



EUSALP EU STRATEGY FOR THE ALPINE REGION

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ANNUAL PROGRESS REPORT

2025



ACTION GROUP 3

Labour market, education and training

1. KEY OUTPUTS AND ACHIEVEMENTS FOR 2025

Name of the output	Objective tackled	Results and follow-up (if applicable)	Link with the 2023-2025 current Work Plan
3rd AG 3 LAB 2025 6-7/03/2025 In collaboration with the Department of Economics, Management and Quantitative Methods – University of Milan	- Implementing AG 3 work plan for 2025 (focus: soft skills, market transformations, youth and jobs); - Discussing AG 3 policy recommendations; - Discussing AG 3 contribution to Action Plan revision.	Progress on AG 3 activities foreseen in 2025 and to be finalised: - discussion on final version of the soft skills toolset and guidelines and their translation; - prevision of Soft Skills final conference; - prevision of a thematic DMJ 2025; - agreement on topic of policy recommendations; - agreement on elaboration of an exploratory study on multi-activity mountain jobs; - prevision of a DMJ comparative report.	The LAB format was proposed to members/observers in 2023 as an in-presence meeting to discuss in detail the implementation of work plan activities and set deadlines. It is foreseen on a yearly basis.
Finalisation of soft skills toolset and guidelines based on the feedback of the pilot phase (Autumn 2024- Spring 2025)	- Contributing to a skilled labour force; - Developing a common system of recognition and validation of soft skills; - Facilitating mobility of students/workers and the portability of skills across the Alpine Region.	- Tools perfected and accompanied by methodological guidelines for users; - Tools and methodological guidelines translated in all Alpine languages; - Digital training to facilitate the use and diffusion to the toolset foreseen in the 2026-28 work plan.	- Activities linked to the soft skills priorities (p. 8). - Development of tools, guidelines and testing phase included in the outputs and results table.
Discover Mountain Jobs on forest ecosystem and timber value chains in Trentino 18-20/09/2025 organised in collaboration with the EUSLP Task Force “Multifunctional Forest and Sustainable Use of Timber”	- Supporting young people in developing their personal and professional projects in mountain areas; - Promoting professional/employment opportunities linked to a specific sector; - Raising awareness on EU opportunities for youth (ft. ETS and YC); - Contrasting depopulation of mountain areas; - Contributing to CCP#4: circular economy in a local company;	- Involvement of 16 young people (19-27 y.o.) as well as local stakeholders operating in this sector (research, local businesses, public administration, training entity, etc.). - Development of a comparative report on DMJ experiences in which AG 3 members were involved; - Future editions foreseen in the 2026-28 work plan focusing on other sectors or in collaboration with ASP-funded projects.	Activity contributing to the Youth and Jobs priority (p. 8) and included in the outputs and results table.

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	• Collaboration with other EUSALP actors:		
Soft Skills Conference in Trieste with both political participation, involvement of pilot sites and Youth Council 14-15/10/2025	• Raising attention on soft skills issue at political level; • Discussing labour market requests for soft skills in Alpine territories and the need to integrate soft skills in VET curricula; • Learning about the EU "Union of Skills" initiative and Italian efforts for valuing soft skills and their formal recognition; • Presenting final AG 3 soft skills toolset and guidelines; • Discussing spin-off initiatives connected to soft skills activities supported by AG 3; • Inclusion of Youth Council in an AG 3 major event.	• Dissemination achieved; • Experience exchanged among entities involved in pilot phase; • Contact collected to widen the AG 3 stakeholder database; • Participation of both political representatives and practitioners; • Intersectoral approach applied: link among research, labour market and training sectors.	Activity contributing to the soft skills priority (p.8) and belonging to transnational event of the outputs and result table.
Participation in the AG 3 Leader to the 4-MRS social affairs meeting in Vilnius 25-27/06/2025	• Enhancing embedding; • Exchanging practices among the MRSs' education and social affairs coordinators; • Discussing social innovation at the European Competence Centre for Social Innovation+ in Vilnius.	Ongoing dialogue on future of ESF and MRS with thematic coordinators of other MRSs (useful for embedding).	Not explicitly outlined in the WP, but useful for dissemination purposes.
Participation in the meeting between the 4-MRS education and social affairs coordinators at DG-EMPL in Brussels 19-20/11/2025	• Enhancing embedding; • Raising awareness of EU Commission and funding authorities of MRSs' initiatives and achievements linked to education and social affairs; • Exchanging practices among the MRSs' education and social affairs coordinators.	• Awareness raised on the potential of ESF+ funds for MRSs activities focusing on education, skills and social inclusion; • Ongoing dialogue on future of ESF and MRS with thematic coordinators of other MRSs (useful for embedding).	Not explicitly outlined in the WP, but useful for dissemination purposes and advance on embedding.
Discover Mountain Jobs (DMJ) Comparative Report	• Comparing DMJ experiences organised in the Alps by AG 3 and other actors to identify	• Replication of some components/characteristics in DMJ-like experiences (e.g. sector-specific focus);	Link with the Youth and Jobs priority (p. 8).

