



## Anticipate Future Jobs on Alpine Remote Areas

<https://eventi.fmach.it/alpjobs>



**Plattform LAND**  
Piattaforma per il rurale



This project is co-financed (ARPAF funds) by the European Union

8<sup>th</sup> AG6 Meeting, 1-2 July 2019, Brixen/Bressanone



# Work Plan

~~WP2~~ Identification of changing needs for new jobs

*Leader*

**PL**

~~WP3~~ Identification of future job profiles and contexts

**FEM**

**WP4** Recommendations for the implementation of **KGZS**  
*Activity: ongoing* measures to match future labor demand and offer

**WP5** Awareness raising by training, dissemination of **PoP**  
*Activity: ongoing* results

**Survey of jobs , skills and VETs for remote areas : continues with its parallel task**

# WP5 Action Group 6



Year	2018												2019												2020	
Month			3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2
Action 5.1																	X									
Action 5.2																	X	X	X	X	X					
Action 5.3																					X	X	X	X	X	
Action 5.4																									X	X



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# What official definition for Alpine remote/marginal area?

- LAG area insufficient to focus real dynamics of diverse remote areas within the same LAG
- LAG area allows to highlight some common problems and is part of solution



# Future Jobs and/or



## The Jobs Landscape in 2022

emerging  
roles,  
global  
change  
by 2022



### Top 10 Emerging

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. General and Operations Managers
4. Software and Applications Developers and Analysts
5. Sales and Marketing Professionals
6. Big Data Specialists
7. Digital Transformation Specialists
8. New Technology Specialists
9. Organisational Development Specialists
10. Information Technology Services

declining  
roles,  
global  
change  
by 2022



### Top 10 Declining

1. Data Entry Clerks
2. Accounting, Bookkeeping and Payroll Clerks
3. Administrative and Executive Secretaries
4. Assembly and Factory Workers
5. Client Information and Customer Service Workers
6. Business Services and Administration Managers
7. Accountants and Auditors
8. Material-Recording and Stock-Keeping Clerks
9. General and Operations Managers
10. Postal Service Clerks



## new/anticipated skills/competences for existing jobs?

## radical or incremental innovation in TEV system?

## product, service, organizational, technological, Top 10 skills social innovation?

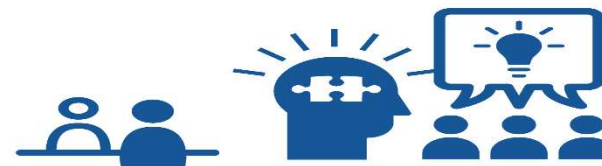
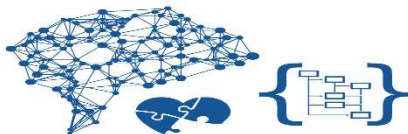


### in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

### in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity





## Baseline employment by broad industry (% pa), EU-28+3

Source: Cedefop (2018 skills forecast).

	2010-15	2016-20	2021-25	2026-30
<b>Agriculture</b>	-2.6	-1.1	-0.8	-0.9
<b>Extraction Industries</b>	-0.3	-1.5	-2.0	-1.4
<b>Basic manufacturing</b>	-0.9	-0.2	0.0	-0.1
<b>Engineering and transport equipment</b>	0.6	-0.4	-0.2	-0.1
<b>Utilities</b>	-0.4	0.4	0.1	0.4
<b>Construction</b>	-1.7	-0.2	0.4	0.5
<b>Distribution and retail</b>	0.4	1.0	0.7	0.4
<b>Transport and communications</b>	0.1	0.1	0.4	0.4
<b>Business services</b>	1.7	1.2	1.1	0.9
<b>Public services</b>	0.6	0.4	0.3	0.0

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### Projected change by broad occupation, 2016-30 (EU-28+3)

Source: Cedefop (2018 skills forecast).

Legislators senior officials  
and manager



Professionals



Technicians and associate  
professionals



Clerks



Service workers and shop  
and market sales workers



Skilled agricultural and  
fishery workers



Craft and related trades  
workers



Plant and machine  
operators and assemblers



Elementary occupations







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**Are youngs and other linked stakeholders able to anticipate the future?**

**What for goal of decision makers:  
maintain, gain/attract/drain from other areas,  
limit the drain of resident youngs?**

