

ACTION PLANNING NETWORK



**By Kostas
Karamarkos,
Strategic Planner -
Lead Expert**

#6 Quarterly Network Report – The Final Chapter ...



Network Progress from April to September 2025

Purpose & Index - Showcasing TechDiversity activities ...

This Report includes:

Chapter 1 - Highlights from the Network exchanges & learning

activities

Chapter 2 – Partners’ local activities

Chapter 3 – Final steps ...

Introduction

The **TechDiversity** APN, which began its 2025 journey to advance diversity and inclusion in knowledge-based digital and tech ecosystems, is now one phase away from a successful close. This is the project's 6th and final Quarterly Report, before the Finale Phase that starts in October 2025.

The eight participating Local Groups from each of the partner cities served as the foundation for the **TechDiversity** initiatives, which have significantly boosted the diversity of local digital and tech ecosystems.



This 6th Quarterly Report offers some **moments** (*) of the project progress and some **highlights** of the partners' **accomplishments**.

(*) This QNR is extended, since there were various critical project level activities during the 2nd and 3rd trimester of 2025, where all partners finalised their testing actions & their core ULG meetings, worked onsite on two draft IAPs peer reviews and finalised their IAPs that were endorsed by each city Local Group.

Chapter 1 - Highlights from the Network exchanges & learning activities

PART A



Bielsko-Biala is a leading city in the southern subregion of Silesia Voivodeship, located at the foothills of the Beskidy Mountains, on the Biała River. **Bielsko-Biala** is the administrative, industrial and cultural center of the region known as Podbeskidzie. Due to its proximity to the Upper Silesian conurbation and Krakow, as well as to the Czech city of Ostrava and the Slovak city of Zylina, **Bielsko-Biala is an important center of cross-border development.**

Bielsko-Biala is a city of enterprising and hard-working people as evidenced by the very high share of micro and small businesses in the total number of business entities registered. It is also worth noting that

Bielsko-Biala is the second, after Katowice, city with district rights in the Silesian province in terms of the number of entities registered in the REGON register per 1,000 residents that is 165.4 and is 50 % higher than the average in the region. In terms of total number of economic entities registered it is almost 28 000.



The Bielsko Biala project team organized a more than interesting project meeting for the **TechDiversity** activities, which spanned two days. During the project meetings, the **ARRSA officers & its general director**, as also very active local stakeholders, were very supportive.

An **artistic** view from the working partners' group is following ...



During the 6th Meeting
the project partners
thoroughly examined
several policy matters,
particularly those
pertaining to the third
project theme, which is
Methods and Tools.



ULG members from the Polish city were welcome to attend the majority of the meetings, and their participation was beneficial and especially helpful in meeting the project's needs.



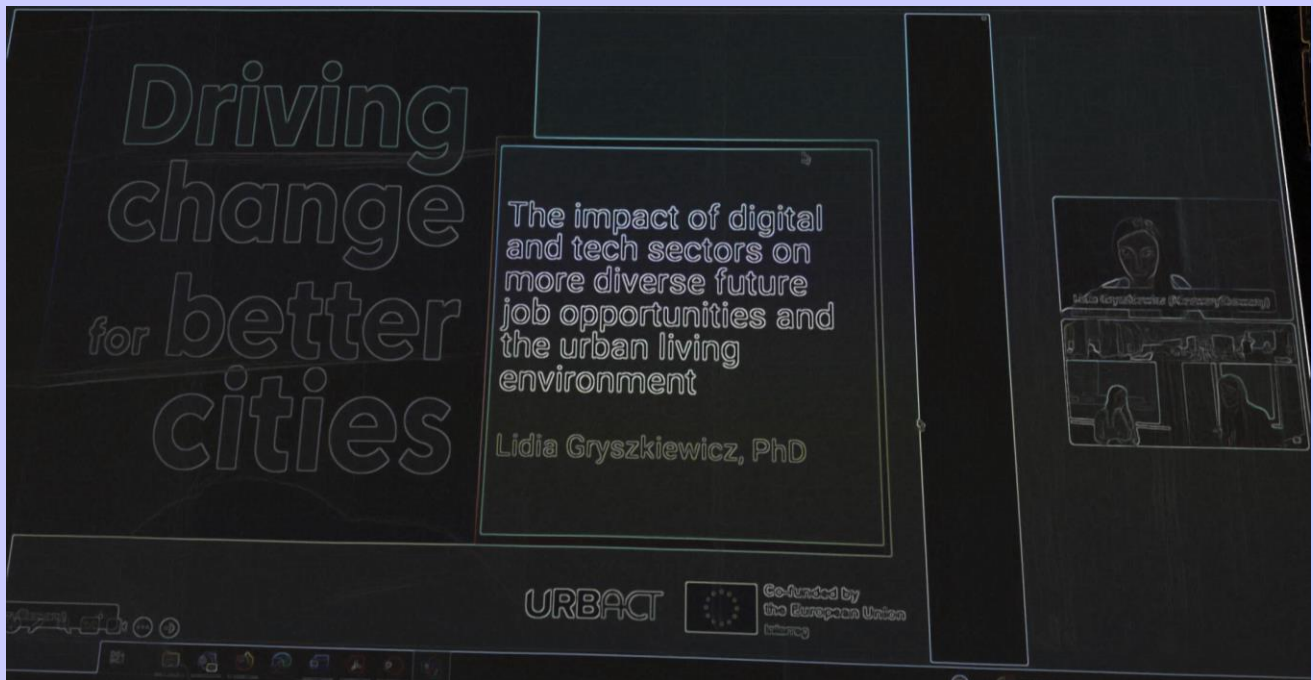
Thematic inputs and activities of the Bielsko-Biała meeting

We continued learning about diversity at the EU level, tactics, policies, and other topics pertaining to regional tech and digital ecosystems.

All these thematic inputs have already supported the partners' efforts to set a **clear intervention model**.

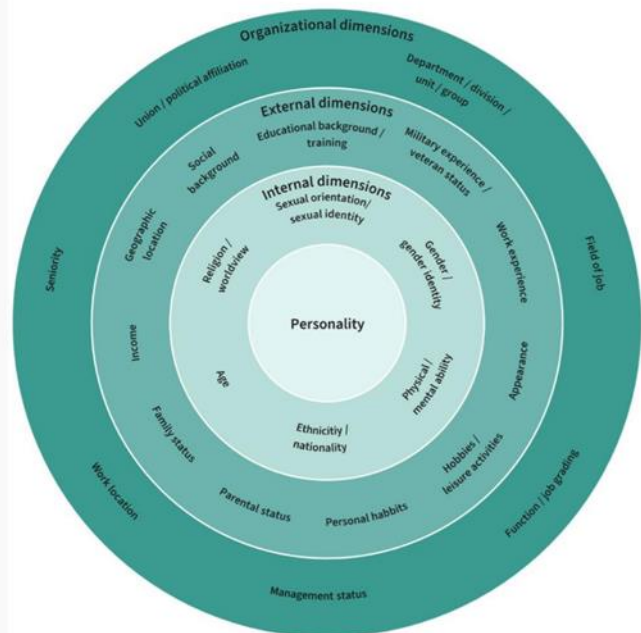
Dr Lidia Gryszkiewicz, TechDiversity adhoc expert moderated 3 different, but strongly connected sessions:

- ✚ A **Policy Seminar** on the impact of digital and tech sectors on more diverse future job opportunities and the urban living environment,
- ✚ A **Masterclass** for the private sector & diversity in digital ecosystems,
- and finally another policy seminar about
- ✚ A **second Policy Seminar** about the future of diverse workforce and the skills required to be involved in local digital ecosystems



