



ArcticSkills



Annual report 2021

Photo from the ArcticSkills competition in decorative painting at REDU, Rovaniemi. The report is edited by Trond Hansen



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Why ArcticSkills?

ArcticSkills is a Kolarctic CBC project, which aims to cover the needs of vocational skills in the businesses in the Northern cross border areas between Norway, Finland, Sweden, and until February 24, Russia. The project also aims at increased quality and graduation in education, extended participation from colleges all over the Barents region, stronger cooperation with businesses and international mindedness among students and enterprises. The methodology for the project has been developed through a pre- project supported by Kolarctic Finnmark. The partnership led by Kirkenes Upper secondary school, in 2021 consisted of all colleges in the Murmansk region coordinated by Murmansk Technological College of Services, all upper secondary schools in the county of Finnmark, all vocational colleges in the region of Lappi and Tornedalsskolan, Utbildning Nord and Gränsälvgymnasiet in Norrbotten. The Sàmi schools in Lovozero, Inari, Kautokeino and Karasjok were also participants in the project.

The partners share a strong belief that a competition in vocational skills, between students and apprentices, can contribute to increase the status of vocational education and skills in our regions and contribute to solve the problem of lack of skilled workforce. We also believe that we can contribute to a better understanding of the labour markets and different ways of thinking in our region. By using the Tournament as a platform for dialogue between businesses, schools, and political life, we work to develop a joint effort to reach this goal.

The project is a part of the bilateral agreements of cooperation between The County of Troms and Finnmark and Murmansk oblast in Russia, as well as between Troms and Finnmark and the County of Lapland in Finland. This fact underscores that politicians in our region consider the project an important tool to improve education and graduation of vocational skills and develop SMEs in the border regions.

I thank all partners and stakeholders in the project for their efforts and support in 2021 and assure them that we will do our best to keep ArcticSkills on track for many years to come.

Svein Tore Jakobsen

Chair

Basic information

Name of the lead partner: Kirkenes Upper Secondary School

Name of the project: ArcticSkills

Project ID: KO4035

Partners:

Murmansk Technological College of Service (MTCS)

Tornedalsskolan, Haparanda

Sàmi High School and Reindeer Husbandry School, Kautokeino

Sàmi Institute for Education, Inari

Kirkenes Upper Secondary School, Kirkenes

Organization for private training offices in Finnmark County, OPPIFINN, Kirkenes

Kemi-Tornionlaakso Municipal Education and Training Consortium Lappia, Tornio

Rovaniemi Municipal Federation of Education REDU, Rovaniemi

Stiftelsen Utbildning Nord/ The Arctic Vocational Foundations, Övertorneå

Gränsälvgymnasiet, Övertorneå

Start date of the project: 01/01/2020

Preliminary end date of the project: 31/12/2022



As project owner and principal of Kirkenes Upper Secondary school, Øystein Hansen, is the formal leader of Arctic Skills. Photo: Rolf Randa, Sør Varanger Avis

ArcticSkills organization 2021

The Board

Svein Tore Jakobsen		
Troms and Finnmark County, Educational department Chair		
Katarina Lindberg Gränsälvgymnasiet Övertorneå	Leif Lahti Utbildning Nord The Arctic Vocational Foundations	Peter Mariin Tornedalsskolan Haparanda
Elena Zubritskaja Ministry of Education and Science, Murmansk oblast'	Sara Ellen Anna Eira Sàmi High School and Reindeer Husbandry School, Kautokeino	Øystein Hansen Kirkenes Upper Secondary School
Arkko Taisto Lapland Education Centre REDU	Jani Harju Kemi-Tornionlaakso Municipal Education and Training Consortium, Lappia	Satu Gamberg Sàmi Institute for Education, Soggsakk, Inari



The Principal of Lapland Educational Centre REDU in Rovaniemi, Taisto Arkko, is leaving the Board of ArcticSkills. Taisto entered the Board in 2020 when REDU became a full partner. His efforts, and the competence of his organization has increasingly contributed to the development of ArcticSkills. Before he retired, he was awarded the ArcticSkills Diploma of Honour. We will miss him but know for sure that he will follow us in the future. Photo: Lapin Kansa

The administration

Robert Flatli Project manager	Joakim Pettersen Coordinating expert	Trond Remmen Financial manager	Trond Hansen Project Consultant
Elena Rudnik Russian coordinator	Jani Harju Finnish coordinator	Mattias Söder Swedish coordinator	Joakim Pettersen Norwegian coordinator

