



Anticipate Future Jobs on Alpine Remote Areas



Work package 5.3

Report on dissemination and local restitution

LAG "Trentino Orientale"

Inland Area/Remote/Marginalized Area "Tesino"

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1. Dissemination Activity

Dissemination activities are listed in the following table¹:

DATE	ACTIVITY
13-14. 03.2019	Oral presentation on upgrade ALPJOBS activities: G.A. Battistel, 2019: 7 th EUSALP AG6 Meeting, Villach (Austria).
23-24. 05.2019	<p>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). https://www.instituteforthefuture.it/disponibile-il-programma-del-iii-incontro-dei-futuristi-italiani/ ; https://www.instituteforthefuture.it/wp-content/uploads/2019/04/programma-futuristi2019.png.</p> <p>Paper: R. Scolozzi, G.A. Battistel, A. Gretter, A. Furlanetto, R. Poli: 2019, <i>Occupazione per i giovani nel 2030, in aree alpine remote? Il progetto ALPJOBS, futures literacy per comunità e lo sviluppo locale</i> (in press on "FUTURI" n. 13, magazine of Italian Institute for the Future (http://www.futurimagazine.it/) editors Roberto Poli, Mara Di Berardo e Roberto Paura. In press between May-June 2020.</p>
1-2. 07.2019	Oral presentation on upgrade ALPJOBS activities: G.A. Battistel, 2019: 8 th EUSALP AG6 Meeting, Bressanone-Brixen (Italy). https://www.alpine-region.eu/news/eusalp-ag6-ongoing-activities-and-outlook-new-ones
18.07.2019	Oral presentation. R. Scolozzi, 2019, Il Trentino del 2060. I futuri possibili del nostro territorio. Ciclo di Conferenze: TRENTINO 2060_pensare il presente, immaginare il futuro. Scurelle (Trento-Italy). https://www.cr-valsuganaetesino.net/media/3430/volantino-trentino-2060-fbk.pdf
19.07.2019	Oral presentation. G.A. Battistel, 2019, Invitation to 3rd meeting of the project advisory board ARGE ALP project "Next Generation - Mountain Agriculture 2030". Coomenting ALPJOBS activity, (Munich- Germany). https://www.cr-valsuganaetesino.net/media/3430/volantino-trentino-2060-fbk.pdf

¹ All activities and documents will be published on ALPJOBS web page <https://eventi.fmach.it/alpjobs>.

DATE	ACTIVITY
9.9.2019	<p>Oral presentation and Poster speech: A. Gretter, C. Dalla Torre, F. Maino and A. Omizzolo: 2019, <i>New Farming as an Example of Social Innovation Responding to Challenges of Inner Mountain Areas of Italian Alps</i>. International Mountain Conference (Workshop 3.3.C:), 08–12 September 2019, Innsbruck Universität, Innsbruck (Austria). https://www.uibk.ac.at/congress/imc2019/program/ ; https://www.uibk.ac.at/congress/imc2019/program/3.3.c.html.en .</p> <p>Poster exhibition and 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 Universität, Innsbruck (Austria). https://www.uibk.ac.at/congress/imc2019/program/ ; https://www.uibk.ac.at/congress/imc2019/program/3.4.f.html.en .</p> <p>Paper: A. Gretter, C. Dalla Torre, F. Maino and A. Omizzolo: 2019, <i>New Farming as an Example of Social Innovation Responding to Challenges of Inner Mountain Areas of Italian Alps</i>. <i>Journal of Alpine Research</i>. <i>Revue de géographie alpine</i>, 107-2. Online since 27 September 2019, connection on 09 March 2020. URL: http://journals.openedition.org/rga/6106; DOI: https://doi.org/10.4000/rga.6106 .</p> <p>Paper: A. Gretter, C. Dalla Torre, F. Maino and A. Omizzolo: 2019, <i>Come rispondere alle sfide delle aree interne delle Alpi Italiane? Il "New farming" come esempio di innovazione sociale</i> Research. <i>Revue de géographie alpine</i>, 107-2. Online since 27 September 2019, connection on 09 March 2020. URL: http://journals.openedition.org/rga/6106; DOI: https://doi.org/10.4000/rga.6106 .</p>
25.9.2019	<p>Oral presentation. A. Gretter, G.A. Battistel, R. Scolozzi, A. Furlanetto, 2019, <i>Esercizi di futuri per favorire la "restanza": il progetto ALPJOBS in Trentino</i>. Convegno "La restanza" in montagna: esperimenti e proposte di nuove forme di turismo". IT.A.CA Festival del Turismo Responsabile. Castel Madruzzo, Trento (Italy). https://www.festivalitaca.net/evento/conferenza-la-restanza-in-montagna-esperimenti-e-proposte-di-nuove-forme-di-turismo/ ; https://www.michelazucca.net/associazione-sherwood/convegno-restanza/ .</p>
9-11. 10 2019	<p>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, Oslo School of Architecture and Design (AHO), Oslo (Norway) http://anticipationconference.org/.</p> <p>Paper abstract. 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, Oslo School of Architecture and Design (AHO), Oslo (Norway) to be submitted to special Issue Special Issue from the 3rd International Conference on Anticipation of the FUTURES Journal.</p>

DATE	ACTIVITY
16.10.2019	<p>Oral presentation. G. A. Battistel, R. Scolozzi, 2019, Skills for the future jobs. The future-oriented experience of ALPJOBS project. AG3 3rd Forum on Dual Education in the Alpine Region. Adding value to Dual Education in the Alpine Region” within the framework of the Interreg Alpine Space project “DuALPlus”, (local restitution with regional and international VETs), Trento (Italy). https://www.alpine-region.eu/events/3rd-forum-dual-education-alpine-region .</p> <p>Oral presentation. M. Wilenius, 2019, Futures Literacy - For education and skills. AG3 3rd Forum on Dual Education in the Alpine Region. Adding value to Dual Education in the Alpine Region” within the framework of the Interreg Alpine Space project “DuALPlus”, (local restitution with regional and international VETs). https://www.alpine-region.eu/events/3rd-forum-dual-education-alpine-region.</p> <p>ALPJOBS Video² show.</p>
5.6.11.2019	<p>Video³ and oral presentation on upgrade ALPJOBS activities: G.A. Battistel, 2019: EUSALP AG6 Final Conference, Innsbruck (Austria). https://www.alpine-region.eu/events/eusalp-ag6-final-conference-save-date</p>
10.11.2019	<p>Café Scientifique. G. A. Battistel, A. Gretter. <i>Laboratory of Future skills Anticipation with students of Farming High School</i>. Fondazione Edmund Mach, San Michele all'Adige, Trento (Italy). https://www.fmach.it/Comunicazione/145-FEM3/Programma-della-manifestazione .</p> <p>ALPJOBS Video⁴ show.</p>
15-16.11.2019	<p>Oral presentation. R. Scolozzi, G.A. Battistel, A. Gretter, 2019, <i>Il progetto pilota ALPJOBS: Futures Literacy per coltivare futuri di comunità e strategie di lungo periodo</i>. Convegno "VIVERE LA MONTAGNA CHE CAMBIA. Nuove prospettive di welfare per le comunità alpine". Fondazione Franco Demarchi, Trento (Italy). https://www.fdemarchi.it/ita/Centro-di-documentazione/News/Convegno-Arco-Alpino-2019?fbclid=IwAR07-ulWbZJzTDYqaDpST9F4gXFBtME79mBTzLiKHF6mQkj984dTVvOKPzg.</p> <p>Paper abstract. R. Scolozzi, G.A. Battistel, A. Gretter, A. Furlanetto, 2019, <i>Il progetto pilota ALPJOBS: Futures Literacy per coltivare futuri di comunità e strategie di lungo periodo</i>. A pag. 16-17 di “Abstract Interventi” del Convegno "VIVERE LA MONTAGNA CHE CAMBIA. Nuove prospettive di welfare per le comunità alpine", Fondazione Franco Demarchi, Trento (Italy). (https://www.fdemarchi.it/var/ezdemo_site/storage/original/application/7435b6ec2ef332ca67799b9e8b4532e6.pdf)</p>
28-29.11.2019	<p>Poster exhibition. A. Gretter, G.A. Battistel, R. Scolozzi, A. Furlanetto: 2019, <i>Reopening futures of remote, depopulating Alpine areas – the pilot project ALPJOBS</i>. 3RD EUSALP ANNUAL FORUM, 28-29.11.2019, Milano (Italy). https://www.forumeusalp2019.com/Agenda28nov.aspx https://www.forumeusalp2019.com/Agenda29nov.aspx</p>

