



TechDiversity

10_2024

ACTION PLANNING NETWORK



By Kostas
Karamarkos,
Strategic Planner
Lead Expert

#3 Quarterly Network Report



Network Progress from July to Sep 2024



Purpose & Index - Showcasing TechDiversity activities ...

This Report includes:

(1) Chapter 1 - Highlights from core meetings

**activities and other network exchange and
learning activities.**

(2) Chapter 2 - Thematic inputs activities

(3) Chapter 3 - Partners local activities

**(4) Chapter 4 - Tools demonstrating integrated and
participatory approaches**

(5) Chapter 5 – Testing Actions

(6) Chapter 6 – Next steps and more ...

Introduction

TechDiversity project continued its journey through **Diversity** and **Inclusion** in Knowledge-based Digital and Tech Ecosystems during July, August and September 2024.

TechDiversity activities are based on 8 involved Local Groups of all partners' cities, which are already strongly contributing for **more diverse local digital ecosystems**.



Picture from Larnaka, Cyprus - Core ULG members - July 2024 ...

This 3rd Quarterly Report presents **moments** of the project progress and **highlights** of the partners achievements.

It is also presents various **policy topics** related with diversity in tech & digital ecosystems in EU level.

All partners are working on their Integrated Action Plans having already finished the Section 4 that includes the Context, needs and vision of each city ...



Each one of the 8 partners **is following a specific local roadmap** and during these 3 months they all worked a lot with their local stakeholders to set a **clear vision** for the selected policy issue:



Here are 3 **vision** statements:

Trikala:

Trikala envisions becoming one of the country's centres of innovation and digital entrepreneurship.

Amarante:

To foster a dynamic, inclusive, and equitable tech ecosystem that harnesses the diverse talents and perspectives of all community Members.

Bucharest District 6:

A community where the integration of vocational and technical education and the business environment leads to better career paths, keeps young people in the city (country) and becomes an example of public engagement, especially in terms of diversity and inclusion policies.

Chapter 1 - Highlights from core meetings activities and other network exchange and learning activities

During the 4th Network Meeting in Idrija, Slovenia (18th and 19th of September 2024) ...



... the partners deep dived in various policy issues and especially those related with the 3rd Project Topic, that is about **Supporting Structures in tech and digital ecosystems ...**



Idrija officers prepared a convenient venue that hosted TechDiversity 2 days activities. The city officers & mayor were very active & supportive ...

An artistic view from the working partners' group ...



Even Idrija is a small city (around 11.800 inhabitants), **it is an exception for Slovenia**, despite the fact that location and accessibility are often mentioned as important factors for social and economic development and growth. In spite of its remoteness, **it ranks among the economically above-average developed areas in Slovenia**. It is probably the poorer accessibility that prevents the gravitational influence of other major centres.

In Idrija are located **the headquarters of two global corporations Kolektor and Hidria**. They are suppliers for automotive industries, developing industrial technologies and active in construction energetics, and home products.



Žarko Radosavljevič, Area Sales Manager at Hidria Movent.



<https://www.kolektor.com/en/about-us/global-presence/kolektor-sikom>

- **General challenges that are confirmed for the city of Idrija in relation to the TechDiversity policy issue during Day 1 sessions ...**
 - ✓ The need for better digital inclusion – equitable, meaningful, and safe access to use, lead, and design of digital technologies, services, data and associated opportunities for every resident of Idrija
 - ✓ Promotion of diversity in technology since local tech and digital industry are men dominated
 - ✓ Shortage of people in professional occupations related to the technology and digital industry (local companies struggle for a relatively small part of the workforce in the technology sector)

- ✓ Knowledge-based digital and tech entrepreneurship and startup initiatives are still underdeveloped
- ✓ Diverse or underrepresented groups often face challenges in accessing mentorship, funding, support, community spaces and networks necessary for starting and growing tech startups.



Idrija 2020 Association

<https://www.idrija2020.si/en/home/>

Idrija 2020 Association was established in 2012 to develop youth sector and youth policies in the spheres that go beyond the programmes of many youth organisations – local strategic development, entrepreneurship, revitalisation of heritage and promotion of new creative approaches, all with the aim of facilitating the development into a youth friendly municipality.

Since the formation, the association has organised several projects, cooperated with other youth associations and received several awards.



MATEVŽ STRAUS



IZTOK HVALA



URBAN ŠLABNIK



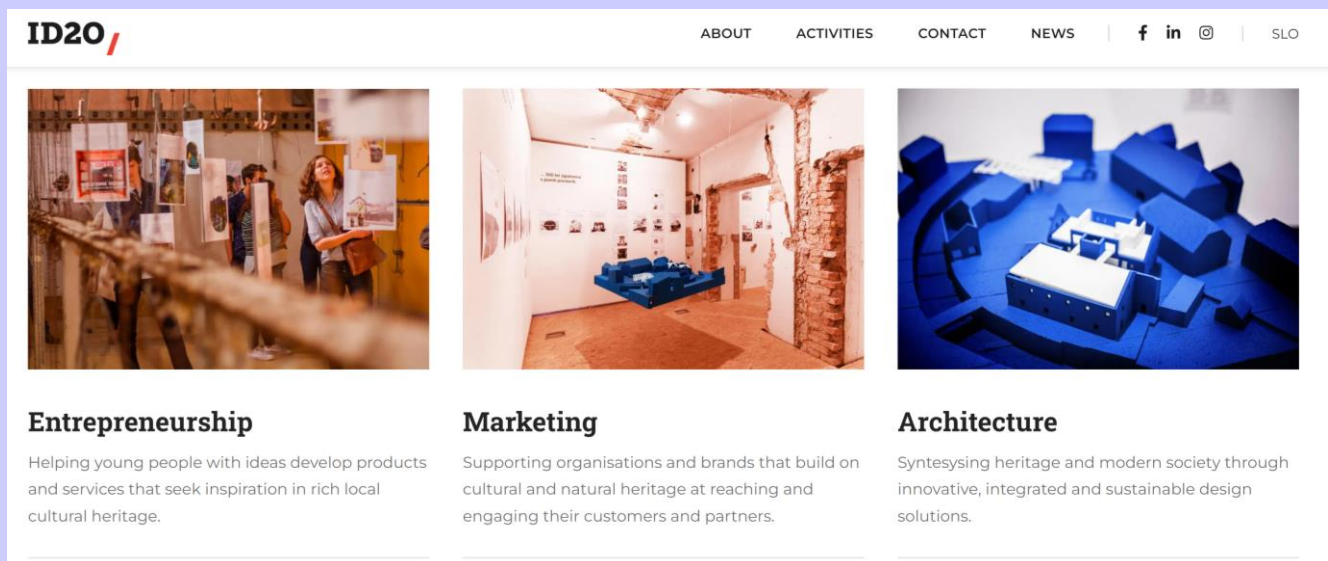
TADEJA PAVŠIČ



ROK PIRIH

ID20 takes the processes in heritage innovation one step further!

ID20 was established with a vision to transform heritage from a thing of the past to a matter of future. Based in Idrija, a former world's second-largest mercury mine and a UNESCO World Heritage Site, the intertwinement of heritage and innovation created the perfect environment for innovation in business, service and creativity sectors.



The screenshot shows the ID20 website header with navigation links: ABOUT, ACTIVITIES, CONTACT, NEWS, and social media icons for Facebook, LinkedIn, and Instagram. Below the header are three columns of content:

- Entrepreneurship**: Helping young people with ideas develop products and services that seek inspiration in rich local cultural heritage.
- Marketing**: Supporting organisations and brands that build on cultural and natural heritage at reaching and engaging their customers and partners.
- Architecture**: Syntesysing heritage and modern society through innovative, integrated and sustainable design solutions.

Id20 is the initiator of HeritageLab:

a comprehensive step-by-step incubation programme for young people from small and semi-peripheral towns that ‘polish diamonds’ of local cultural heritage and **create new businesses and services, stemming from a new understanding of heritage.**

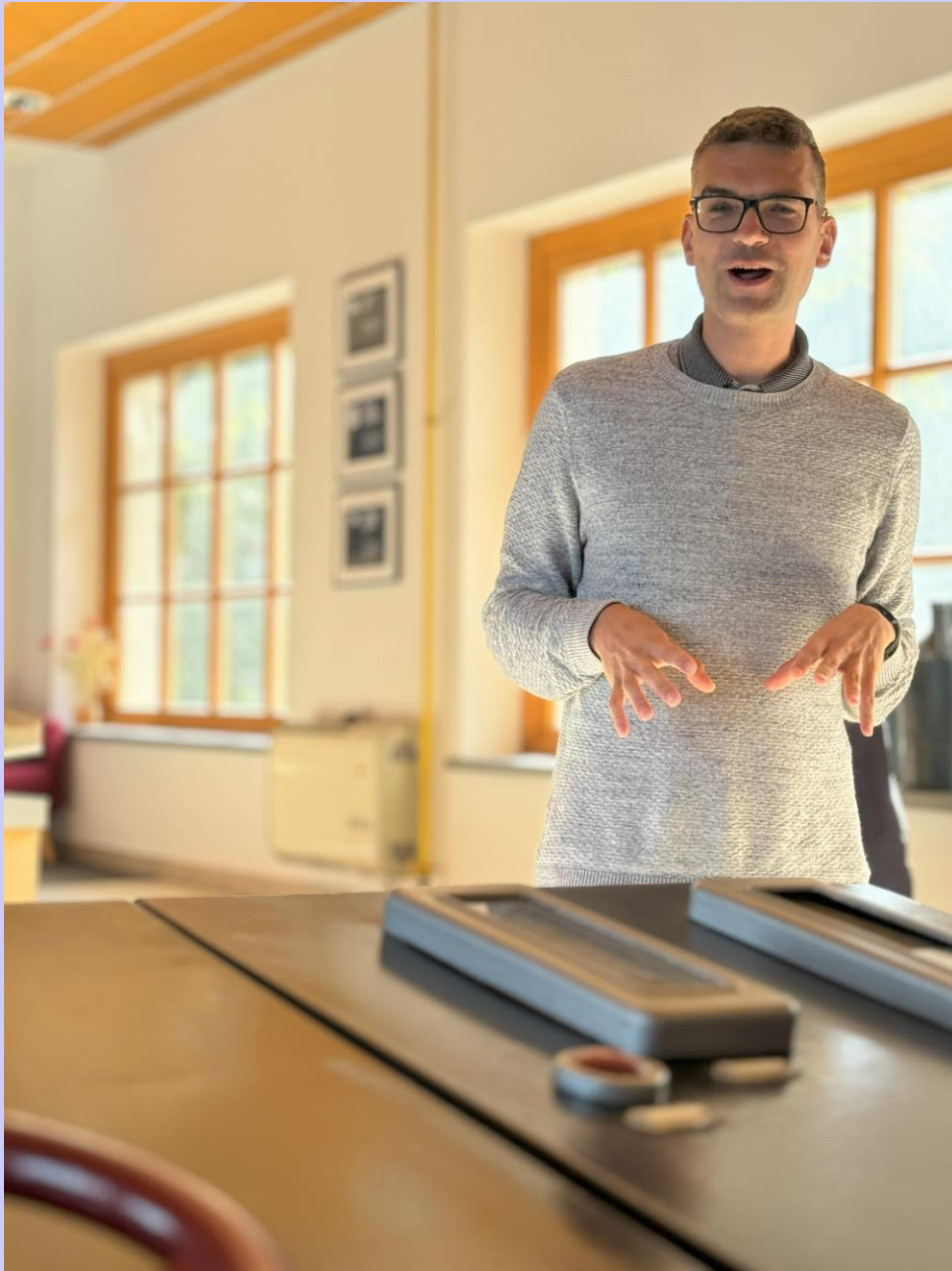
It includes:

- ✓ Mentorship
- ✓ Market Research
- ✓ Testing Environment
- ✓ Community

Highlights from the **Idrija 2020 Association** cofounder presentation and discussions with TechDiversity partners:



Meet the man **behind** this organization: **Drejc Kokošar**, Co-founder of the ID20 Institute ...