The Experts

	FI	NO	RUS	SWE
Hairdresser	Leena Leskio	Ellen Kristoffersen	Liudmila Nesterova	Magdalena Öström
Welder	Esko Hilden	Øyvind Bjørklund	Krapivin Dmitrii	Ali Saukkoriipi
Car Painting	Ville Määttä	Torgeir Nilsen		Peter Åkerholm
Health and social care	Leena Kiviniemi	Stine Isaksen Sandø	Natalia Kochalova	Krister Borg
	-	-	-	Tina Nordman
Motor vehicle mechanic	Jaakko Hirvonsalo	Kjell Malin	Vitalii Verbetskii	Peter Hietala
	Tarmo Niska	-	-	Peter Stenberg
	Markku Toratti	-	-	
Electrician	Tuomas Kariniemi	Gjermund Hansen	Victor Gaspirovich	Krister Björk
Cook	Jyrki Jumisko	Tor Erik Andreassen	Nonna Savinova	Rauni Holster
	Jonni Flygare	-	-	-
Waiter	Marja-Liisa Ollikainen	Bengt Stokvold	Ekaterina Loboda	Sara Simu
Building constructions	Veijo Matala	Klaus Gunnar Amdal	Konstatin Bondarenko	Mika Krunniva
Plumber	Markus Kaihua	Roger Konradsen	Bogdanov Aleksei	Jonas Buska
ICT-service	Teppo Aalto	Arnulf Nielsen	Andrei Savenkov	Jari Ylitapio
Reindeer Husbandry	Leena Magga	Samuel Gaup	Vasilii Vokev	Arto Pasma
Duodji, hard materials	Anniina Turunen	Jon Thomas Hætta	Alena Antonova	Jussi Saukkoriipi
Heavy machinery Operator		Øyvind Olsen		Peter Stenberg
		-		Ola Huuva
Painting	Ismo Molkoselkä		Olga Lang	Peter Åkerholm
Tourism	Minna-Carita Moilanen		Irina Romanova	
	-		Maksimova Nadezhda	
Photo, demo	Jyrki Kola		Olga Belyaeva	Rickard Nilsson
E-Sport, demo		Jørn Inge Eira		

Participating colleges

From Murmansk:

Murmansk Technological College of Services. Coordinator

Murmansk Industrial College

Apatatity Polytechnical College

The Northern National College of Lowozero

The Mining College of Olenogorsk

The Industrial College of Kandalaksja

The Transportation College of Kola

Murmansk Medical College

From Lappi:

Kemi-Tornionlaakso Municipal Education and Training Consortium Lappia. Coordinator

Rovaniemi Municipal Federation of Education REDU

Sàmi Institute for Education, Inari

From Norrbotten

Tornedalsskolan, Haparanda

Stiftelsen Utbildning Nord/ The Arctic Vocational Foundations, Övertorneå

Gränsälvgymnasiet, Övertorneå

From Finnmark

Kirkenes Upper Secondary school. Lead partner and coordinator

Alta Upper Secondary School

Lakselv Upper Secondary School

Nordkapp Upper Secondary School

Karasjok Upper Secondary School

Kautokeino Upper Secondary and Reindeer Husbandry School

Vardø Upper Secondary School

What is Kolarctic?

As already mentioned, ArcticSkills is an ENI CBC project in the European Union development strategy. Cross Border Cooperation (CBC) is a key element of the EU policy towards its neighbours, i.e., the Russian Federation. It supports sustainable development along the EU's external borders, helps reducing differences in living standards and addressing common challenges across these borders. It was first recognised as such in the European Neighbourhood and Partnership Instrument (ENPI) regulation for the period 2007-2013, and confirmed for the period 2014-2020 in the European Neighbourhood Instrument (ENI) regulation. In the Kolarctic region, it includes Finland, Norway, Sweden, and until February 24, Russia.

Each region participates with a national and regional financing. There are 15 regional programmes in the portfolio of CBC. Kolarctic is one of them, pursuing following mission:

“The overall aim of the Kolarctic CBC 2014 - 2020 Programme is to promote a viable economy and attractiveness of the region, where inhabitants and visitors come to enjoy the Arctic nature and where natural resources are used in a sustainable way.”

The Kolarctic Cross Border Cooperation 2014–2020 Programme continues and strengthens cross-border cooperation between the countries in the North Calotte.

