

ACTION GROUP 3



To improve the adequacy of labour market, education and training in strategic sectors

Discovery sessions for mountain jobs in the Alps: Comparative report

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Figure 1: DMJ 2024- Copyright Autonomus Province of Trento

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Summary

Four discovery sessions have been carried out in the French Alps and one in Trentino (IT), with different formats, audiences and locations. Each experience is rich in lessons learned: meeting professionals in their own field, involving young people in developing the programme, facilitating/enabling exchanges between the participants, supporting them in developing their professional projects, perceiving the encouragement and participation of all mountain stakeholders, etc.

These experiences showed that young people (with their uncertainties, expectations and values) are very interested in living and working in the mountains. Therefore, it is beneficial to organise this type of session by cross-referencing young people's needs with those of the Alpine region. To this end, this comparative report highlights the characteristics of each experience in order to support future projects that help young people discover mountain professions in Alpine countries.



Figure 2: Participants of the Discover Mountain Jobs 2025 at the Municipality of Tesero - Copyright Autonomous Province of Trento

1. General context

1.1. Working in the mountains: A strategic priority for AG3

In the context of the European Strategy for the Alpine Region (EUSALP), [Action Group 3](#) (AG 3) aims to improve the adequacy of the education and training sectors to address both the requests of the Alpine labour market and the challenges related to the green and digital transitions. It also seeks to improve the connection between workforce supply and demand.

The main goal of the **AG 3 ‘Youth and Jobs’** priority is **raising awareness of mountain professions and employment opportunities in the Alps for young people** in order to favour their settlement in mountain areas and contribute to preserving the cultural heritage of these territories.

In places like mountains – where geography has an impact on daily life – the connection between one’s professional project and the place of life is usually strong. On the one hand, choosing to work in the mountains is often paired with paying attention to one’s surroundings, and can lead to a greater involvement in activities developed at community level. On the other hand, choosing to live in the mountains for the quality of the environment has often repercussions on the professional project that can be developed there, due to the constraints and assets of these territories, particularly for their rural and peripheral character (environmental, social and economic issues...). Hence, reconciling life and career plans is not always easy.

Enabling young people from or attracted by mountain areas to understand their connection with these territories, and accompanying them in the discovery of the characteristic professional and social realities, could be a prerequisite for successful re-settlement projects. Through the experimentation of so-called “Discover Mountain Jobs” in the Alps, AG 3 wishes to support small groups of young adults in exploring the field, meeting project leaders and local initiatives, discovering the day-to-day opportunities and challenges linked to mountain professions, and eventually encouraging them to develop their own settlement project.



Figure 3 : DMJ 2024- Copyright Autonomus Province of Trento

1.2. Discovery sessions in the French Alps and beyond

- **5 days eductour "AJITour" - Educ'alpes/CIPRA France - Queyras (Hautes-Alpes), 2020**

AJITour gave ten young people the opportunity to discover mountain professions and life in the Alps, in a programme built for and by young people. The five days of immersion in the Queyras, on the border with Italy, were fed by exchanges between young participants and local professionals.

-> Project presentation in Annex 1 and in [this video](#) (FR / EN)

- **3 days eductour "Discover Mountain jobs" - AFRAT - Vercors (Isère), 2024**

Thirteen young people from France, Italy and Switzerland participated in the 2024 "Discover Mountain Jobs" (DMJ) experience in the Vercors area, hosted and organised by the AFRAT Centre. The DMJ was inspired by the 2020 AJITOUR and its programme was developed in collaboration with AG 3 to address EUSALP-relevant topics. AFRAT trainers, experts and professionals working in the Vercors area shared their professional journey by answering questions on the skills required in mountain areas and job opportunities.

-> Project presentation in Annex 2, [DMJ 2024 Press Release](#) and [DMJ 2024 Success Story](#)

- **4 weekends self-organised "Jeune Alp'titude discovering the world of mountain professions" - self-organised by Jeune Alp'titude/Educ'alpes - Hautes-Alpes, Isère, Savoie, Haute-Savoie, 2024"**

Jeune alp'titude is a group of around ten young alpinists (in their twenties) committed to the mountains. We've embarked on a project to discover professional activities in the Alps".

-> Project presentation to mountain professionals (multimedia, FR):

<https://view.genially.com/662a134da27c96001489e79e/interactive-content-restitution>

Message from young people to the professionals to meet: "Our aim is to bring together the different generations involved in the Alps. And this through dialogue and the sharing of know-how. Discovering your professional activity would allow us, as well as you, to open up reflections on our attachment to the mountains. Share this bond by questioning it: what motivated you to pursue your work? What motivates you in your mission? What do you get out of the mountains? ... And open up the prospects for the future in the Alps: what are the current challenges facing your business? What future do you see for your profession, for us, in the mountains? And who knows, meeting you might even spark a vocation within our group. If it were possible, we would also like to get into your professional shoes, to get to know your job better: by watching you carry out your daily tasks, and perhaps help you out with them".

- **2-weeks session on a regular basis – "Parcours Cairn" - CIMME – Isère, Savoie**

CIMME, an association founded in 2022, offers upstream courses for young people aged from 16 to 30 and referred by the local support systems for young people, to initiate a training or professional re-training process. It organises **2-week courses, during which young people meet professionals from four categories involved in the systematic ecological transition in the mountains:** sustainable tourism and mountain protection; sustainable agriculture and food production; sustainable building and construction; renewable energies. Beneficiaries are 60 young people per year.

-> Project presentation (FR) in Annex 3: <https://www.cimme.org/formations/parcours-cairn/>

- **3 days thematic "Discover Mountain Jobs" (DMJ) - Trentino (Italy), 2025**

Sixteen young people coming from several Italian Regions participated in the 2025 edition of the DMJ dedicated to forest ecosystems and wood-based value chains. The proposal of a thematic DMJ emerged in AG 3 as an alternative format focusing on strategic Alpine sectors and value chains. The programme was developed by AG 3 with the support of the EUSALP Task Force “Multifunctional Forests and Sustainable Use of Timber” and involved several stakeholders located in Valsugana and in the Fiemme Valley, including the Forest Department of the Autonomous Province of Trento, the Edmund Mach Foundation, the CFP ENAIP Tesero School (a Professional High School for woodworkers and sawmills), and local businesses.

