training institutions and enterprises and promote the co-management of training pathways. Include transectoral competences necessary to the development of a new economy, prioritizing corporate culture and social intelligence.

6. **Design and test novel education formats** combining vocational training and higher education (cfr. DuALPlus results). This should also foster the innovation grade by easing the knowledge and technological transfer between research institutions and SMEs.

7. **Design an ad hoc format for continuous** lifelong learning possibilities for workers in handicraft sectors with focus on digital and green jobs.

With reference to skills and abilities:

1. Denomination: soft skills assessment method tool for WBL in Alpine Space;

1. the problem addressed: there is a lack of effective and common tools able to sustain the evaluation of such learning outcomes;

2. goal/solution: common framework and tools of observation and assessment of soft skills;

3. activities: 1. survey of the current literature; 2. development of a guideline and tools; 3. development of a common validation document.

4. outcome/deliverables:

1. matrix of soft-skills assessment methods tools;

2. reference paper directory;

3. multilingual quick guide of QPR/SST competence analysis method tool

4. a set of Alpine Space Qualifiers (descriptors) and SST (observation sheets) of soft skills.

5. team and financial support: for the first deliverable, work carried out by experts of the AG3. For the other three deliverables, we need to obtain financial support.

6. timing: two years starting from October 2020 (as stated in the table attached).

2. Identification of the criteria that a company/enterprise must necessarily possess in order to define itself as a host company: this proposal stems from the very strong need to entrust young people in training - and growing, also in terms of personality and values - to a healthy and ethically valid environment; these criteria aim at defining enterprises as a hosting companies in the dual system;

1. problem addressed: not all the enterprises are able to or are prepared to welcome young students offering them the right conditions for a successful on the job learning experience. We need to develop a set of criteria to evaluate the capacity of the enterprise to be or to become a good training host company in the dual system;

2. goal/solution: develop common recommendations, organizational model and tools to define and evaluate the host company capacities:

3. Activities:

- a) gathering and analyzing literature reference;
- b) drafting of guideline containing principles and standard;
- c) developing the Alpine Space rule book and tools;
- d) developing a web-based tool for self-evaluation and improvement actions by the host-companies.

4. Outcome/deliverables:

- a) a common reference document (guideline);
- b) rule book with all practical tools;
- c) web-based tool.

4. **Team and financial support:** We might appoint an expert to carry out desk research and then the AG3 could analyze data and information and produce a common reference document (first deliverable); for reaching the second and third deliverables we need to obtain financial support;

5. **Timing:** two years starting from January 2021:

- Dedicating resources to the theme of "green jobs" and to all figures linked to the tradition of each Region that are progressively disappearing but that are part of our identity and cultural heritage.
- Developing an offer of non academic, vocational upper education aimed at providing skills for new jobs related to digital and green transformation.
- Training of an expert in the labour market, vocational guidance and job matching between supply and demand. This operator must be able to:
 1. analyze and interpret the needs of young people and businesses;
 2. support young people in making personal choices about their personal/professional and life project and in the active search for a job; pay particular attention to support young people in settling in a rural mountain area; giving young people an "image" of employment opportunities in the Alps; pay particular attention to support for young people in settling in a rural mountain environment;
 3. Supporting employers in the search and selection of qualified personnel;
- Supporting teachers/trainers/educators to relate education and training to the needs of a dynamic labour market and figure out how to develop an informal and flexible offer within the existing system.
- Defining legal instruments for a concrete and effective intervention, studying the contiguous legal models in order to obtain a synoptic comparison of qualifications and professions; it is proposed to proceed. Following the historical and cultural corridors of passage of the population moving for work or training, thus identifying 3 "hinges": an eastern one with respect to the Alpine arc (trilateral dialogue between Austria and in particular Carinthia, Slovenia and Friuli Venezia Giulia); a central one with the Autonomous Province of Trento, the Autonomous Province of Bolzano, Veneto and Tyrol and then Bavaria and Baden-Württemberg; finally a western one with Lombardy, Piedmont, Liguria with Switzerland and France. It will proceed with the establishment of a group of experts with staff from the EGTCs present in the Alpine territory.

- **Digital teaching and e-learning** : collection of the best practices; certification for a remote school as a real opportunity for students in inner-city and remote areas to have access to quality education (as a prerequisite: school with a good digital infrastructure); plan activities linked and in coherence with the Digital Education Action Plan of the European Commission.

In order to give young trainees the opportunity to take on responsibility and to start their own initiatives, accessible open spaces and workshops (e.g. Makerspaces, FabLabs) are needed. These real living labs should enable new projects and provide a test environment. On the one hand this will enrich the professional development of new employees and facilitate the development of new business.