Funding shall be granted to joint projects operating in line with the strategy and priorities jointly agreed by the Finnish, Swedish, Norwegian and Russian partners.

Kolarctic CBC 2014 -2020 has two Priority axis. ArcticSkills is designed for Priority axis 1 Viability of arctic economy, nature and environment, with the Thematic Objective (TO1) Business and SME development. The Programme has developed several Common Output indicators (COI), which serve as indicators for all ENI programmes. Each programme has

chosen the indicators that suit their needs. The purpose is to achieve better communication about programme achievements. In addition to the COI's we have defined how we can contribute to the Programme-specific output indicators (SOI). These are indicators created specifically for the programme (e.g., Kolarctic). Meaning SOI's are different for each programme. Each project has to indicate how they can contribute to these indicators.

The implementation of the project is based on a series of steering documents, which function as a road map for the partners. Kolarctic CBC has elaborated a Project Implementation Manual to help the projects in their efforts. Most of the documents are common for all Kolarctic CBC projects, but with project specific adaptations. One might say that all projects are obliged to contribute to the Programmes policies and objectives by accomplishing their own goals. In other words, the success of the project depends on how it has contributed to achieving the Programmes thematic objectives, and the evaluation process is designed for that purpose.

In the ArcticSkills Project plan, we have defined our Project Specific Indicators, tailored to tell the story of our project, and finally we have defined the Result Indicators (RI), matching the project impact to the Programme objectives. In short, narrative reporting deals with all these indicators as well as the financial situation.

The objectives of ArcticSkills are a result of a common understanding between the partners of basic challenges in the field of vocational education and work life in the far North. These objectives are described in the project's Logical Framework, which also describes the expected outcomes and outputs along with the planned activities and evaluation process. It also indicates the impact we expect these outputs and outcomes will have on the thematic objectives. Another important tool for the implementation is the Activity Planner and the Work Plan, which in detail describes the planned activities year by

year and provides the most important basis for the Budget Specification. The Approved Budget is part of the Grant Contract and its Annexes, which describes the commitments between Kolarctic CBC Managing Authority and the Lead Partner, Kirkenes Upper Secondary school, on behalf of all Partners. These commitments and guidelines are elaborated in the plans for Evaluation and Monitoring and Communication and Visibility.

The organizational structure and relations between the Partners are described in the Partnership Agreement, which was signed in Övertorneå 2019. Changes in this Agreement can be found as Addendums to the Agreement. To secure a successful implementation, ArcticSkills has developed plans for Exchange of students and experts and a basic concept for arranging the Tournament. To secure a fair competition, the judges and experts act according to the project's Rules and Regulations, which largely are based on the concept from WorldSkills tournaments.

In addition to the framework of Kolarctic CBC, ArcticSkills also must contribute to the objectives described in the strategic documents of other substantial funders, such as The Norwegian Barents Secretary, Nordplus junior and The County of Troms and Finnmark.



The original Kolarctic region. The European Commission has suspended the participation of the Russian Federation in the implementation of the cross-border cooperation programmes between the European Union and Russia, starting from March 3, 2022. Due to this, the Russian programme areas do not participate in the Programme starting from March 3, 2022.

Activities 2021

The qualifications

In Murmansk and Finnmark, the qualifications for ArcticSkills take place in regional championships. The costs of these events are the responsibility of the counties, but we include them in our report because they provide an idea of how many students and experts are involved in the ArcticSkills competition. The competitions are organized by the same experts who are responsible for ArcticSkills, in addition to experts from the participating schools. This year the Finnmark Championship was arranged by Kirkenes Upper Secondary School, and the Russian regional competition "Young Professionals" took place in Murmansk. Both competitions were conducted online. This means that the main organizers edited broadcasts from various competition arenas in schools around the counties. Both events included the same competition program as ArcticSkills, but with several participants in many of the subjects. The winners advance to the ArcticSkills final and the national championships WorldSkills Russia and Skole-NM. The School NM was not held this year. Our Finnish and Swedish partners do not arrange qualifying rounds but select the participants from those who have qualified for national professional championships under the auspices of FinnSkills and SwedSkills.

The ArcticSkills final

This year's ArcticSkills was arranged as a live-stream event with Utbildning Nord and Gränsälvs gymnasiet as hosts and organizers. The program was carried out with the help of a media house in Luleå, a studio at Utbildning Nord, and live features and edited broadcasts from the participating schools in Tornio, Rovaniemi, Kautokeino, Murmansk and Kirkenes. In Kirkenes, the Barents Secretariat assisted us with invaluable help in the broadcasts. We conducted a "dress rehearsal" for the program during the Finnmark Championship, and the Murmansk region conducted a similar online program during the vocational competition «Young Professionals».

