

Attracting, valorising and promoting highly specialized talents

The case of a regional law in Emilia- Romagna

**Follow up document for NEREUS panel II:
attracting smart brains, (young)
professionals, and people.**

11th June, 2024, Brussels

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Thoughts of the day...

1. Some reflections on new economic geography

2. The new law (*no. 2 – 14th February, 2023*) for *attracting, valorising, promoting highly specialised talents in Emilia-Romagna*: main features

Thoughts of the day...

Some key points



#Brains

Their attraction and retention



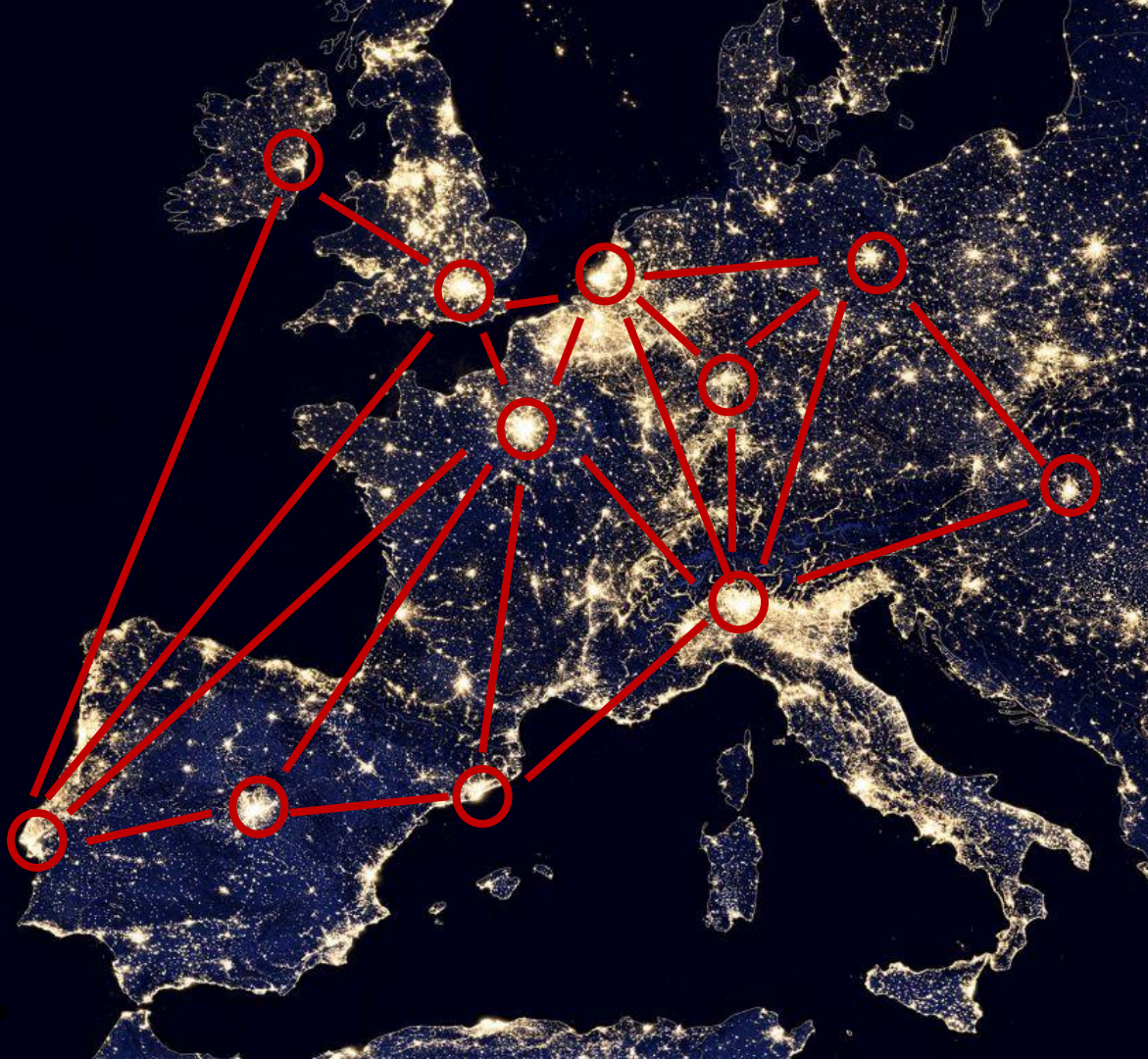
#Territories

Central regions vs. peripheric regions



#Transitions

Green, digital, demographic



In the new geography of regional development, **few winners** (that take it all?) emerge. Mega-urban areas, «**Alpha cities**», pull in advanced industries, technological R&D, start-ups, venture capitals. All these actors / factors exploit innovative ideas; brains/talents; etc.)

Space is still radically important in affecting economic and regional development

Drawbacks of the “Agglomeration Economies”

For Urban Areas

Congestion effects, such as

- Property price overcost;
- Labour cost inflation;
- Environment unsustainable.