The central square of Idrija where the TechDiversity meeting took place ...



The core members of the city project team that organized the successful meeting in Idrija are:

**Tadej Rupnik,
Mateja Bizjak and
Maja Majnik ...**

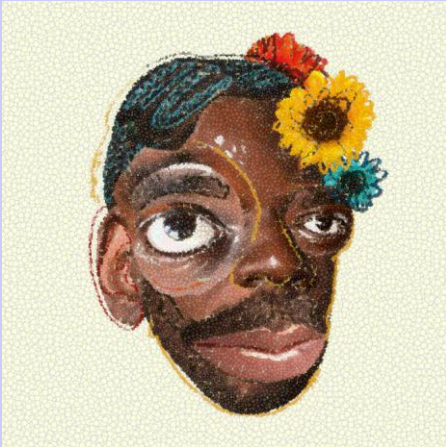


Intrija team introduced to the partners & experts their city and country highlights!

Famous Slovenians!



URBACT



**Partners contribution
and knowledge
gained
from
the Idrija meeting ...**

**The Lead Expert presented the ‘stock of the project’ so far,
as to prepare the partners for the upcoming steps ...**

**All partners replied on the following questions of the
TD story so far ...**

[TechDiversity APN Journey from July 2023 to September 2024

**- Go back in time, try to have a flashback in your personal experiences
within the project, the program and the ... people !**

Is it a mistake?

Is there a real added value for you and for your city?

Did you learn something new?

Are you alone in this adventure?

URBACT  **Co-funded by
the European Union
Interreg**



**TechDiversity Core
Stock by Sep 2024 ...**

- 1. Intervention Logic**
 - **What you have**
 - **What you do**
 - **What you create**
 - **What happens**
 - **What changes**



URBACT  **Co-funded by
the European Union
Interreg**



**Various inputs
and group activities
for the partners' full understanding
on Integration ...**

The Lead Expert presented during the meeting a lot of slides and activities **on Integration ...**

It was the last onsite project event to work in (as many as possible) details on **Integration & the related APN Framework ...**

**Examples, Templates, Tools and various details on
Integration and successful APNs were presented and
discussed with all partners ...**

What enables a good IAP?

- **ULGs are at the core of development of a good IAP**
- **Transnational exchange between cities can be highly inspirational in developing IAPs**
- **URBACT Lead Expert support is particularly highly appreciated**
- **URBACT written guidance is valued, but often needs explaining**

IN TechDiversity we are focusing on real added value results for all cities !



TechDiversity Flashback: Back to the basics...

Diverse local community groups underrepresented in digital and tech ecosystems

Who are those people and how many are they?



TechDiversity: Yes, but What is more appropriate for city?

What could be very helpful ...

- **Help local groups** for more opportunities to be employed or to start their own business
- **Train them,**
- **Facilitate them,**
- **Coach them.**





Final take aways

from Idrija

meeting ...

(1) All partners were presented various Good Examples of former IAPs

A Good Example - Razlog (IoTExchange)!

The IAP of Razlog has a clear overall structure based on:

- 1 overall vision
- 4 Focus Areas
- 5 Specific objectives
- 9 Actions
- 26 Activities



(2) All partners were provided with clear directions on their future Integrated Action Plans steps.

The integrated approach during specific steps:

2. Self-assesment (2 steps, both with 2 specific tools)

2.1 How the defined areas of intervention represent already effectively, a more integrated approach and whether anything important is missing **(by December 2024):**

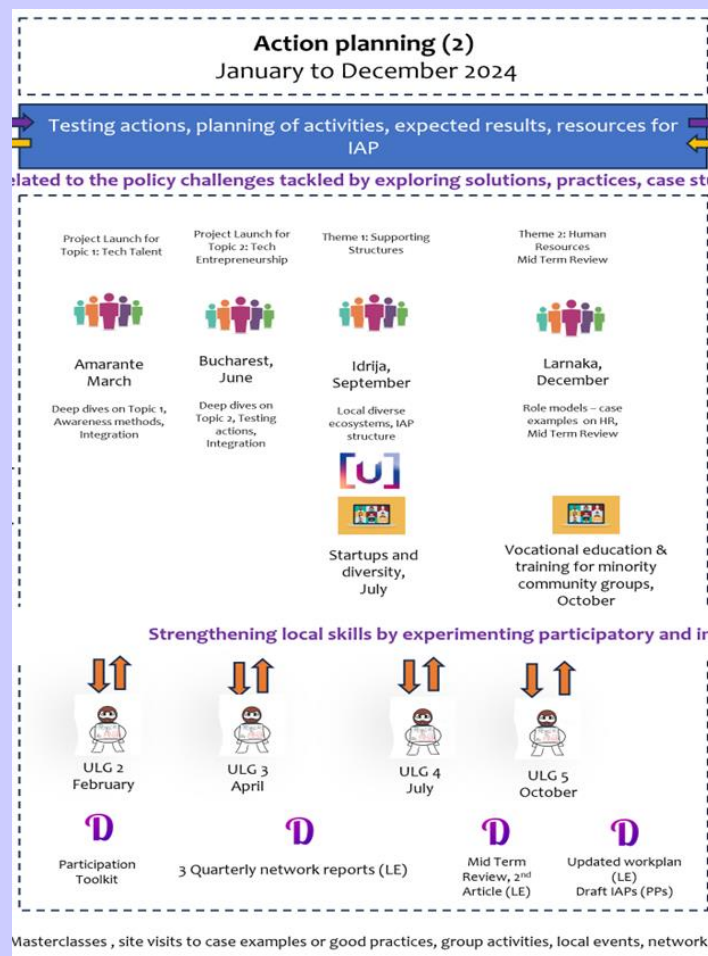
- IAP: Section 5 → Overall logic and integrated approach **(should be finalized and all Actions are set)**

(4) Tools to be used by partners for their AP Integration efforts



(3) The TechDiversity tools are adapted for the project needs and can be used by all partners

(4) Next steps (by December 2024) were slightly re-scheduled and agreed by the partners.



(5) Idrija's TechDiversity Good Practise

ID20 Institute is an NGO from Idrija which was established in 2019 as a response to the growing outmigration of young people from the Idrija Municipality. Despite low unemployment, the municipality faces consequences of mono industrial development, which brings job opportunities only to the specific job categories (automotive industry related).

ID20 wants (among others) to tackle the issue by focusing on the rich cultural heritage of Idrija, which is based on 500 years of mercury mining. By recognising cultural heritage as an “unpolished diamond”, they want to provide new opportunities, especially in the field of cultural and creative industry and therefore stop the outmigration of young people from the Idrija Municipality.

Elements that can be useful to TechDiversity policy issue exchanges.



1. Skills and knowledge development programmes with a focus on youth
2. Extensive experience in the field of digitisation of cultural heritage
3. Support networks in Slovenia and in Europe
4. Many experiences in creating new jobs in CCI

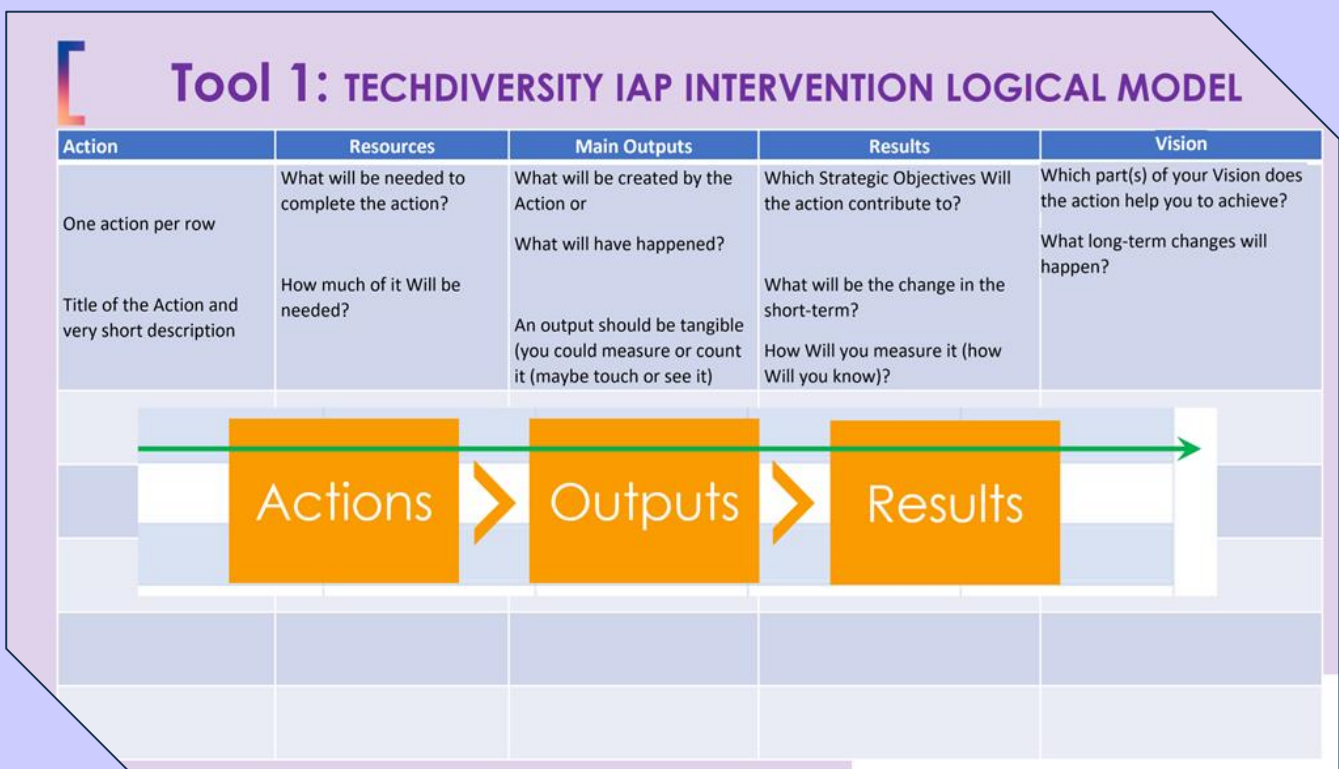
(6) The Idrija mayor mr Tomaž Vencel has been really interested in the project. Mr Vencel was present in critical meetings with the LE, the LP and the partnership (City visit in Sep 2023, 1st core project meeting in Trikala, Nov 2023 and the 4th meeting in Idrija, Sep 2024).