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	challenges as well as positive elements emerged in the different formats; Inspiring and facilitating replication of DMJ-like experiences.	Inclusion of future DMJ editions foreseen in the 2026-28 work plan.	
Exploratory study on Multi-activity mountain jobs	- Exploring the potential of slash working in rural areas of the Alps; - Contrasting depopulation of mountain areas; - Inspiring young people to develop their personal and professional projects in mountain areas and exercise their right to stay.	- Dissemination of the study in several events, e.g. 2025 Annual Forum session "Promoting the Digitalisation of the Alps" and events in 2026; - Follow-up activity foreseen in the 2026-28 work plan.	Link with the Youth and Jobs priority (p. 8) and CCP#1 (p. 9-10); and foreseen in the outputs and result table.

2. OUTREACH AND DISSEMINATION

Action	Target audience	Results and follow-up (if applicable)	Link with the 2023-2025 current Work Plan
EUSALP Award 'What keeps me here' within the Mountain Film Festival and sponsored by the Autonomous Province of Trento	General public	- This yearly award (established under the EUSALP 2022 Presidency) aims to make EUSALP known to a wider public; - The award is linked with AG 3 topics since it is meant to value stories of people that settle in mountain areas and develop their personal and professional project there; 2026 Award selection ongoing.	Not included in WP since funded directly by the Autonomous Province of Trento and to be authorized yearly. Link with Youth and Jobs priority and activities aimed at counteracting depopulation trends and knowing inspiring stories/good practices.
Press releases of Autonomous Province of Trento and EUSALP Communication	General public	Promoting AG 3 events and sharing their results (DMJ 2025 , 2025 Soft Skills Conference , EUSALP Annual Forum 2025 , etc.)	Communication campaigns foreseen at p. 11.
Update of the news and results sections of AG 3 web page and reposts of information on LinkedIn	EUSALP Stakeholders and general public	Promoting AG 3 events and sharing their results	In line with website update foreseen in the communication strategy (p. 11).

3. POLITICAL DEBATES /POLITICAL MESSAGES TO CONVEY/POLITICAL ADVOCACY

Issue debated	Key points discussed	Follow-up (if applicable)	Link with the EUSALP Action Plan and the AG 2023-2025 current Work Plan
ESF support to MRSs	• Raise awareness of MRSs' needs in connection to education, employment and social inclusion; • Raise awareness of MRSs' contribution to achieve ESF+ objectives; • Need to ensure accessibility of ESF+ to MRSs; • Increase visibility of MRSs in MFF 2028-2034 (embedding).	• Creation of a working group on education and social affairs among the thematic areas' coordinators of the 4 MRSs; • Periodic meetings among the 4 MRSs' coordinators of education and social affairs and with DG EMPL.	Not explicitly outlined in the WP but consequent to the organization of the MRS panel in the Soft Skills Conference in 2024.
Soft skills	• Development of a toolset for the recognition and validation of selected soft skills to provide a common framework for the Alpine Region and enhance mobility across countries; • Importance of soft skills for work force resilience and response to labour market transformations; • Need to include soft skills acquisition and leverage in educational curricula.	Skill remains a priority in the WP 2026-2028	Link with soft skills priority (p. 8) and results
Maintaining and attracting youth and (highly qualified) workers in the Alpine Region	• Raising awareness of professional opportunities for youth; • Inspiring new solutions • Talent attraction/retention;	• Study on multi-activity mountain jobs completed; • New Discover Mountain Jobs editions foreseen in WP 2026-28; • Presentation of relevant AG 3 youth-oriented	Link with dual education and youth and jobs priorities.