The opening and closing ceremonies were held at Utbildning Nord, while the competition features, and promotional videos were transferred from the various competition arenas. Not all competitions could be conducted according to a digital concept, but the program still included 15 subjects and had about the same participation as previous events.



ArcticSkills on screen. Photo Ksenia Novikova, The Norwegian Barents Secretariat

It was possible to ensure a digital competition and broadcast of this event thanks to good collaborations, partners and exchanging and sharing of knowledge and ideas between all actors involved in Arctic Skills. Without the exchange and experience from the regional competition in Finnmark and also the «Young Professionals» WorldSkills in Russia, it would have been a lot more challenging to host the online event of Arctic Skills 2021. Thanks to the output and experience from those competitions, ArcticSkills and the host of the event of 2021, Utbildning Nord got a lot of knowledge and experience of how to manage a vocational championship set in a hybrid/online-format.

Evaluation of the final

Utbildning Nord had no experience of a digital and streamed event of this magnitude before and therefore a key factor for ensuring the quality of the broadcast was to enlist Norrmedia in Luleå Sweden. They had a technical solution ready and helped the AS project to set up streams for the broadcast using v-mix call. Media guidelines were drafted, to make sure that all schools got instructions and guidelines for their individual streams and how they were supposed to log on to the broadcast. The technician and producer from Norrmedia were involved in this process. Contact was established between each school and Norrmedia. V Mix Call is a browser-based video call software, native to a broadcasting software v Mix. V Mix Call is browser based, which means that the only thing you need is a smartphone – but you can also connect more advanced cameras if you are using a computer.

Even though there were some challenges, the championship and broadcast were located through 13 different sites/schools, 13 unique transmission IDs were made, and a test-transmission was set up the day before the competition. The test-transmission worked well in general, some things were left to tune-in. But it was solved before the broadcast. V-Mix call worked very well during the broadcast, there were some minor technical difficulties during the day, but nothing that interfered with the entirety of the broadcast.

Over 2000 started streams with an average time of 30 min (embedded stream from Mediashuset), and over 4000 interactions on Facebook. Mediashuset AB finds the statistic from their stream very good. It proved to be a challenge to do a sum-up regarding statistic since it's hard to translate statistic from one platform to another: and 2021 Arctic Skills were streamed in numerous platforms. The conclusion is that the broadcast reached at least 2000 viewers but most likely a lot more, the average time for every stream is believed to be a very good result. Everyone involved in the arrangement of Arctic Skills contributed to make it a success.

Cooperation - a criteria for success. The dialog between coordinators, experts and between partners in general worked fantastic, the main focus was problem orientation, and the level of execution and contribution was great. Somethings worth highlighting was that reporters on site truly elevated the broadcast from a studio perspective. Each country focused and delivered pre-recorded materials that were used in the broadcast: the vocational skills, and the need of vocational workforce in the Barents region where one of the subjects to highlight in the broadcast.



Key persons in Övertorneå. Mattias Söder, Leif Lahti, Birgitta Jysky and Katarina Lindberg

The primary focus that the host set for completion of a digital championship 2021 was to:

1. Arrange and succeed with competitions in all subjects
2. Highlight vocational skills, and the need of a skilled workforce, not in the future but for ensuring the future of a thriving Barents region.
3. Arrange fair competitions for students, with sufficient assessment basis for the experts/judges
4. Stream live coverage for the general audience

Achievements

Concerning 1: Out of 17 vocations/subjects the project managed to have a competition in 15 of those subjects. Only ICT-services and Heavy machinery operator was not able to compete in an online-format. From the host standpoint that is believed to be a very good outcome.

Concerning 3: The frames and adjustments in each subject were made in a very productive and cooperative manor, all the experts and coordinators from each country together with the project manager acted with the project and the competition in mind from the beginning to the end. The final result was a fair and of a high-quality competition.

Concerning 3-4: The live-broadcast was of a high quality that hopefully highlighted the students competing, and also the need of a skilled vocational-workforce in the Barents region. Hopefully it influenced parts of the audience to consider a vocational education in the future.