² This short [video](#) (less than five minutes) is realized via an interview of a young italian farmer. The rationale of the initiative is to facilitate the introduction ALPJOBS activities carried out by ALPJOBS partners and inspire the attendants of both dissemination and local restitution. Regarding this event it was presented in English-Italian version.

³ Regarding this event it was presented in English-Italian version.

⁴ Regarding this event it was presented in English-Italian version.

DATE	ACTIVITY
December 2019	Paper: A. Gretter, G.A. Battistel, R. Scolozzi, A. Furlanetto, 2019: <i>Quali competenze per una futura occupazione in aree remote alpine? Il progetto pilota ALPJOB: futures literacy per supportare strategie locali</i> . In "Il percorso continua Montagna 4.0: un futuro da costruirle Insieme", M.C. Cattaneo ed., @SEV Società Economica Valtellinese, Sondrio, pag. 61-65.
24.1.2020	Aperitif Scientifique. G. A. Battistel, A, Gretter, 2019, <i>Quale Futuro Faremo?</i> Incontro Giovani Comunità di Valle Valsugana e Tesino, Borgo Valsugana (Trento-Italy).
1.2.2020	Aperitif Scientifique. G. A. Battistel, A, Gretter, 2019, <i>Quale Futuro Faremo?</i> Incontro Consulta Giovani Comune di Pergine Valsugana, Pergine Valsugana (Trento-Italy).
April 2020	Battistel G.A., Scolozzi R., Gretter A., Furlanetto A., Mallosek A., Klemenčič-Kosi S., Birli B., Tramberend P., Isepponi D., Poli, R., 2020: Skills for jobs in the 2030 Alps: participatory foresight for alpine remote areas, the pilot project ALPJOB. Mountain Research and Development Journal. International Mountain Society (IMS) Ed. To be submitted.

2. Local restitution

The meeting has been held at the municipal Library of Castello Tesino, on 13th December from 17.30 to 19.30 with the participation of 8 individuals. The participants, external to those involved in AlpJobs, were:

Female, manager of Primary- and Lower Secondary-Education District of “Strigno e Tesino”,

Male, coordinator of Europe Direct Trentino, information centre of the European Union at Servizio Europa/Europe Service of Autonomous Province of Trento (PAT),

Male, chair of Fondazione De Bellat that is a private foundation supporting and promoting all activities linked to rural area of Valsugana and Tesino,

Male, part-time agriculture entrepreneur and employed in the manufacturing sector (resident in Tesino),

Male, University student and chair of Young Association of Tesino (resident in Tesino),

Male, former Upper Secondary Education graduate looking to undertake university studies in Economics in Trento (resident in Tesino),

Male, Upper Secondary Education graduate (resident in Tesino).

All participants are resident in the district “Comunità Valsugana e Tesino”. Four of them attended local workshops. People having activities outside of and/or not be living in the “Inner Area – Tesino” have been invited to counterbalance local residents.

ALPJOBS Leaflet, ARPAF Booklet “*ARPAF Projects-Cooperation for the Alps of the Future*” were distributed to participants.



2.1. Contents

The meeting was divided in two step (see Annex 1):

- speeches by FEM's team members of ALPJOBS project with remarks by participants on general local issues of WP2, WP3 and WP4 as well job skills forecast exercise carried out by FEM experts; short exercise on job skills forecast 2030 made by attendants; discussions on ALPJOBS activities, job skills forecast exercise, career's development and management skills about local emerging activities,
- deep and relaxed continuation of discussion during a networking dinner.

G. A. Battistel clarified that the restitution had following goals:

- to describe the activities carried out along the WPs with focus on WP5.2
- to share ideas about possible skills required within year 2030 in order to have job opportunity in the area,
- to share visions on the benefits for young people (people looking for work) and for local businesses deriving from being "educated about the future", that is, being able to achieve technological and organizational innovations in traditional activities or inspired by possible future jobs in the 'area,
- to have feedback on first outcomes and get opinions, interests and suggestions on how to proceed after the end of the project.

He introduced briefly:

- EUSALP activity with focus on operating Action Groups (6,3 and 7) and partners as well as observers
 - funding entity,
 - rationale, objectives and target and
 - steps,
- of the project.

He outlined that the project was inspiring partly the activities of "Piano Giovani di Zona"/"District Youth Plan" (DYP) 2019. DYP is the initiative "Valsugana and Tesino" District (VTD) aimed at promoting youth projects. It represents the instrument of intervention in the territory - born from the collaboration between the Department for Youth Policies of PAT and the local municipalities - promoting and encouraging local activities in favor of young people to improve their quality of life. The creation of new contexts, stimulating activities and innovative solutions, the creation of a "territorial network" through participatory experiences and active citizenship of young people are its main objectives. VTD funded the following two projects:

- "Trentino 2060 – pensare il presente, immaginare il futuro"/"thinking about the present, imagining the future" (June-July 2019): a series of 6 meetings managed by local young university students of the cultural association "AGORÀ", and
- "#Genius-La valle che vorrei". Tavolo di confronto intergenerazionale sul future dei giovani in Bassa Valsugana"/ "The valley I would like". Intergenerational comparison roundtable on the future of young people in Bassa Valsugana" managed by Fondazione Trentina Alcide De Gasperi.

To introduce the speech, it was projected a video⁵ (see ALPJOBS web page <https://eventi.fmach.it/alpjobs>):

⁵ Regarding this event it was presented in Italian version.

- showing a young farmer of Valsugana district answering to the seven questions of the Strategic Interview (see WP2.2 activities) and his forecast of job skills needed 2030 for his activity, and
- recalling through images the steps (see WPs) of the project.

Rocco Scolozzi with support of A. Gretter and G.A. Battistel summarized WP2, 3 and 4 activities and issues and emphasized the identification of existing skills, the development of learning objectives and the expansion of skills through lifelong learning as the first tool for young people, entrepreneurs and decision makers to create conditions for sustainable growth and remote area development. Anticipating future jobs means taking action now to meet the needs of the future local market through continuous and forward-looking training of the actors of the community.