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	- Aligning education/training with market requests/needs; - Counteracting depopulation from rural mountain areas.	activities to a youth network created in the Interreg ASP project OUT4INGOV.	
Responding to market transformations and enhancing resilience of work force	- Need to share knowledge/strategies on how to address market transformations, including sectorial crises; - Supporting workers in transition to new jobs and enhancing their resilience.	Event with political representatives foreseen in Work Plan 2026-2028.	Link with AG 3 mission (labour market component) and activities on soft skills.

4. CAPACITY BUILDING ACTIONS DELIVERED OR NEEDED

Action	Objective tackled	Results and follow-up (if applicable)	Link with the 2023-2025 current Work Plan
Needed: Train/inform new AGL and AG members on the wider EUSALP context	Enhance the connection of AGs' activities and objectives with Action Plan, EU-wide strategies, etc.	Participation of ETS representative in AG 3 LAB or meetings to update members.	
Needed ETS/external support on the development of AG activities integrated with the EUSALP Action Plan, wider strategic documents and other AGs' work	- Facilitate the connection among AGs' work plans and activities; - Enhance the connection between AGs' work and the wider EUSALP/EU context		

5. PROJECT IDEAS INCUBATED MATCHING EU PROGRAMS

Project name	Status of the project (in progress/submitted/rejected/approved)	Addressed funding programme	Approved funds in € (if submitted)	Action Groups involved	Link with the EUSALP Action Plan and the AG 2023-2025 current Work Plan
APOLLO (Contact)	Ongoing Start date: Sept. 2024	ASP	ERDF grants: 1.854.750 EUR	AG3 AG5	CCP#1: remote working and digital skills for youth.
OUT4INGOV (Contact/observer)	Ongoing Start date: January 2025	ASP	ERDF grants: 475.440 EUR	AG3	Youth and Jobs priority
HumanFactor (Contact/observer)	Ongoing	ASP	ERDF grants: 443.943 EUR		Training opportunities
BeyondSnow (Contact – feedback on Policy Recomm.)	Ended	ASP	ERDF grants: 1.944.473 EUR		- Professional opportunities in Alpine sectors (tourism); - Training to tackle sector transformations.
ALPTITUDE (Contact)	Not invited to second step	ASP ongoing call for classical projects			Labour market priority
WISER (Contact – AG 3 member involved)	Under scrutiny	ASP ongoing call for classical projects			- Professional opportunities in Alpine sectors (textile); - Discover Mountain Jobs.
FOOD4Alps (Contact)	Under scrutiny	ASP ongoing call for classical projects			- Professional opportunities in Alpine sectors (agri-food); - Skills for green and circular transition.

6. YOUTH INCLUSION

Action/nature of the involvement	Number of Youth Councilors involved, country and name	Link with the 2023-2025 current Work Plan
3 rd AG 3 LAB in Milan (IT)	N. 2: Chiara Cortiana (IT) Claire Morrier (FR)	Activities discussed were linked to soft skills, youth and jobs priorities. Feedback and proposals from YC welcome on all. YC involvement foreseen at p.6.
Participation in AG 3 online (plenary and thematic) meetings	N. 5 Chiara Cortiana (IT) Othmane El-Hami (FR) Wendy Garcia (CH) Claire Morrier (FR) Amelie Riedl (AT)	YC involvement foreseen at p.6.
Discover Mountain Jobs 2025	N. 1 Filippo Benedetti (IT)	Youth and Jobs priority (p. 8). YC involvement foreseen at p.6.
Soft Skills Conference (Trieste, 14-15/10/2025)	N. 1 Amelie Riedl (AT)	Soft skills priority (p. 8). YC involvement foreseen at p.6.
YC proposed event "Stay local, Learn global"	All TG 4 members	Included in the WP 2026-28