TRENDING: Intersectionality in DEI initiatives

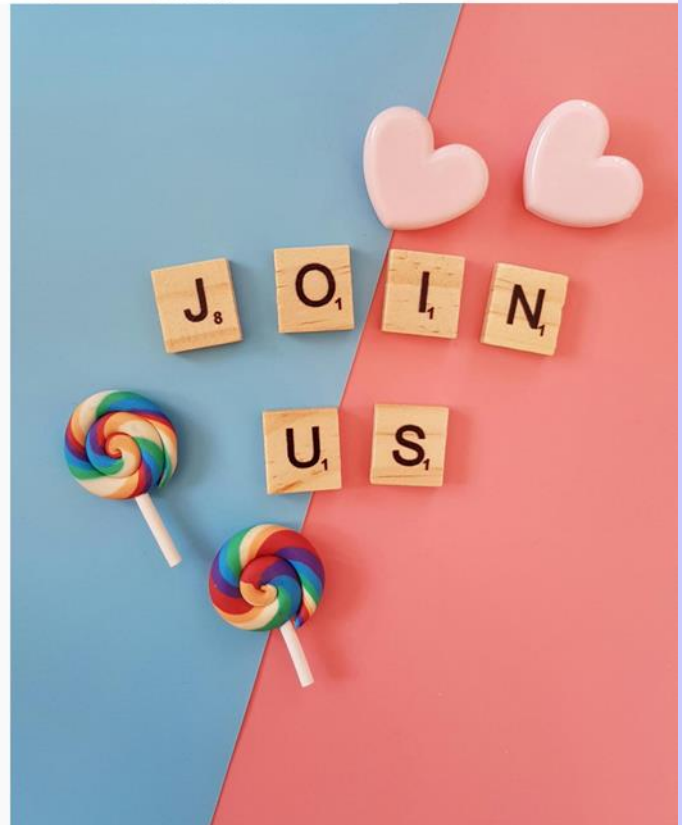
Companies are expanding their DEI approaches to include several overlapping aspects such as race, gender, disability, age, nationality etc.



TRENDING: Inclusive hiring strategies

Several strategies are becoming more and more popular in tech firms:

- 'Blind candidate application reviews
- Independent scoring by multiple assessors
- End salary history questioning i.e. "how much did you earn in your last role?"
- Enact standardised interview questioning
- Offer accommodations for candidates with specific needs e.g. *"Are there any resources, adjustments or support you need to be at your best during our recruitment process?"*¹



"Trust the process."

9 questions to Vanessa Weinhofer

[Zum Interview](#)



"I connect two worlds!"

8 questions to Sabine Hönigsberger

[Zum Interview](#)



"Think freely and independently!"

8 questions to Gudrun Egger

[Zum Interview](#)



"Trust and good relationships are..."

7 questions to Elisabeth Lambert

[Zum Interview](#)



"I want to help others to progress!"

8 questions to Dagmar Novoszel

[Zum Interview](#)



"Diversity is incredibly important to me!"

8 questions to Caroline Weingrill

[Zum Interview](#)




Good practice: ERSTE's WoMen Voices – stories that inspire

The campaign says: "Becoming a manager, knowing your own values and standing up for them, as well as balancing family and career, can prevent many people from taking on management responsibility in the first place. Not so our female colleagues, who believe in themselves even in challenging times and go their own way despite all the resistance."¹


Dr Agnieszka Zielinska, a core member of Bielsko Biala ULG co-introduced with the ad hoc expert the very interesting session named Local insight: **How do we introduce diversity in tech job opportunities?**



All of the 1st day sessions were very interactive in order to capture everyone's attention and influence their actions for their integrated action plans.


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DISCUSSION:

How do you evaluate the potential of AI to influence DEI?

Why?

Please position yourself (physically) on the spectrum marked on the floor and explain your position in one sentence.

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TRENDING:
Tech for diversity and inclusion in urban public space

Cities are playing with tech in public space to encourage more interaction with the citizens and improve social cohesion.

‘The current technological landscape of AI in relation to urban planning and accessibility is rapidly evolving, presenting a range of opportunities to enhance the inclusivity and accessibility of cities.’¹



Study Visits

During the Day 1 activities the project partners & stakeholders met and exchanged on the TechDiversity policy issue at the premises of

REKORD SI.

REKORD SI was founded in 1989 by Janusz Szymura. It has become a nationwide company offering state-of-the-art IT solutions for public administration units as well as manufacturing companies for more than 30 years of its existence on the Polish software market.

The 1st study visit took place at **FabLab Bielsko-Biała** which is a creative space for tech entrepreneurs & individuals.



The 2nd study visit took place at **ICE Mortgage Technology Sp.** hosted in **Cavatina Hall**. This one is considered as a combination of tech sector & culture.



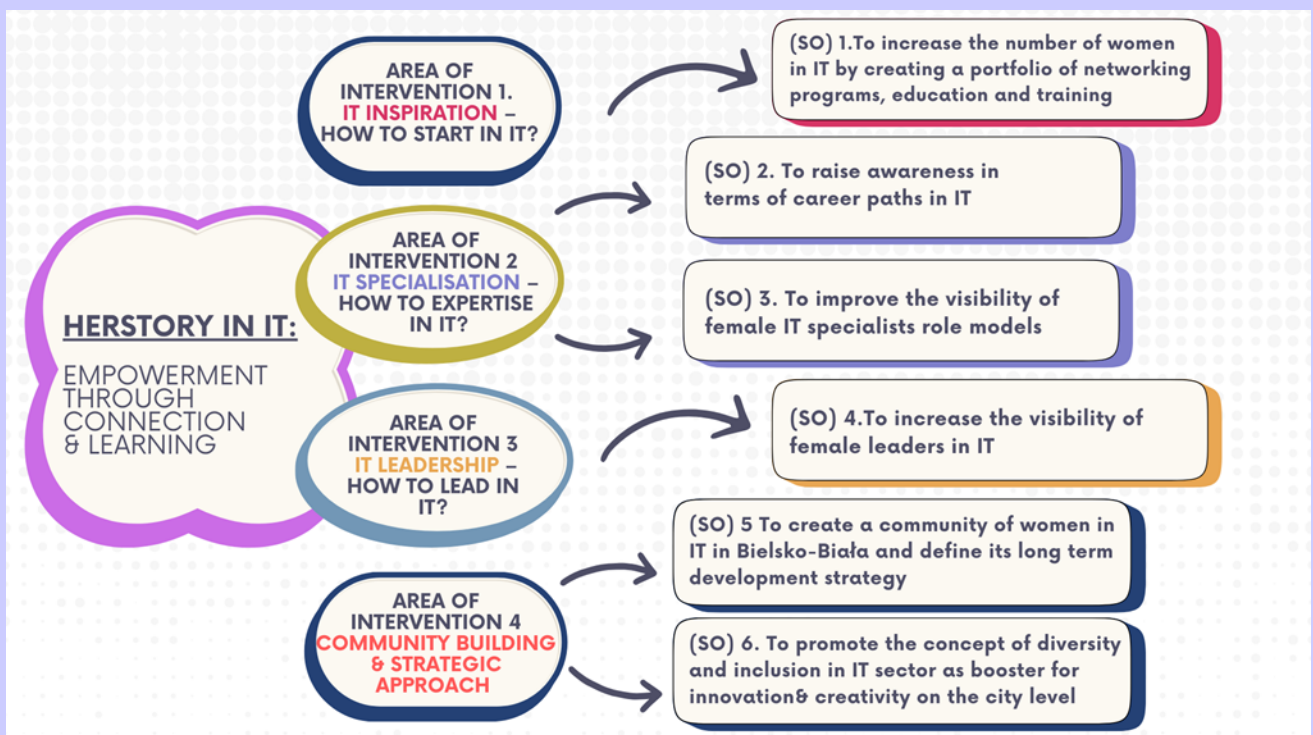
ICE Mortgage Technology Sp., a division of Intercontinental Exchange, Inc., combines the innovation and expertise of Ellie Mae, Simplifile and MERS to automate the entire mortgage process.