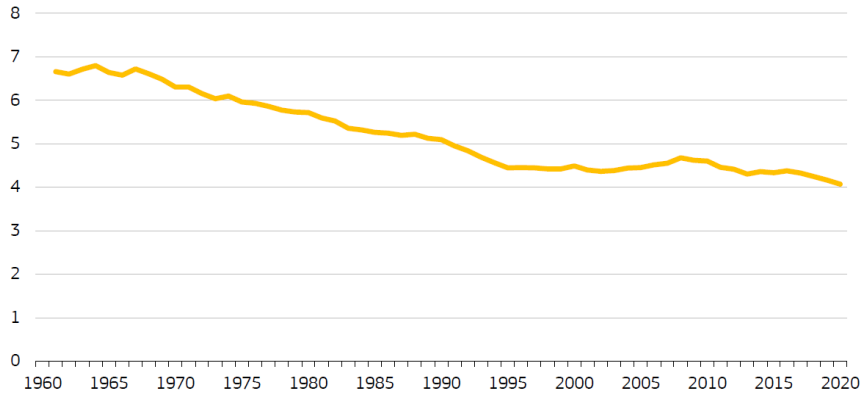
For non-Urban areas

Depression effects, such as

- deindustrialization;
- decreasing productivity
- **depopulation**

The third transition: the demographic change

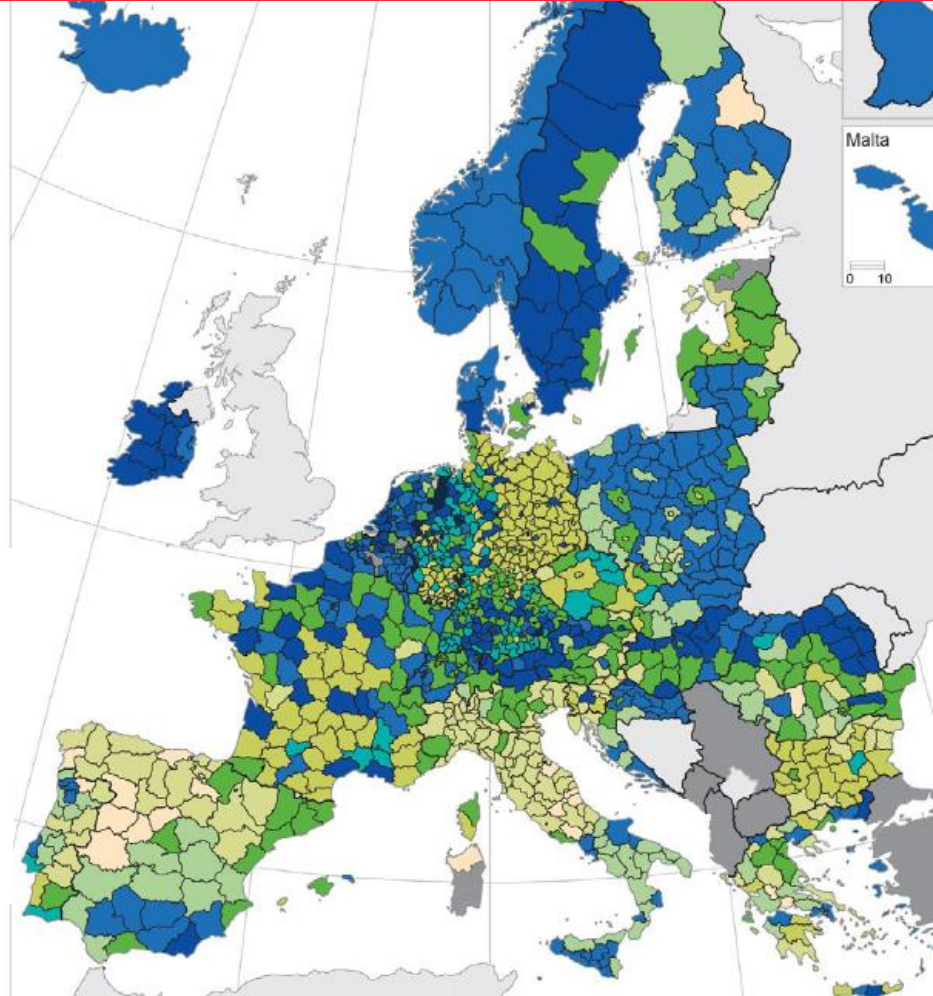
Live Births in the EU (in million), 1960-2020



Projected change in share of young people in the total population, 1 January 2021 – 1 January 2050 (percentage points)

Share of young persons in the total population, 2021 (%)

	Rapid decline (< -2.0)	Modest decline (-2.0 – < 0.0)	Rising (≥ 0.0)
High (≥ 16.5)	Dark Blue	Medium Blue	Black
Medium (15.0 - 16.5)	Light Green	Green	Teal
Low (< 15.0)	Light Orange	Light Green	Yellow-Green
Data not available	Grey	Grey	Grey



Source: COMMISSION STAFF WORKING DOCUMENT, "The impact of demographic change – in a changing environment", 17.1.2023 SWD(2023) 21 final