He recalled that the remote area shall be found within the Local Action Groups (LAG) of Regions involved in the project in order to have – except Switzerland - a common operative framework. The Tesino - including the Municipalities of Castello Tesino, Pieve Tesino and Cinte Tesino - was selected within the LAG “Trentino Orientale” (LAG-TO) and VTD as the most suitable territory fitting the requirements of national and PAT definition of “remote area” (RA) (see “aree interne”/“inner areas”).

For each WP, approaches and tools derived from Future Studies have been introduced, able to help people and communities to consider changes, to imagine possible alternative futures and to act in the present to cultivate desirable futures. It was pointed out that few are sharing ideas about what futures might emerge and which would be preferable and lesser are using such information to design local policies and strategies. Applying the presented methods requires a lot of experimentation and experience, the ALPJOBS project helped to only introduce such practices that need constant learning. To maintain this direction, it is essential that people and communities not only imagine possible futures, but also evaluate the impacts of social-economic and environmental changes on their long-term strategies to make them resilient.

The anticipation of the future jobs requires to have a clear future focus and robust forecast (i.e. use of statistics for analysis of global and local trends) and foresight exercises (see strategic interviews, scenarios, systems thinking, backcasting, roadmapping). The first quantitative strand describes past/actual behaviour of items considered and simulates “the imaginary future within the probabilistic premises” and projects “the past into the future” (Poli 2017). The second strand is based on the “unknowability of the future”, even though when using probabilistic statements to start to imagine the future aiming to influence, shape and act upon the future through anticipatory assumptions and imaginary futures. In education, anticipation of skill needs is essential to meet future skill requirements in the economy and society (ILO, CEDEFOP, ETF, 2018).

Qualitative and quantitative elements can be merged to develop anticipation model or method that is suitable for a stated purpose. Often missing elements of quantitative job and skills forecasting can be substituted by simplified procedures or assumptions that can be based on qualitative methodology (ILO, CEDEFOP, ETF, 2018).



WP2. IDENTIFICATION OF CHANGING NEEDS FOR NEW JOBS

WP2.2 STATISTICS

To get future jobs on Alpine remote areas partners have been asked to collect statistical information on macro⁶-, meso⁷ and local socio-economic trends (see WP2.2) to know better the significant variables impacting on the selected areas. As to the latter one, all districts included in the LAG-TO were analyzed and compared with those of the three Municipalities. These most informative data were presented and discussed confirming the peculiarity VTD compared to other Districts within the LAG-TO. Socio-economics struggles of RA of Tesino were well representing what asked by the funder.

WP2.2 STRATEGIC QUESTIONS

To better understand the needs for new jobs and explore the linked to the above trends, ten relevant people within the RA and VTD were asked to respond to seven “strategic questions” (see WP2.2.). Strategic interview is a semi-structured interview, used to gather information in a relatively quick way on their perspectives (fears, expectations, strategies, interpretations of changes) The questions prompted the interviewee to place himself in the future and back in the present, thinking aloud.

As to awareness of the future, *adults with University degree* and permanent public employment have in general neutral position whereas young and adults with entrepreneurial/political activity tend to have to have non positive expectations taking into account the 2030 threshold (too short to get significant changes). This is caused non cooperative behavior among actors of economic value chains and lack of networking between *traditional economic (agriculture, forestry, craft, tourism) and cultural value chains*. Short-sighted planning capability mainly of local decision makers plays a basic role (familism way to manage development

⁶ Macro-trends on “future jobs” and “future skills” were collected from literature provided by ILO, OECD, World Economic Forum, World Bank.

⁷ FEM experts analyzed also Cedefop skills forecasts of the future trends in employment by sector of economic activity and occupational group. European Centre for the Development of Vocational Training (Cedefop), is the agency of the European Union based in Thessaloniki, Greece, supports European policymaking in the field of VET. Cedefop skills forecast offers quantitative projections of the future trends in employment by sector of economic activity and occupational group. Future trends on the level of education of the population and the labour force are also estimated.

decisions; inability and laziness to drive the direction of development is the consequence). Young seems to be self-centered in their own personal situation or part time activity; they are not fully aware of all elements of culture and natural heritage of the territory; they provide general statement about knowledge of micro and macro-trends). Returned people anyway is willing to remain and try to change the negative trend. Expectations are different in relation to their activity and role (interviewees provide common generic expectations). All interviewees have strong roots in their regions and want to help to create good life conditions. International and national economic or political trends and situations have been mentioned just in one case.

Regarding preparation for the possible futures, young interviewees are not getting prepared for incoming events. Adults find difficult to project and watch themselves into the future and prospect a common possible future. Anyway, all have a proactive mindset that they do not identify in local and regional decision makers. Adults with political experience or working for regional public administration provide medium and long-term strategies (even though without to rank them and without to look to financial capacity of Municipalities, VTD and Region (see PAT).

As to the most desirable futures, Tesino and VTD should have less Municipalities: in Tesino a unique Municipality will better guarantee the maintenance of essential services (this means that merger of 3 Municipalities is mandatory). Proactive mindset of locals and policy makers will help better connections with supra-municipal policies and recovery of regional funds for *essential local investments (see e-infrastructures – ultra-band -, soft mobility, electrification of Valsugana railway, soft/slow attractive tourism)*. Activity of volunteering associations favor cohesion (collaborative behavior). *Cooperation and synergies activation among economic value chains and networking of cultural institutions and economic value chains within Tesino and with the same organizations of VTD could be possible. Sustainable agro-food value chain made up by non-industrial farmers with relatively small and low intensity managed crops linked to protected areas and other natural assets as well as restoring existing dwellings fully respecting traditional landscape will offer great opportunity of jobs for native and non-native young which are aiming to live durably in remote areas and to promote their cultural heritage.* Thanks to efficient e-connections that is reaching also peripheral dwellings of remote areas, smart/agile work and multi-classes as remote learning will be a reality attracting families and new small sustainable firms. Easy connections for working and studying commuters will make easier quality of life of family. *Cooperation between formal and informal/not formal education systems plays a basic role in life-long education of young and adult policy makers and limits mental barriers of locals being marginal.*

As to the most undesirable futures worsening/closure of essential services (traditional retirement houses excluded) and activities causes the relocation/reallocation of them to either Valsugana Districts or Trento city; few marginal activities resist. Depopulation and ageing will be persistent; more dynamic young and newcomers and young families move to other destinations. Desertification of dwellings and peripheral areas increases. Land management is left to natural evolution and do not avoid effects of extreme events as flooding or wind-throws or soil depletion or landslides

WP2.3 SCENARIOS

The above quantitative inputs supported qualitative approaches along the following steps (see WPs) of the project. With the above quantitative information, it was possible to visualize strategic scenarios, making evident the common uncertainties relevant for any local development policy. Where no consensus on the vision has yet been achieved, exploratory methods may be more useful. Participatory building of strategic scenarios can help young people, entrepreneurs and decision makers to identify and share collective decisions within an anticipatory approach instead of the more usual reactive and short-run perspective. Using “Shell method”, project partners experts identified (WP5.3) ten forces (agri-policies, family issues, education systems, public services, migration issues, land use dynamics, public services, connecting technologies, local politics and international relations) affecting the adequate skills to be provided by the Vocational Education and Training (VET) system for the labor market. Last three drivers were considered “truly” uncertain by FEM experts. Last two were showed as the most impacting.