-> *Project presentation in Annex 3 and [DMJ 2025 Press Release](#)*



Figure 4: Arte Sella, DMJ 2025- Copyright Autonomus Province of Trento

2. Comparative analysis of the discovery sessions

2.1. Young participants

2.1.1. Participants profile / typology

	Ages	Number	Men	Women	Geographical origin	Student/ professional situation
AJITour, 2020	18-25*	10***	4	6	From all the French Alps (+ 1 Italian)	From High school diploma to Master students
DMJ, 2024	Average 23	13	5	8	French Alps, Swiss, Italy	High school diploma: 42,9% Undergraduate students: 42,36% Master students: 14,3%
Jeune Alp'titude, 2024	16-26	8	2	6	From all the French Alps	Mainly Undergraduate and Master students
Parcours Cairn, regular	17-30	9 (60 per year)	2 (2024 session)	7 (2024 session)	From Isère Department	From inferior to High school diploma, and Master students
DMJ, 2025	19-27	16	6	10	From several Italian Regions (central and northern Italy)	High school diploma: 1 Undergraduate students: 3 Master students: 10 Phd Candidate: 1 Multi-activity Worker (with master's degree): 1

* : initially intended for 18-22s for the group cohesion, but an 18-25s group is working well (according to the young people)

** : initially 15 places, project impacted by Covid-19 period in 2020

*** : Bac= French high school diploma

Key points:

- The audience for these discovery sessions is **mainly female**.
- The **mix of ages and profiles is not a constraint for young people**. It can even be an asset: exchanges of experience, mentoring between young people (especially when working on professional projects), and interdisciplinarity facilitate the emergence of multiple perspectives and spur innovative ideas.
- **Peer-to-peer exchange is very important**. The participants openly shared their expectations and concerns about the future among themselves, without feeling judged.

2.1.2. Youth participation

AJITour 2020 + Jeune Alp'titude 2024

We have noticed that youth is very interested in discovering professional opportunities in mountain areas. For instance, in the context of *Jeune Alp'titude*, young people could choose any theme for their group project, and spontaneously decided to focus on mountain jobs discovery. It can be quite difficult to contact young people on a large scale. Social networks remain a highly relevant vector, but one that is biased in terms of youth representation. Socio-professional channels (schools, universities, youth organisations, etc.) can sometimes be administratively or bureaucratically complex in relaying information directly to young people. Finally, a recent factor to be considered is commitment: it has been noted a tendency to last-minute withdrawal to take part in other projects, considered more interesting and taking place at the same time. This was particularly true in the case of the Jeune Alp'titude project. This phenomenon has mainly appeared since Covid-19, and has been documented in other sectors (e.g. employment).

DMJ 2024

In the case of DMJ 2024, resorting to professional networks, like France Travail, and project networks was a very effective strategy to ensure the involvement of 13 participants over 20 in a few weeks. The last minute drop out effect was also a problem, since 18 people had originally applied. Planning enough time to promote the event (at least two months) could increase the chances of having more participants.

DMJ 2025

The call for the DMJ 2025 was launched with a press release published by the Autonomous Province of Trento (in Italian) and by the EUSALP Secretariat (in English) and shared on social media (LinkedIn). The news/posts were relaunched several times and the call was opened for a month (1-31 July). This gave the possibility to collect a higher number of applications (33 in total), proceed with selecting 20 participants and creating a reserve list to use in case of renunciation. Some of the selected participants withdrew or did not get back to the invitation email; therefore, the reserve list was used and all eligible candidates available were contacted. The promotion of the event was planned two months in advance. Dissemination through University communities/associations was very useful to target young people interested in forest ecosystems and wood-based value chains, and highly motivated to participate.

Key points:

- Young people are **(highly) motivated** by mountain job discovery sessions;
- **Communication channels** have to be diversified and strengthened (social networks, youth organisations, University associations/communities, etc.), and should be targeted depending on the sectorial focus of the experience;

- Addressing the right stakeholders (through targeted communication) is useful to successfully involve interested and motivated youth;
- A point of vigilance is required over **young people's final commitment**;
- Organizing thematic DMJs enables the selection of participants that have a higher motivation in participating since they are already involved in that specific field.

2.2. Programmes and pedagogical choices

The analysis below is based on relevant documents, reports as well as direct experience of the authors relating to each discovery sessions.

2.2.1. Language

French-funded projects

The Jeune Alp'titude project (4 weekends) and the regular 2-week sessions run by the CIMME association are aimed at young French people only.

European-funded projects

- The AJITour eductour 2020 was open to participants from other Alpine countries (FR/EN invitation). There was one Italian participant with a good understanding of French; it was possible to switch languages (French/English) if necessary.

- The DMJ 2024, which took place in France, was funded by the Interreg Alpine Space "Support EUSALP" Project and open to youth from other countries (FR/EN invitation). Three Alpine countries were represented (France, Switzerland, Italy), but the event was conducted in French since all the participants could speak it fluently. *"A broader representation of different countries would have added even more value"*.

- The DMJ 2025 was held in Italy and also funded by the Interreg Alpine Space "Support EUSALP" Project. It was open to youth from any country and informal English translation was originally foreseen due to the application of international candidates. In the end, it was conducted in Italian since all participants were Italian.

Key points:

Given the very specific subject and the need for clarity in exchanges, language can be a barrier. **The use, or at least a good understanding, of the local language is a priority** (this element has been discussed within AG 3).

2.2.2. The role of young people in developing the events' programmes

The AJITour eductour 2020 involved young people in developing the programme from the very beginning through online meetings organised before the in-presence event. 1,5 days out of 5 were planned in advance: 1 day was dedicated to symbolic mountain professions (guides, hut keepers, shepherds, etc.) and 1/2 day to a round-table discussion with local youth professionals and decision-makers. 2,5 days were open to companies identified by the young participants. The final programme was validated with the participants. Moreover, during the AJITour, local professionals made themselves available for targeted meetings with interested participants or involved the latter in small activities (*for example, 2 participants followed the organising team of a local sport event*).

The **jeune Alp'titude 2024 project** was directly created by the young participants, with the support from Educ'alpes in terms of methodology, contacts, and funds. The project was coordinated by a young civic service volunteer hired to this end and involved a group of ten young beneficiaries selected through a public call. Beneficiaries were directly involved in bringing their project to fruition through several meetings and brainstorming sessions, which took place from November 2023 onwards. They autonomously decided when and how to meet, chose the

focus of the project (mountain jobs discovery), developed the programme of activities, contacted the professionals and took care of the logistic aspects of each trip. This self-managed process produced valuable results (achievement of their own objectives, very good reception from the professionals, etc.), however, it also implied significant and flexible support by Educ'alpes. For instance, methodological support was necessary for project management activities; communication tools and contacts with local stakeholders were also provided. For Educ'alpes, the project brought positive pedagogical results, in terms of both objectives achieved and process.