**Are formal, informal not formal TEV's institutions/system ready to  
teach how to anticipate the future?**

**How to introduce the «Futures Literacy» in TEV System for  
current and future entrepreneur and decision makers?**



## Outcomes insights lesson learned

### Remote definition

**Internalization of Anticipation concept (STEEP) local actors**

**Future Jobs or Anticipation of Jobs (vedi email a Segré)**

**Studies of anticipation**

**Handbook of anticipation**

Ciao Annapaola,

non abbiamo nuove professioni ma abbiamo arricchimento di quelle esistenti tramite aggiunta di competenze (skills) e knowledge. Il target del progetto è la rivitalizzazione ed il contenimento dello spopolamento di aree alpine marginali rendendo competitive ed attrattive le professioni future (da intendersi come professioni attuali - in aree rurali montane - da modernizzare con nuove skills e conoscenze individuate tramite processi partecipativi con le popolazioni locali). Future professioni sono da intendersi nuove/innovative in termini incrementali (nuove per il sistema territoriale oggetto di analisi; questo può succedere anche tra valli trentine), non radicali (mai esistite prima; mai codificate). In questa fase sono oggetto di attenzione proprio in questo periodo gli istituti TEV formali (fino alle scuole superiori) ed informali.

Le università non sono state prese in considerazione in questa fase (le risorse finanziarie sono limitate).

Contiamo di farlo con un prossimo progetto al quale stiamo lavorando con Skopja ed altri partners Europei.



ci sono alcuni consulenti che azzardano:

•Trash Engineer, Alternative Energy  
Consultant, Earthquake Forecaster,  
Medical Mentor, Organ/Body Part Creator,  
Memory Surgeon, Personal Productivity  
Person, Personal Internet of Things (IoT)  
Security Repair Person, Flight Instructor,  
Commercial Space Pilot

•altri ne lanciano 50: <https://www.trade-schools.net/articles/best-careers-for-the-future.asp>

•c'è qualcuno più moderato con un (ne ho raccolto diversi ai fini progettuali) bell'articolo <https://www.corriere.it/economia/lavoro/cards/come-cambiano-lavori-agricoltura/oro-dell-alveare-l-apicoltore-40.shtml>

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- Report\_New\_Skills\_Agenda\_for\_Europe: par. 4.8 " **Key competence: imprenditorialità e innovazione** ", par. 7.2 e 7.3
- 2019-OECD-Prospettive-dell'OCSE-sull'occupazione-Italia: par. 2, 2.1 e 2.2



- Skills forecast trends and challenges to 2030 CEDEFOP\_en:

- figs. 4, 10 e 11 (permettono di comparare employment growth dei comparti agri-food and wood tra i vari paesi come baseline, in condizioni di economia vitale e stagnante): al par. 2.7 si commenta " Most of the employment growth over the projection period is expected to be in service sectors, along with some advanced manufacturing sectors. The fastest growing service sectors are expected to be: legal and accounting; R&D; advertising and market research; other professional; and administrative and support service activities "

- fig. 17 " The diagram shows how rates of change in occupational employment at the two-digit level vary by country. Darker cells indicate faster growth; lighter shades a more rapid employment decline. The most-rapid growth is projected in the top part of the diagram: managerial, professional and associate professional technical occupations. Growth is also expected for some lower-level skilled occupations in the bottom part of the diagram. It is in the middle area that the main job losses are expected to occur, with focus on lower-skilled, non-manual workers, especially clerks and higher- and semi-skilled manual workers "

- fig. 33 " shows the change in the measures of various tasks in jobs in across the EU between 2015 and 2030 ; ... The implications of the projected structural change up to 2030 on tasks in European workplaces was analysed along two main dimensions: the content of the tasks, and the methods and tools with which tasks are performed. In terms of task content, there is a projected decline only in physical tasks, with an across-the-board increase in all the subcategories of intellectual and social tasks. Three types of task stand out in terms of their projected increase: business literacy, selling/persuading and serving/attending. The first two are related both statistically and conceptually, as both have a highly commercial nature "

- chapter 6 fornisce conclusion to be selected as to be better customised



- WEF\_Future\_of\_Jobs: "Five years from now, over one-third of skills (35%) that are considered important in today's workforce will have changed. By 2020, the [Fourth Industrial Revolution](#) will have brought us advanced robotics and autonomous transport, artificial intelligence and machine learning, advanced materials, biotechnology and genomics. These developments will transform the way we live, and the way we work. Some jobs will disappear, others will grow and jobs that don't even exist today will become commonplace. What is certain is that the future workforce will need to align its skillset to keep pace."