In addition, when politics is based mainly on common consent, political choices not always are aiming neither to effectiveness nor efficiency of the solutions to cope problems of rural remote areas. International relationships can be considered as critical uncertainty. In Tesino as well as in VTD this will affect economic sectors when politics is aiming to attract new buyers and tourists. Closure of national borders (i.e. Schengen Treaty) linked to a rather unstable national politics could affect costs of raw materials and processed products both to be imported or exported. If this situation will occur and be stable many current local firms, enterprise and could be influenced in terms of either move out or closing the activity. This situation is closely linked also local politics.

Despite their rapid evolution, the development of connecting technologies have to take into account the low level of literacy of the population (due mainly to increasing rate of aged people and people over 34 years old) in rural remote areas. Heavy weight of bureaucracy in implementing on the mountain rural remote territories have to be considered not changing in next 12 years.

The current most likely scenario is due to difficult international relations (or high costs), local firms operate in a local or regional market; the most rely on traditional organizational and rather obsolete technological models. Firms are not skilled enough to introduce new digital technology. Many of young people have not technologically up-to-date skills, few of them are employed and in more competitive settings they would have difficulty competing for jobs.

The desired most likely scenario sees local firms interact with others abroad and receive orders from abroad. The technology and connectivity are equivalent in all rural area as in urban and more industrial areas. Many of young people are assisted in the life-long learning to adapt or to mitigate the effects of changing situations. Almost all local young people are employed and well prepared or close to it

WP2.4 EMERGING NEEDS

- training on communication technologies for the whole community,
- creation of new alliances between informal, formal and not formal VET organizations,
- empower a proactive attitude in the community through specific projects, facilities and dedicated training,
- favor cooperation between administrations and private organizations to create or maintain attractive living and working environment and places,

- identification of long-term strategies to support local businesses and schools and maintain local public services

WP3 IDENTIFICATION OF FUTURE JOB PROFILES AND CONTEXTS

Considering all collected materials in the previous WPs, FEM experts proposed to make a list of all possible elements for local development in the future, distinguishing the tangible capital (related to goods, assets, products) and the intangible capital (related to culture, local skills, local practices, local values, local cultural activities or groups). These elements may constitute the local basis for further local development as well for innovation possibly creating of new jobs or renovating the traditional activities.

Systems thinking and mapping tools provided an exploration of the local systems, communicate understanding, and allow for the identification of knowledge gaps, intervention points, and insights.

WP3.3 PROMISING LOCAL CAPITALS, VALUES AND COMPETENCES

As the LAG-TO the following capitals, values and competences can be considered as local “treasure” for development:

- tangible capitals:
 - forest,
 - protected areas,
 - museum and other cultural sites of Tesino,
 - medicinal and aromatic herbs and plants and local vegetable-recipes;
- intangible capital: traditional events/festivals.

The treasures were analyzed in quantitative (when data available) terms to show actual and unexpected relationships among them:

- to re-shape/update job profiles and the territorial identity,
 - to re-figure out local activities (original and perhaps unique),
- having as a focus the durable local development through unforeseen jobs and also through lasting local traditions/activities of (profitable) tradition.

WP3.2 PARTICIPATORY MODELLING OF DESIRED FUTURES FOR LOCAL SYSTEMS

FEM experts and locals used outcomes of WP3.3 to help the local community, individuals and organizations:

- to describe their perception of the territory and interconnectedness of the systems around them,
- to describe and identify the manifold patterns and the possible structures that might be causing the actual social-economic dynamics,
- to find out a first simple model explaining those structures and
- to think possible interventions by which to change the local systems’ behavior.

The Iceberg Model and Causal Mapping figured out a further common image to what showed by scenarios. It helped them to recognize different ways to look at the same issue and assisted them make explicit what they were thinking is happening in the system.

For achieving the desired vision of lively young community:

- the quality of life and the landscape are recognized like the main driver to empower the economic potential of traditional activities,
- young must be taken in more consideration by local administrators and population,
- skills and knowledge of locals need to be improved according to new job opportunities (i.e. smart working, co-working opportunities and/or collective spaces for companies supporting local collaboration), these shall be explored through training courses tailored to job opportunities at both at local and VTD level, to maintain young entrepreneurs on the land and counteract the actual “brain drain”.

Anyway, it is to be remarked that most of the elements composing the “local treasures” were not always properly identified and addressed, as a leverage of change. In some way, these are “taken for granted”, further participatory analysis and modelling would help to better understand of local systems and deepen the preliminary causal maps.

SUITABLE CONTEXTS AND SKILL PROFILES FOR THE LOCAL JOB OPPORTUNITY

- local treasures should be the basis or starting points for the local development,
- local and skilled residents, farmers, foresters, company owners, tourist operators need collaborations between families, local public bodies, local organizations, possibly engaging and bridging different socio-economic sectors,
- life-long learning is increasingly necessary to capitalize new job opportunities and skills to innovate local treasures,
- multiplying the “learning places” outside school (see VET informal and not formal institutions) shall pave the way for a wide variety of innovative projects and enhance job opportunities.

Continuous skills updating of existing job profiles can be an effective strategy to allow young aiming to remain when is linked to a continuous and long-term perspectives of decision makers.

Active Learning, ICT Literacy, Critical Thinking and Monitoring Self and Others, Active Listening, Coordinating with Others, Emotional Intelligence, Negotiation, Management of Financial Resources and » Time Management, even though not stated by participants, could be considered the main skills to be taught and trained to young

WP4 RECOMMENDATIONS FOR THE IMPLEMENTATION OF MEASURES TO MATCH FUTURE LABOR DEMAND AND OFFER

Taking into consideration the “vision” of the possible future worked out during WP2.3 activities (i.e. provision of adequate skills to labor market), locals shared a strategy to act since 2020 - given the existing constraints (knowledge, resources, technology, institutions) – on how this objective might be achieved or avoided.

Having this normative objective to attain, two qualitative methods – backcasting and roadmapping – were tested and performed in a simplified way to structure hypothetical long-term interventions and to manage uncertain future events that could influence it.

WP4.2 BACKCASTING

A backcasting exercise entails identifying a desirable future and the intermediate conditions that are crucial to make such desirable future possible, going backwards by two or more time steps from the future to the present. The project partners and their stakeholders referred to 2030, 2026 and 2022, considering also hindering factors (“obstacles”) in between and possible actions mitigating or preventing them.

Participants argued that the period under consideration (12 years) was too short to evaluate the real potential of the approach and complexity of interactions of technological, cultural and political forces that determine the development of the territory. Nevertheless, backcasting exercise provided new and unconventional ideas pertaining to the problems at stake. It provided alternative images of the future, thoroughly analysed as to their feasibility and consequences

Even though participants were not called to select one pathway and formulate an action plan, they were able to design a coherent “desirable future” and pattern back to the present where economy, infrastructure, environment, primary sector, culture and social politics and any other parts should be interlinked. The integration of abilities, skills and knowledge gained from locals, artists and other creatives is rather crucial.