A highlight of the hosting city's Integrated Action Plan.

Bielsko Biala's overall logic and integrated approach for the project's IAP ...

The logic of intervention envisaged with the action plan activities is based on multistakeholder engagement, co-creation and alignment with both strategic overview on the city level as well as needs indicated by the local business and education sector. Both horizontal and vertical integration of the development of ideas were ensured.

The **intervention areas** and the **strategic objectives** are presented in the infographic below:



PART B



Arezzo has a strong industrial vocation, ranking 4th in Italy and 2nd in the Tuscany region for manufacturing companies per capita. **Its key industries include** jewelry, metalworking, precision machinery, clothing and leather goods, wood furniture, ICT, agriculture, and food and wine production. **The gold manufacturing sector, along with tourism, play a vital role in the local economy.**

Arezzo confirms its position as the second Tuscan province in terms of export turnover, with an impact on the provincial economy equal to 18.7% of the regional total and an incidence on the entire provincial value added exceeding 100%, nearly double the regional average.



The Arezzo project team organized an inspiring project meeting for the TechDiversity activities, which spanned two days.

The city officers presented their primary local activities pertaining to the project's policy issue during the meeting.

The Lead Expert gave a last round of policy seminars to all partners during the 7th Network Meeting in Arezzo, Italy on September 2 and 3, 2025 as last Deep Dives on specific Tools and Methods for the partners' IAPs.

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





All partners presented their final IAP drafts, which underwent peer review for a 2nd round, and examined the topic of diversity and inclusion in the local digital and tech ecosystems.

The Arezzo project team organized the meeting that took place at the beautiful building of **Casa della Musica**. City officers & politicians, external experts and local stakeholders participated in all project sessions, meetings and other activities.



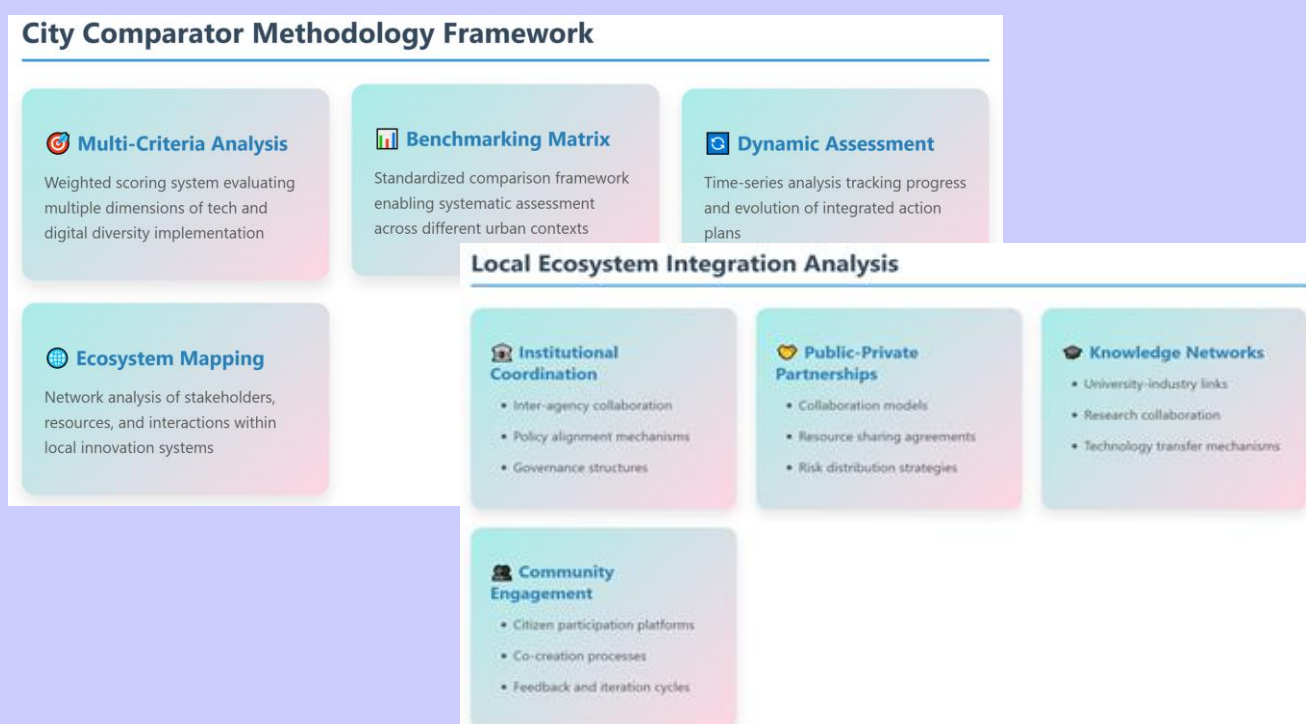
Arezzo's meeting final thematic inputs activities.

The specific meeting was mostly dedicated to partners' final IAP drafts, their 2nd round reviews by peers and the participatory preparation of the project activities during the Finale Phase of the project, starting in October 2025 for 3 months by the end of the year.

Kostas Karamarkos, TechDiversity Lead Expert moderated in addition 3 different sessions, exactly as foreseen in the project's Roadmap:

A. Tools and Methods City Comparator

The 1st Policy Workshop provided briefly the framework for comparing how the 8 different cities approach their integrated action plans for tech and digital diversity in their local innovative ecosystems. Comprehensive tools & methodologies for comparing cities' IAPS in tech & digital diversity within local ecosystems were presented to all.



B. IAP Monitoring Framework - TD Scorecards 2025

The overall monitoring framework was introduced at the 2nd Policy Workshop. It was highlighted that it should include a definition of **indicators**, as well as **baseline values and targets** for specific future dates.

Lead Expert gave **effective examples** that have been incorporated into certain partners' IAPs thus far.

Example 1 from e-Trikala...

Action 2.1



Organize **inclusive** startup pitch events that connect entrepreneurs from diverse backgrounds with investors, mentors, and business leaders. These events will increase startup visibility, improve access to capital, and foster an inclusive, tech-driven startup ecosystem in Trikala.



Example 1 from Arezzo...

Action 1.1



Establish a permanent local observatory to improve and strengthen policies **addressing the gender gap** in the local economic ecosystem, **which also promotes the inclusion of young NEETs** with disabilities and women in the tech and digital sectors.




Prior to the meeting, the Lead Expert created the document **Scorecards 2025**, which the partners worked on on-site. At the end of the exercise, each partner presented the **improvements** discovered through a comparison of the scorecards from the two prior years (2024 and 2025).



C. Diversity and Inclusion in local digital ecosystems as Sustainable Development Goals drivers

Additionally, the Lead Expert displayed an interesting series of slides about **Diversity and Inclusion in local digital ecosystems as Sustainable Development Goals drivers**.