Kick-off ArcticSkills 2022 in Rovaniemi

The board, experts, and finance managers of ArcticSkills met in Rovaniemi late November. The purpose of the meetings was threefold. The main task of the Board was to clarify the arrangement of the competition in 2022, the finance managers and the Board met with the Kolarctic administration for a review of the reporting routines, and the experts laid the foundation for next year's competition, online or face-to-face in one option or another.

The pandemic did not prevent representatives from most partners from attending. Only the participants from Murmansk had to follow the meetings from the screen. It was very important to involve them in the decisions since they have the main responsibility for next year's event. As it looks after the meeting, two possibilities are open. Either an online event led from a studio in Murmansk, or a distributed face-to-face event with competition arenas at colleges in Finland. The last option seems to be the most realistic, and after the meeting REDU has elaborated a plan for the arrangement. The plan shares the responsibilities between four colleges in Lappi. Rovaniemi/REDU will take responsibility for Heavy

machinery, Car painting, Welding, Cook, Waiter, Plumber and Painting. Lappia/ Tornio will take responsibility for Electricians, ((E-Sport (demo)and ICT-service, Lappia Kemi will host Hairdresser and Motor vehicle mechanic and Lappia/Muonio will take responsibility for Building constructions. Finally, the Sami Educational Institute in Inari will host Duodji, Health & Social care and Reindeer operations. Murmansk will most probably participate online from eight arenas in the region.

Reports from the meeting between the experts tell a story of a well-equipped machinery. The tasks and regulations are well prepared, and the list of new competences should not cause any problems. Only E-gaming is a newcomer. Perhaps the most important case on their agenda was to meet new colleagues and get acquainted with the facilities at the vocational institute REDU, who hosted the meetings.

The meeting brought together both experts and the board. The board worked on a clarification for ArcticSkills 2022, which due to the pandemic must have an alternative event. The experts discussed different schemes for the same event. First physical meeting of experts since the pandemic broke out. The Russians participated on Teams.

Cooperation between the partners

Board meetings

The board has held 8 meetings in 2021, six on Teams and two physical gatherings in Ivalo and Rovaniemi, six meetings on Teams and two physical meetings in Ivalo, October 21, and Rovaniemi November 21. The meetings gather 11 representatives from the partners in addition to regional coordinators, consultants and representatives from Managing Authority and Branch Offices.

This means that a board meeting gathers around 20 people, regardless of whether it is at Teams or a physical meeting. The Board has been important in keeping the project going and it has dealt with 47 cases. The most important have been related to the implementation of the digital event, plans for implementation and reporting. The status of the Covid situation in

the participating region has been a mandatory topic at the meetings. The minutes are important tools for the efficiency of the project and have been distributed and posted on the web shortly after the meetings.

Expert meetings. The professional experts have also conducted their meetings on Teams. We now have 17 competences with four experts in each network. This means that both joint meetings and network meetings must be held. The joint meeting for 2021 was held at Teams in November 2020, while the network meetings were conducted according to the set meeting schedule (see appendix) the same month and followed up by the network leaders in January - March 2021. The tasks have been to determine tasks and assessment criteria, and to discuss and find solutions for conducting digital competitions. As before, the experts have played a key role in the implementation of the competition itself, and the workload is not reflected in the number of meetings that have been held.

Meetings between the regional coordinators. The regional coordinators have played an important role in the preparations for the ArcticSkills competition and in the extensive reporting work involved in the implementation of a Kolarctic project.

Meetings in the local Steering group and between Lead Partner and the organizing hosts. During the autumn of 2020, a steering group was established at the organizing schools to plan the implementation of ArcticSkills 2021. This group was strengthened by the project manager, Robert Flatli and coordinator of the experts, Joakim Pettersen, joining the group. In the meetings that discussed the implementation of AS21 at the administrative management level in broad outline, ceremonies, prize giving, PR, flow, materials and equipment and budget were discussed. The meetings were held at Teams in the period December 20 - March 2021.

Change in the responsibilities between the Swedish partners

According to a request from the Lead Partner to MA, the duties and responsibilities of the Coordinating Partner in Sweden have been transferred from Tornedalsskolan in Haparanda to Stiftelsen Utbildning Nord/ The Arctic Vocational Foundations in Övertorneå.

The change has been discussed between the Lead Partner and representatives for the Swedish partners and accepted by all involved. The request has not been debated or approved by the Board. However, the Chair has given his approval to the procedure and requested change. The request has been approved by MA and implemented in the Partnership agreement and PROMAS.