Chapter 2 – Idrija meeting thematic inputs activities

In **TechDiversity**, we continued learning more on diversity regulations, strategies, policies and more, that are related with local tech and digital ecosystems.

All these thematic inputs are already supporting the partners' efforts to set a clear intervention model.



Dr Lidia Gryszkiewicz, is an innovation and impact specialist who has been helping to co-create innovative, sustainable, participatory, culturally rich, user-friendly and attractive cities and regions. She initiated and developed strategies and methodologies for multi-stakeholder urban innovation labs, as well as co-developed strategies for one-off citizen engagement campaigns. She has worked on international projects as well as local initiatives to co-develop urban sites

together with their (future or existing) inhabitants, visitors and users. Her expertise ranges from participatory governance and collaborative innovation, through social innovation and impact measurement, to knowledge economy and entrepreneurship support. Lidia has worked predominantly in the fields of urban design, social cohesion, economic development, spatial planning, cultural policies and sustainable development.



Following online exchanges and directions given by the Lead Expert, Lidia worked and shared with partners, stakeholders and other audience in Idrija core information on the following 4 policy topics:



Driving change for better cities

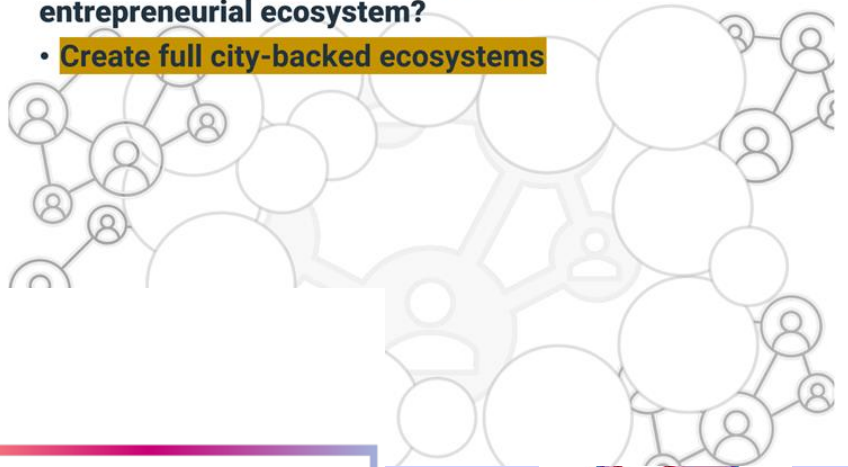
Local diverse ecosystems to start and scale businesses

Lidia Gryszkiewicz, PhD



How can cities build and boost their tech / entrepreneurial ecosystem?

- **Create full city-backed ecosystems**



Driving change for better cities

Introduction to key concepts/trends for a more diverse and inclusive local economic development in tech and digital sector

Lidia Gryszkiewicz, PhD

TRENDING: Events for diverse tech talent

From migrants to disabled people, from young scientists to women, there is a trend to organise more focused tech events for diverse talent



TRENDING:

Trainings for digital integration

Tech education for marginalised groups is becoming one of the core instruments for bridging the digital divide and for improving tech diversity of the local ecosystem.



Driving
change
for better
cities

What any diversity
and inclusion policy
should contain

Lidia Gryszkiewicz, PhD

3

Provide mentoring and skills development¹ FOR UNDERREPRESENTED GROUPS

GREAT GUIDES:

- ['Guide: How To Support A Culture Of Mentorship in Business by Tech Talent Charter and Stemettes](#)
- [Tips: 10 reverse mentoring tips you should know, Inclusive Employers](#)
- [Article: 10 Successful Mentoring Program Best Practices, Chronus](#)
- [Guide: Becoming an effective mentor, LT Harper](#)
- [Factsheet: What Is Reverse Mentoring?, BITC](#)
- [Women in the Workplace 2019: The State of Women in Corporate America](#)
- [Resource: How to run a successful mentoring programme, Global Women](#)
- [Resource: Pocket-Sized guide - Relatable mentors, Global Women](#)
- [Report: Turning the gender diversity dial - The impact of mentoring, from ancient Greece to modern-day organisational performance, Deloitte & Women Ahead](#)
- [Article: What Men Can Do to Be Better Mentors and Sponsors to Women, HBR \(PDF\)](#)
- [Resource: Mentoring & Sponsoring Resources, Centre For Creative Leadership²](#)

 **Develop career progression programmes**

SUPPORT UNDERREPRESENTED GROUPS



**Driving
change
for better
cities**

The value of Diversity,
Inclusion and Gender
Equality for more
diverse new local
digital ecosystems in
small – medium cities

Lidia Gryszkiewicz, PhD

URBACT



4

Why should (small and medium) cities care?

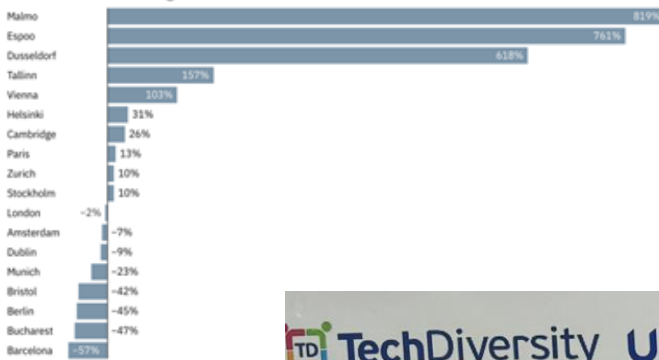
SMALL & MEDIUM CITIES IN FOCUS

- To become 'magnets for global talent'¹
- To create and boost their tech sectors
- To improve innovation in their tech sectors
- To promote job creation
- To foster social inclusion and cohesion
- To fight the digital divide
- To retain local talent that could otherwise migrate out of the city
- To increase quality of life in the city

AN OPPORTUNITY FOR SMALL AND MEDIUM CITIES

SMALL & MEDIUM CITIES IN FOCUS

In Europe, new tech hubs are also emerging
% increase in funding between 2019 and 2020

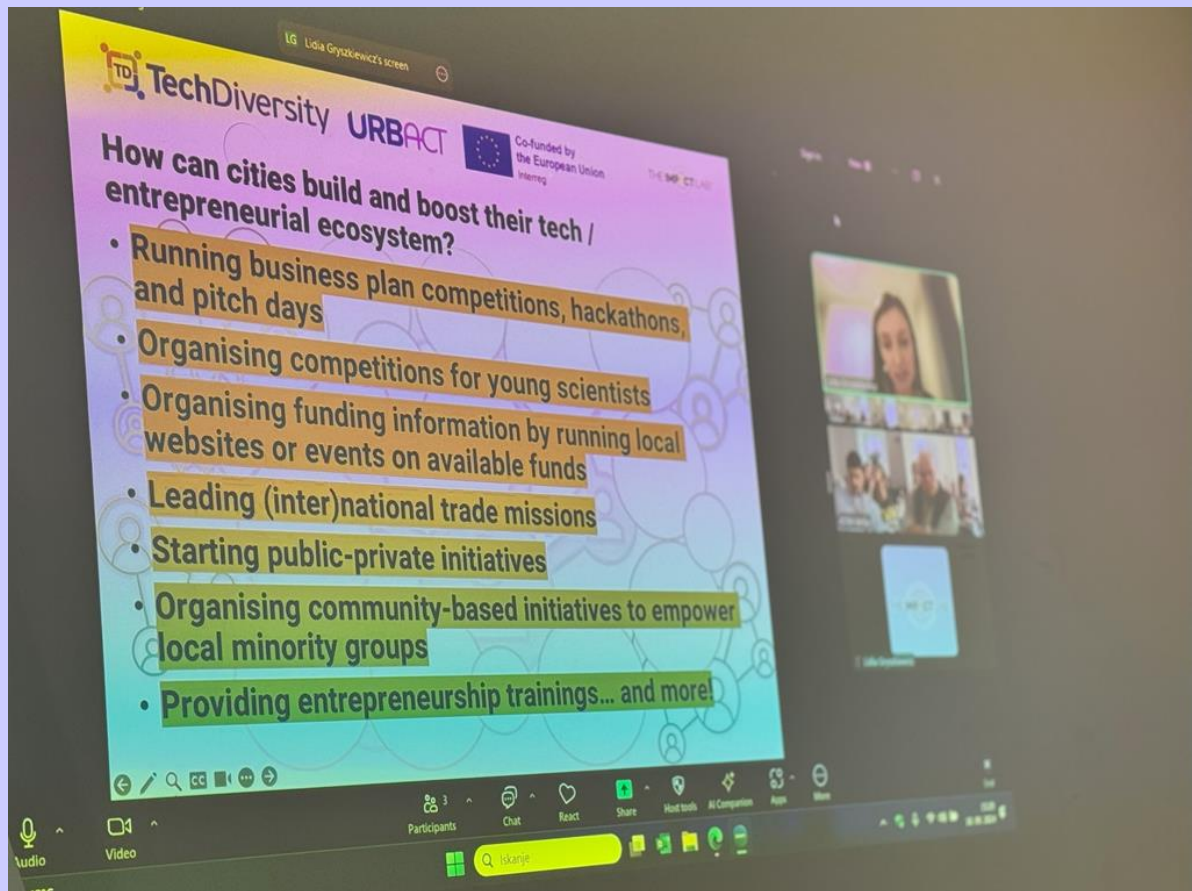
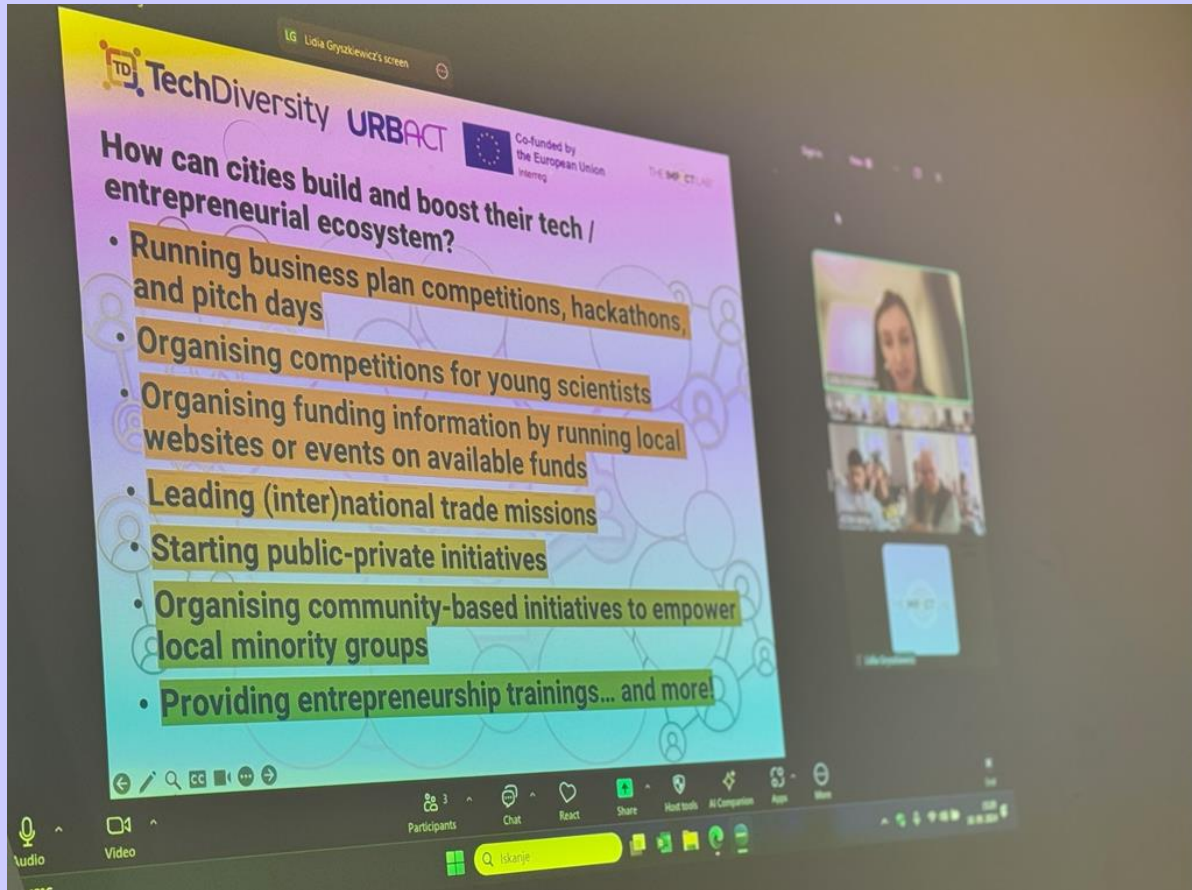