Diversity and Inclusion in Local Digital Ecosystems as Sustainable Development Goals drivers




Why It Matters

- Diversity and inclusion (D&I) strengthen local digital ecosystems by integrating varied perspectives, needs, skills
- Digital inclusion ensures no one is left behind, aligning directly with SDG 10 (Reduced inequalities) and SDG 9 (Industry, Innovation and Infrastructure)


Role in Advancing the SDGs	D&I	D&I Impact
4 QUALITY EDUCATION	Inclusive digital platforms support lifelong learning for marginalized groups	Digital literacy programs for underserved communities
5 GENDER EQUALITY	Promotes women's participation in tech and leadership roles	• Multilingual and accessible platforms (for people with disabilities, elders, migrants)
8 DECENT WORK AND ECONOMIC GROWTH	Diverse teams in tech foster job creation and inclusive economic growth	Policies that incentivize inclusive innovation (e.g. startup support for underrepresented founders)
11 SUSTAINABLE CITIES AND COMMUNITIES	Smart cities become equitable when all voices are digitally represented	
10 REDUCED INEQUALITIES	Digital inclusion enhances transparency and civic participation	



Community-Driven Innovation

- Co-creating solutions with local actors (e.g. youth, women, minority groups) leads to resilient and relevant innovations



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It was amazing **how many of these Goals are related with the partners foreseen Actions, as included in their IAPs** (concrete examples were provided to showcase this relation).



&





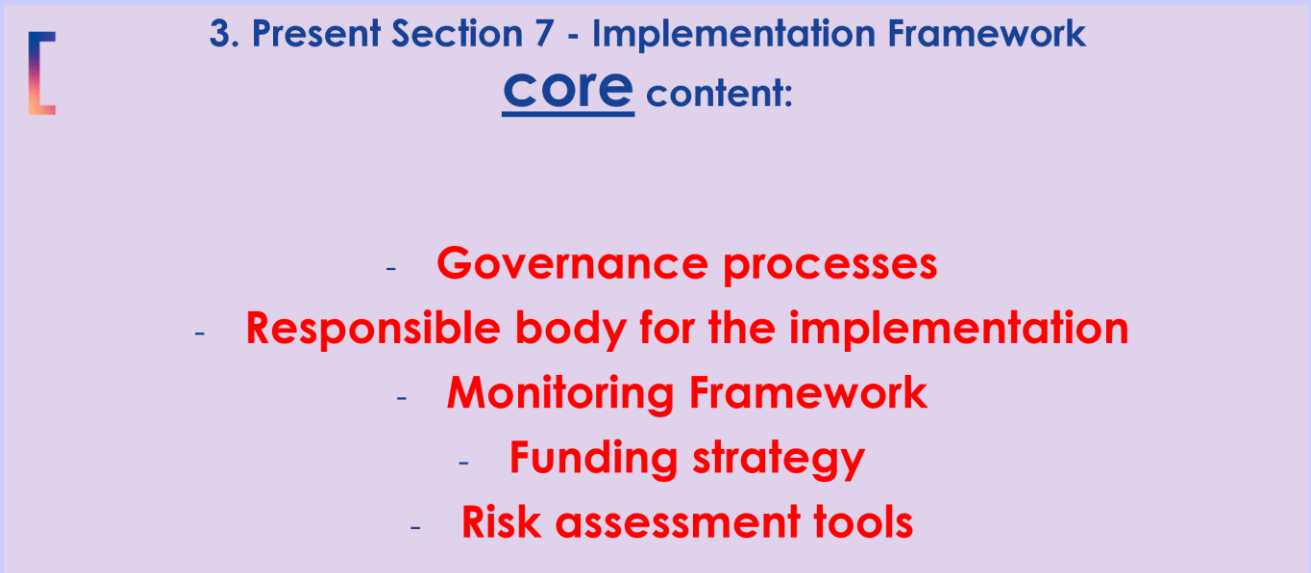
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This aspect is considered as one of the project's **highlight ...**



During specific sessions on Day 1 and Day 2 all partners presented their IAP's following a template provided by the Lead Expert.



3. Present Section 7 - Implementation Framework

core content:

- **Governance processes**
- **Responsible body for the implementation**
 - **Monitoring Framework**
 - **Funding strategy**
 - **Risk assessment tools**

All cities were asked to answer the following critical questions:

1. Has your ULG endorsed your final IAP?

**2. Will you organize any other ULG meetings or
local dissemination event by end of November
to present your IAP?**

Will you co-organise or invite your NUP?

3. Will you send or present your final IAP to the city council?

4. Do you have any ideas on the Final Network Product?
(content, format,
script, etc)

Study Visits

The **1st study visit** took place at **Informagiovani Center** which is the Municipal Youth Services Center & Youth Business Hub.



Presentation on the center services and the business hub project, targeting also young NEET women and NEETs with disabilities made by Paola Buoncompagni & Luca Tanganelli.



Presentation of the **Jobs and Disability service** provided by the STil (Territorial services for job inclusion) officer Antonia Sirignano, representative of the Foundation “Arezzo Community”.

The **2nd study visit** took place at **ITS Prodigy** which is an IT and Digital Training Academy **and is considered a project good practice**. A presentation of Vocational Education and Training (VET) activities for the tech and digital sectors targeting young women took place by **Gabriella Gabrielli**, followed by discussion and exchanges with all partners.




The **3rd study visit** took place at **Aruba SpA** a Data Center and ULG member which showcased its infrastructure and how it supports job inclusion for Arezzo's target groups.




Source: <https://baxtel.com/data-center/aruba-arezzo-it1>





Next Steps in pictures were presented by the Lead Expert before the end of the Arezzo sessions:




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URBACT IV
2021-2027








Final IAPs suggestions & tips ---

Final Steps & TD Showcasing results

Network Results Product (NRP)
methodology and
expected contribution from partners


TD Arezzo Meeting
 September 2025




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Final suggestions - Steps for Smooth IAP Implementation

**Carefully
Review
and
Refine your IAP sections &
detailed content**






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[Final suggestions - Steps for Smooth IAP Implementation

Tips →

Integration !

Check and update the impact and challenge for the 12 Aspects of Integration

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[TechDiversity NRP – Discussion !!!

a series of thematic reports,
a publication,
a tool,
an explanatory video,
an animation,
a set of infographics,
a playbook,
a booklet ?



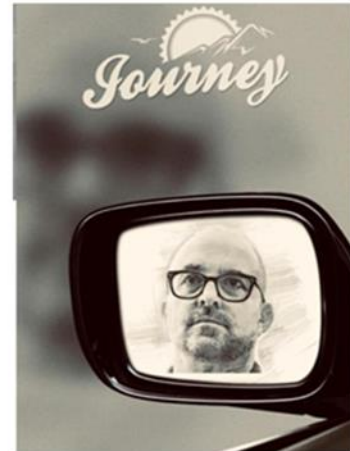
ideas

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Next Steps until Athens meeting !



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Two highlights of the hosting city Integrated Action Plan.



Integration of Arezzo's urban development in the IAP ...

The Integrated Action Plan (IAP) of Arezzo incorporates key aspects of urban development, ensuring a holistic and coordinated approach. The City's integration analysis focuses on several fundamental aspects recommended by the URBACT programme, which are essential for effective and sustainable planning through active stakeholder involvement and alignment with existing strategies.

Stakeholder Involvement in Planning: For the City of Arezzo, it has been essential the active participation of all interested parties in identifying the political

issue and potential actions to address it, as well as in planning the Integrated Action Plan (IAP) actions. It is expected to involve a greater number of stakeholders in the actuation phase of the IAP.

