

WP4: Recommendations for the implementation of measures to match future labor demand and offer

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WP 4.1 Passages towards the desired futures

WP 4.2 Backcasting

Guidelines for operative session with stakeholders

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Vinarska 14, Maribor – Slovenia



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...Before the brainstorming

**Having in mind the goal of WP4
as focal point**

**(Implementation of measures to
match future labor demand and
offer)**

...Before the brainstorming

Trends and...

**Keep in mind also the outcomes of WP2.2,
WP2.3, WP3.3 WP3.2 exercises:**

- Report on strategic interviews
- Report on local trends
- Scenarios build local according to the most relevant local uncertainties
- Your map of the variety of “local treasures”

...Before the brainstorming

... other project results

Make sure that the invited stakeholder (at least the same stakeholders as in WP 2.2) are timely informed about the results of already performed activities (i.e. through delivering abstracts from your previous reports)

...Before the brainstorming

Desirable futures, ...

**Let's recall the desirable futures for
your local system as defined during the
WP3.2 exercise**

**(Desirable territorial systems self- sustaining
the new jobs through adequate skills and
competences)**

...Before the brainstorming

... Deliverables ...

According the "Actions and Activities" plan be aware that your report shall include a «List of conditions enabling the desired futures»

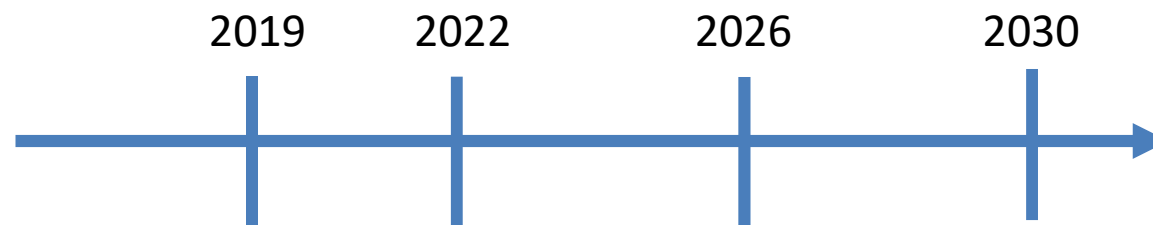
...Before the brainstorming ... and Aims

In order to better prepare WP5 activities be aware that your report shall also include :

- Indication where the matching of the labor demand and offer is already successfully implemented
- How to progressively involve young, entrepreneurs, labor agencies, local policy makers and interest groups in developing sustainable innovations of the local social economic system
- How formal and/or non-formal and/or informal education system and vocational and educational training centers could match right skills and competences required within year 2030 by regional enterprises and job seekers

...Before the brainstorming

**draw the timeline on a
white/black board/flipchart**



Backcasting Step 1

Identify the final outcome:

The final outcome (endpoint) is defined in plenary, must be shared and approved by all participants *with local stakeholders, considering the local context* .

Specific desirable conditions* (*see next slide*) at 2030 for labor demand and offer are:

...

...

(write it as note on a post-it, at the end of the timeline)

2030

Time: 10' (intro) + 10' (brainstorming) + 10' sharing

*Suggestion

To identify **desirable conditions at 2030 (in the STEP1) and the possible obstacles and opportunities (in the STEP2 and following ones)** it can be helpful to take into consideration the factors of change:
Social, Technological, Economic, Ecological,
Political (STEEP)

First advice to Step 1

Make sure that participants think individually for a couple of minutes about the task of step 1.
Then let them discuss in group the issues of Step 1

Second advice to Step 1

If there are more than 6-7 participants, divide them in small groups (>3 people). Each groups will work separately on the same item: each outcome will draw a richer picture of the path to the desired futures

A strict rule

Participants shall face the exercise step by step.

Do not anticipate the next step!

Because of cognitive BIAS they have to discover each step backwards without thinking to the whole process!



**Very important
remark**

Backcasting Step 2

First intermediate milestone:

Try to identify the conditions at 2026 that make possible the future that you want to see realized in 2030

2026

Identify:

1. The promising 2026 conditions* for the desired 2030

(*considering STEEP factors)

2. Obstacles & Opportunities (*s. for instance WP2.3*)

3. Possible actions

(take notes within the group)

Time: 20'

Backcasting Step 3

Second intermediate milestone:

Try to identify the conditions at 2022 that make possible the future that you want to see realized in 2026

2022

Identify:

1. **The promising 2022 conditions* for the desired 2026**
(*considering STEEP factors)
2. **Obstacles & Opportunities (*s. for instance WP2.3*)**
3. **Possible actions**

(take notes within the group)

Time: 20'

Backcasting Step 4

How the present becomes a milestone:

Try to identify the conditions at 2019 that make possible the future that you want to want realized in 2022

2019

Describe which actions the stakeholders could take NOW (i.e. during 2019) in order to let start the journey which will end with the desired 2030 (for labor demand and offer in your area)

Time: 20'

Backcasting Step 5

Plenary presentation

- *Let participants to present (through a speaker) their backward path to the desired futures - 10' (or 7' each group)*
- *Discuss and refine together the timeline - 10'*

Time: 20' to 40'

Advices to step 5

Take photos of timeline and discuss with participants about:

- learning and insights,***
- relative relevance (among the obstacles/opportunities/actions)***

Take notes from discussion points and/or record presentations and discussion



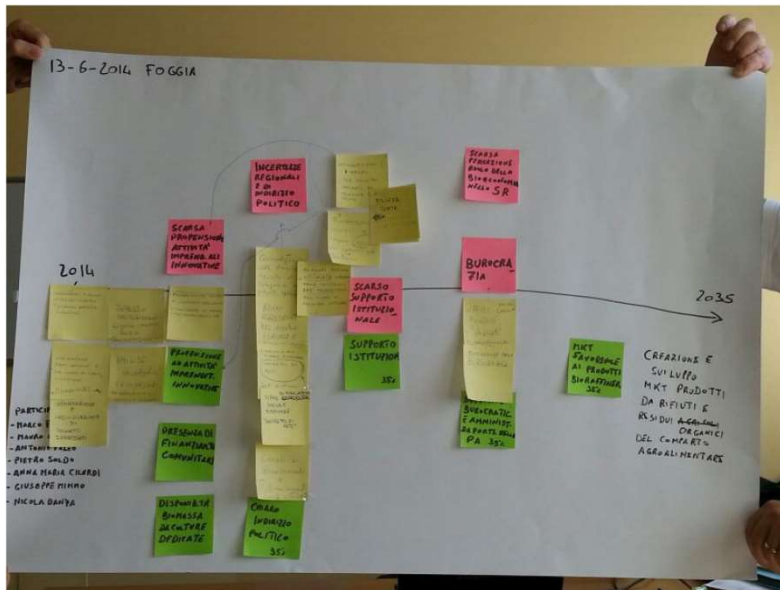
**Very important
issue**

Backcasting Step 6

Reporting activities:

Collect the papers (post-it, notes) of individuals or groups. Take notes of the presentations.

Summarize exercise results in your report according the above-mentioned criteria (slides 6 and 7) and the Guidelines template



Total time for a backcasting workshop: about 2 hours

1. Timeline with steps (photos)
2. Obstacles and opportunities, shortly written on the timeline, briefly described in the report.
3. Actions, shortly written on the timeline, briefly described in the report.