## WP 5.1 Training on teaching the future (jobs) (Meeting at Poschiavo 9-10 May 2019)





## WP5.2 Dissemination web-conferences/webinars

- Shift to local restitutions with local stakeholders and VET institutions (problem with language and possibility to attend the local meetings by PPs: at least 1 in each selected area); goal: improve Futures Literacy; shared narrative of the ALPJOBs project and skills for 2030
- Improvement of dissemination activities by PPs (list activities until end of the project)





23-24.05.2019	Oral presentation. R. Scolozzi, G.A. Battistel, A. Gretter, 2019: <i>Il progetto pilota ALPJOBS. Formazione e applicazione multilivello di futures literacy per supportare strategie locali</i> . Conference "Il Futuro delle Organizzazioni. Lavoro e Creatività", III incontro dei Futuristi Italiani, 23-24 maggio 2019, CNEL (Consiglio Nazionale Ricerca Economia Lavoro), Roma (Italy) ( <a href="https://www.instituteforthefuture.it/wp-content/uploads/2019/04/programma-futuristi2019.png">https://www.instituteforthefuture.it/wp-content/uploads/2019/04/programma-futuristi2019.png</a> ). PDF presentation is available
end of july	Laboratory of Future skills Anticipation with Medicinal Aromatic Plants Farmers, Fair, Levico Terme (Italy)
9.9.2019	Poster Speech: A. Gretter, G.A. Battistel, R. Scolozzi, A. Furlanetto: 2019, <i>Reopening futures of remote, depopulating Alpine areas – the pilot project ALPJOBS</i> . International Mountain Conference (Workshop 3.4.F: ), 08–12 September 2019, Innsbruck Univerisität, Innsbruck (Austria). <a href="https://www.uibk.ac.at/congress/imc2019/program/3.4.f.html">https://www.uibk.ac.at/congress/imc2019/program/3.4.f.html</a> .enAbstract is available Poster in progress
27.9.2019	Oral presentation. Person TBD, 2019: Title TBD. Conference "La notte dei ricercatori 2019-La ricerca è tutta un quiz", 27 settembre 2019, FBK, MUSE, FEM e PAT, with support of Municipality of Trento. TBC
30.09.2019	G.A. Battistel, R. Scolozzi 2019: <i>ALPJOBS: youngs of Alpine Remote Areas Irunning to 2030 for Jobs</i> . The Futures of Communities. Abstract to be submitted. Call for paper <a href="https://www.journals.elsevier.com/futures/call-for-papers/the-futures-of-communities">https://www.journals.elsevier.com/futures/call-for-papers/the-futures-of-communities</a>
within September 2019	Local restitution with stakeholders of selected area
9-11.10.2019	Oral presentation. R. Scolozzi, G.A. Battistel, A. Gretter, A. Furlanetto, R.Poli, 2019: <i>Reopening futures of remote, depopulating Alpine areas – the pilot project ALPJOBS</i> . Conference "Anticipation 2019", 3rd Conference, 9-11 October 2019, Oslo School of Architecture and Design (AHO), Oslo (Norway) <a href="http://anticipationconference.org/">http://anticipationconference.org/</a> ). Abstract is available PDF presentation not yet available
16.10.2019	Local restitution with regional VETs at 3rd Forum on Dual Education in the Alpine Region TRENTO. Parallel event TBD
10.11.2019	Laboratory of Future skills Anticipation with students of Farming High School, Fondazione Edmund Mach, San Michele all'Adige (TN). In progress
15-16.11.2019	Oral presentation. G.A. Battistel, A. Gretter, other authors TBD, 2019: Title TBD. Convegno "VIVERE LA MONTAGNA CHE CAMBIA. Nuove prospettive di welfare per le comunità alpine", 15-16 novembre 2019, Fondazione Franco Demarchi, Trento (Italy) ( <a href="http://www.fdemarchi.it/ita/Centro-di-documentazione/News/Call-for-paper-Convegno-ARCO-ALPINO">http://www.fdemarchi.it/ita/Centro-di-documentazione/News/Call-for-paper-Convegno-ARCO-ALPINO</a> ). Abstract has not yet be forwarded to convenors
December 2019	article in regional technical magazine
February 2020	in progress

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 Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety



**Interreg**  
Alpine Space



AlpGov

EUROPEAN REGIONAL DEVELOPMENT FUND



## IL FUTURO DELLE ORGANIZZAZIONI. LAVORO E CREATIVITÀ



**III INCONTRO DEI FUTURISTI ITALIANI**  
ROMA, 23/24 MAGGIO 2019  
CNEL, VIALE LUBIN DAVIDE 2  
info e registrazioni: futuristitaliani.it



# Anticipation 2019

Anticipation 2019 is a unique, radically interdisciplinary forum for exploring how ideas of the future inform action in the present. It brings together researchers, policy makers, scholars and practitioners to push forward thinking on issues ranging from modelling, temporality and the present to the design, ethics and power of the future. This conference includes attention to design amongst other domains.



**IMC** Innsbruck 2019  
International Mountain Conference

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# Future proofing of funds

**Deep Dem «Forging Resilience»**  
**Impulse4Action**  
**SATURN**

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## WP5.3 Final Conference

Date: November 2019, December (1<sup>st</sup> half) 2019, January (2<sup>nd</sup> half) 2020

Location: Trento,? San Michele all'Adige, Innsbruck, Milano (FORUM)

Contents: TBD

Attendants: TEV's institutions, other