Consistency with Existing Strategies: The Integrated Action Plan of Arezzo is fully consistent with local political strategies and city intervention areas. The actions and objectives of the IAP are aligned and complementary both to existing strategies at the local level, and those at regional, national and European levels. IAP Actions owners will maintain continuous updating on strategies and trends at all political levels, with particular attention to the topic addressed.

Sustainable Urban Development: Arezzo's IAP actions address all three pillars of sustainable development in terms of economic, social and environmental objectives which are also embraced in the holistic city strategy.

Integration Over Time: Arezzo's IAP includes actions planned in the short and medium term with a long-term impact, and each action provides a clear and specific indication of the timescale in which will be implemented.

Stakeholder Involvement in Implementation: The entire range of relevant stakeholders involved in the Arezzo's IAP co-planning phase is committed to participate in the implementation of the planned actions. This will ensure a long-term sustainability of the city's IAP plan and of its long-term living actions.

Sectorial/Policy integration: The IAP addresses digital transformation needs of the city and ensures gender equality and the inclusion of diverse and vulnerable groups throughout its actions and activities, both directly and indirectly.



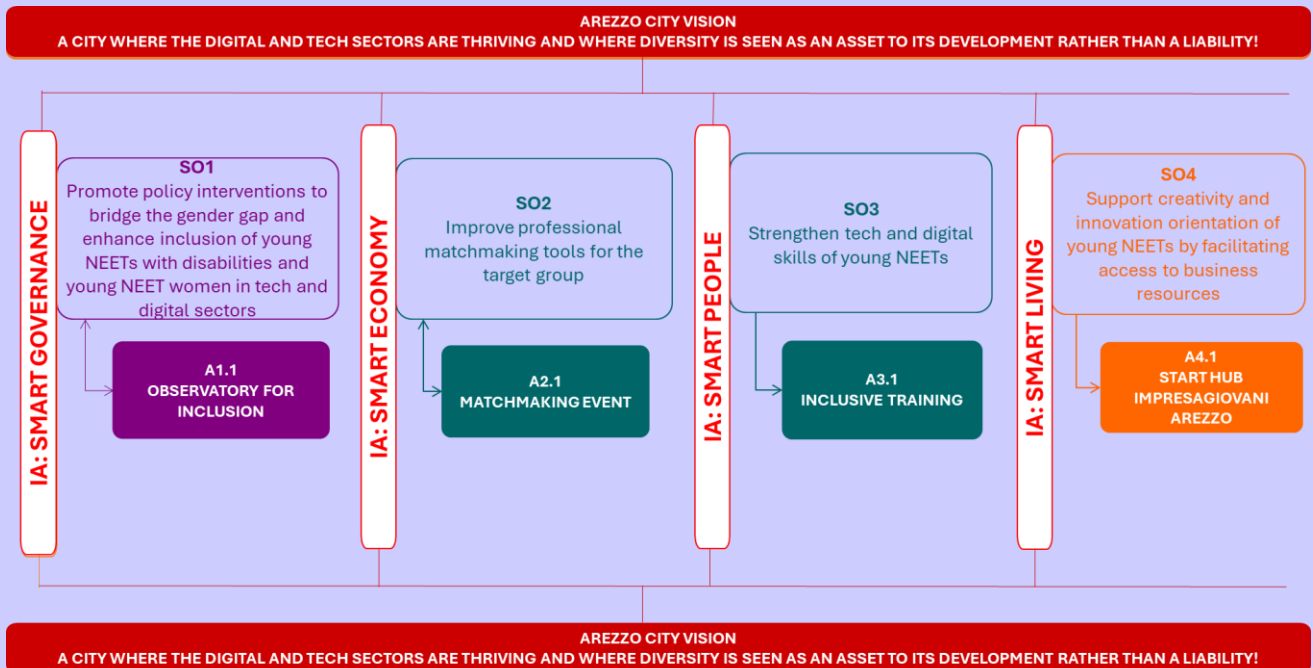
Horizontal integration: A wide range of relevant city departments and local stakeholders (ULG members and beyond) are engaged both in the co-design of the IAP and in its actions.

Vertical integration: The plan aims for financial support both from national and regional funding authorities and from EU.

Territorial integration: Territorial integration is a key consideration for the IAP in Arezzo, as the target groups affected by the plan's actions are dispersed throughout the wider provincial area, including neighbouring municipalities. This means that the IAP's impact will extend beyond the city itself, requiring cooperation and coordination with surrounding local authorities to effectively address the needs of these groups. Such territorial integration ensures that policies and interventions are aligned across municipal boundaries, fostering a cohesive approach to social and economic inclusion in the tech and digital sectors throughout the entire provincial territory.

Hard-soft investments integration: The plan aims for investments in supporting structures, human resources, and methods and tools.