The programme of the DMJ experience 2024 was shaped independently from young people. Its thematic focus was discussed in the context of dedicated meetings among AG 3 members: some topics included related to traditional mountain sectors (environmental protection and education, forestry activities, etc.), others linked to emerging challenges (e.g. impact of climate changes on mountain professions), and others were connected to AG 3 priorities (e.g. soft skills and multi-activity mountain jobs) and the so-called EUSALP cross-cutting priorities (ccp#1 promoting digitalisation for the Alps and ccp#4 circular economy). On this basis, AFRAT proposed a draft programme that was discussed and validated in the framework of the second AG 3 LAB in Poschiavo (CH). Being an EUSALP pilot experience and funded within the Support EUSALP project, the programme aimed at reflecting as much as possible priorities pursued in AG 3 and, more generally, in the EUSALP context. Moreover, a session was dedicated to present EUSALP and its bodies, especially the Youth Council, and EU-funded opportunities for youth thanks to the presence of a representative of the EUSALP Secretariat. The AFRAT centre ensured a wide representativity of professional profiles and sectors, and the variety of topics addressed was appreciated by the participants. After publishing the call for application, AFRAT offered an online informative session to anyone interested and presented the programme.

The programme of the DMJ experience 2025 was shaped independently from young people.

The idea of a thematic DMJ dedicated to an Alpine-relevant sector or value chain emerged in AG 3 with the aim to create a more effective experience in a few days and benefit from the connection with relevant EU-funded projects. The collaboration with the EUSALP Task Force “Multifunctional Forests and Sustainable Use of Timber” provided the opportunity to organise a discovery session focusing on forest ecosystems and wood-based value chains. The AG 3 Support Team of the Autonomous Province of Trento oversaw directly this experience and, to this end, contacted territorial entities in the education and research realms, local companies and other relevant stakeholders. The programme aimed to provide an overview of professional opportunities linked to forest ecosystems and wood-based value chains in the public and private sectors, and tackle the connection between education and the local job market. Youth participants provided positive feedback on the programme. Many of them were interested in learning about the forest management system applied in Trentino since, in Italy, forest legislative competence is devolved to the regional level, resulting in diverse management systems. The Autonomous Province of Trento and the Autonomous Province of Bolzano – along with other Special Statute Regions – maintained autonomous forest corps after the 2016 merge of the State Forestry Corps with the Carabinieri.

Key points:

- **involving young people beforehand is an important factor** in adapting the experience to their needs and expectations. It is also a necessary pedagogical basis;
- the amount of time devoted to this aspect **depends on the precise pedagogical objectives** of each experience and its expected duration;
- a thematic focus needs to be carefully selected and contextualised.

2.2.3. Programmes

Name Duration and Period	BEFORE	DURING		AFTER	
	Preparation	Number of professions encountered	Type of activities carried out	Continuation	Evaluation
AJITour 2020 5 days, end of August	2 video conferences: presentation, expression of expectations, interactive construction of the program (with online tools) Individual interviews according to the needs	20 professionals <i>Young and 'old' professionals</i> <i>In big and small groups</i>	<i>(in large group or small interest groups)</i> Discussions with professionals at their work place: exchanges, craft workshop, field visits (museum, natural site), games, participation in an event (organisation), etc. Personal notebook, to fill in for 5 minutes each day with key words Workshops: individual and collective reflection on professional projects, etc.	1 video conference in Autumn. Individual interviews. Support to discover other professions individually, etc.	Questionnaire
Jeune Alp'titude 2024 4 weekends, March to May	Several meetings between young people (6 to 8 pm, in a friendly place)	8	Self-organisation by the young people (low carbon transport). Discussions with the professionals at their workplace.	No continuation (for the moment)	Direct exchanges

Name Duration and Period	BEFORE	DURING		AFTER	
	Preparation	Number of professions encountered	Type of activities carried out	Continuation	Evaluation
DMJ 2024 3 days, Mid-July	2 online informative sessions and telephone interviews	Professionals working in 9 different entities and companies	Discussions with professionals at their work place, exchanges, field visits (headquarter of Vercors Natural Park, third place, mountain hut, farm), games, trekking experience, cooking workshop, sessions for collective reflection, free time for peer-to- peer exchange.	No continuation (for the moment)	Questionnaire for evaluation of the experience
Parcours Cairn 2 weeks in February, March, June, September, October	Workshop and group information meeting with all young people Telephone interviews with young people positioned on the pathway to check their motivation and their understanding of the project	12	Meetings with professionals, educational work camps, thematic workshops, etc.	Interviews at M+1 and M+3	Questionnaire and discussion

Name Duration and Period	BEFORE	DURING		AFTER	
	Preparation	Number of professions encountered	Type of activities carried out	Continuation	Evaluation
DMJ 2025 3 days, September	One online ice-breaking session with selected participants, facilitator, EUSALP staff (AG 3, Secretariat, Youth Council).	10	Discussions with professionals (including at their workplace), exchanges with local administrators, field visits (VET school and companies), lego workshops and sessions for collective reflection, free time for peer-to-peer exchange.	Information emails on relevant thematic events and availability for future exchanges	Questionnaire for evaluation of the experience

Feedback from participants:

"The pace was a little too intense even though all the presentations were very relevant, so I would have liked to see the same programme over 4 or 5 days. That would have meant that we didn't have to run between each presentation and it would have encouraged interaction within the group and with the various speakers. I think we have a lot to contribute to each other." DMJ 2024

A suggestion was to foresee more space for questions to enable a sort of debate between young people and speakers, as an opportunity for discussion. DMJ 2025

2.2.4. Supporting young people in their professional projects during and after the session

AJITour 2020

The 5-day format allowed for **3 moments of personal reflection**: at the beginning, in the middle and at the end of the experience. Filling in a **personal notebook** throughout the experience (*10 minutes a day, not mandatory*) helped participants to structure their reflections. Direct exchanges between young people and in the large group also provided good reference points for each person's career plans. The **importance of informal time and one-on-one discussions** between organisers and young people should be noted. Personal support continued in the months following the AJITour, depending on each participant's needs (interviews, support in finding other jobs, etc.). The fact that Educ'Alpes is a network with a mission to support young people makes it easier to stay in touch with some participants over the long term.

For example, one participant came to the session with a lot of questions and a few desires. A hands-on workshop with a woodcarver got her thinking, a few months later she took a training course in this sector, and she is now settled in the Alps.

DMJ 2024

The programme included sessions to stimulate personal reflections and exchanges among participants. For instance, the game “Mountain skills” gave the opportunity to discuss the need to integrate multiple competences, technical and transversal, and experiment with team dynamics. During the debriefing foreseen each day, the participants could interact among themselves and with the facilitators (staff from AFRAT, EUSALP Secretariat and AG 3). Moreover, the participants exchanged informally during the three days and highlighted the importance of peer-to-peer exchange.

By way of example, one participant has begun a career change process toward professions in the forestry sector after training and experience in information technology.

A second participant is currently preparing for the State Diploma of Mountain Leader.

A third participant has developed their professional practices by integrating the concepts learned in order to raise awareness among the students they work with, in a school setting, about mountain-related issues and activities.