It is possible to get a possible implementation of measures to commit decision makers in matching future labor demand and supply within Tesino and VTD:

- start to merge the three Municipalities in one entity and collaborate with other local entities within VTD to simplify – where effective from socio-economic point of view – the streamlined administrative framework⁸:
 - a) facilitate the IT and public mobility⁹ of residents, commuters and tourist to access – according to the needs - to services and work places¹⁰,
 - b) to favor slow tourism in Tesino within a multi-polar tourism system (Tesino is a «pole» among and with others sited in the LAG-TO and region (see Trento Province)),
 - having a systemic and networking territorial strategy in synergy with looking-forward action planning of cultural system (see welcoming, territory story-telling) and
 - durable and structured cultural events (i.e. festivals) are organized in collaboration with other regions (outside Trentino), too;
 - c) to enhance, at VTD level and through regional formal and informal VET systems, High Standard and Training courses to actors of all local value chain (agro-food, forest wood, craft activities, tourism):
 - to promote by actors of all value chains the improvement of foreign languages (English, German) and
 - to maintain life-long an –wide innovativeness of products and services also in organizational and technological terms as well as a „continuously learning organisation”;
 - d) to raise a common policy:
 - for inner development through urban preserving the character and the identity of the village and of old buildings real worth preserving and

⁸ Despite this positive attitude no concrete reference has been proposed on how to improve partnership between the countryside and more urbanized area both within LAG-TO and VTD.

⁹ Broadband access is needed to cover in the most effective way other peripheral areas within the same administrative territory to guarantee and improve access to Internet. Better mobility, information and communications technology is aimed to make spatial borders with more urbanized areas less important

¹⁰ No reference have been recalled to development of job models, enabling parental custody and employment, creating qualified jobs under consideration of women as a target group, supporting „time-sharing“ workplaces, for example in multi-functional tele-houses, integration of educational institutions on village and Municipal level and broad outsourcing of at least some institutions into territory

- conversion of recovering the pre-existing crumbling ruins (see buildings) into green spaces available for residents and visitors to meet their requirements, life forms or the modern way of living of today.

WP4.3 ROADMAPPING

Roadmapping consists in structuring actions, strategies and policies related to different subsystems or sectors, along a coherent timeline, over a reasonably long period (usually more than 10 years). There are many frameworks to perform a roadmapping, using different templates. For the ALPJOB project it was created a simplified format helping strategic conversation among the local actors.

For LAG-TO and VTD group, roadmapping revealed gaps in services/product and technology plans, where plans are needed to achieve and objectives become immediately apparent and can be filled before gaps become problems. The main lesson learned by participants was about the importance of anticipating difficulties and needed resources in the development of medium and long-term plans.

In details, the following steps were described and discussed:

- statement of long-term aspirations of the community, referring those stated in the backcasting exercise (WP4.2), strategic scenarios (WP2.3) or systems mapping (WP3.2),
- specification of past events (before 2019) key drivers and events that have led to the current situation (learning points that will influence the success of future plans),
- description of key aspect of current situation (2019),
- definition of tangible plans and actions that will be committed (in 2020) to facilitate desired changes,
- highlighting the broader direction and options that influence the short-term (2023) decisions and plans,
- setting out key uncertainties and scenarios (2028) to be articulated by the organization.

Similarly, as in the backcasting exercise, the participants identified a coherent and rich picture of their desirable future. As in the preceding session, common themes emerged concerning the needs of cooperation between villages and between sectors, such as agro-forestry, tourism, education, cultural identity and urban planning; but here the discussion and ideas were even more detailed and specific.

In the job market, some new activities emerged as possible works *“slow tourism operators, digital territorial animator/promoter, professional facilitator for community coordination of initiatives*. Concerning the education, the needs of continuous training and updating of skills for the people already working were highlighted.

In terms of community, a path towards strengthening of the local coordination of projects was well identified by simple but reasonable milestones, such as promotion on the local use of local wood, merging of local cultural organizations dedicated to local development.

Concerning the technology, the main aspect emphasised by participants was the internet (wireless coverage) and the digital world of social networks and web-communication.

The mentioned resources included subsidies for activities such as demolition/renovation of abandoned buildings, and maintenance of essential services for families, as well as profitable initiatives to cultivate such as a future local brand for tourism and organic production, new cycle/pedestrian connections.

All these elements could make up a real multi-year development strategy, in which the next step would be to identify and involve possible allies to undertake together the imagined path.

WP5 AWARENESS RAISING BY TRAINING, DISSEMINATION OF RESULTS

JOB SKILLS FORECAST

Wherever useful, references to the previous WPs, FEM team members completed four CVs with some of expected and possible personal skills of a young people who initiated his/her activity in 2019 and hypothetically will enrich them by 2030 through life-long and wide learning in order to remain in the business and linked value chain as well as in the selected area.

The above CVs were introduced to attendants and discussed with them (see annexes: Local Agro-Food and Forest value chain, Arts-Craft (manufacturing) value chain, Tourism (including recreational and outdoor activities) value chain and Services sector (other than tourism, such as education (teaching, ...), health.

The activity carried out by ALPJOBS PPs on skills profiles was presented at the workshop *AG3 3rd Forum on Dual Education in the Alpine Region. Adding value to Dual Education in the Alpine Region* within the framework of the Interreg Alpine Space project “DuALPlus”¹¹. Mr. Markku Wilenius – invited by Alpjobs project – provided a specific speech on “*Futures Literacy - For education and skills*” based on the experience of “UNESCO Chair in Learning Society and Futures of Education” exploring the value of introducing Futures Literacy into the secondary school curricula¹²¹³.

A. Gretter highlighted the potential synergies that could extend the benefits of a local/international cooperation to Tesino and VTD after the end of ALPJOBS. He introduced another project financed under the umbrella of EUSALP ARPAF Funds, named “IMPULS4ACTION”. The project, which has been created as a spin-off of ALPJOBS and enlists most of its partners, aims to reduce land take and trigger action in remote alpine territories leveraging on three main topics: water management in agriculture; peatlands and inner development. In particular the last two topics are of absolute relevance and interest for Tesino and surrounding territories. The project, lasting until January 2021, will create a toolbox that will support local stakeholders and exchange of experiences, via workshops and field-visits.

Starting from a similar approach, which rely on the central role of local communities both as problem owners and solutions champion, have been presented other on-going initiatives in Trentino within the framework of EIT Climate-KIC. The most relevant is the SATURN project, which aims to reconnect rural and urban territories with the engagement of different stakeholders – and with a specific focus on youth groups – and creation of business opportunities. SATURN focus on agriculture, forestry, food system and governance, topics on which further synergies could arise on other initiatives like EAT CIRCULAR (a Learning Hub for Public, Private and Professional officers around the circularity of food), TRENTINO FOREST WATCH – HOLISTIC RESILIENCE (creation of insurance/finance schemes to maintain ecosystem services from forests) and DEEP DEMONSTRATION IN FORGING RESILIENCE IN DOLOMITES (Individuation of key elements on which build the resilience of alpine communities after extreme events and roadmapping to place-based actions of innovation).

¹¹ See <https://www.alpine-space.eu/project-event-details/en/5506> .

¹² Poursu L., Wilenius M., 2018: Educating for the future: how to integrate futures literacy into secondary school. 6th International Conference on Future-Oriented Technology Analysis (FTA) – Future in the Making Brussels, 4-5 June 2018, retrieved from <https://ec.europa.eu/jrc/sites/jrcsh/files/fta2018-paper-a4-poursu.pdf>.

¹³ Wilenius M, Poursu L., 2019: Developing futures literacy as a tool to navigate in a uncertain world. In UNESCO, 2020: Humanistic future of learning. Perspective from UNESCO Chairs and UNITWIN Network, pag. 207-210.

