

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

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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 trays to involve actually **influcent 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 | | | | | | (1) |
| Job market | | | | | | (1) |
| Technology | | | | | | (1) |
| Resources | | | | | | (1) |

**Draw the Roadmapping
simplified template which
can be projected or
distributed in A3 format
to participants**

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)



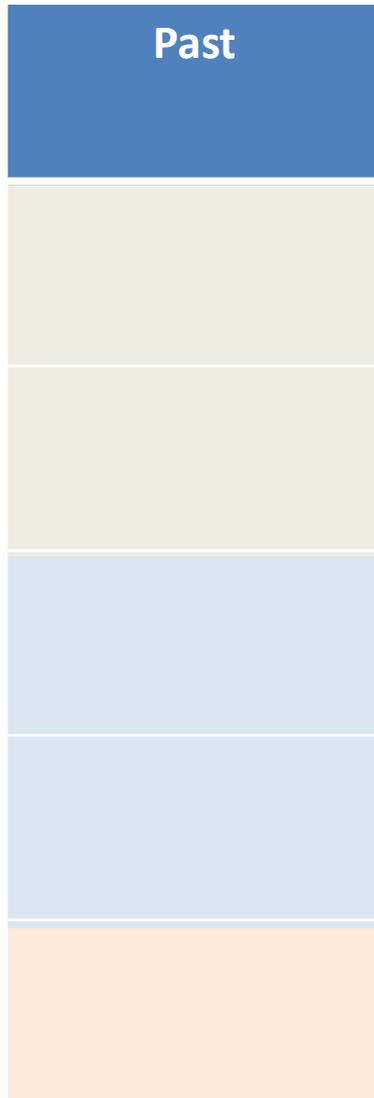
**Very important
remark**

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.

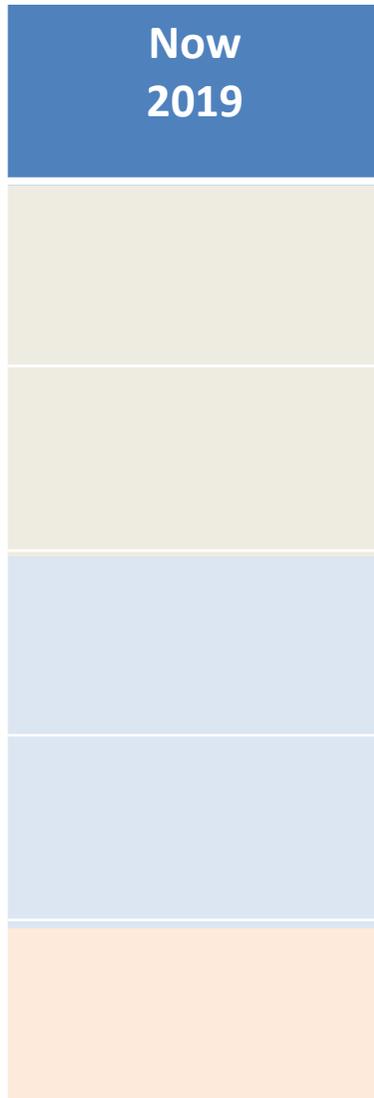
Roadmapping Step 4



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

Time: 15'