DMJ 2025

The programme included 2 LEGO workshops, one at the beginning and one at the end of the experience. By building a LEGO model, participants had to reflect on personal capacities and professional expectations and to what extent these changed after participating in the DMJ 2025 experience. During this exercise, participants were divided into groups and had to share with peers in the group or with the plenary. Moreover, the participants interacted freely whenever possible: during meals, when travelling by bus, by sharing hotel rooms.

Parcours Cairn 2024

During the discovery session, participants are supported in the evolution of their career through professional orientation, but some of the seeds planted during the 2 weeks take time to germinate since the paths taken by young people are a long-term process. CIMME’s action is a building block of a more global path to integration.

To monitor each participant's progress, CIMME plans to **conduct interviews at M+1 and M+3** in order to :

- assess the impact of the programme on the participants career plans;
- provide further support, in particular in looking for an internship;
- training or employment, in conjunction with the Local Mission;
- measure dynamic and positive exits.

"At the end of the experience, I'd like to move into the field of art or nature-related professions. I would like to do an internship in the sectors I discovered during this experience".

Key points:

- Providing space to reflect on and share about capacities, expectations, doubts relating to both their personal and professional projects allows participants to exchange perspectives and reconsider their fears. The use of LEGO, in one case, prompted the participants to act and be creative with the pieces at their disposal; this avoided overthinking and repetitive statements since each one created a different model.
- Informal peer-to-peer exchanges proved to be very useful since participants share openly with those they feel most connected to and do not feel judged.

- Organising a residential event gives participants the opportunity to have an immersive experience, establish informal bonds and exchange freely whenever they have the occasion.



Figure 5: Parcours Cairn – Discovering mountain guide job –Copyright CIMME

3. Synthesis – Learnings and outlook

3.1. Interest in mountain jobs discovery sessions: Feedback from the participants

Discovery sessions in the French Alps confirmed the interest not only of young people, but also of socio-professionals and elected officials, who have been aware of the limited professional opportunities for young residents since a long time. However, mountain jobs evolved by integrating innovative ideas and sustainable practices into traditional sectors, due to the emergence of new job profiles, and thanks to the availability of digital infrastructure and remote working and learning opportunities. All these changes can be reinforced by shaping local strategies aimed at maintaining and developing living Alpine valleys, which include mountain-focused educational paths and orientation services for young people. Discovery sessions can be a way to both showcase new opportunities and collect feedback from beneficiaries to develop sound local policies.

AJITour 2020

The feedback from young people shows that discovery sessions allow them to **identify existing professions (known and unknown)** as well as the advantages and challenges of life in the mountains. It is also, and above all, **a time for them to (re)motivate themselves** in their professional future. They discovered that **there are real opportunities** for professional settlement in the Alpine mountains.

They discover and appreciate **the support systems available for young people**. They also became aware of **specific issues**, such as seasonality, multi-activity, natural constraints on certain professions, the **value of networking and collective work**, the importance of strong links to the territory and within the community of inhabitants, etc. Finally, they often put emphasis on **specific human values in working in the mountains** (passion, solidarity, etc.).

Another positive result is the **creation of a space for exchange between participants and professionals on the personal and social perception of mountain professions**, which goes beyond the occupational dimension.

"There are a lot of jobs we don't think about. And there's place and openness for young people!"

"I realised how difficult it is to find accommodation in the mountains and I learned how many services exist to help us."

Jeune Alp'titude 2024

Young people: *"What was important to us: a project of young people, for young people and by young people. A meaningful project thought through and organised to **bring together different generations involved in the Alps**, to project themselves into a changing world (economic, political, environmental) through dialogue and the sharing of know-how. We wanted to **open up our thoughts on their attachment to the mountains**, but also to **open up perspectives for the future of the Alps**. Questioning **the current stakes of certain activities, the future of different professions**, but also the future of young people in the mountains. It was a very enriching experience for each and every one of them."*

Professional: *"I was thrilled by this meeting and the exchanges with the group. I was also impressed by the accuracy of their outlook and the values they espouse. It did me a lot of good!"*

DMJ 2024

"I was able to meet and talk to people in my chosen profession (mountain leader). Above all, I'll remember the examples of La Jolie Colo and the refuge where we ate as examples of a passion project brought to fruition, and as examples of an independent and fulfilled life outside the box"

"These 3 days have taught me that you need to exchange ideas and get to know new things and people, and that you shouldn't hesitate to seek and ask for help (including European funds). They also broadened my view of the professional possibilities in the mountains."

DMJ 2025

9 out of 16 participants gave feedback on the experience, which was generally positively perceived: meeting the professionals in different sectors was a source of inspiration for all of them. Nevertheless, some highlighted potential improvement in the pace of activities and length of bus transfers.

*"I applied since I expected to find inspiration for my professional future by observing the various opportunities offered by the mountain region. I came home inspired, yes, but not so much because of the activity or the companies visited, rather thanks to the stories shared by the people I met, especially when talking to the other young participants. I didn't expect to bond with them so much. This aspect was completely **unexpected** for me."*

*"After this experience I believe it is essential to establish and maintain contacts with the various professions that interface with your sector and to collaborate with them. Building a **network** is key."*

Parcours Cairn 2024

After participating in the two-week session, the young people:

- have a better understanding of the different professions and **concrete job opportunities in the region**;
- **boosted their self-confidence** and future career prospects;
- **increased their skills** both in terms of know-how (comfort with different working tools) and interpersonal skills (punctuality, pro-activity, taking the initiative, communicating within a group, etc.);
- a better understanding of **the issues involved in the ecological transition** and discussed the various levers for reducing their carbon impact as a professional, with a view to build a committed professional project.

"It was a real springboard to access new projects and contacts with certain sectors that I'm interested in, but I didn't know how to make an initial connection"

I have acquired a lot of knowledge on new professions, on the associative world, on entrepreneurship, all of which made me want to do other sessions like this one".

3.2. Proposals and recommendations

Main issues identified	Proposals/recommendations
Taking into account the challenges of the market and the Alpine territory	-> Strengthening professional orientations during eductours : green jobs, soft skills, digital jobs, "tiers-lieux", hybrid skills linked to artificial intelligence, acquisition of multiple competences, etc.
Reaching young people in large numbers	-> Multiplying formats: 1-day forum, 3 days, 5 days, 2 weeks, etc. (and also using existing events in each country) -> Increasing the number and diversity of organisations offering sessions for young people in the Alps -> Strengthening communication channels for all types of young people: high school students, university students, young people without qualifications, young people looking for a (new) career plan, etc. -> Addressing the right stakeholders depending on the thematic scope of the experience.
Start early, as part of an "educational pathway for young people" approach	-> Starting the discovery of mountain professions from the school cycle , into pedagogical projects (<i>for example, a simple exchange with professionals about their work during a school project in the mountains</i>).
	-> Strongly encouraging intermediary structures (<i>parks, networks, National Education services, etc.</i>) to integrate this objective into their environmental education strategy or plan (<i>example of Vanoise national park</i>).
Focusing on key sectors and Alpine value chains	-> Organizing thematic experiences is useful to orient young people that have an interest in a topic/area or are pursuing enrolled in sectorial programmes. (In this case, applicants are usually pursuing an education in a specific field and may want to learn more about professional opportunities)