The third transition: the demographic change

Share % of young people aged 15-34 in the total population

28,3%



24,8%



20,2%



19,4%

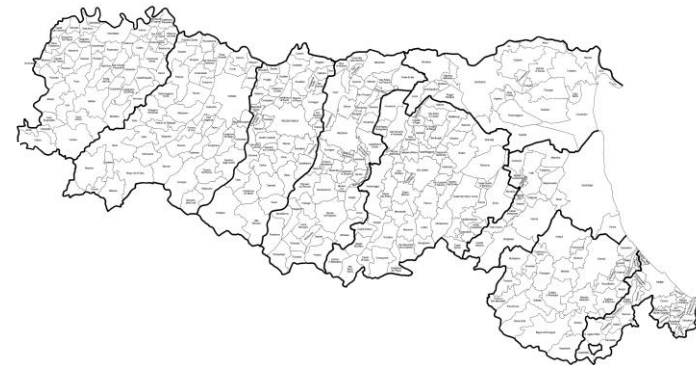


1991

2001

2011

2021

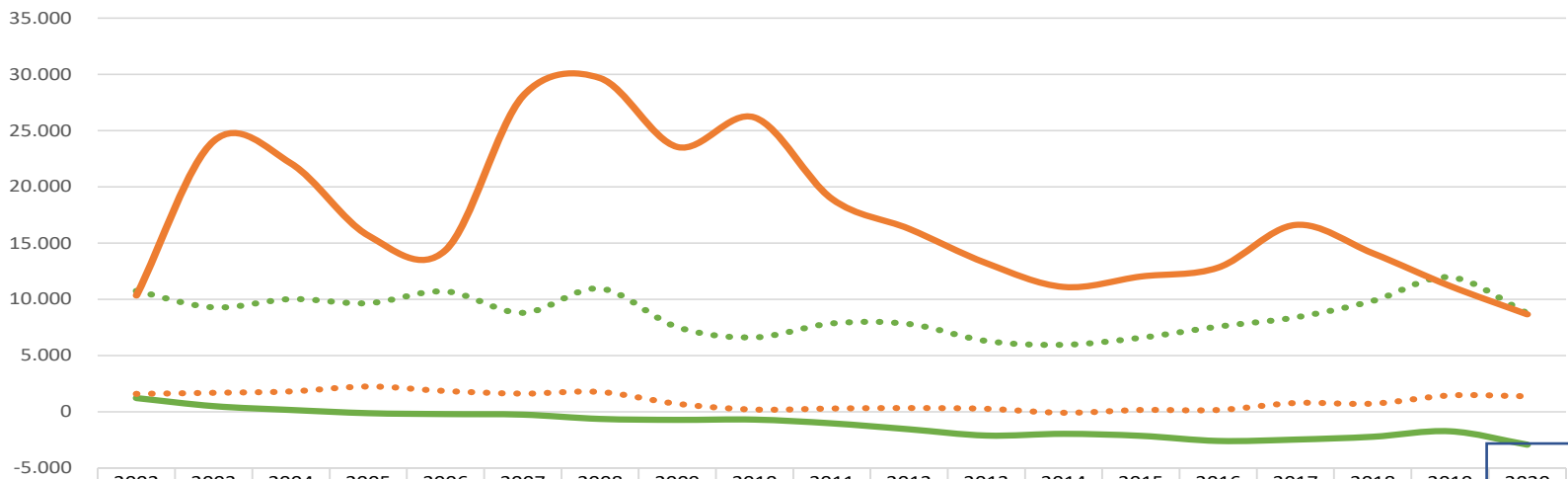


On January 1, 2021, young people between 15-34 years old residing in the region were 864 thousand, 19.4% of the total population. As of January 1, 2022, the same figure remains stable at 19.5%. The incidence of young people in the region is slightly lower than the national average (20.5%) and below the European average (22.9%).

Source: elaboration on resident population data at the first of January – Emilia-Romagna Region

In thirty years, the young population has shrunk by as much as 9 percentage points on total regional population.

Net migration abroad and with other Italian regions of young people aged 18-39 by citizenship



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Italiani - saldo estero	1.233	518	177	-109	-189	-239	-618	-704	-680	-1.014	-1.540	-2.099	-1.944	-2.124	-2.578	-2.456	-2.206	-1.718	-2.909
Italiani - saldo altre regioni	10.748	9.287	10.023	9.658	10.710	8.798	10.962	7.526	6.615	7.857	7.802	6.290	5.953	6.580	7.574	8.394	9.859	11.972	8.770
Stranieri - saldo estero	10.350	24.080	22.089	15.682	14.377	28.066	29.675	23.553	26.176	18.941	16.275	13.221	11.109	12.036	12.829	16.620	14.106	11.194	8.673
Stranieri - saldo altre regioni	1.594	1.692	1.815	2.252	1.850	1.621	1.766	711	199	293	336	269	-86	164	162	785	726	1.455	1.383

Source: elaborations on Emilia-Romagna Region data archives

Migratory balances (between inflows and outflows) of **young people aged 18-39 in the years 2002-2020, disaggregated by Italians (from or abroad) – continuous green line; Italians (from or to other Italian regions) – dotted green line; foreigners (to or from abroad); foreigners (from or to other Italian regions).**

New signs of concern and awareness....