We knew from the start that the complexity of the coordinator's role would be a heavy task for Tornedalsskolan. The main reason is that they do not have the same economic autonomy as partners in Russia, Finland, or Norway, but are subordinated to the financial department of the Haparanda municipality and their audit regime. This organization has proved to be a problem in reporting according to the ArcticSkills and Kolarctic procedures.

The second problem is that Tornedalsskolan does not participate in full scale in the ArcticSkills Tournament, and therefore carries only a minor part of the costs.

Consequently, Utbildning Nord has been the chosen partner for arranging the Tournament and will most likely be so in the future. The foundation is an important contributor to the vocational education in the Nordic Countries and has the experience in addition to the economic strength and autonomy to play an important role in any Kolarctic project.

This implies that Tornedalsskolan has taken responsibility for tasks which Utbildning Nord is far better adapted for, and the project will gain in efficiency by the change. The formal consequences of the change are that Stiftelsen Utbildning Nord/ The Arctic Vocational Foundations undertakes the responsibility for the tasks described in §5 of the Partnership agreement: Responsibilities of the Coordinating partners (CP).

Communication and visibility activities ArcticSkills 2021

ArcticSkills has been in focus in many showcases during the second year of its implementation period. In spite of the restricted activities due to the ongoing pandemic, we have been able to capture public interest from different media and stakeholders. This is partly because of the interest a vocational competition of this kind has aroused in the public opinion, the international dimension and the number of cooperating partners who contribute to spread the news. ArcticSkills is a big organization with experts, students, and administrators in many vocational colleges around the Northern regions. When all parts play their role, we are able to reach a lot of people on digital platforms, TV, newspapers and pamphlets – in English, Swedish, Norwegian, Finnish and Russian!

In addition, it seems that pictures and videos from the vocational activities have a nerve and expression that appeal to both skilled workers and young apprentices. These motives are an important part of our visibility.

A challenging communication and visibility plan

ArcticSkills has elaborated a plan for communication and visibility based on the KolarcticCBC manual (updated and revised as a guide in August 21). The plan has been presented for the board in Tornio, February 2020, and communicated to all partners and those actively involved in the project. It laid the foundation for the planning of visibility actions for ArcticSkills 20 as well as 2021. The communication plan which was elaborated by the organizers at Utbildning Nord and Gränsälvs gymnasiet, contributed to both the internal communication and the promotion of the event. It involved an overall coordination from Övertorneå, links to the lead partner and regional coordinators in Kirkenes, Murmansk and Tornio and distribution to media contacts. It included the production of pre-recorded videos, press releases, posts on our Website and Facebook-page, posts on our partners' facebook-pages, use of logos on medals and diplomas, rollups and screens in the studio. It also included a well-planned presentation of the importance of the project through the invited speakers in the ceremonies, and the informative and entertaining commentaries

from the many hosts and reporters during the online event. The planning of the streaming was a challenging visibility task and was made possible by the organizers and the professional help from Mediahuset in Luleå and the Communication Department of The Norwegian Barents Secretariat.

The website <http://arcticskills.com/> was established in March 2017, during the pre-project. By now, it contains 92 items, news articles, photos and information material for the competitions, 31 of them was added in 2021. The activity is increasing, but the site is still not well used or known among the various participants and stakeholders of ArcticSkills. The site needs an update of the profile program. The different **categories** on the site are important archives for information to the Board and the experts and are updated regularly.

<https://www.facebook.com/ArcticSkills> Established during the pre-project in May 2015. The page offers a wide range of tools for promoting and postings. It is a Business solution, and we have not yet fully exploited its potential as an interactive media for sharing and promotions. Still there are more than 150 posts during the existing period, 44 in 2020, 58 in 2021. During 2021 we streamed 8 video productions from and about ArcticSkills. We estimate about 500 followers annually. We use it for news and promotion, not only for the project, but also to promote all relevant aspects of vocational skills. The site needs an update of the profile program.

During the previous years ArcticSkills has made an **Annual report** to the various stakeholders and interested public. Last year the Board decided to publish the report in a printed version and distribute it to our stakeholders, the regional administrative and political authorities of education, branch organizations, enterprises etc. The list could have been made longer.

The report itself was a short story of last years' achievement with pictures from the events. We must however make a better plan for the distribution and evaluate the cost-benefit of the idea

Report to the Norwegian Barents secretariat. The grant from the Norwegian Barents Secretariat is valid for one year and requires reporting and a new application each year. The report was elaborated and submitted November 30, 2021, and approved December 21.