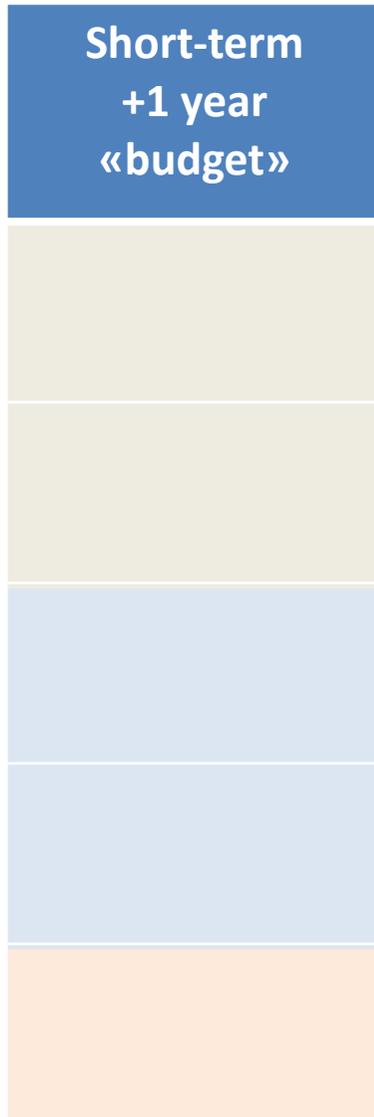
Roadmapping Step 5



**Define the key aspect of
current situation**

Time: 15'

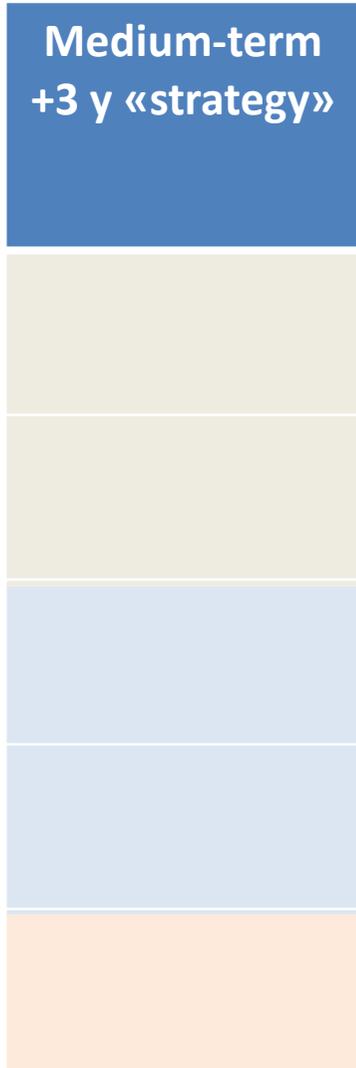
Roadmapping Step 6



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

Time: 20'

Roadmapping Step 7



**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'

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

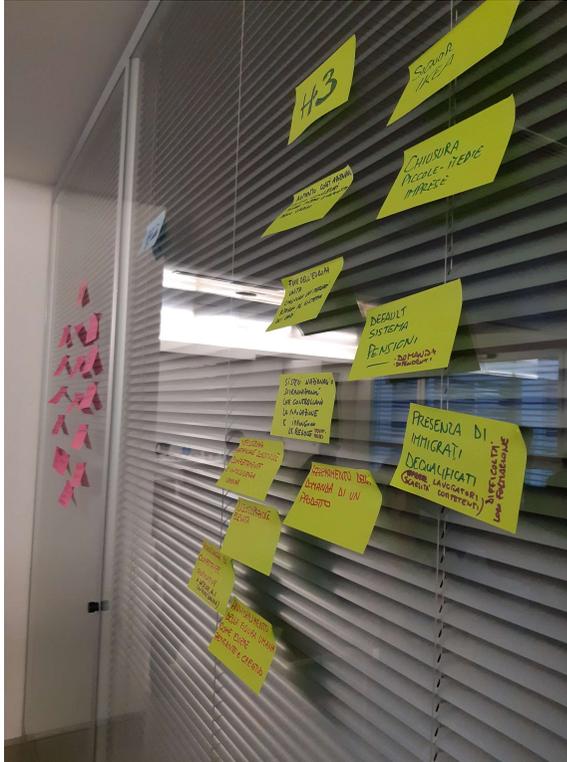
- *Take photos of the event*
- *Highlights (for the report)
the difficulties of the
exercise and the turning
points of the path towards
the expected result*
- *Track all points and/or
record presentations and
discussion*



Backcasting Step 10

Reporting activities:

Summarize exercise results in your report according the Guidelines template



**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**