

## **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 4.3 Roadmapping***

### ***Guidelines for operative session with stakeholders***

January, 14-15, 2019  
KGZS - Zavod Maribor,  
Vinarska 14, Maribor – Slovenia



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

# Who should be involved

**Even if the document "WP Actions and Activities" appoints that each partner shall perform (at least with the same stakeholders as in WP 2.2) the assigned task, it is here strongly recommended that each partner tries to involve actually **influential decision makers at local and regional levels and on both strategic sides: governance and educational system.****

# ...Before starting

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

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

# ... Before starting

**Make sure to acquaint in advance all participants with the final outcome (endpoint) as defined, shared and approved in plenary during the Backcasting exercise**

## ... Before starting

**Participants must be also adequately informed about the results of previous project activities at local level: This can happen through sharing the results of these activities (abstracts in electronic or paper form) or through organizing an information session before the Roadmapping exercise**

# ... Before starting

**Keep in mind primarily 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”**
- **Desirable territorial systems self- sustaining the new jobs through adequate skills and competences**

# ... Before starting

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

# Roadmapping Step 1

	Past	Now 2019	Short-term +1 year «budget»	Medium-term +3 y «strategy»	Long-term +10 Y «radar»	Vision
Community						(1)
Education		<p><b>Draw the Roadmapping simplified template which can be projected or distributed in A3 format to participants</b></p>				(1)
Job market						(1)
Technology						(1)
Resources						(1)



# Notice

**The suggested features in the rows  
(Education, Community, Job Market,  
Technology, Resources) shall conventionally  
simplify dealing with the factors of change  
and collecting results in WP4.4 reporting**

# Roadmapping Step 2

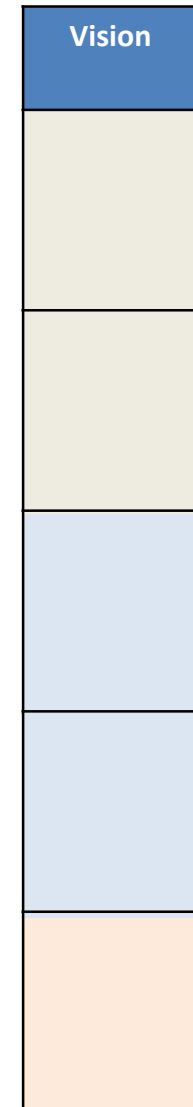
*Present the Roadmapping exercise to the participants and explain consequently the features on the rows and the content of the columns (s. the presentation of WP4.1)*

**Time: 10'**

# Roadmapping Step 3

Let the participants specify  
the long-term aspirations of  
the organization, referring  
and refining those stated in  
the Backcasting exercise

**Time: 20'**



# First advice to Step 3

*Make sure that each participant can express themselves individually and set precise goals especially in his/her professional fields and his/her decision making power*

# A general rule

*Participants shall avoid to formulate too abstract and general statements. Aims, duties, responsibilities, paths shall be indicated expressly and, if possible, by name (of organization, institution, entity)*



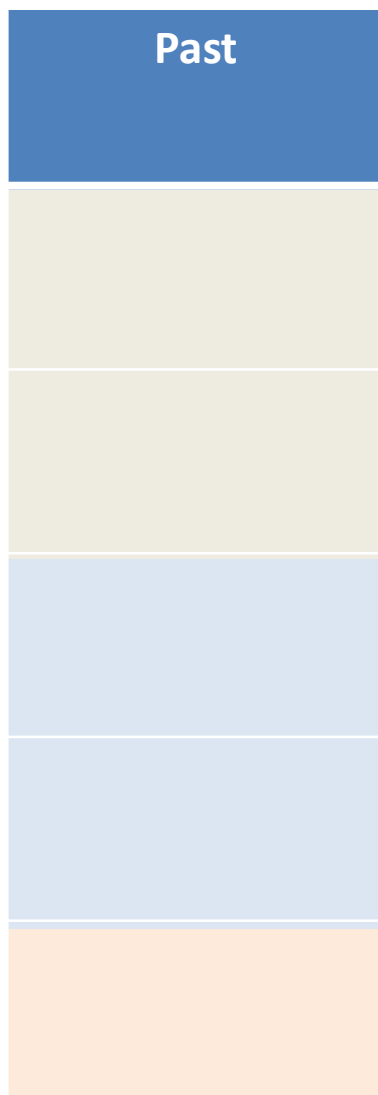
**Very important  
remark**

# General advice to Step 3 to 8

*Participants shall transcribe their statements with clear and readable wording on post-it, which will then serve as a trace for the presentation of the results.*

*The A3 template is used to take individual notes and to maintain an overview during the exercise.*

# Roadmapping Step 4



**Specify key influences and events that have led to the current situation (learning points that will influence the success of future plans)**