Moreover, he gave to all the attendees its availability for further details or dedicated meetings. Among the latter ones, he listed the synergies between ALPJOBS and SATURN projects to gather between end January and end February 2020 young of LAG-TO (see VTD and Pergine Valsugana Municipality) and Rotaliana-Könisberg District) with the aim to continue and empower in the second one the learnings issued by ALPJOBS.

G.A. Battistel added the opportunity to collaborate with “Join” Project “Job Innovation and networking in rural areas”. LAG-TO will be cooperate with other nine LAG from Italy, Spain, France and Finland on innovative and sustainable entrepreneurship to be carried out by young and linked policies as well as toolkits to be supported by decision makers.



He highlighted the connection of that project with the activities of the project “Next Generation-Mountain Farming 2030” funded by ARGE-ALP and carried out by Bavarian State Ministry of Food, Agriculture and Forestry¹⁴.

He reminded that some of the foresight methods – namely Strategic Interviews, Focus Groups, Causal Mapping and Roadmapping - will be applied non only to projects mentioned by Alessandro Gretter but also partially to ARPAF Project “REDIAFOR- Multifunctional forest in the Alps: reinforcing dialogue”. The ALPJOBS experience will continued in further ERASMUS + projects involving VET institutions¹⁵.

He recalled the importance of “Future Literacy” within VET institutions and the example of FEM that worked out its “Activity Vision 2019-2028” for all three Centre, VET Centre (CIF) included¹⁶.

¹⁴ <https://www.stmelf.bayern.de/landwirtschaft/berglanndwirtschaft/221403/index.php> .

https://www.argealp.org/fileadmin/user_upload/Bayern/Projekte/ZukunftBerglandwirtschaftErgebnisbericht.pdf .

https://www.argealp.org/fileadmin/user_upload/Bayern/Projekte/ZukunftBerglandwirtschaftKurzfassung.pdf .

¹⁵ VET (Centro di Istruzione e Formazione) FEM will be involved in submission of ERASMUS + “FuLVET 2040” project. It has as main objective the introduction of “Futures Literacy” and methods from Futures Studies into education and training programs on the issue of climate change mitigation and adaptation, training teachers and trainers and collaborating with them in the experimentations and adaptation of existing practices in VET institutions.

¹⁶ See pag. 87-88 of the Fondazione Edmund Mach, 2019: *Visione 2019-2028: analisi di contesto, criticità, soluzioni: documento di sintesi*. © 2019, Fondazione Edmund Mach.

Moreover, he introduced the initiative “Nuovo distretto del Tesino/New district of Tesino”¹⁷ carried out by the Municipality of Pieve Tesino and sustained by Trentino Sviluppo¹⁸. This is a clear example of “Inner Development” inspired to visionary and sustainable development of the area through a regeneration project of the former industrial site Bailo fostering the heterogeneous presence of companies engaged in the organic farming and , agro-food at zero km, wood green building in wood and natural cosmetics. All these three items were clearly highlighted along the project activity in Tesino.

Moreover at the event “*Smart Villages – A common perspective through different visions*”¹⁹ organized by EUSALP AG5, AG3 introduced in May 2019 ALPJOBS to politicians, researchers, project managers, associations and all those people who are involved on the thematic of Smart Villages²⁰. It was highlighted that the project provides an innovative perspective to better services and improve the quality of life in Alpine villages.

¹⁷ See <https://www.investintrentino.it/distrettotesino>. See also the video <https://www.youtube.com/watch?v=eE3iUORjRHg&feature=youtu.be>.

¹⁸ Trentino Sviluppo is a company established by the Autonomous Province of Trento to foster the sustainable growth of the “Trentino system” by developing actions and services aimed at supporting the creation of new entrepreneurial and innovation projects. In particular, Trentino Sviluppo represents the reference point for the enterprises willing to operate in Trentino (source: https://trentinosviluppo.it/en/Istituzionale/Company/About_us/About_us.aspx).

¹⁹ <https://www.alpine-region.eu/events/smart-villages-common-perspective-through-different-visions> .

²⁰ https://enrd.ec.europa.eu/smart-and-competitive-rural-areas/smart-villages/smart-villages-portal_en .

JOB SKILLS EXERCISE

Participants, like as the project partners, were asked to fill in a form about skills considered, in their opinion, as helpful for young local people within a 2030 scenario.

Everyone recognized the knowledge of at least two foreign languages as essential, preferably three. All local people should have and cultivate communication skills, both digital and personal. In their opinion, the key professional skills include capacity of teamwork, strategic thinking and ability of planning, while dealing with complexity, climate change, and international market. Further mentioned skills were flexibility and self-organization ability for telecommuting, and innovation capacity, considering local sustainability, with a continuous collaboration with research and science. The last commonly mentioned skills regard digital communication and digital marketing.



2.2. Discussion

The following questions were asked to attendants:

1. are young people and local stakeholders able to anticipate the future?
2. goals for decision makers:
 - a) how to motivate young people to continue living in the area, contrasting the brain drain
 - b) how to attract young people from other areas
3. are VET institutions or informal and non-formal educational organizations able to teach how to anticipate the future?
4. how to introduce the “Futures Literacy” in educational local system for current and future students, entrepreneurs and decision makers?

As to first question: there is no a culture of anticipation, the most common approach to events and changes seem to be the reactive one. Besides some starting project²¹, there is no specific future-oriented courses for adults or professionals in LAG.TO.

Regarding the second one, the 2a is the preferable future for Alpine remote areas as long as they will have long-term policies to accomplish to real needs of residents and generate socio-economic conditions to make attractive in terms of general and specific services and housing of young families and entrepreneurs aiming to invest in local treasures with innovative and sustainable spirit.

²¹ Projects such as “I miei futuri in valle 2035 – in carriera e soddisfatto” (My futures in the valley 2035 - successful and satisfied), “Anticipare future professioni del turismo di montagna” (Anticipating future professions of mountain tourism) and “Ma.Va.Pian. Lagorai”, funded by Fondazione CARITRO, started to introduce students and teachers of local middle and high schools to Futures Studies.

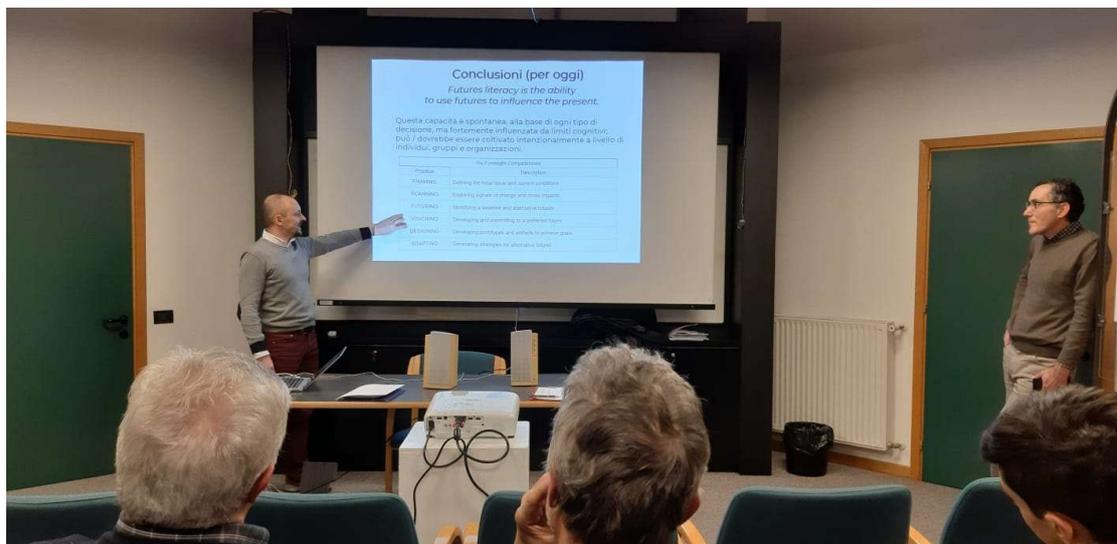
Concerning the third question, the sporadic initiatives carried out in province of Trento shows that “Future studies” teaching and learning is passing through good intentions expressed by individual willingness of illuminated school or association managers.