IAP Arezzo – intervention framework



Source: Wikipedia

Chapter 2 - Partners' local activities

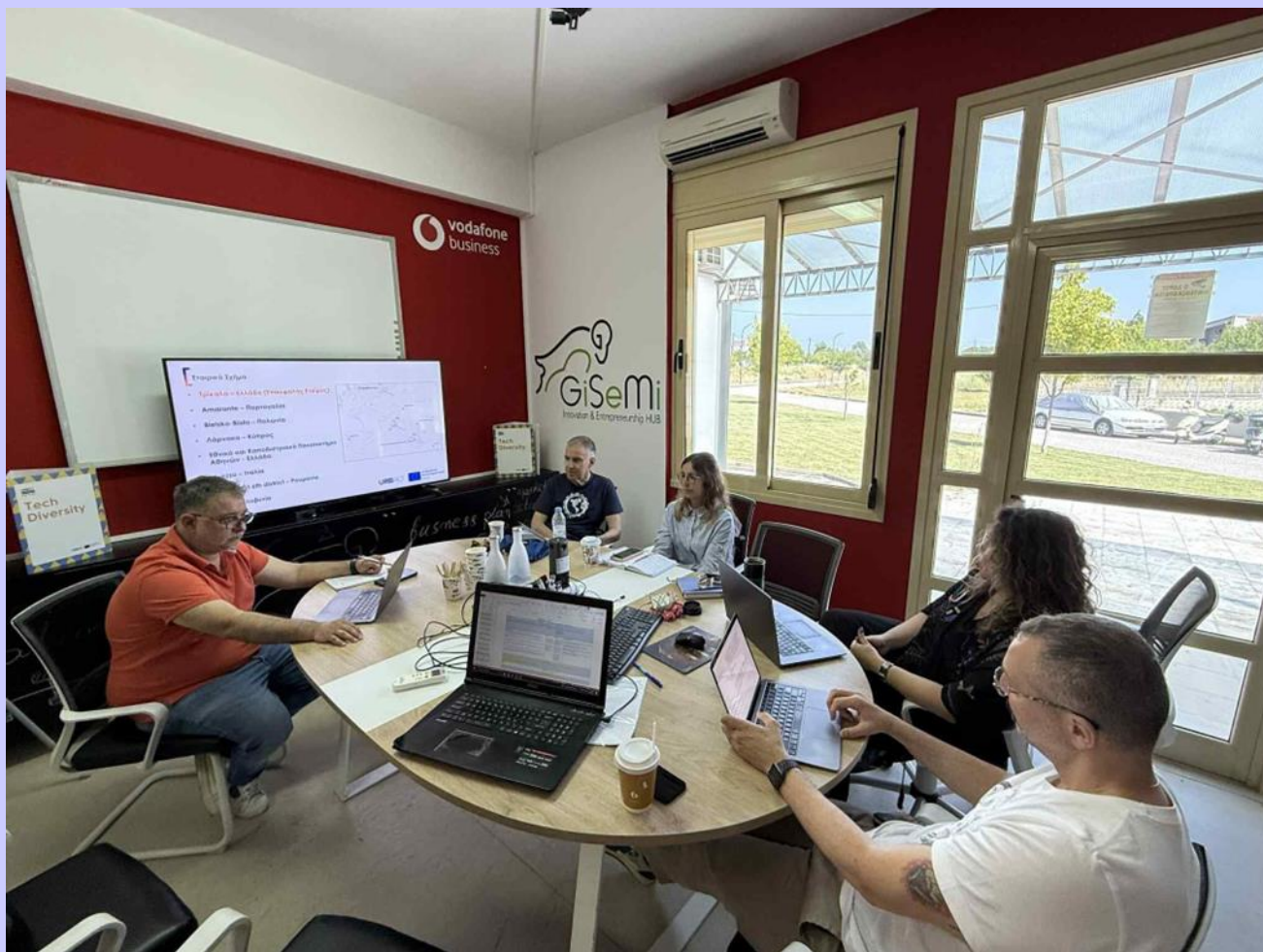


All the IAPs prepared by the project city teams were **endorsed** by the partners' ULGs.



A. The following photos are coming from some partners' interesting local activities by the end of September 2025:

Trikala core ULG members' meeting – 17/06/2025



Πηγές Χρηματοδότησης (Funding Resources)

Ευρωπαϊκά Προγράμματα

(ERDF, ESF, Horizon Europe, LIFE)

Εθνικά & Περιφερειακά Ταμεία

(ΠΕΠ, Ταμείο Ανάκαμψης, ΕΠΑ, Υπουργεία)

Ίδιοι Πόροι

(Δημοτικοί προϋπολογισμοί, Αναπτυξιακές εταιρείες, έσοδα δήμου)

Ιδιωτικός Τομέας & Συμπράξεις

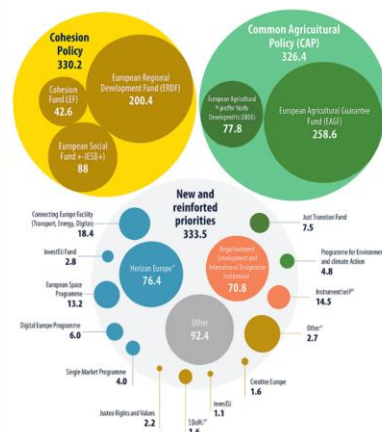
(ΣΔΙΤ, επιχειρήσεις, χορηγίες, incubators, accelerators)

Άλλες Πηγές

(Πανεπιστήμια, crowdfunding, διεθνείς συνεργασίες, in-kind συνεισφορές)

Main programmes and funds under the multiannual financial framework

All amounts in € billion (2018 prices)



An additional top-up of €12.5 billion over 2021–2027 is agreed with the European Parliament and the Council of the European Union. External 'EU integrated Border Management fund, Rights and Freedoms, and Justice and Security' (ERDF) 100% top-ups will be mainly funded by revenue from competition taxes and de-commitments.

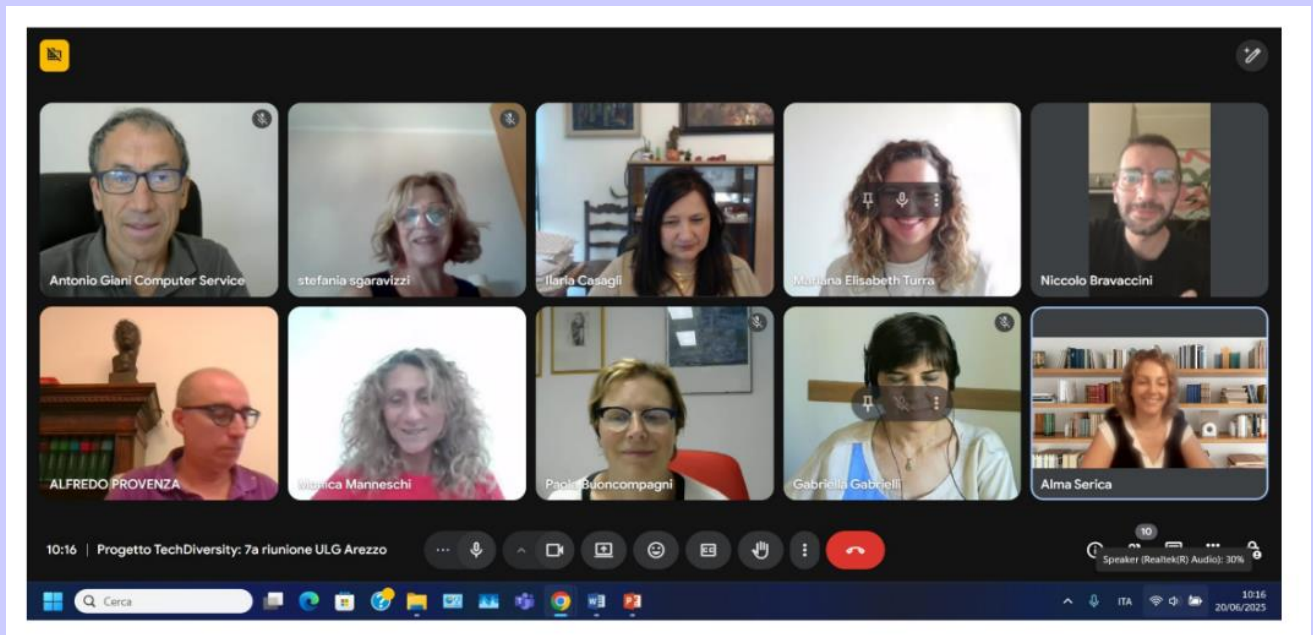
* of which €200 million from €1.2 billion represents an eye call envelope of 13.8 billion as European Parliament

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Arezzo ULG members meeting – 20/06/2025



Idrija ULG members' meeting – 20/06/2025



B. Bielsko Biala Article: Empowering Women and Young Innovators in Bielsko-Biała through TechDiversity – 16/07/2025

Empowering Women and Young Innovators in Bielsko-Biała through TechDiversity

Edited on 16/07/2025

Share 



The full article can be found here:

<https://urbact.eu/empowering-women-and-young-innovators-bielsko-biala-through-techdiversity>

C. Trikala Press Release: 6th Project Meeting – 13/05/2025



The full press release in Greek can be found here:

<https://www.e-trikala.gr/news/techdiversity-polland/>

D. Idrija Press Release about the organisations' involvement in TechDiversity project – 13/06/2025



[Domov](#) / [Projekti](#) / Projekt

TechDiversity - Raznolikost in vključevanje v digitalnih in tehnoloških ekosistemih, ki temeljijo na znanju

Program URBACT je namenjen povezovanju mest in utrjevanju osrednje vloge mest pri soočanju z vse kompleksnejšimi urbani izzivi. Program podpira omrežja mest, ki skozi učenje na izkušnjah drugih ter prenos dobrih praks izboljšujejo svoje urbane politike in upravljanje urbanih območij. S svojimi strokovnjaki mestom pomaga pri razvoju inovativnih in trajnostnih praktičnih rešitev, ki vključujejo gospodarsko, družbeno in okoljsko razsežnost ter upoštevajo principe sodelovanja javnosti.



The full press release in Slovenian can be found here:

<https://www.icra.si/projekt/69/techdiversity-raznolikost-in-vkljucevanje-v-digitalnih-in-tehnoloskih-ekosistemih-ki-temeljijo-na-znanju/>

Chapter 3 – Final steps ...