**Time: 15'**

# Roadmapping Step 5

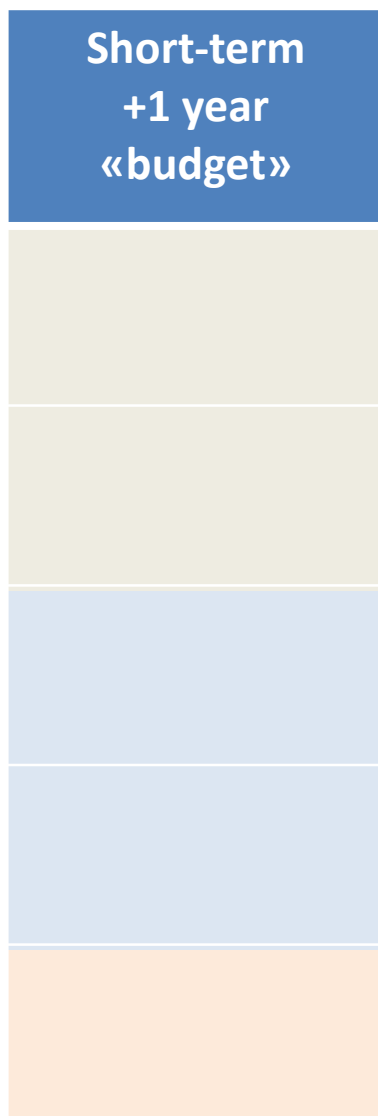
Now  
2019

Define the key aspect of  
current situation

Time: 15'



# Roadmapping Step 6



**Define tangible plans  
and actions that will be  
committed to if change  
is to be effected – noon**

**Time: 20'**

# Roadmapping Step 7

Medium-term  
+3 y «strategy»

**Highlight the broader  
direction and options  
that influence the short-  
term decisions and plans**

**Time: 20'**

# Roadmapping Step 8

Long-term  
+10 Y  
«radar»

Set out the long-term  
aspirations of the  
organization in order to  
finally achieve the  
"Vision"

Time: 20'

# Backcasting Step 9

## Plenary presentation

- *Let participants review the Roadmapping steps*
- *Let participants to present (through a couple of speaker) their concrete path (focus on both governmental and educational measures) to the desired futures; post-its shall be hanged on the projected template on the wall*
- *Final discussion in order to share the end version of the roadmap*

**Time: 20' to 30'**

# General Advices

- *Take photos of the event*
- *Highlights (for the report)  
the difficulties of the  
exercise and the turning  
points of the path towards  
the expected result*
- *Track all points and/or  
record presentations and  
discussion*

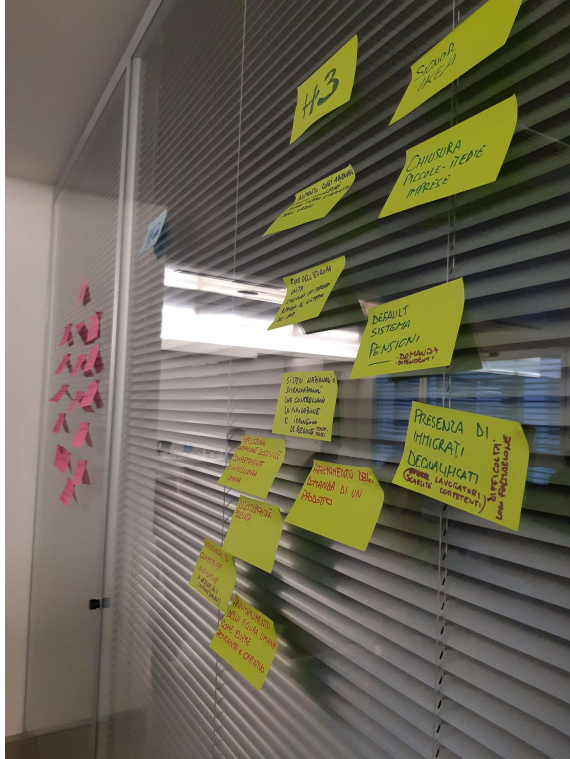


# Backcasting Step 10

## Reporting activities:

***Summarize exercise results in your report  
according the Guidelines template***

# Deliverables



**Total time for a  
roadmapping workshop:  
about 2,5 hours**

1. Photos of final template with post-its
2. Roadmap narrative with focus on decisions, concrete measures and named actors
3. Partner's considerations on the exercise, the commitment of the participants and the quality of the results
4. Final considerations about the local effects of the whole experimentation whit the future exercises

# Do not forget the project aims

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

- **Measures to promote** as best practice where the matching of the labor demand and offer is already successfully implemented
- **Suggestions or plans to progressively involve in practice** young, entrepreneurs, labor agencies, local policy makers and interest groups in developing sustainable innovations of the local social economic system
- **Practical measures and/or legislative provisions** for formal and/or non-formal and/or informal education system including vocational and educational training centers, universities and research centers in order to match right skills and competences required within year 2030 by regional enterprises and job seekers