3.3. Perspectives for AG 3

- **Building a general communication tool on ‘Alpine jobs’** for young people, policy makers, stakeholders: mountain specificities, attractiveness of the Alps (arguments), portfolio of specific jobs, competences required.
- **Strengthening communication channels (formal and informal) with young people and youth associations** about these mountain jobs discovery experiences and, more broadly, about the Alpine community's support for their career and life plans in the Alps.
- **Developing the inventory of mountain job discovery initiatives** for young people in the Alpine countries (see table in progress).
- **Developing experiences of “Discovery Mountain Jobs - DMJ” sessions in Alpine countries**, with different formats and/or themes .
- **Following the initiative of the Youth Group of the Comité de Massif des Alpes, with the setting up of an “Education, training, employment” thematic group** dedicated to the training and professional settlement of young people in the French Alps (starting in March 2025).
Studying if there are similar initiatives in other Alpine countries.
- Potential of the DMJ format to be adapted to different target groups (e.g., unemployed, NEET): for example, by collaborating with CIMME.
- Prepare a project proposal with a DMJ component for Erasmus+ in Key Action 1

ANNEX 1

Eductour "AJITour" 2020

Des jeunes à la découverte des métiers et des conditions de vie en montagne

L'AJITOUR* a permis à dix jeunes de découvrir les métiers de la montagne et la vie dans les Alpes. Retour sur cinq jours d'immersion dans le Queyras, à la frontière avec l'Italie, rythmés par des échanges entre les jeunes et les professionnels du territoire.

[AJITOUR 2020 - English version](#) from [Alpes Là !](#) on [Vimeo](#).

L'AJITOUR au cœur du développement durable

Durant une semaine, dix jeunes de 19 à 26 ans, originaires de la ville ou de la montagne se sont retrouvés en immersion dans le Queyras. Accompagnés par [Educ'Alpes](#)* et CIPRA France*, ils ont pu rencontrer une vingtaine de professionnels dans des domaines d'activité variés (accompagnateur en montagne, gardienne de refuge, bergère, artisans, agents territoriaux...). Ces professionnels ont partagé leur passion du métier et du territoire. Ils ont également fait part de la très bonne saison estivale 2020 tout en s'inquiétant d'un rythme de travail soutenu et difficile physiquement. Les limites d'accueil des touristes sur le territoire et la pression sur les milieux ont été abordés. Le Queyras se situant à la frontière avec l'Italie et le Mont Viso, le développement durable constitue donc un enjeu fort de la coopération transfrontalière Queyras/Italie.



Rencontre avec un guide de la réserve naturelle Ristolas Mont Viso © CIPRA France

Du projet de métier au projet de vie

Une grille d'entretien définie par les jeunes au démarrage de l'AJITOUR leur a permis d'interroger les professionnels sur l'exercice de leur métier: cursus, quotidien, salaire, etc. Les professionnels ont formulé des conseils aux jeunes et surtout transmis leur énergie et motivation. «L'essentiel à mon sens c'est d'être passionné et faire surtout un métier que tu aimes car on passe beaucoup de temps dans notre travail» témoigne Ludivine, éducatrice nature et bergère.

Si la plupart des professionnels rencontrés se situent dans le modèle économique dominant, quelques expériences et notamment la visite d'une ferme a permis d'éveiller la curiosité des jeunes sur l'existence d'une économie plus sobre (faire mieux avec moins).

Entre temps de rencontres formelles et échanges informels au cours des repas et des randonnées, l'AJITOUR a glissé de réflexions centrées sur les métiers vers les conditions de vie dans les Alpes et le projet de vie. Noémie, participante, explique que l'AJITOUR lui a permis «d'élargir [s]es horizons professionnels et de découvrir par exemple le métier de gestionnaire de gîtes». «Ça permet de savoir comment trouver un équilibre entre ce qu'on a envie pour son mode de vie et aussi le métier qu'on veut faire» témoigne Sidonie, autre participante.

Interpellation des professionnels et suites données

Un temps de synthèse a permis au groupe de faire part de ses motivations, de ses observations et de ses questionnements aux professionnels du territoire en charge de l'accueil des jeunes. Quel accès au logement pour les jeunes sur le territoire? Quelle prise en compte de l'environnement par le territoire, critère important pour certains dans l'idée d'une installation?

Les résultats de l'AJITOUR, ainsi que deux autres dispositifs dont la Caravane des possibles portée par le [CREFAD Auvergne*](#), ont été présentés et ont fait l'objet de réflexions complémentaires durant la Semaine Alpine qui s'est tenue virtuellement du 9 au 11 décembre 2020 en parallèle du Forum de la SUERA* et de la rencontre des Ministres de la Convention alpine.

Le projet AJITeR: Croiser les regards entre les jeunes et les territoires

Les Alpes connaissent un vieillissement de la population. Donner la possibilité aux jeunes de rester vivre en montagne et à d'autres de s'y installer pour développer leurs projets constitue un enjeu majeur pour le maintien de montagnes vivantes. Le projet AJITeR* se fixe pour objectif de capitaliser et de mener des expérimentations autour de l'accueil des jeunes adultes et de leurs initiatives en territoires ruraux. Les jeunes portent des initiatives, les collectivités proposent des dispositifs d'accueil ; un des enjeux d'AJITER est de croiser les regards afin que les collectivités puissent mieux répondre aux besoins des jeunes.

L'[ADRETS*](#) est chef de file du projet AJITeR qui réunit quatre autres associations CIPRA France, le [CREFAD Auvergne*](#), l'[UFISC*](#) et le RECCA*. Ce projet bénéficie d'un financement du Réseau Rural National et du Fonds européen agricole pour le développement rural (FEADER) ; ainsi que du Comité de massif des Alpes pour certaines actions de CIPRA France. La plateforme du projet AJITeR : <https://www.ajiter.fr>

ANNEX 2

EUSALP AG 3 “Discover Mountain Jobs” 2024

A three-day experience to discover mountain professions in the heart of the Vercors Regional Nature Park.

Objectives of the DMJ experience:

- **discover challenges and opportunities to work and live in the mountains** by meeting a wide range of professionals with different profiles;
- **share innovative initiatives** by discussing the challenges of circular economy and climate change, which have an impact on mountain professions;
- **reflect on the importance of soft skills and multi-activity opportunities** by combining multiple jobs and competences to sustain a life and work project in the mountains. New forms of multi-activity were the focus of discussions with professionals.