- Sensibilisation toward the importance of “future skills” and integration in education programmes.

With particular reference to the labour market:

1. put a particular focus on the theme of digital jobs and green jobs: useful to create an ecosystem of productive, environmentally aware companies and a resilient and competitive economic market;

2. provide consultancy, training courses and support networks for seasonal workers (upskilling/reskilling);

3. strengthen the collaboration with AG 5 on the topic of digitisation and with AG 1 for the establishment of a strategic alliance for the Alpine Region with the promotion of a network of Alpine Universities;

4. provide ongoing informal practical training programmes for workers and trainees to face the dynamic changes of the society and market;

5. training in the labour market, vocational guidance and job matching between supply and demand: young people are often poorly informed about employment opportunities in the Alps, especially in the rural areas. On the other hand, employers sometimes have trouble finding employees and some valleys are seeing their populations aging. The challenge is to support young people in their professional orientation in mountain areas. The activities aim at supporting young people in making personal choices about their personal and professional life project and in the active search for a job; aim also at paying particular attention to support young people in settling in a rural mountain area and in giving young people an “image” of employment opportunities in the Alps and supporting employers in the search and selection of qualified personnel. This activity will be carried out with the cooperation of Educ’alpes and CIPRA France and ADRETS as well.

6. Design an ad hoc format for lifelong learning possibilities specific for the craft sector: higher education opportunities are often closed for craftsmen, blocking herewith the possibility to access academic level knowledge. Hence we see the need to offer lifelong learning possibilities for workers in the craft and agricultural sector with specific focus on digital and green jobs. Courses should be based on a balanced mix of theory and praxis including also future skills topics. This action should foster the innovation grade by easing knowledge and technological transfer between research institutions and SMEs. By integrating transectoral competences in the courses, cross innovation should be fostered. The activities are:

1. analyze the needs of the craft sector
2. define a curricula with the academic partner
3. initiate the courses.

Support to AG 1 aimed at improving relations and networking activities between the actors of the R&I ecosystem of the Alpine Region (public authorities, universities, researchers, students, enterprises) through the promotion of a network of Alpine Universities that could evolve, on a voluntary basis, the process based on the creation of a strategic alliance for the Alpine Region.

Contribution to the implementation and design of the Presidencies' programme.

The AG3 intends to participate actively in the many events organised by the French Presidency for 2020 and those of future Presidencies.

Even though there was no initial involvement in the definition of the 2020 calendar and it has undergone some changes and cancellations, due to the health emergency, we are strongly interested in greater involvement.d.

IV. CONTRIBUTION OF THE AG TO THE ALPINE GREEN DEAL

1. Strategic sectoral implementation initiative

2. Participation to cross-sectoral strategic initiatives

The EUSALP countries face particularly significant challenges, including demographic development, climate change and strong economic globalisation. The European Alpine macro region must therefore remain highly competitive and innovative in order to be able to respond effectively to the many challenges and not to lose some of its records, including its good quality of life, its wealth, and richness in environmental terms, and its economic leadership.

The AlpGov 2 project aims at concretely implementing strategic actions and initiatives whose results and developments must then be capitalized and put into the political cycle.

With a more strategic approach, which also looks ahead and to the future, and not only with a logic entirely linked to the project annuities, it has been decided to focus on 5 strategic areas. AG 3 has joined four of them.

The objective that guides all AG 3's actions is to improve the adequacy of labour market, education and training in strategic sectors; we are, therefore, particularly sensitive to the issues of the work of the future, which know how to balance innovation and skills, to lifelong learning, without neglecting the issue of dual training which is among our priorities.

The strategic priority area "**A carbon-neutral alpine region**" is useful in order to make the economy of the whole EUSALP area greener, more environmentally friendly and fully aligned with the EU objective of becoming carbon neutral by 2050.

The industrial/fabric industry sector in the Alpine region is mainly composed of SMEs that can and "must" convert their production processes towards a more sustainable and green economy.

EUSALP is committed to building a general framework for renewal in many sectors and AG 3 - in this sense - can contribute to this by acting as an intermediary and conveying this information to the network of companies, to the various stakeholders who are willing to renew themselves in a green perspective and to continue rapidly with the ecological, energy and climate transition.