Source: State of European Tech Report 2020

How about your city?

HOW MUCH IS YOUR CITY INTERACTING WITH THESE?

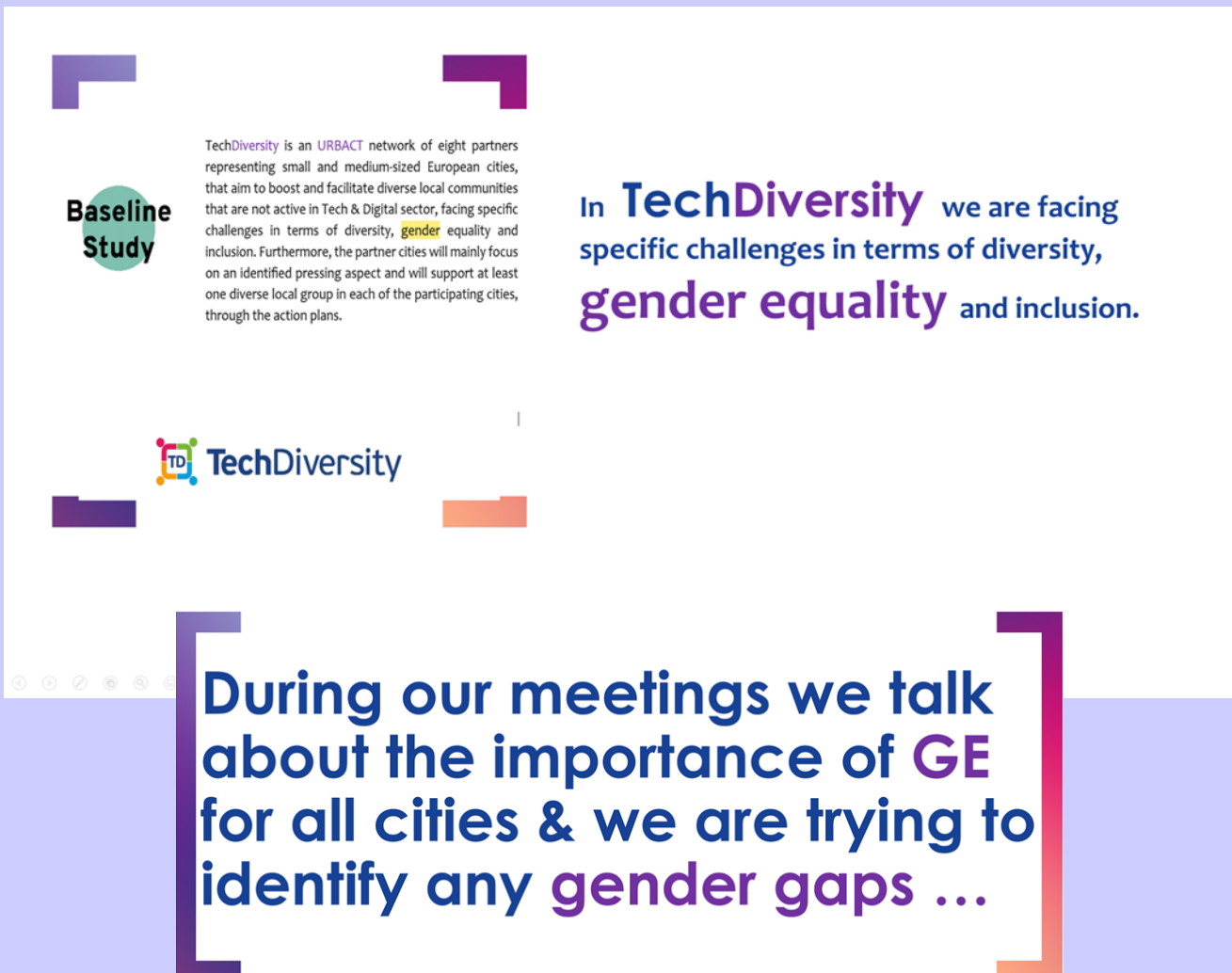
| | Trikala - GR | Amarante - PT | Bucharest - RO | Idrija - SL | Larnaka - CY | Bielsko Biala - PL | Arezzo - IT | Athens - GR | Guia de Isora - ES |
|---|--------------|---------------|----------------|-------------|--------------|--------------------|-------------|-------------|--------------------|
| Science parks | X | X | X | X | X | X | X | X | |
| (Tech/higher) education providers | ● | ● | ● | ● | ● | ● | ● | ● | |
| Business advisors | ● | ● | ● | ● | ● | ● | X | X | |
| Communities, associations & networks | ● | ● | ● | ● | ● | ● | ● | ● | |
| Accelerators | ● | ● | ● | ● | X | ● | X | X | |
| Co-working spaces | ● | ● | ● | ● | ● | ● | X | X | |
| Labs | ● | ● | ● | ● | ● | ● | X | ● | |
| Hubs | ● | ● | ● | ● | X | ● | ● | X | |
| Incubators | ● | ● | ● | ● | ● | ● | X | X | |
| Chambers of commerce | ● | ● | ● | ● | ● | ● | ● | ● | |
| Governmental grants, programmes, incentives | ● | ● | ● | ● | ● | ● | ● | ● | |
| Business competitions | ● | ● | X | ● | ● | ● | ● | X | |
| Venture capital funds, private equity | X | X | X | ● | X | X | X | X | |
| Seed funds, angel investors | X | X | X | ● | X | X | X | ● | |
| Banks | ● | ● | ● | ● | ● | ● | X | X | |
| Corporate innovation labs & incubators | ● | ● | ● | ● | ● | ● | X | X | |





Kostas Karamarkos the project LE, prepared and presented a special session dedicated to **TechDiversity & Gender Equality ...**

The project has **Gender Equality (GE)** among its core challenges, being addressed by many and different approaches ...



Baseline Study

TechDiversity is an URBACT network of eight partners representing small and medium-sized European cities, that aim to boost and facilitate diverse local communities that are not active in Tech & Digital sector, facing specific challenges in terms of diversity, **gender** equality and inclusion. Furthermore, the partner cities will mainly focus on an identified pressing aspect and will support at least one diverse local group in each of the participating cities, through the action plans.

In **TechDiversity** we are facing specific challenges in terms of diversity, **gender equality** and inclusion.

TechDiversity

During our meetings we talk about the importance of GE for all cities & we are trying to identify any gender gaps ...

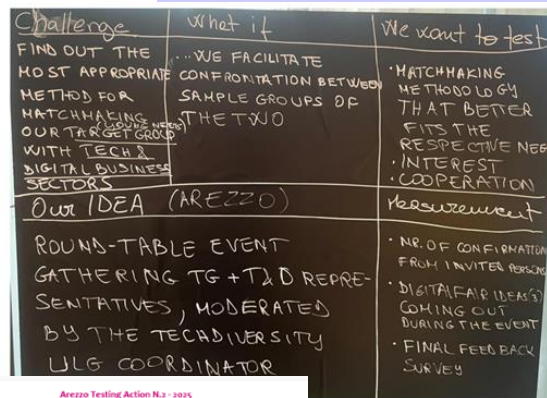
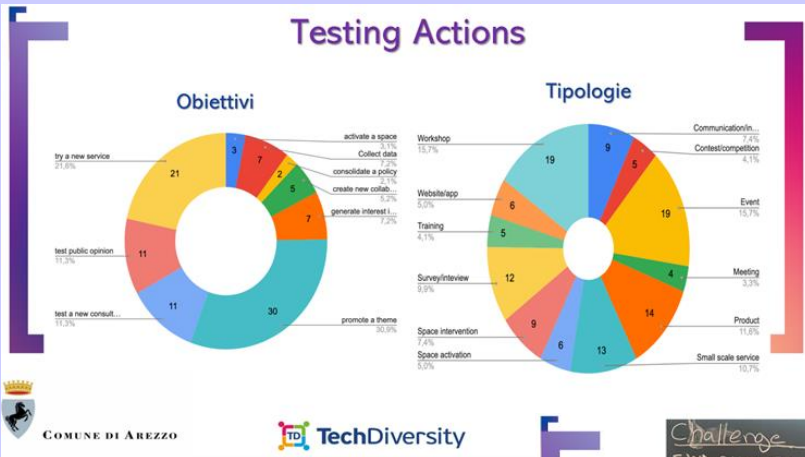
During the session **all partners were introduced** official definitions, as also examples of gender gaps like gender pay gaps, gender entrepreneurship gap, professional careers for man and women, hoping that ...



Chapter 3 - Partners local activities

Arezzo

The planned ULG meeting during the summer 2024 was very successful including various objectives like the city's roadmap canvas, IAP strategic objectives & testing actions.



| Arezzo Testing Action 2024 | | Arezzo Testing Action N.2 - 2025 | |
|--|--|--|--|
| Descrizione dell'attività | Area di azione | Descrizione dell'attività | Area di azione |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 1: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 1: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 2: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 2: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 3: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 3: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 4: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 4: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 5: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 5: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 6: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 6: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 7: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 7: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 8: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 8: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 9: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 9: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |
| Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 10: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Realizzare il meeting di governo della NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. | Area di azione 10: NEET e gli eventi di NEET di quartiere di Arezzo del settore tecnologico e alla velocità operativa rappresentativa. |

AREZZO TESTING ACTIONS

The project team of Arezzo works supported the project's local activities very effectively, following the Baseline Study and the ULG thematic suggestions by the LE.