Logistics sheet

8-11 JULY PROGRAM

MONDAY, JULY 8

- Arrival at AFRAT around 6 PM
- Presentation of the week's schedule
- Dinner at AFRAT

TUESDAY, JULY 9

- 7:30 AM: Breakfast
- 9:00 AM: Welcome speech and program presentation: stay organization, group rules. Presentation of AFRAT
- 10:00 AM: Escape Game of discovery and cohesion
- 15 PM: Picnic
- 1:45 PM: Meeting with the Natural Regional Park and Tourism Office and discussions on the organization of the Vercors territory
- 3:30 PM: Game "Mountain Skills"
- 5:30 PM: Debriefing of the day/discussions on youth and Europe/SEURA
- 6:00 PM: Free time
- 7:30 PM: Dinner at AFRAT

WEDNESDAY, JULY 10

- 7:30 AM: Breakfast
- 8:30 AM: Entrepreneurship and new forms of settlement with La Jolie Colo
- 11:00 AM: Hike and discussions about forestry and agricultural jobs in the mountains, development and preservation of environmental issues, and multi-activity in the mountains heading towards La Molière
- 6:00 PM: Debriefing of the day
- 7:30 PM: Dinner at Refuge des Feneys and night hike

THURSDAY, JULY 11

- 7:30 AM: Breakfast
- 8:30 AM: Promotion of local products and cooking jobs, followed by a cooking session
- 1:15 PM: Meals based on the group's productions at AFRAT
- 2:15 PM: High mountain jobs and climate change
- 3:00 PM: Debriefing and assessment with participants and soft skill session on mountain jobs
- 4:00 PM: End

Logistics sheet

IMPORTANT INFORMATION

■ **Accommodation:** AFRAT
Center: 314 Chemin du
Manoir, 38880 Autrans

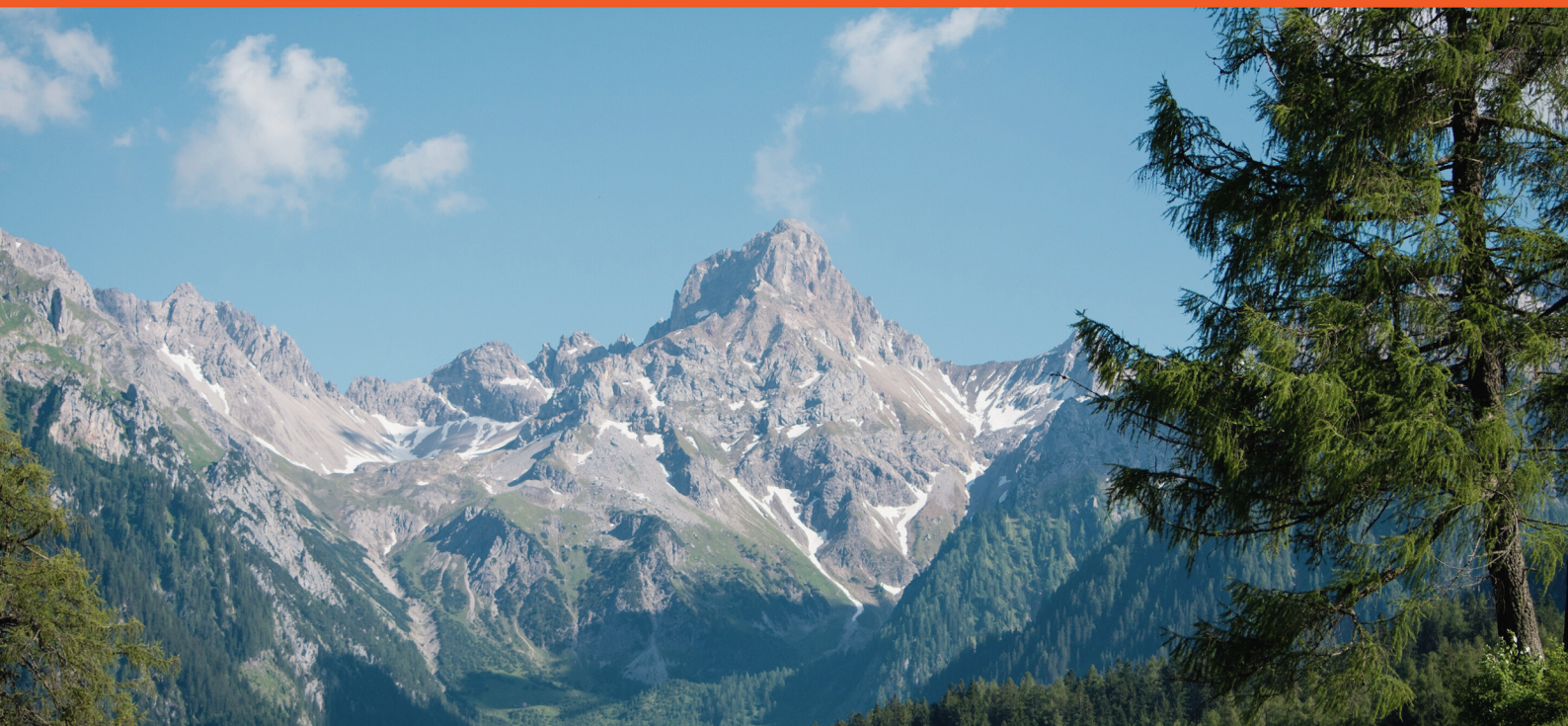
❗ **Sheets and blankets are provided. However, please remember to bring your own bathing necessities (towel, shower gel, etc.) as they are not supplied.**

■ **Equipment for the stay:**
Hiking boots and clothing,
rain and warm clothing,
sunscreen, cap, backpack,
water bottle, note-taking
materials, headlamp
(optional)

■ **Bus to go to Autrans from
Grenoble :**
carsisere.auvergnerrhonealpes.fr



Contact: jeanne.barbian@aftrat.com +33 6 24 57 95 76





Parcours CAIRN Découverte

7 octobre - 17 octobre 2024



des formations
aux métiers de
de(ux) main(s)



mixité
des publics



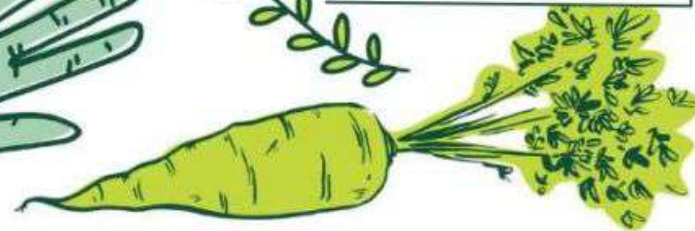
apprendre par
le faire



accompagnement
socioprofessionnel



parcours
individualisés



Le planning du parcours

LUNDI 7 OCTOBRE

MARDI 8 OCTOBRE

MERCREDI 9 OCTOBRE

JEUDI 10 OCTOBRE

MATIN

Accueil

Inter-connaissance
et CV Imagé

Randonnée et
Découverte métier
d'Accompagnateur
en moyenne
montagne (décalé
au 11 octobre
météo)