Report to Nordplus junior. The grant from Nordplus junior only requires a final report. They are kept updated by the Annual report.

ArcticSkills on digital media

Quite often, ArcticSkills has been highlighted as a successful story on digital media, in all participating regions. A browse on Google shows numerous articles, and we have therefore made an annex of them called “ArcticSkills on digital media 2021”

High level visibility in the Barents region. As in 2020, ArcticSkills has been invited to make presentations for public and private online seminars. The most important event was the online “High level Meeting on common efforts across borders for strengthened education and research» 18 October 2021.

In this webinar the Chair, Svein Tore Jakobsen and LP by Øystein Hansen had a presentation of ArcticSkills for ministers and high officials from different countries in the Barents Region

Flickr-accounts. Throughout the years, ArcticSkills has developed quite a lot of photos from the competitions, meetings and other events. Today the photos can be found in the project maps, which are not available for all partners, Flickr account on the website of Troms and Finnmark fylkeskommune, and Flickr account on the website of the Norwegian Barents secretariat.

Profiling material, Logos

The ArcticSkills Logo was developed in 2017, during the pre-project period. It is designed by a group of design students from Murmansk Technological College of Services, and has been used as our branch mark since then. It appears on all our publications and official documents

together with the logo of Kolarctic CBC, The Norwegian Barents Secretariat, Nordplus and The county of Troms and Finnmark. We are aware of the change in the KolarcticCBC logos for projects and are still washing our profiling material to get it right. So far, in the project we have not yet developed a collection of profiling items, but we have some screens, roll-ups and ready-made PPP.

The Lead partner has produced profiling jackets, vests and caps for the competitors and the experts, and will enhance the partners to do the same. The need for such articles was reduced because of the online format in 2021.

The screen-to-screen possibilities

The pandemic has made us rethink the main concept in order to keep the project on track and not lose momentum. During 2021, we have developed a digital concept for the competition, and the Board decided in December that AS22 should be held as a hybrid event, with our Finnish partners as hosts and main arrangers for participants from Sweden and Norway, and Russian students online. The streaming will be organized by Utbildning Nord, and REDU in Rovaniemi will be the hub of the event. This format takes a lot of preparations and planning, and the participants will also this year be invited to produce prepared videos presenting the participants and the participating schools. Undoubtedly the online alternative provides us with the largest showcase, as long as we succeed in transmitting the event to schools and colleges in the Northern regions.



Concentrating on his Duoddjij masterpiece. From the Competition in Kautokeino. Photo: Silje Kvammen, Sagat

Goal achievement

We have only partially achieved our goals. ArcticSkill's main objectives, outcomes and outputs are described in the «logframe», which is subject to assessment every year. 2021 is year 2 of the implementation, and the pandemic still hampers several of the activities in the project, with the consequences it has for the achievement of goals. We have not been able to complete the exchange program, and a digital competition can only partially contribute to the goals to:

1. Create an arena where students, teachers, apprentices, schools and companies in the vocational subjects in the Barents region can meet to develop quality and motivation in the learning work through competition.
2. Contribute to increased implementation of vocational training and more trade certificates in the region.
3. Contribute to increasing the supply of qualified professional labour for companies in the Kolarctic and Barents regions.

The financial situation 2021

Due to the problems of communication with our former Russian partners as a result of the on-going war in Ukraine and the EC sanctions, we do not have a full overview of the financial situation yet. However, the figures from the Swedish, Finnish and Norwegian second interim accounts show that the costs are far below what we had expected. (See annex 1)

Challenges

Unfortunately, the pandemic still rules the Activity plan, and we have not yet been able to carry out exchanges of students and experts as planned. Likewise, we have not succeeded in involving the business community as planned. Actually, the same could be said about the implementation of the Tournament itself. The digital solution is a substitute for the preferred arrangement and does not allow us to connect people in the way we want to. It has not given us the opportunity to arrange seminars between politicians, businesspeople, and schools. As a result, we have so far not succeeded in establishing cooperation with important vocational companies. The networks of experts have not been able to meet face to face and develop the competition and the didactical method that we have aimed to achieve. Seen from this perspective one might say that the objectives of contributing to students' motivation, improvement of the status of vocational skills in order to get more and better qualified vocational skilled workers, have suffered most from the pandemic. These are challenges which we have to address in year 3 and a possible extended period.