Idrija



The 3rd ULG meeting was dedicated to various project issues like the final city Roadmap, the strategic objectives and the activities to meet the objectives, the testing actions initial approach and the forthcoming meeting in Idrija ...



The ULG selected 4 Strategic Objectives and

15 Actions to be discussed with the LE after the meeting in Idrija, September 2024 ...

Larnaka



The city organized the 4th ULG in a more relaxed way by inviting the stakeholders to a brunch where the participants could have a more relaxed discussion for the activities of the Action

Plan. The city project team wanted all stakeholders to feel relaxed and be able to give a more in-depth analysis of the activities they have in mind that can be implemented in the short-term period. Stakeholders were invited to give their suggestions based on the previous discussion.

The discussion started focusing on the development of digital skills and upskilling employees. Stakeholders raised a critical subject on already training courses that are offered in Cyprus for upgrading the skills of employees.

Trikala

ACTION TABLE

1st Area of Intervention - Innovation and Entrepreneurship

SO1: Create the conditions for the city of Trikala to become a Center of Innovation and Technology

| SPECIFIC OBJECTIVE | | | | | |
|--|--------------------------|------------------------------------|-------------------------|---|-------------------|
| ACTION | Intended Result | Resources / Assets | Lead Agency | Key partners | Timescale |
| Establishment of an Entrepreneurship Support Lab | Operation | Sporos Business Lab | Chamber of Trikala | <ul style="list-style-type: none"> Municipality of Trikala e-Trikala Gisemi Hub | 12/2024 - 06/2025 |
| Establishment of a Climate Neutrality Hub | Foundation and Operation | Energy4ALL, Horizon Europe Program | Municipality of Trikala | <ul style="list-style-type: none"> e-Trikala Chamber of Trikala University of Western Macedonia ENNORA University of West Attica Ergon Cell | 09/2024 - 09/2026 |

The LP project team organised **the 4th ULG meetings** (mid July 2024). Trikala worked on the Action Table for the 7 (Initial) Strategic Objectives & Testing Action Tools .

ACTION TABLE

3rd Area of Intervention- Business Attraction and Support

SO7: Establish the city of Trikala as an ideal test bed for academic, research and technological companies in order to test solutions/services that address urban challenges

| SPECIFIC OBJECTIVE | | | | | |
|---|---|------------------------------|---------------------------------|--|-------------------|
| ACTION | Intended Result | Resources / Assets | Lead Agency | Key partners | Timescale |
| Climate Neutrality Observatory | Establishment of the Observatory and Development of a platform | Energy4ALL EU project | University of Western Macedonia | <ul style="list-style-type: none"> e-Trikala Municipality of Trikala ENNORA | 09/2024 - 09/2026 |
| Smart City Strategic Plan (Restart My City) | Implementation of the Smart City Strategic Plan | Recovery and Resilience Fund | Municipality of Trikala | <ul style="list-style-type: none"> e-Trikala DOTSOFT NOVA ICT | 09/2024 - 12/2025 |
| TwinAIR | Implementation of the European TwinAIR project and development of a platform that assesses indoor air quality and its impact on mental and physical health. | EU funded program | University of Patras | <ul style="list-style-type: none"> e-Trikala Municipality of Trikala Project partners | 09/2022 - 09/2026 |

During the 3rd ULG meeting in May 2024 the ULG discussed the possible strategic objectives and some first ideas of the testing actions.

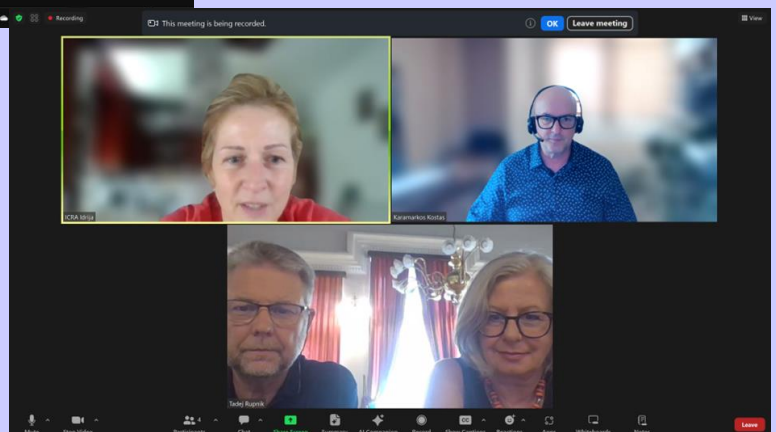
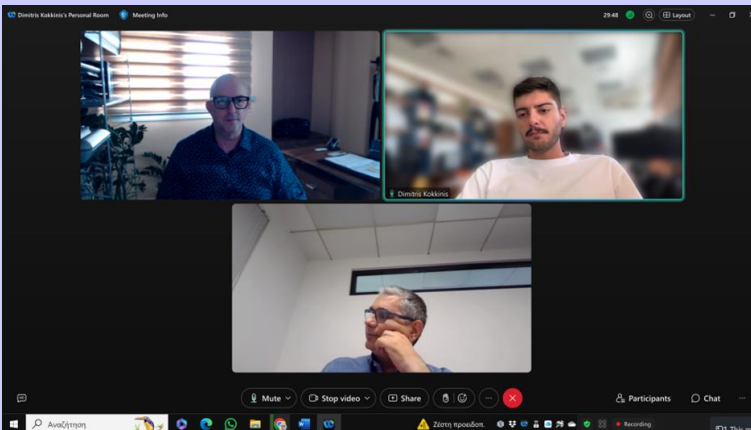


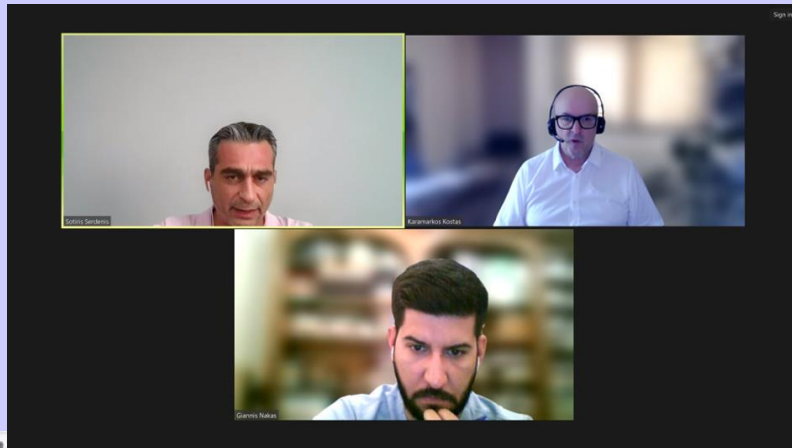
Online Discussions and continuous support by the LE to all partners to draft their IAP Section 4: Context, needs and vision of each city ...



During July and August 2024, the LE organised 8 online discussions with all partners and the following subject: Exchanges on the IAP Section 4 improvement ...

The Key discussions points, as also conclusions & suggestions for improvements for each city were prepared and provided by the LE after a careful review of each one of the 8 draft IAPs and each sub-section of Section 4.