1

Demographic crisis in peripheric regions limits free “reservoirs of **talents**” at the benefit of central regions / cities

2

Regions compete with each other chasing for increasingly scarcer resources (**brains**) all over Europe (and worldwide)

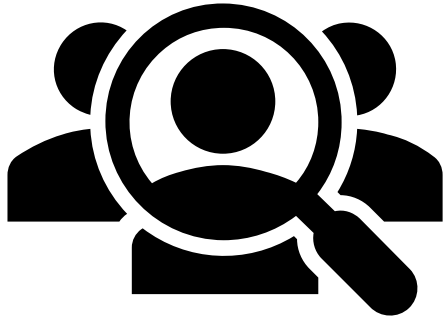
3

A shift is urgent from a *passive* state-of-the-art (of **regional in- and out- flows of talents**) to *active* policies for targeted retention and attraction of talents

Objectives of the new regional Law 2023, n. 2

- 1 Ensuring a **coordinated framework** of policies, programs and interventions (for **attracting, valorising, retaining** talents)
- 2 Supporting an organic ecosystem **inside** and **outside** the regional territory (with Region, Municipalities, Universities, Research Centres, VET Centres, etc.)
- 3 Integrating **public and private** services for the attractiveness of both talents (and their families) and companies

Designing the “perimeter” of talents



... "*highly specialized talents*" or "people who have gained **knowledge and experience** (or who are involved in paths) of **particular relevance** connected with our **regional Smart Specialisation Strategy**

The regional law 2023, n. 2:

The leading role of territories...



Examples of interventions through local authorities:

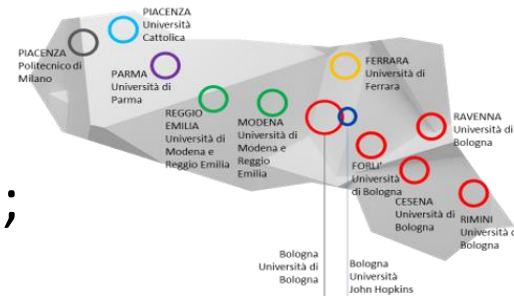
- implementing **networks of "one-stop-shops"** with branded information for one-to-one (administrative and linguistic) **mentoring of talented people** moving to Emilia-Romagna, for **accessing basic services** (e.g. residential, educational, cultural and leisure)
- promotion of **hospitality and residential support services;**

The role of Universities and Research Systems

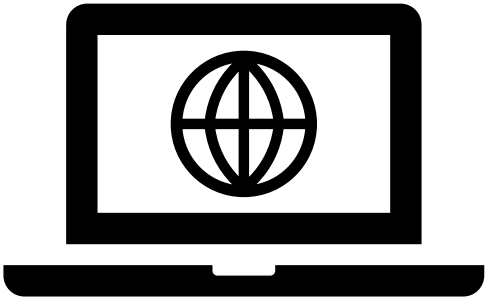
Examples of interventions

Regional cofunding of:

- research grants and PhDs with **international pathways**;
- **one-stop-shop services** for guiding on reception, residency, language training of foreign talents ;
- services for **job career support** (e.g. PhD students);
- **Validation of foreign qualifications** or 'double degrees'.



Supporting the start-up ecosystems



Examples of interventions

- supporting the attraction of **new start-ups from abroad** (also involved in European initiatives);
- Making regional research centres and technopoles available for **testing business ideas** from abroad.

Supporting the attractiveness of our business system

According to a "**Permanent Manifesto**", job matching of talents will be supported for local firms through:

- **skills intelligence systems** on occupations mostly on demand and highly specialized;
- supporting young talents in taking part to **'entrepreneurial' mobility experiences** through European Programmes.



Thank you!

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Click on [**https://tinyurl.com/ERTalents**](https://tinyurl.com/ERTalents)

to download the EN version of the Regional Law 21 February 2023, no. 2
*“Attraction, Retention and Valorisation of highly specialised talents in
Emilia-Romagna”*