About the fourth question, there have been several examples of “Future Studies” introduction in the formal upper secondary VET schools. Rather interesting is that in Finland a Committee for the Future in the Finnish Parliament was established in 1993 to develop a national foresight system against the background of the recession that was afflicting Finland in the early 1990s²². The Committee for the Future is a “think tank” inside the Parliament and meets twice a week. 17 members discuss and decide on Futures. Committee for the Future has the power set its own agenda. All topics are "own" except the so called "Future report" of the Government which is submitted from the Prime Minister’s Office to the Parliament once during every 4 years election period.

²² www.parliament.fi/FutureCommittee

2.3. Conclusion

The entire project was dedicated to search for answers to a spread question. “What is the future of work?” is an imperative question raising by urban, rural and remote areas. *“Work environments in the near future are expected to feature more autonomy, less routine, more use of ICT, reduced physical effort and increased social and intellectual tasks. Labour market skill needs will be shifting, and workers will have to supply new skills to match changing needs. An aging workforce, overqualification and job polarization at the top and bottom of the skills scale will be some of the key challenges of the next decade; they call for action now”*²³.



“Skills”, “jobs” or “career” require young, entrepreneurs and decision makers to possess a *“broad range of skills which opens doors to personal fulfilment and development, social inclusion, active citizenship and employment. These include literacy, numeracy, science and foreign languages, as well as transversal skills and key competences such as digital competences, entrepreneurship, critical thinking, problem solving or learning to learn, and financial literacy. Early acquisition of these skills is the foundation for the development of higher, more complex skills which are needed to drive creativity and innovation. These skills need to be strengthened throughout life and allow people to thrive in fast-evolving workplaces and society, and to cope with complexity and uncertainty”*²⁴.

20th century or the 19th century skills are not necessarily invalid in 21st century, but in the case of technology adoption and adaptation, young people as well as entrepreneurs and decision makers must reconsider basic skills joined to cross–functional ones (i.e. systems, problem solving, resource management skills) social and emotional maturity and acquiring moral and ethical values. A lifelong learning oriented to on futures studies can better respond to the diverse phases of technology, production, consumption, lifestyle and expectations of local community, consumers, tourists, etc.. Decision-makers more specifically should overcome a “linear

²³ CEDEFOP (2018). *Less brawn, more brain for tomorrow’s workers Cedefop releases new skills forecast, identifying parallel and contradictory trends and challenges*. Retrieved from https://www.cedefop.europa.eu/files/2018-05-24_press_release_bn_skills_forecast_2030_en.pdf.

Cedefop’s skills forecast use harmonised international data and a common methodological approach with the aim to offer cross-country comparisons about employment trends in sectors, occupations and qualifications (CEDEFOP (2018). *Future Trends. Skills Forecast 2018*. Retrieved from <https://www.cedefop.europa.eu/en/events-and-projects/projects/skills-forecast/data-visualisations>).

²⁴ European Commission (2016) *A New Skills Agenda For Europe - Working together to strengthen human capital, employability and competitiveness*. Retrieved from <https://ec.europa.eu/transparency/regdoc/rep/1/2016/EN/1-2016-381-EN-F1-1.PDF>.

thinking” and find time to explore drivers of change and disruption that are shaping the future of their territory.

Being ‘futures literate’ enables also young of rural Alpine remote areas to appreciate the world more fully, *“to use the future to innovate the present and to expand our perception of the present”*²⁵ (Miller, 2015). Being future literate allows them to understand *“what skills have to be trained and what jobs have to be supplied/demanded and that there is not one way of imagining the future when dealing with complex, emergent and evolutionary ecological and socio-economic systems”* (Miller 2019)²⁶.

Futures Studies and “Futures Literacy” should be integrated into school, entrepreneurial activity and political decision. Career management skills need the integration of “Futures Literacy” from youth and life-long review. Decision makers, VET institutions and businesses need to collaborate to find ways of making possible new jobs and attractive traditional activities to maintain local youth and gain/drain young from other areas.

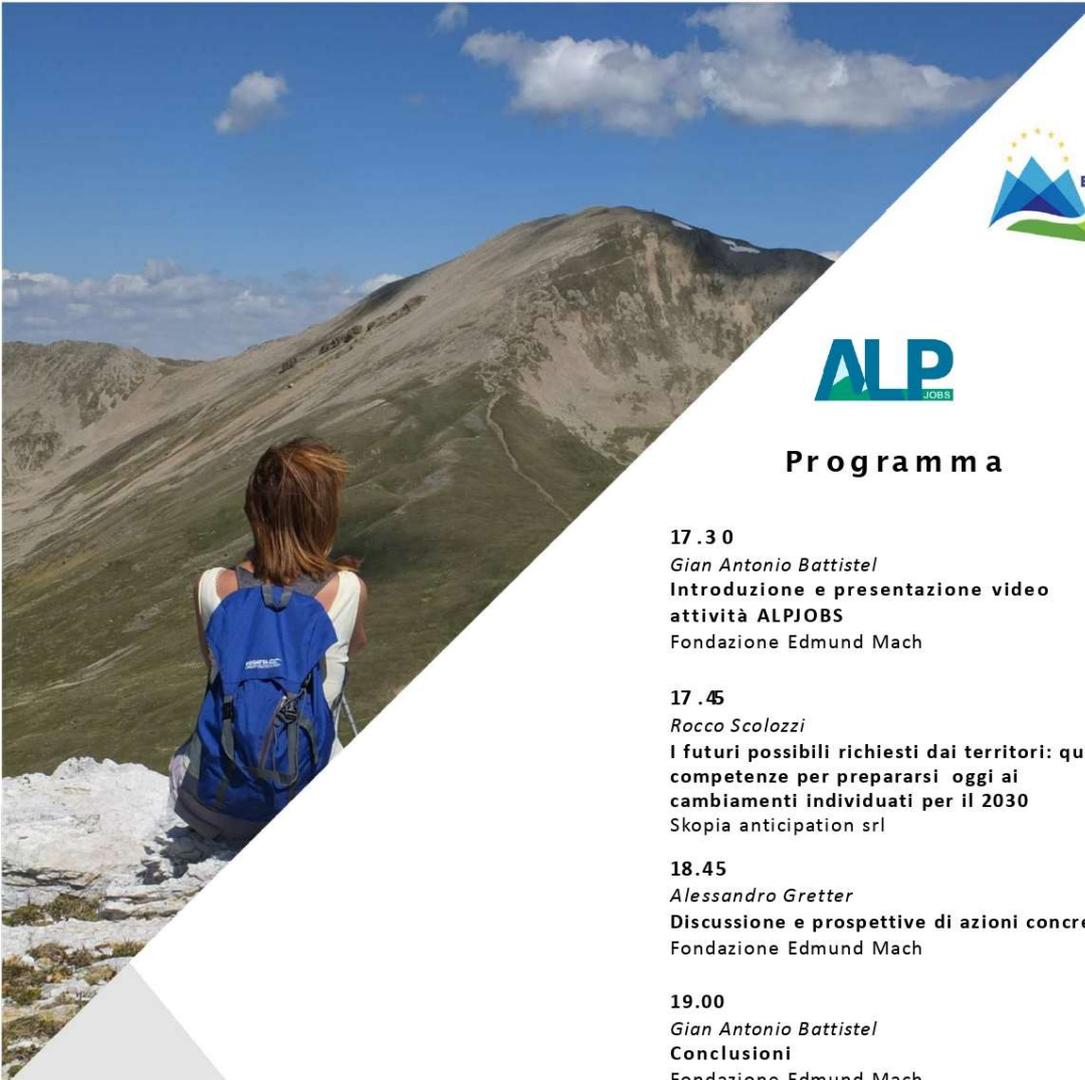
Unlike generic forecasts for future jobs, the Alpjobs project provided partners with methods and preliminary applications of Future Studies to identify possible future conditions in the study areas and to imagine the skills required for those specific and local conditions. In practice, the project not only proposed a knowledge framework for the construction of strategies, but also provided instruments for its immediate application and dissemination.