1 Driving change for better cities

2 Trikala - Canvas part 1

3 Trikala - Canvas part 1

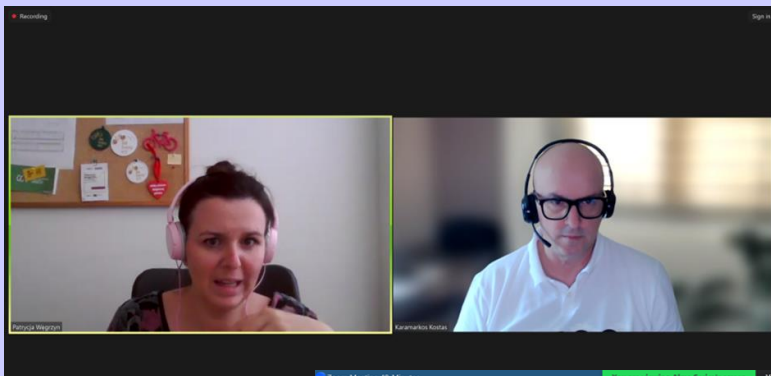
4 Trikala - Canvas part 1

Trikala - Canvas part 1

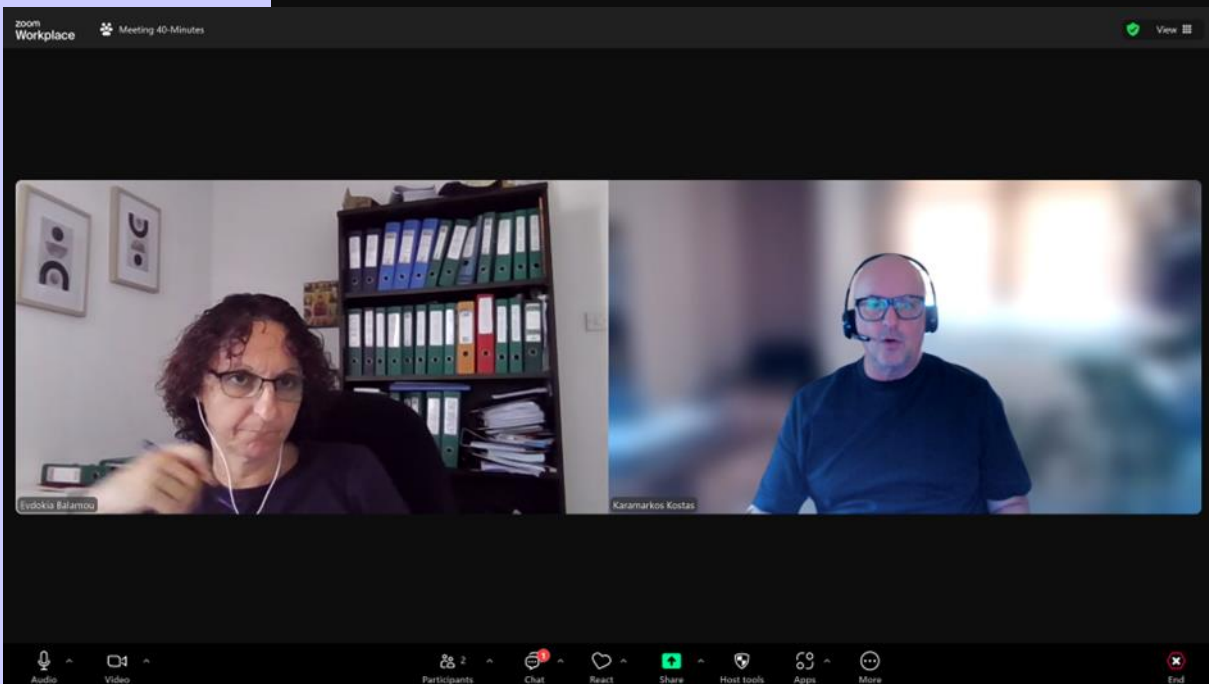
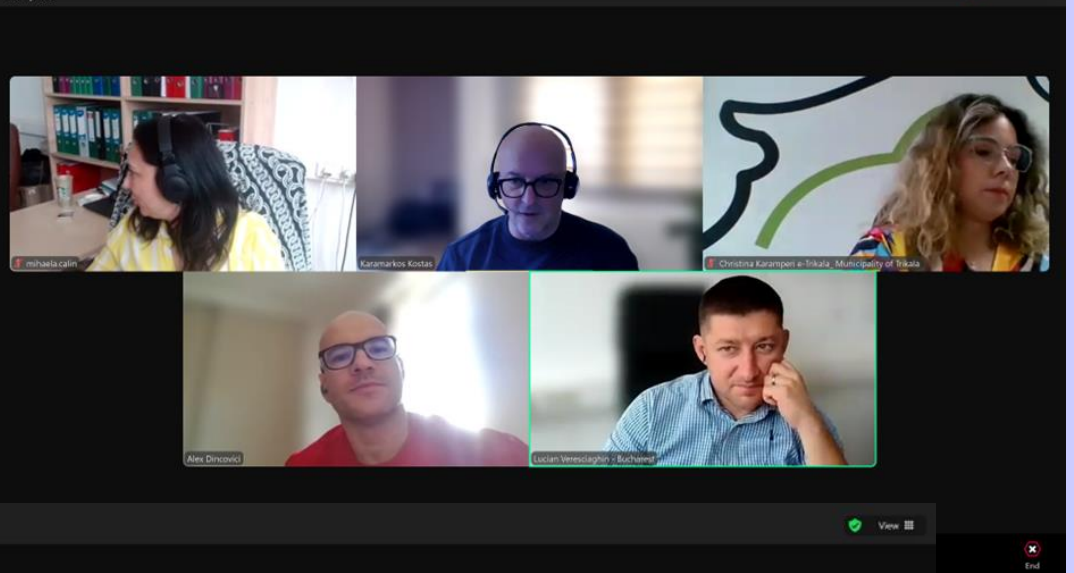
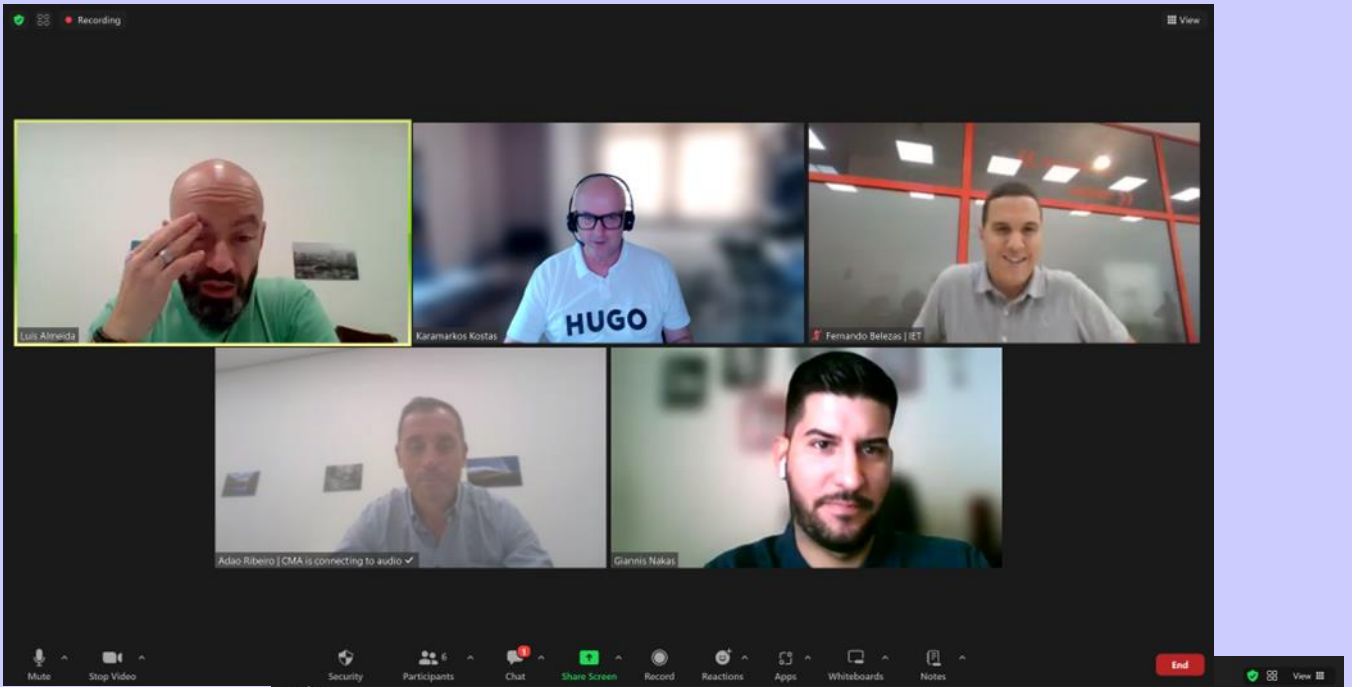
| The Challenge | What if... | We want to test if... |
|---|--|--|
| To foster that students' and teachers' mindset are laminarized with STEAM and digital ecosystem in practice | What if we organize activities to train teachers in STEAM | By training teachers on technology and STEAM we help them become mentors/ trainers for the next generation and therefore support our city's main goal to establish access to technology, either directly or indirectly by all, in order to be characterized as a sustainable, resilient and inclusive city |
| Our IDEA | Measurement | |
| Classes will be created with teachers, who will attend 2 educational webinars of 4 hours each, with the total of educational hours per teacher amounting to 8 hours, while the total hours of education that will take place with the educational webinars will exceed 1,600. The goal is to train/involve 200-350 teachers in all over Greece. | <ul style="list-style-type: none"> Number of participants Number of training hours Level of satisfaction of the participants and Level of understanding STEAM after the training (user's acceptance survey) | |

Sotiris Serdenis

Giannis Nakas

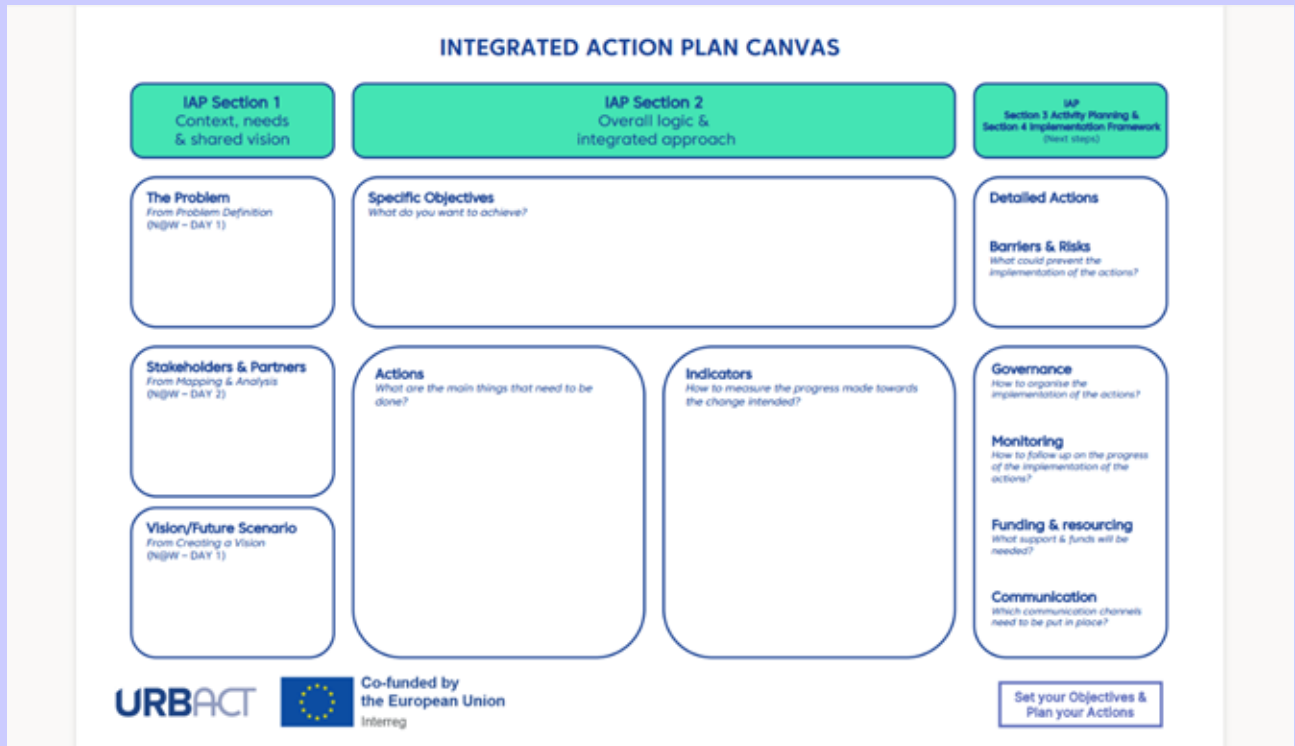


The spreadsheet contains a table with columns for 'Policy Area', 'Policy Objective', 'Policy Measure', 'Policy Action', 'Policy Result', and 'Policy Indicator'. The content is in Italian and discusses digital skills and STEAM education.

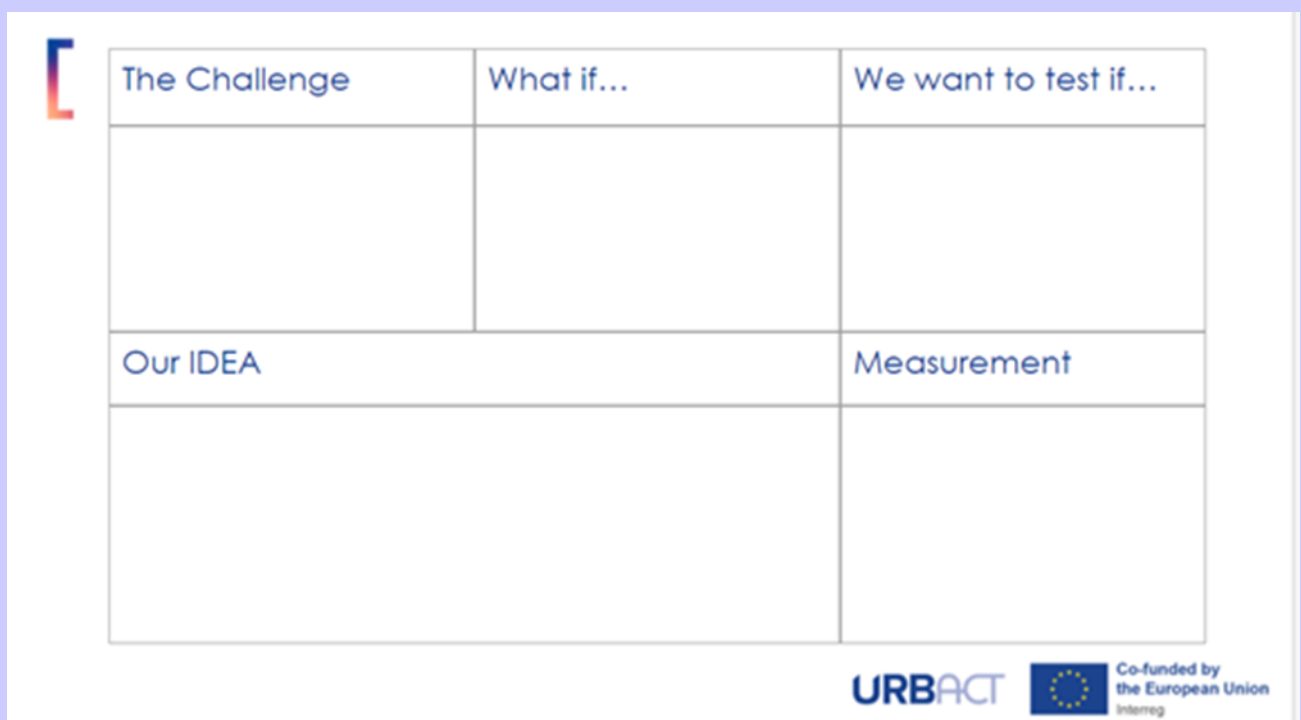


Chapter 4 - Tools demonstrating integrated and participatory approaches

4.1 Integrated Actions Plan Canvas (local – international level)



4.2 Testing Actions Plan Canvas (local level)



Chapter 5 – Testing Actions

5.1 The Testing Actions framework was presented in the former meeting in Bucharest – District 6. Since then (June 2024) all partners were supported by the project add-h0c expert Mrs Elke Schimmel to identify the most appropriate testing activities, based on the local needs and expected inputs from the selected ones. They are all based on the related URBACT directions:

“-Starting small but thinking big- is perhaps a most suitable motto to use to explain testing activities in the URBACT network. Within the ULG framework partners have the possibility to experiment with ideas (developed or shared in transnational meetings) and carry out specific testing activities.

.....

Testing actions can be triggered by an idea or a concept, perhaps already tried in another city, which can be tested to check the relevance, feasibility and added value of its implementation in different local contexts.

These can be used to involve different stakeholders in the design process in order to assess the possible upscaling of specific actions. Partners will be able to learn from these tests, measure the results and either adapt, upscale or reject actions to be included in the Integrated Action Plan based on this experience. These can improve the future delivery of actions by being aware of possible risks and hardships.”



5.2 Each partner presented the agreed Testing Action that is planned to take place by early 2025:

1. Trikala



2. Amarante



3. Bucharest District 6



4. Idrija



5. Bielsko Biala



6. Larnaka



7. Psahna




8. Arezzo




5.3 All partners discussed more on their possible testing actions during their summer ULG meetings and met online with Mrs Elke Schimmel to make their final selection, based on the **Testing Activities Canvas tool**. **The ad hoc expert is providing bilaterally any support needed** being in close contact with the projects' LE.



Two examples of the LP and Arezzo Canvas are following:

Trikala - Canvas part 1




| | | |
|--|---|--|
| The Challenge | What if... | We want to test if... |
| To foster that students' and teachers' mindset is familiarized with STEAM and digital ecosystem in practice | What if we organize activities to train teachers in shaping their mindset on diverse digital ecosystems | By training teachers on diverse digital ecosystems , we help them become mentors/ trainers for the next generation and therefore support our city's main goal to establish access to technology, either directly or indirectly by all, in order to be characterized as a sustainable, resilient and inclusive city. |
| Our IDEA | | Measurement |
| Classes will be created with teachers, who will attend 2 educational webinars of 4 hours each, with the total of educational hours per teacher amounting to 8 hours, while the total hours of education that will take place with the educational webinars will exceed 1,600. The goal is to train/involve 200-350 teachers in all over Greece. | | <ul style="list-style-type: none"> • Number of participants • Number of training hours |








Co-funded by the European Union
Interreg

Trikala - Canvas part 2



| | | |
|---|---|---|
| When | Roles | Target group |
| The testing action will take place between October 2024- January 2025 | e-Trikala will be responsible for recruitment, implementation, evaluation and dissemination | 200-350 teachers in all over Greece |
| Actions | | Documentation |
| <ul style="list-style-type: none"> - Disseminate the action - Recruit the participants - Create the educational material - Implement the webinars - Evaluate participants experience | | <ul style="list-style-type: none"> - Dissemination activities and recruitment will be kept on templates - Webinars will be recorded - Evaluation will be conducted on line |





Co-funded by the European Union
Interreg

Trikala - Canvas part 3



| Measurement | indicator | Expected output | Actual output |
|--|---|---|---------------|
| We mainly want to measure the impact of our activity on the level of familiarization of teachers, both in primary and secondary level, with technology and STEAM | <ul style="list-style-type: none"> - Number of participants - Level of satisfaction | To train 200-350 people to increase their knowledge on robotics and be inspired to become mentors to the younger generation | Pending |

Arezzo Testing Action Canvas (To take place at early October 2024)

| The Challenge | What if... | We want to test if... |
|--|--|---|
| Define the type of matchmaking event most suitable for connecting young NEETs with disabilities and NEET young women with potential employers in the technology and digital sectors | we facilitate the confrontation between the two groups to help them decide on the best method | there is interest in cooperating to find and implement a matchmaking methodology that fits the needs of both groups |
| The Idea | KPIs | |
| Organize a round-table event bringing together representatives from the target NEET groups and from the tech and digital productive sectors <u>When:</u> October-November 2024 (date discussed at the ULG meeting on June 26th) <u>Promoted and organised by:</u> Municipality of Arezzo, South Tuscany Confederation, Chamber of Commerce Arezzo-Siena, supported by the other ULG members <u>Where:</u> Chamber of Commerce headquarters <u>Discussion topics:</u> - Discuss current skills and training needs of young | <ul style="list-style-type: none"> - Number of participants from the invited groups (minimum 10 from each group) - Number of proposals on the best matchmaking event format (minimum 3) - Results of the end-of-event feedback survey | |

| | |
|---|---|
| <p>NEETs, including of those with disabilities and NEET young women; - Identify gaps and challenges in existing matchmaking methods for these target groups; - Provide ideas for solutions to overcome the discussed issues, such as a matchmaking recurrent event format to be included in a bigger recurrent event's programme (e.g. a Tech & Digital Fair – maybe spread over the city of Arezzo – to be organised starting from 2025)</p> | |
| <u>How:</u> | |
| Title: | TBD |
| Duration: | Morning session of max. 2h (ULG meeting in the afternoon) |
| Moderated by: | Representatives of the main event organizers |
| Invited groups and representatives: stakeholders mapping needed | <p>Max 50 persons;</p> <p>Groups of invited persons: target NEETs (min.10); target productive sectors representatives (min.5 from each); Specialists dealing with the policy issue: employment agency representatives already dealing with the issue and the target groups (2-3), solutions providers (1-2), psychologists (1), labor union representing the target groups? other..</p> |
| Location: | Chamber of Commerce headquarters in Via Lazzaro Spallanzani, 25 – 52100 Arezzo |
| Communication and dissemination: | <p>Local press, traditional and social communication channels of the ULG members</p> <p><i>*Different communication for different groups because everyone should have benefits from this meeting</i></p> |

Chapter 6 – Next steps and more ...

By the end of 2024, the Lead Expert will continue collaborating bilaterally with each partner to support them while working on their **Integrated Action Plans Section 5, that is about: Overall logic and integrated approach**, which includes the following subsections, agreed with all partners:

Strategic Objectives

- How to achieve them (once the IAP will be implemented)
- Definitions of metrics and measures

Intervention Logic Model

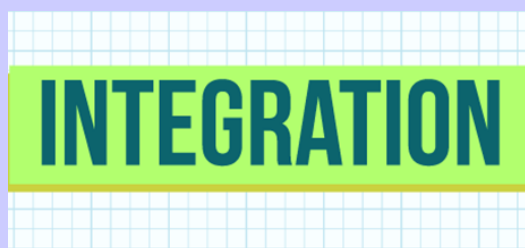
- Logic Model
- Demonstration of all actions that will lead to meeting the strategic objectives

Actions Overview

- Summary description, providing an overview of all actions

Integration Approach

- Justification on the integration aspect of all actions foreseen



All partners will organise one critical ULG meeting

to agree the local content of **Section 5** and to **Define the Actions based on identified needs & intervention logic ...**



Defining actions Suggested Tool is

The Action Table

| CITY ACTION TABLE (following the IAP Intervention Logic Model) | | | | | |
|--|--|---|--|---|-----------|
| STRATEGIC OBJECTIVE | | | | | |
| Action - Titles & short description | Intended Results - To which objectives will it contribute? - What will be the short-term change? - How will you measure the change? | Resources / Assets - What does it take to finalise the action? (measurable)? | Main outputs - What is expected to be created by the action? - Include measurable or countable content | Long term changes - What will be the long-term change? | Timescale |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

During the same ULG meeting all partners will work on their 2nd Scorecards edition, to measure their improvements made on the 3 policy topics ...



During the **next project level meeting in Larnaka, Cyprus (planned for 4 & 5 of December 2024)** even more thematic inputs will be introduced by the ad hoc expert, **Dr. Lidia Gryzkiewicz**. The main topic of the meeting will be **Human Resources**.



The draft agenda following the Baseline Study includes:

1. Introduction to key concepts/trends for a more diverse and inclusive local economic development in tech and digital sector (PW)

2. EU Action Plan on Integration and Inclusion 2021-2027 (PS)

3. Mid Term Review - MTR (PW)

4. How to Draft an URBACT IAP (PW)

5. Labour market integration and access to vocational training (PS)

6. Small – medium Cities offering more diverse job opportunities (M)

7. Site visit & Case Example & Good Practice (SV-CE-GP)

Partners should have already completed partly the Section 5, including their strategic objectives, intervention areas, draft actions, and integration assessment by Friday the 15th of November 2024.

Next Steps by Larnaka !

The 5th section is the **heart** of the IAP, setting out the full breadth and scope of the IAP for delivering on the **overall vision**.

IAP Section 5 is crucial not only in resulting in a final full list of planned actions under the IAP, but also in **demonstrating** that these actions have been designed logically to meet the **identified needs**.

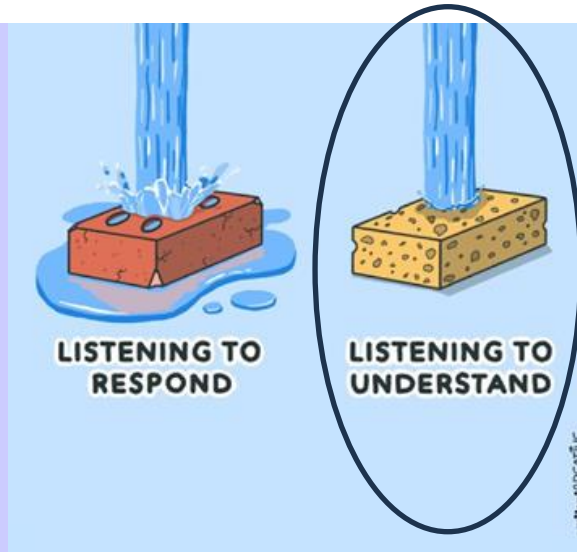
Larnaka meeting is a core projects' milestone, since we will evaluate our progress – processes and even improve them ...