Découverte des
métiers du bois /
chantier
pédagogique avec
une menuisière

Découverte des
métiers du bois /
chantier
pédagogique avec
une menuisière

APRÈS-MIDI

Découverte métiers
apiculturice

Le planning du parcours

	LUNDI 14 OCTOBRE	MARDI 15 OCTOBRE	MERCREDI 16 OCTOBRE	JEUDI 17 OCTOBRE
MATIN	Découverte métier de protection de l'environnement / animateur nature avec FNE	Métiers de l'agriculture Visite Ferme de la Grangette	Métiers de l'économie circulaire à la Casemate	Atelier cuisine et alimentation durable aux Petits Cantines
APRÈS-MIDI		Animations et ateliers libres "A vous de jouer !"	Atelier entrepreneuriat	Bilan et Plan d'action post parcours

Mobilisation du public en amont du parcours

Août - Septembre 2024

En amont du parcours différentes actions ont été entreprises avec des acteurs de l'insertion du territoire pour travailler sur la mobilisation du public :

- Un travail de sensibilisation de conseillers / référents de parcours pour leur faire connaître le dispositif
- 1 atelier et réunion d'information collective et de découverte des métiers de transition écologique mi septembre avec une quinzaine de jeunes
- Un travail de communication et repérage des jeunes par les conseillers
- Des entretiens téléphoniques avec les jeunes positionnés sur le parcours pour vérifier leur motivation et leur compréhension du projet

Le parcours est ouvert à tous les jeunes et pas uniquement à des jeunes ayant un projet professionnel en lien avec l'environnement , la sélection se fait avant tout sur un critère de motivation, de disponibilité et de besoin de remobilisation identifié par les conseillers.

Composition du groupe de jeunes



Niveau d'étude de 2
(infra-bac) à 7 (Master 2)



**Un groupe de 8
jeunes**

Entre 17 et 30 ans
2 Femmes et 7 Hommes

Origine :
*7 jeunes de Grenoble
dont 2 habitants en QPV*

**Un groupe hétérogène,
complémentaire, solidaire,
curieux et impliqué**



Une pluralité d'intervenants engagés pour présenter des métiers d'avenir



1 animateur.rices CIMME

7 intervenant.e.s externes

4 filières et une dizaine de métiers découverts

Une passion de leur métier et un **engagement fort** en faveur de la transition écologique

Une pédagogie ancrée sur des méthodes d'**éducation populaire** favorisant l'apprentissage par le faire

Une **approche pratique** pour transmettre un peu de leur quotidien, les enjeux de leur métier et les gestes professionnels

Des **enquêtes métiers** réalisées auprès de tous les professionnels rencontrés

ATELIER HORS FORMES

Associations loi du 1er juillet 1901

Filières et métiers abordés

Filière bois et
éco-construction



Chantier pédagogique de 2 jours pour construire 1 table à partir de matériaux de réemploi

Métiers découverts : Menuisier.ère / Charpentière

Filières métiers abordées



Filière tourisme et
protection de la
montagne



Randonnée à la découverte de la biodiversité et des enjeux environnementaux en Chartreuse

Métier découvert : Accompagnateur.rice en moyenne montagne



Filières métiers abordées

Agriculture et
Alimentation durable



Visite ferme de la Grangette

Métiers abordés : Agriculteur.rice et éleveur en bio

Filières métiers abordées



Agriculture et
Alimentation durable



Animation découverte métier apiculteur trice

Métiers abordés : apiculteur trice

Filières métiers abordées



Agriculture et
Alimentation durable



Atelier cuisine zéro gaspi et alimentation durable aux Petites cantines de Grenoble

Métiers abordés : Gérante associative d'un établissement de restauration

Filières métiers abordées

Animation et protection
de l'environnement



Animation nature avec FNE sur la biodiversité, la faune et la flore (désert Jean-Jacques Rousseau)

Métier découvert : animateur.rice nature, technicien rivière, chargé de mission faune et flore

Filières métiers abordées



Économie circulaire



Visite de la CASEMATE à grenoble

Métiers découverts : Fab-Manager et Médiatrice scientifique



Animations et ateliers



Liste des activités réalisées en dehors des ateliers “découvertes métiers” :

- **1 atelier CV imagé**

Objectif : Inter-connaissance, s'exprimer à l'oral sur son parcours et formuler des envies professionnelles

- **1 atelier entrepreneuriat**

Objectif : découvrir les bases de l'entrepreneuriat et imaginer un projet de création d'entreprise en intégrant des contraintes sociales et environnementales, exercice de pitch oral

- **Atelier “La Parole aux jeunes”**

Objectif : mettre les jeunes en situation d'animation pour favoriser l'apprentissage entre pairs, la confiance en soi et l'expression orale

- **Atelier “Sport et Écologie” avec The Big Bang Ballers**

Objectif : Découvrir une association d'insertion par le sport et échanger autour de l'impact du sport sur la planète



Bilan et évaluation du parcours à chaud

5 jeunes souhaitent réaliser un stage en lien avec les domaines découverts

5 d'entre eux ont exprimé vouloir exercer un métier en lien avec les métiers découverts

En collaboration avec les conseillers des bénéficiaires un suivi individuel sera assuré à + 1 mois, +3 mois et +6 mois.



Profil et projet des jeunes

Participant.e.s	Projet à l'entrée	En sortie de parcours
Emeline ART (orienté par la ML de grenoble)	Découvrir divers métiers et acquérir des connaissances	Elle a pu dégager un domaine d'activité qui lui plairait, la charpente et la menuiserie Elle souhaite réaliser des stages dans ce domaine et envisage un CAP dans ce secteur.
Flora LOPES (orienté par la ML de saint-martin d'hères)	Découvrir la biodiversité et des métiers manuels	Elle souhaite s'orienter vers le domaine de l'art ou des métiers en lien avec la nature Désir réaliser des stages avec les métiers qu'elle a pu découvrir durant le parcours
Simon PROAL (orienté par cycle and go)	En CDD d'insertion. Découvrir des métiers qui s'exercent en extérieur	Il confirme son souhait de travailler en extérieur/ nature mais de préférence avec des métiers sans lien avec un public mais plus orienté dans un domaine technique. Il désire s'engager dans une association. Poursuit son CDD d'insertion
Antony CORRADI (orienté par jardins solidarité)	En CDD d'insertion. Approfondir son intérêt pour le maraîchage	Poursuit son CDD d'insertion. Souhaite réaliser des stages dans le domaine du maraîchage pour acquérir des expériences et découvrir de nouvelles structures. Passer son permis en 2025