✚ **Partners will travel to Scotland** at the end of September 2025 to participate in an additional activity organised by <https://www.diversityscotland.co.uk/>



Diversity Scotland is a partner in change. They work with organisations across the public, private, and third sectors to embed equity, inclusion, and accessibility into workplace culture, policies, and leadership.

Their work is informed by both lived experience and rigorous evidence – based research. **Led by Tony McCaffery**, a highly regarded expert in equity and workplace culture, the full team brings deep expertise in strategy development, training, and advisory support.



- ✚ The last project meeting is planned for mid December 2025 in Athens, Greece to showcase the projects' results.

In the interim, each partner will continue to get assistance from the Lead Expert while they complete their final Integrated Action Plans.

- ✚ The partners will be asked to contribute to the production of **TechDiversity Integrated Action Planning report**. It is a technical report about the co-production process of respective Integrated action plans.



October – November 2025

Stay tuned for any
feeds that you will
be asked to
provide for the
**TD final
report**



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- ✚ The Lead Expert will work with the Lead Partner on the **Network Report Product** that will be introduced in the final project meeting in Athens. Partners will be asked to provide any feeds needed for this Product, that will be mostly a tool to disseminate the core project results. **The decision of the format and the main content** was announced to all partners at the end of September (an extended discussion on this issue took place in Arezzo, on September the 3rd).

TechDiversity NRP – What is included in the AF:

A **booklet** including the main achievements of the network will be produced.

A **set of policy guidelines** based on the lessons learned during the project implementation will be included.

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- ✚ The **Final Conference** of the project will be the occasion to present the final version of each local IAPs and the results achieved: all these will be reported in the 3rd and final **Network Article**, that will be published in December 2025.



- ✚ All partners will organise at least one **ULG meeting by end of November 2025** to discuss any pending issues on their final Action Plan layout and celebrate the successful projects' closure.

URBACT APN: **TECHDIVERSITY**

Lead Partner: e-Trikala for the City of Trikala

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

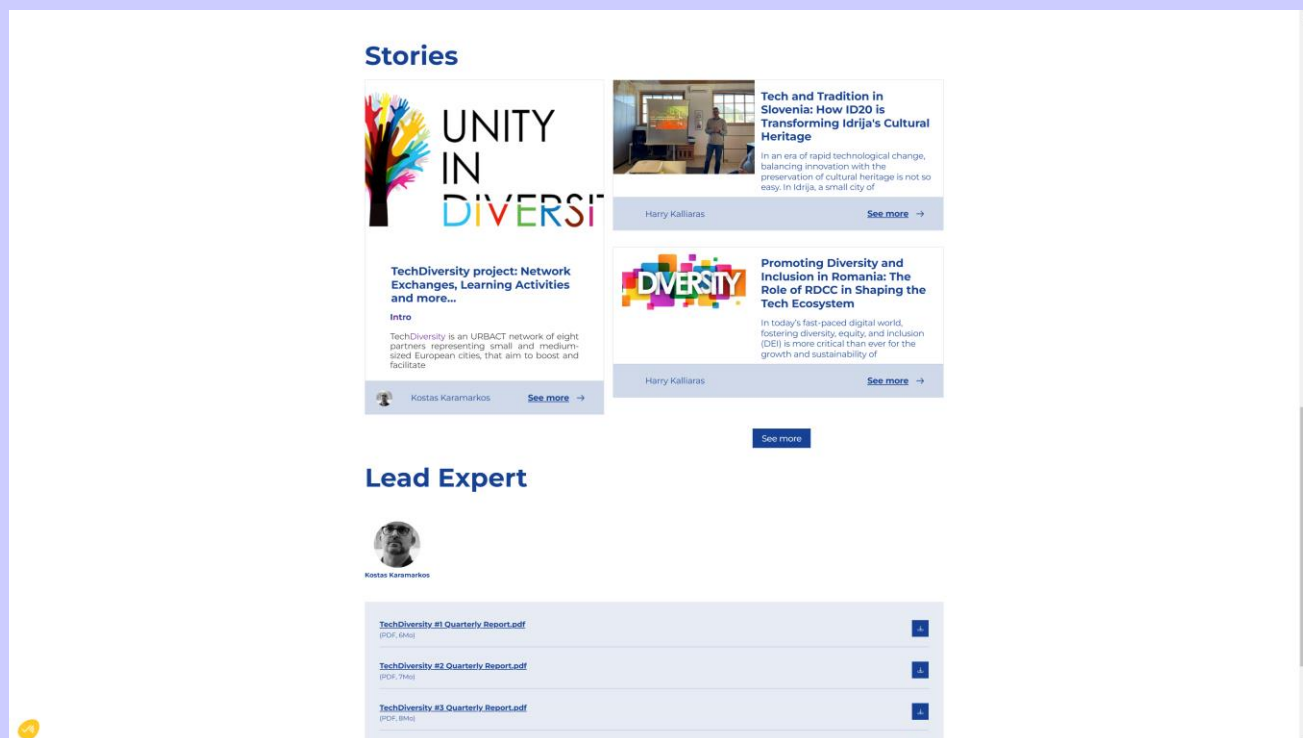
Lead Expert: Kostas Karamarkos → kostas@kkc.gr

Lead Partner Contact: Christina Karaberi → xkaraberi@e-trikala.gr

Find more for TechDiversity achievements:

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

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



September 2025

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

A1. Arezzo Good Practise

1. Partner information	
Partner	<i>ITS Prodigy - Arezzo</i>
E-mail	<i>info@itsprodigi.it</i>
Full Name	<i>Foundation ITS Prodigy Academy</i>
2. Public or private body responsible of the Practice	
Organisation being the main body in charge	<i>Municipality of Arezzo</i>
3. Good Practice general information	
Title	<i>IT and Digital Training Academy</i>
Web link	<i>https://www.itsprodigi.it/</i>
Timescale (start/end month/year)	<i>2 Academic years</i>
Thematic objective(s)	<p><i>The thematic objectives of the ITS Prodigy professional training programs typically align with broader goals related to innovation, economic development, and digital and tech transformation. While specific objectives may vary depending on the program's focus and priorities, common thematic objectives include:</i></p> <ol style="list-style-type: none"> <i>Building IT, Tech and Digital Skills: Providing professional training, education, and resources to develop digital literacy and technical skills targeting.</i> <i>Fostering Innovation: Encouraging the development and adoption of innovative technologies, products, and services that address local and global challenges by providing the necessary workforce to apply the innovation.</i> <i>Facilitating Collaboration: Creating opportunities for collaboration and networking among tech and digital industry and individual searching for job and entrepreneurship opportunities.</i> <i>Driving Regional Economic Growth: Contributing to the growth and diversification of the local economy by creating jobs and fostering business development in the tech and digital sectors.</i> <p><i>These thematic objectives reflect the broader mission of the ITS Prodigy VET program to support career development and professional growth while stimulating regional economic development and social well-being.</i></p>