The Lead Expert **will collaborate very closely with the partners on various integration aspects, on their strong ULG involvement as also to support the partners to work on their actions foreseen following their final strategic objectives and areas of intervention.**

We may say that at the end of December 2024 all partners will be almost ready with the core part of section 5 following the Larnaka meeting results, the first testing actions inputs, as also any other content coming from the policy issue inputs and suggestions by the experts.





URBACT APN: **TECHDIVERSITY**

Lead Partner: e-Trikala for the City of Trikala

Partner Cities: Amarante, Arezzo, Bielsko Biala, Bucharest District 6, Idrija, Larnaka, Psahna.

Lead Expert: Kostas Karamarkos, kostas@kkc.gr

Lead Partner Contact: [Christina Karaberi, xkaraberi@e-trikala.gr](mailto:xkaraberi@e-trikala.gr)

Special acknowledgements to the project & ULG team of Idrija, that prepared the 4th core TechDiversity meeting.

Find more for TechDiversity achievements:

<https://urbact.eu/networks/techdiversity>

<https://www.linkedin.com/company/techdiversityurbact/>



October 2024

To be continued...

APPENDIX FOR SOME **DEEP DIVES** IN THE TECHDIVERSITY PROJECT ...

A1. Idrija Good Practise

| 1. Partner information | |
|--|--|
| Partner | <i>Zavod ID20</i> |
| E-mail | info@id20.si |
| Full Name | <i>Zavod ID20, Zavod za inovacije v dediščini ID20 Institute, Institute for Innovation in Heritage</i> |
| 2. Public or private body responsible for the Practice | |
| Organisation being the main body in charge | <i>Zavod ID20, zavod za inovacije v dediščini ID20 Institute, Institute for Innovation in Heritage</i> |
| 3. Good Practice general information | |
| Title | <i>ID20 Institute, Institute for Innovation in Heritage</i> |
| Web link | http://id20.si/en |
| Timescale (start/end month/year) | <i>Established in 2019</i> |
| Thematic objective(s) | <p>1.To develop skills and competences that meet local technological, digital, nontechnical and CCI needs</p> <p>2.To develop a a diverse and inclusive technology, digital and CCI economy by changing the mindset of local businesses and citizens</p> <p>3.To create new jobs and entrepreneurship opportunitie in the technology, digital and CCI sectors for all citizens</p> |
| 4. Good Practice elements, related to the TechDiversity policy issue | |
| Abstract of the Practice | <p>ID20 Institute is an NGO from Idrija which was established in 2019 as a response to the growing outmigration of young people from the Idrija Municipality. Despite low unemployment, the municipality faces consequences of mono industrial development, which brings job opportunities only to the specific job categories (automotive industry related).</p> <p>ID20 wants to tackle the issue by focusing on the rich cultural heritage of Idrija, which is based on 500 years of mercury mining. By recognising cultural heritage as an “unpolished diamond”, they want to provide new opportunities, especially in the field of cultural and creative industry and therefore stop the outmigration of young people from the Idrija Municipality.</p> |
| Details of the Practice – | <p>Id20 Institute has been focused primarily on the topic of industrial heritage and industrial culture in remote and rural settings. They see cultural heritage as a bridge between the past and the future which they stress each year at the gastronomical festival of Idrija Žlikrofi and the biannual festival of industrial culture Betrib.</p> |

| | |
|--|---|
| <p>Activities related to tech talent support or/and tech entrepreneurship support</p> | <p>Since its establishment in 2019, the ID20 Institute has organized and provided many activities and projects in the field of regional development, which focuses on the new opportunities in rural areas and postindustrial towns:</p> <ul style="list-style-type: none"> - MINERS' HOUSES RE-BORN: By recognizing the cultural heritage of the traditional miners' houses, ID20 wants to raise awareness about the importance of traditional architecture and the need for its redevelopment into a housing solution for young people. By focusing on the future redevelopment of the miners' houses, they have developed a MASTERCLASS in the built heritage, a unique gastronomy-theatre play, a pop-up residency for 2 writers, different STEAM workshops for young people and organised 3 volunteer camps for young people from the whole Europe. - EUROPEAN CAPITAL OF CULTURE GO! 2025: ID20 is a programme partner of the European Capital of Culture GO! 2025. They recognize an important aspect of the borderless region which focuses on creativity, differences and unique cultural heritage, therefore developing new solutions in the CCI area. Within the programme of the GO! In 2025, they will develop a third Festival of the industrial culture Betrib, organize a residency for the South African Kongo artist in 2025 and develop new activities in gastronomy. By following the goals of the GO! 2025, Idrija is becoming an important cultural centre within the programme area. - GASTRONOMY HERITAGE: ID20 also builds on the gastronomy heritage, especially the traditional Idrija Žlikrofi. By organizing the Idrija Žlikrofi festival and providing a special GO! Pasta trailer for providers, we build a gastronomy community (chiefs, owners of restaurants, Žlikrofi producers) and therefore new opportunities in the area. - HACKATHONS: ID20 has organized 3 online hackathons on cultural heritage, which have been instrumental in developing more than 40 solutions for the development of rural areas and post-industrial towns. Participants of the hackathon have also been supported in developing their solutions in the HeritageLab incubation programme, developed by ID20. - NEW TOURIST DEVELOPMENT. ID20 has developed a guide for attracting digital nomads to rural areas and post-industrial towns and is planning a first retreat for digital nomads in Idrija in 2025. By developing new solutions, they see Idrija as an important tourist destination with a specific focus on cultural tourism (gastronomy, experiences, new skills ...). |
| <p>What worked well (or not)</p> | <p>WHAT WORKED WELL:</p> <ul style="list-style-type: none"> - 2 big festivals which attracted more than 6000 visitors (including young people) and bring new job opportunities to the area - Young people have discovered that there are opportunities in cultural heritage and CCI area - An established NGO (ID20) which works in the area which was in the past reserved only for public institutions - Less rigid cultural heritage sector - 2 places which are being developed into new cultural centres (former machine house Inzaghi and miners' house Giser) - Established connections with different public and private organisations <p>WHAT DIDN'T WORK SO WELL:</p> <ul style="list-style-type: none"> - A sector of the cultural heritage is underfinanced and consequentially rigid which makes changes more difficult to implement. The Heritagehack ideas were mostly not implemented in practice due to many obstacles in the sector. |

| | |
|--|---|
| | <ul style="list-style-type: none"> - Although there is a recognition of the heritage and CCI as an important catalyser of the local community and entrepreneurship, many residents still don't see it as an opportunity. - Lack of long-term financing support for the NGOs in the field of cultural heritage. - Not enough cooperation between big local industry, NGOs and public institutions - Lack of digital programmes in the cultural heritage and CCI area |
| Elements that can be useful to TechDiversity policy issue exchanges | <ol style="list-style-type: none"> 1. Skills and knowledge development programmes with a focus on youth 2. Extensive experience in the field of digitisation of cultural heritage 3. Support networks in Slovenia and in Europe 4. Many experiences in creating new jobs in CCIs |
| Elements that can be useful to the partner's development of the IAP | <ol style="list-style-type: none"> 1. Skills and knowledge development programmes with a focus on youth 2. Extensive experience in the field of digitisation of cultural heritage 3. Support networks in Slovenia and in Europe 4. Many experiences in creating new jobs in CCIs |
| People involved that could contribute to the city network planned meetings and ULG meetings | <p>Drejc Kokošar (a member of ULG) All members of ID20 creative team.</p> |

A2. Idrija Case Example

| | |
|--|--|
| 1. Partner information | |
| Partner | <i>Municipality of Idrija (DEPARTMENT OF SOCIAL ACTIVITIES AND ECONOMY)</i> |
| E-mail | <i>tilen.bozic@idrija.si</i> |
| Author's Full Name | <i>Tilen Božič</i> |
| 2. Public or private body responsible of the Case Example | |
| Organisation being the main body in charge | <i>Municipality of Idrija (DEPARTMENT OF SOCIAL ACTIVITIES AND ECONOMY)</i> |
| 3. General information | |
| Name | <i>Municipality of Idrija (DEPARTMENT OF SOCIAL ACTIVITIES AND ECONOMY – Urban Living Room – Pr' Golitu)</i> |
| Web link | <i>https://prgolitu.si</i> |
| 4. Case example elements, related with the TechDiversity policy issue | |
| Thematic objective(s) | <p>Urban Living Room – Pr' Golitu is a participatory program within Municipality of Idrija that promotes the principles of diversity and inclusion in local community with engagement from local volunteers, institutions, NGO organizations and others.</p> <p>Their mission is the develop a vibrant local community centre that empowers members of various disadvantaged groups of youth, elderly, women and immigrants by developing social contacts, various skills and competences and opportunities in partnership with like-minded organizations.</p> |

| | |
|--|---|
| | <p>It's related to the following thematic objectives of TechDiversity:</p> <ol style="list-style-type: none"> 1.To develop skills and competences that meet local nontechnological and CCI needs 2.To develop diverse and inclusive technology, digital and CCI economy by changing the mindset of local businesses and citizens 3.to improve access to digital technology to all citizens |
| <p>Activities – working methods related with tech talent support or/and tech entrepreneurship support</p> | <p>Workshops and Seminars: Organizing various workshops and seminars focused on developing digital literacy for the elderly, developing basic technological understanding for elementary school children or developing media and computer competences for general public.</p> <p>Co-Working Space: Urban living room can be used as co-working space where entrepreneurial youth or citizens can work from and develop.</p> <p>Cooperation with various institutions: Forging partnerships with local development agencies, NGO's, institutes, colleges, and schools to organize tech-related curriculum, provide guest lectures, and offer practical training opportunities.</p> |
| <p>What works well</p> | <p>Collaboration inside local community: Strengthening ties with active local volunteers, educational institutions, NGO's and community organizations.</p> <p>Practical workshops, seminars and activities: Strengthening the competences with implementing theory into practical use to develop real-world skills and experiences.</p> <p>Being flexible and adaptive: Allowing initiatives from local community and feedback from participants. This ensures that programs remain relevant and effective over time.</p> <p>Participatory budgeting for youth: Engaging voting mechanisms in youth with participation in decision making and digital voting.</p> |
| <p>Elements that can be useful to TechDiversity policy issue exchanges</p> | <p>Sharing best practices and presenting case studies from similar other cities with engaging local community by using new technologies and digital tools.</p> <p>Feedback and input from various participants in local community, from members of disadvantaged groups to representatives of tech industry, educators and community organizations that can provide unique perspectives.</p> <p>Exploring opportunities for developing further partnerships and collaborations with partners outside the local community that are working on similar issues</p> |
| <p>People involved that could contribute to the city network planned meeting and ULG meetings</p> | <p>Tilen Božič (coordinator of the Urban Living room)</p> <p>Active members from local community, community leaders, local tech experts, representatives from local institutions and educators. Representatives of migrants.</p> |
| <p>Could the people involved contribute in a local Testing Action?</p> | <p>Yes.</p> |
| <p>Could it be a study visit of the city network meeting?</p> | <p>A study visit would provide an opportunity for representatives from other cities in the network to learn from our experiences of Idrija and provide feedback information about their best practices.</p> |