Profil et projet des jeunes

Participant.e.	Projet à l'entrée	En sortie de parcours
Evan BOULARES (orienté par la ML Pont de claix)	Définir plus précisément son projet professionnel, prendre confiance en lui et découvrir des métiers	Il souhaite travailler dans un métier ou secteur en lien avec les animaux
Jesse SAFARI (orienté par la ML Saint Martin d'hères)	Découvrir des métiers	Continue sa réflexion pour préciser son projet professionnel, doit réaliser des stages.
Ali HAMKI (orienté par la ML Eybens)	Approfondir ses connaissances sur les métiers du bois et découvrir d'autres métiers.	Continue sa réflexion pour préciser son projet professionnel, doit réaliser des stages.
Zachariya BOUGUENNA (orienté par la ML de saint-martin d'hères)	Découvrir différents métiers	Il souhaite poursuivre sa découverte des métiers en réalisant des stages

Les pépites



"C'était un vrai tremplin pour accéder à de nouveaux projets et contacts avec certaines filières qui m'intéressent mais avec lesquels je ne savais comment avoir un premier lien", Emeline

"Je repars avec des connaissances que je n'avais pas, l'impression 3D par exemple. J'ai fait de belles rencontres avec des professionnels et avec le groupe", Evan

J'ai acquis de nombreuses connaissances sur de nouveaux métiers, le monde associatif, l'entrepreneuriat, ça m'a donné envie de faire plein d'autres parcours comme celui-là", Flora

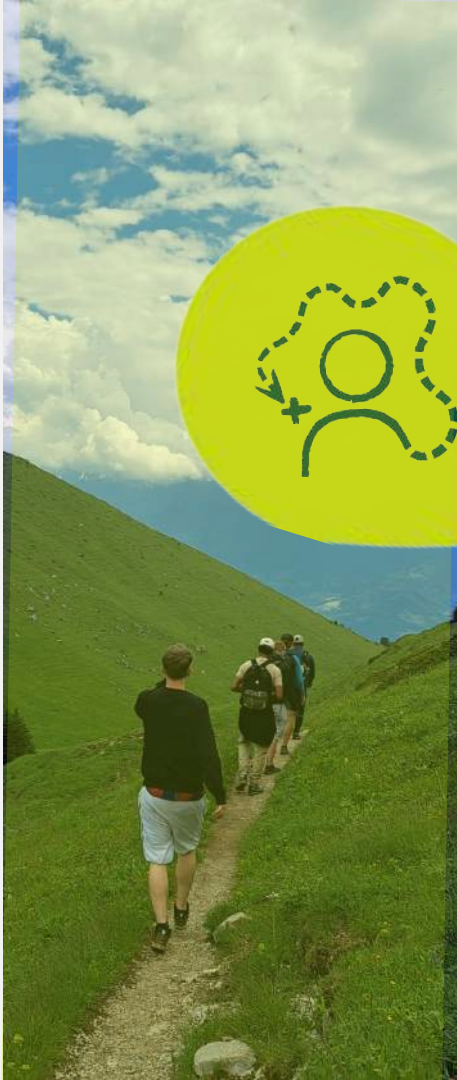
"Je repars avec des connaissances sur l'environnement, avant je m'en fichais. Il y a des métiers dont on ne soupçonne pas l'existence" Zacharia

Indicateurs quantitatifs

Après 2 semaines de parcours les jeunes ont :

- une meilleure connaissance des différents métiers de la transition écologique et des débouchés concrets sur le territoire
- renforcer leur confiance en eux et en leur avenir professionnel
- pu monter en compétences à la fois sur des savoirs-faire (aisance avec différents outils de travail) et sur des savoirs-être (ponctualité, pro-activité, prise d'initiative, communication au sein d'un groupe etc.)
- une meilleure compréhension des enjeux liés à la transition écologique et abordé les différents leviers permettant de réduire leur impact carbone en tant que citoyen ou en tant que professionnel en vue de construire un projet professionnel engagé





Suivi des jeunes post parcours

Durant le parcours les jeunes ont pu être accompagné dans l'évolution de leur orientation professionnelle mais certaines graines plantées pendant les 2 semaines mettront du temps à germer. Les parcours des jeunes en situation d'insertion s'inscrivent dans un temps long. Notre action constitue une brique d'un parcours d'insertion plus global.

Pour assurer le suivi de chaque jeune dans ce long parcours, nous prévoyons de réaliser des entretiens à M+1 et M+3 afin :

- d'évaluer l'impact du parcours sur le projet professionnel des jeunes
- de poursuivre l'accompagnement, notamment la recherche de stage, de formation ou d'emploi en lien avec les conseillers de la mission locale
- de mesurer les sorties dynamiques et les sorties positives



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<https://www.ecole-transition.eu>

Isère

Ecole Transition Écologique

ANNEX 4

Interreg



Co-funded by
the European Union

Alpine Space

Support EUSALP

DISCOVER MOUNTAIN JOBS

SUMMER CAMP

2025 edition
Forest and Timber



Event organized by the EUSALP Action Group 3
in collaboration with
the EUSALP Task Force “Multifunctional Forest and Sustainable Use
of Timber”



18 - 20 September 2025
Roncegno Terme and Tesero
(Trentino, Italia)



CONTACTS:

eusalp.labourandeducation@provincia.tn.it



ACTION GROUP 3



Programme

Thursday 18 September - Arte Sella (Borgo Valsugana)

12:00 - 13:00	Arrival in Trento and transfer to Arte Sella
13:00 - 13:45	Lunch at Arte Sella
14.00 - 14:15	Opening of the DMJ 2025 edition
14:15 - 16:00	Break the ice Workshop
16:00 - 17:00	Panel on professional perspectives linked to the forest ecosystem and timber value chains
17:00 - 18:00	Visit of the Arte Sella exhibition
18:00 - 19:00	Transfer to Roncegno Terme
19:00	Hotel check-in and welcome dinner





Programme

Friday 19 September - Tesero:

8:30	Transfer to Tesero
10:00 - 12:00	Visit at the ENAIP Centre for Vocational Training on Timber
12:15 - 13:45	Lunch and visit at Radio Fiemme
14:00 - 15:30	Visit at the Sawmill of the Magnifica Comunità di Fiemme
16:00 - 17:00	Visit at the Enrico Ciresa Srl company
17:15 - 18:00	Debriefing
18:00	Transfer to Roncegno Terme
20:30	Opportunities for youth in EUSALP and the EU

Saturday 20 September - Roncegno Terme:

8:30 - 10:30	Transfer to Pergine and visit at the VAIA company
10:35 - 11:00	Transfer to Roncegno Terme
11:00 - 11:45	Craftsmanship and entrepreneurship
11:45 - 12:45	Final workshop
12:45 - 13:00	Concluding words
13:00 - 14:00	Lunch
14:00	Transfer to Trento