With regard to the strategic priority area of the "**Smart Villages**", AG 3 sees enormous potential of this approach; the benefits of the Smart Villages fall on the community in a widespread way and all this translates into a general improvement in the services offered to citizens, which allow them to enjoy fundamental rights to a greater extent. Having a

widespread and high-quality infrastructure is the prerequisite for growth in terms of digitisation and services offered to citizens. Just think how fundamental and extremely urgent (the pandemic has demonstrated this) is the right to have access to distance education for internal and remote areas, for the so-called "high lands": allowing students living in small mountain villages to have access to ICT, to follow distance learning is now more than ever a priority, but this is not only limited to young students but, in our vision, it seems important to look also at the adult population that requires training and lifelong learning and that needs upskilling or reskilling. The theme of distance learning (e-learning), of digital skills increasingly in demand in many working environments, is central for us and for this reason we intend to draw up, among other things, a UNI practice that is a reference for quality distance learning in line with standards.

The priority area "**Innovation hub for green business**" is developed in three main strands: wood and timber value chains, tourism and production and supply chain sustainability & resilience: AG 3 aims to design an ad-hoc format for lifelong learning opportunities specific to the craft sector which - generally - are often precluded, thus blocking access to higher level knowledge. There is a strong need to offer learning opportunities, building capacity, aimed at operators in the craft sector (in all its forms, but with a specific focus on the wood supply chain which is a strong feature throughout the Alps) and which have implications also in the digital sector.

A further strategic working area common to all AGs is the "**Eusalp Innovation Facility**" which deals with the specific issue of governance. EUSALP also proves to be an excellent platform for mutual exchanges and learning from each other and the issue of governance must be tackled jointly and in a long-term perspective, in order to make EUSALP a "living" and tangible reality that is not only limited to the projects that support it; the idea of having a structure that is able to mobilize funds of different nature, and that these are then made available to EUSALP. With AlpGov 2 we want to have a more strategic approach, with specific focus on policy and the issue of embedding, on the capitalization of political results, on the institutional capacity to respond to collective needs

3. Mobilization of strategic target groups

(Non-exhaustive list)

- Professional Institutes of the Alpine Arc
- Institutes for Adult Education in the Alpine Arc
- Schools of the Alpine Arc
- Rete delle Piccole Scuole/ Network of Small Schools (IT)
- Confindustria per la montagna (IT-Veneto)
- Labour Agency of the APT".

V. CONTRIBUTION OF THE AG TO THE RECOVERY OF THE ALPINE ECONOMIES AND SOCIETIES AFTER CORONAVIRUS BREAKDOWN

The rapid spread of the Coronavirus has forced us to an abrupt stop that has involved both the work aspects and those related to sociality and the sphere of affection.

The return to normality will be slow and unplannable with certain deadlines; however, the strong use of digital devices to work and study has shown us, once again, that it is of fundamental importance to have a solid network of digital infrastructures, especially for

mountain territories, the so-called "high lands" that have shown a strong resilience and ability to react.

For AG 3 - which deals with training and the labour market - it is important to act in the field of e-learning and e-working; to provide support to SMEs in order to facilitate the creation of a solid ecosystem that connects work, business and educational excellence in a perspective of regional globalization, widening the offer of training for workers by decentralizing academic courses and knowledge transfer with focus on smart working and the possibilities connected to a network of shared spaces, like coworking, designed for the specific needs of rural regions.

Smart-working in co-working spaces with a special focus on adult reskilling, fostering entrepreneurship and digital skills as well, through an informal, self-directed, experiential, collaborative and practical training provision model.

Investing on issues such as the skills of the future, digital skills (computer literacy as a starting point), smart economy, green economy to create a competitive, connected and up-to-date Alpine Region.

The creation of a solid and stable network of relationships and relationships of collaboration and cooperation with the other 3 Regional Macro Strategies of the European Union is, in our opinion, also a way to share results, visions, best practices. EUSALP, as is well known, is the most recent of the Strategies, and must therefore be seen in a perspective of dialogue with other structures and related realities.

VI. COMMUNICATION

1. Dissemination and communication activities

The AG3 intends to work and keep constantly updated the dedicated web page on the EUSALP website. The institutional website of the Macro-Regional Strategy is an important tool with which information is conveyed and first contacts are established with the interested public.

We intend to communicate our future activities, participation in events through the media, newsletters dedicated to AG 3.

2. Events

For 2020, the following events are planned to be organised/participated in:

29 and 30 September: Action Groups leaders meeting and online event "Climate, risks and energies".

14 October: Participation in the DuALPlus Project Meeting in Bolzano

10 December 2020: participation at the Annual Forum of EUSALP - Marseille and online meeting.

2021:

28 January 2021: IV° Forum on Dual Training & Enterprises.

Final Event of the DuALPlus project.

3. Road Show

AG 3 intends to organise, with the support of the PSAC and the Communication Team of the French Presidency of EUSALP, a stop as part of the Road Show event. Concrete support and participation in the Road Show in general will be provided.

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