²⁵ Miller, R. (2015), Learning, the Future, and Complexity. An Essay on the Emergence of Futures Literacy. European Journal of Education, Vol. 50, No. 4, 513-523.

²⁶ Miller, R. (2019), *Interview about Futures Literacy with Riel Miller*, Head of Foresight at UNESCO. Retrieved from <https://www.climate-kic.org/community/interview-with-riel-miller/>.

Annexes

Flyer Local Restitution – Castello Tesino



Programma

17.30

Gian Antonio Battistel

**Introduzione e presentazione video
attività ALPJOBS**

Fondazione Edmund Mach

17.45

Rocco Scolozzi

**I futuri possibili richiesti dai territori: quali
competenze per prepararsi oggi ai
cambiamenti individuati per il 2030**

Skopia anticipation srl

18.45

Alessandro Gretter

Discussione e prospettive di azioni concrete

Fondazione Edmund Mach

19.00

Gian Antonio Battistel

Conclusioni

Fondazione Edmund Mach

19.30

**Networking dinner e
continuazione discussione
su nuove progettualità**

c/o Garnì Canterbury
Via Fratelli Ballerin, 12, 38053
Castello Tesino TN

Progetto AlpJobs:

*Attività svolte e future e ruolo delle
competenze per attività a favore di
futuri possibili per le aree remote
alpine*

PALAZZO GALLO, CASTELLO TESINO (TN)

VENERDÌ 13 DICEMBRE 2019



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

Local Agro-Food and Forest value chain

Personal skills and competences	2019 - Marco	2030 - Marco
Language	Italian (native language) German or English, basic level	Italian (native language) 2+ foreign languages (German or English and others)
Communication skills	Good ability to relate with colleagues Excellent communication and problem-solving skills	Good communication skills with colleagues, clients and other professional figures, I organize courses and demonstrations on the protection of biodiversity and self-production of seeds and other local products at my farm
Organisational / managerial skills	Good ability to coordinate the working group or the staff	Good capacity in collaborative planning of activities with other professionals of other sectors Founding member of local association of young farmers and member of the board
Job-related skills	Good land cultivation skills, fertilizing, planting and harvest Excellent ability to produce food or transformable products	Good soil cultivation capacity with specialized skills in the automated and remote management of water resources for agriculture
Digital skills	Good ability to use common personal devices (PC, tablet, smartphone) and the most popular programs (Office Windows, spreadsheets, writing, emails)	Good ability to use common web-platforms for communication with clients or colleagues or partners (also from abroad) and for automated operations
Other skills	Car - Driving license B Chainsaw use license	Car - Driving license B Drone license

Arts-Craft (manufacturing) value chain

Personal skills and competences	2019 - Giovanni	2030 - Giovanni
Language	Italian (native language) English, basic level (A2)	Italian (native language) English, good level (C1)
Communication skills	Good interpersonal and communication skills	Good capacity of interpersonal and digital communication Good teaching in wood crafts courses and support local events for international tourists/visitors and partners
Organisational / managerial skills	Good ability to organize work independently	Good ability to organize work activities in groups and even remote collaborations
Job-related skills	Rapid interpretation of projects and ability to find the right implementation solutions Expert in the use and maintenance of machine tools for processing wood and derivatives (plywood, chipboard, mdf, etc.)	Ability to use 3D printers for wood and GIS (geographical information systems) programs
Digital skills	basic knowledge of Microsoft Word	Basic skills of 3D design and programming Basic skills in use of 3D - GIS programs
Other skills	Interest and knowledge in biodiversity (wildlife and flora of Trentino) Work experience in alpine huts Volunteer activity in a local cultural association and organized events	Interest and knowledge in biodiversity (wildlife and flora of Trentino) Work experience in guided outdoor tours in alpine huts Volunteer activity in a local cultural association and organized events

Tourism (including recreational and outdoor activities) value chain

Personal skills and competences	2019 - Linda	2030 - Linda
Language	Italian (native language) Fluent in German and English (B2/C1)	Italian (native language) Fluent in German and English (B2/C1)
Communication skills	Good ability to relate with local people and associations and institutions	Good ability to interact with local and foreign people and associations and institutions
Organisational / managerial skills	Experience as secretary of several Cultural Centers in Tesino area Good preparation for teamwork and ability to lead groups	Skills for strategic planning in the medium and long term, with aids of futures studies (participatory scenarios building)
Job-related skills	Educational and historical-cultural guide for visits to the Tesino Alboreto Start-up and management of a Bed & Breakfast Guided tours and custody at the Flora and Fauna Center of Castello Tesino	Ability to create narratives of the territory and organize related public events Ability to create welcoming settings for guests and tourists
Digital skills	Good knowledge of Microsoft Office (Word, Excel, Power Point, Outlook)	Skills on using digital tools for web-social communication (including video-audio, and visual marketing)
Other skills	Various sports, personalized athletic training for sportive tourists	Various sports, personalized athletic training for active seniors

Services sector (other than tourism, such as education (teaching, ...), health (healthcare, ...), social work (social security, welfare, ...), PC services, ...)

Personal skills and competences	2019 - Manuela	2030 - Manuela
Language	Italian (language) English, basic level	Italian (language) Fluent in English
Communication skills	Good ability to relate with local people and associations and institutions	Good ability to relate with local people and associations and institutions, also using digital channels (digital communities/ web platforms/social networks)
Organisational / managerial skills	Good ability to organize work independently	Skills for integrated planning in the medium and long term, considering the coming changes in the community and a systems thinking approach
Job-related skills	Social secretariat and professional social service activities with young people and families Information and awareness activities on issues concerning alcoholism	Social secretariat and professional social service activities with young people and families as well as with temporary inhabitants (including foreigners)
Digital skills	Excellent knowledge of Microsoft Office and similar programs	Good knowledge on tools and platforms for digital communities
Other skills	Volunteer activity as group facilitator for people with alcohol-related problems.	Volunteer activities as group facilitator in project building for social innovation