4. Good Practice elements, related with the TechDiversity policy issue

Abstract of the Practice	<p><i>ITS Prodigy is an IT and Digital Academy for young people interested in tech & digital employment careers. The aim of the ITS Prodigy Foundation is to provide high-quality post-graduate courses on ICT and digital topics aimed at creating profiles able to fit into the strategic sectors of the local economic and production system and develop methods for business innovation. In carrying out the teaching activities at least 30% of the duration of the courses is carried out in a company and at least 50% of the teachers come from the business sector. ITS 'Prodigi' has one of its operational headquarters in Arezzo at the headquarters of Confindustria Toscana Sud (Confederation of Southern Tuscany Industry).</i></p> <p><i>The practice sharing activity consists of a presentation of the Vocational Education and Training (VET) programme related to the tech and digital sectors targeting young women and future plans to potentiate STEM women's participation in it.</i></p>
Details of the Practice – Activities related with tech talent support or/and tech entrepreneurship support	<p>Skill Development Programs:</p> <p><i>The activities carried out within this practice include:</i></p> <ul style="list-style-type: none"> • Initial orientation: introductory support provided to participants to facilitate their entry into the training course, clarifying objectives, content, and future opportunities. • Individualized tutoring: personalized guidance throughout the course, aimed at supporting the development of both technical and soft skills, with attention to each participant's specific needs. • Matching with companies for internships: activities that connect participants with the business world, with the goal of placing them in companies aligned with their educational and professional profile, thus enabling the practical application of acquired skills.
What worked well	<p><i>A continuous dialogue with businesses in the region allows us to gather insights into their evolving professional needs, which we then translate into tailored vocational training courses. This ensures that our educational offerings remain aligned with market demands and enhance employability.</i></p>
Elements that can be useful to TechDiversity policy issue exchanges	<ol style="list-style-type: none"> 1. Skill Development Programs 2. Exchange of good practices on youth guidance and on projects to be developed during the school period
Elements that can be useful to the partner's development of the IAP	<ol style="list-style-type: none"> 1. Skill Development Programs 2. Analysis of local training and professional needs: understanding the specific demands of the territory to design relevant and impactful educational pathways. 3. Good practices in guidance and tutoring: sharing effective methods for supporting young people throughout their learning journey, both at the entry stage and during the training process. 4. Collaboration with local companies for internships and job placement: establishing strong connections with businesses to facilitate real-world experience and employment opportunities.

	<p>5. School-based projects that foster digital and entrepreneurial skills: promoting initiatives during the school period that encourage creativity, innovation, and practical skill development.</p> <p>6. Monitoring the employment impact on the local area</p>
People involved that could contribute to the city network planned meeting and ULG meetings	Representatives of ITS Prodigy and of <i>Confederation of Southern Tuscany Industry</i>

A2. Arezzo Case Example

1. Partner information	
Partner	InformaGiovani Arezzo: Municipal Youth Services Center and Youth Business Hub
E-mail	informagiovani@comune.arezzo.it
Author's Full Name	Luca Tanganelli
2. Public or private body responsible of the Case Example	
Organisation being the main body in charge	<i>Municipality of Arezzo</i>
3. General information	
Name	InformaGiovani Arezzo Piazza Sant'Agostino 6/8, Arezzo Opening days and hours: Monday-Saturday, 11:00-13:00 & 14:00-18:00
Web link	https://www.informagiovaniarezzo.org/
4. Case example elements, related with the TechDiversity policy issue	
Thematic objective(s)	1. Tech Talent 2. Tech Entrepreneurship 3. Understanding 'What's and Whys' of Diversity and Inclusion
Activities – working methods related with tech talent support or/and tech entrepreneurship support	<p><i>InformaGiovani is a free service of the Municipality of Arezzo, established in 1993, aimed at young people in the city and surrounding area with the primary objective of providing information and tools that meet their needs, making known the most accessible opportunities, providing useful guidance for growth and support in facing choices, and creating virtuous networks with the various entities present in the territory.</i></p> <p><i>InformaGiovani offers the following services:</i></p> <ul style="list-style-type: none"> - Spaces <p><i>spaces for free use notice board for announcements on: lessons, babysitting, dog sitting, and houses/rooms for rent material for free consultation on: leisure time, events, third sector/services self-consultation dossiers on: job offers from the CPI, free professional training basic tourist material multi-</i></p>

function room usable for: meetings, art exhibitions, workshops | internet / wifi stations | bathrooms

- 1st level Front Office

city services | events in the area | sports activities and leisure opportunities | information on services | welcoming requests and reports | identifying needs and making appointments | quick response to questions that do not require specific in-depth analysis | initial reception information for tourists

- 2nd level Front Office

orientation towards active job searching | orientation towards international mobility opportunities | orientation towards choosing a high school | orientation towards choosing post-diploma and higher education paths and support in the enrollment and matriculation processes | orientation towards professional training | information and support for choosing and applying for participation in civil service projects | information to support youth creativity (spaces, calls, competitions...) | guide to competitions/calls | digital facilitation functional to the use of services and opportunities

- CV Desk

definition of professional objective | personalized and effective CV elaboration | CV updates

- Desk for inactive young people (NEETs)

active listening to the reasons for inactivity | overview of different opportunities and services | co-definition of a reactivation path that considers personal history and specific individual needs | periodic monitoring of the progress of reactivation

- School orientation desk

active listening to boys and families regarding doubts, desires, talents and needs | information on the school offer and comparison of study plans | overview of possible job opportunities or post-diploma study/training paths | re-orientation and re-motivation interviews to prevent school dropout

- Youth Social Secretariat

first level listening for the identification of any specific needs | information on dedicated services | networking activities with social services and agreements for targeted referral of users for access to the integrated network of social services | services and projects designed for adolescents and young people in conditions of particular fragility

- Services for Business Creation (Project “StartHUB Impresa Giovani Arezzo”)

Workshops and laboratories in schools aiming to foster a culture of entrepreneurship, with the involvement of trade associations | Dedicated section on the centre’s website, communication campaigns to raise awareness of the new service | Storytelling events in the Hub and in other youth gathering places | Workshops on business plan development for small groups or individuals | Individual consulting and technical assistance for business creation support | Individual interviews and workshops on transversal and soft skills | Conferences and workshops on territorial vocations and opportunities for young people | Workshops and tools for entrepreneurship, such as group workshops to transition from idea to project, culminating in a final hackathon

What works well	<p><i>Flexibility and constant attention to people's needs have made Informagiovani prone to continuous adaptation to what, over time, has emerged as a priority for our community. From this adaptation came bonds that have progressively grown stronger and led to mutual collaboration with other public services and stakeholders working with young people.</i></p> <p><i>By leveraging the skills its staff members have developed and the extensive network built over the years, Informagiovani is able to offer a range of services that are increasingly articulated and tailored to users' needs. These features, along with a welcoming and caring approach and its easy accessibility, made Informagiovani a well recognized and reliable service for all our citizens.</i></p>
Elements that can be useful to TechDiversity policy issue exchanges	<p><i>In principle all activities provided by the centre can be interesting for knowledge sharing, but we can focus on the most relevant services: 2nd level Front Office, Desk for inactive young people (NEETs), Youth Social Secretariat, and Services for Business Creation.</i></p>
People involved that could contribute to the city network planned meeting and ULG meetings	<p><i>Representatives from local relevant institutions which are also TechDiversity ULG members.</i></p>
Could the people involved contribute in the local Testing Action "Matchmaking event"?	<p><i>Yes, the people involved could actively contribute to the Matchmaking event held in March 12th, 2025 as local Testing Action in several ways.</i></p>
Could it be a study visit of the city network meeting?	<p><i>Yes, a study visit could certainly be organized as part of the city network meeting.</i></p> <p><i>The study visit would aim to present the youth centre services and the youth business hub project, targeting also young NEET women and NEETs with disabilities, as well as presenting the Jobs and Disability service provided by the STil (Territorial services for job inclusion) office of the Foundation "Arezzo Community".</i></p> <p><i>It would provide an opportunity for representatives from other cities in the network to learn from the experiences of Arezzo, exchange best practices, and gather insights that they can apply in their own contexts.</i></p>