As we are entering into the third year of the implementation, we have to keep in mind that a very important goal for our project has been to plan for the future. These efforts must play a key role in the work of the Board in 2022.



Mattias Söder managed and coordinated ArcticSkills 21 on behalf of Utbildning Nord, Gränsälvgymnasiet and Tornedalsskolan. For his excellent work he was rewarded the ArcticSkills diploma by the Project Manager Robert Flatli

ArcticSkills - Kolarctic project of the month, January 2022

The ArcticSkills project aims to improve the visibility, status and pride for vocational education in the cross-border areas between Norway, Finland, Sweden and Russia. The project has excelled in adjusting to the pandemic related restrictions.



“Young professionals showing what they are made of”

For someone who sees a vocational skills competition for the first time, it is amazing. “How do those young people know how to do that?” you ask yourself. The respect for the professionals, and for vocational education, gets a boost.

Competing in vocational skills contributes to making professions more visible to audiences. International tournaments in vocational skills are one step further. Arctic Skills-project has taken the ambitious task of carrying out a tournament on the Kolarctic area.

Boosting visibility of vocational education is just one aspect of the competitions. They enhance cooperation between businesses and educational institutions, so that the businesses e.g. get a view to how people are trained – people who later perhaps work with them. Teachers, too, need the interaction between educational institutions, in order to utilise the experiences and best practices of each other.

The project was preparing a tournament to be carried out in March-April 2020. It was planned to be carried out in the premises of Gränsälvgymnasiet, Övertorneå, Sweden, with 18 professions of different branches competing. At that time the COVID-19 related traveling and gathering restrictions started. The tournament of 2020 had to be cancelled. This was a hard setback for the project. The project plan also involved student exchange, and needless to say that this was severely harmed by the restrictions. The project consortium decided to continue planning alternative solutions.

It became evident during the next weeks and months that planning a live Arctic Skills tournament event with participants from all four countries involves risk. After seeing some examples and alternatives, the solution was to arrange competitions on different premises of the participating countries, and digital, online, tools would serve to combine them and also give a chance for the audiences to follow the competition online.

In short, the restrictions gave the Arctic Skills project a chance to new solutions.

After national competitions were carried out, an Arctic Skills tournament was arranged as a distance competition with digital connections. The competition covered a total of 15 competences. The actions were located in Övertorneå, Tornio, Rovaniemi, Kirkenes, Murmans, and Apatity. The Swedish partner, represented by Utbildning Nord in Övertorneå, was the host and responsible for conducting the competition. Utbildning Nord established a broadcast studio, supported by NorrMedia in Luleå, that carried out live streams from all competences and locations in Sweden, Finland, Russia and Norway.



Chefs, reindeer operators and waiters. Glimpses from the ArcticSkills final. Photo: Silje Kvammen SVA

Annex 1. Key figures of the project

Financing

The costs and financing of KO4035 ArcticSkills is stated in the Grant contract, article 4, 1-2:

Funding from	Euro	%	Financing
European Union	289 475	26,68	FI+RU+SE
Russian State co-financing	73 952	6,82	FI+RU+SE
Norwegian Kolarctic financing	301 975	27,83	NO
Swedish public and private co-financing: Nordplus junior	30 275	2,79	SE
Other Russian public or private co-financing: The Norwegian Barents Secretariat	39 000	3,59	RU+NO
Norwegian public or private co-financing: The County of Troms and Finnmark The Norwegian Barents Secretariat	238 868	22,02	NO
Partners own contributions	111 364	10,26	FI+RU+SE+NO
Total	1 084 909	100	

Reported costs 2nd interim report 010121 – 311221

Total

Budget lines	Budget total	1st interim	2nd interim
Personell	582 867	24 979	162 350
Travel	221 850	2 532	24 563
Equipment and purchases*	162 563	19 522	17 332
Office costs	0	0	0
External services, subcontracting	117 630	4 574	108 048
Infrastructure investments	0	0	0
Subtotal direct eligible costs	1 084 910	51 608	312 266
Indirect costs	0	0	0
Revenues	0	0	0
Net eligible costs	1 084 910	51 608	312 266

Finnish partners

Budget lines	Budget total	1st interim	2nd interim
Personell	102 944	2 720	16 155
Travel	50 400	127	939
Equipment and purchases	55 000	0	3 063
Office costs	0	0	0
External services, subcontracting	22 771	0	643
Infrastructure investments	0	0	0
Subtotal direct eligible costs	231 115	2 847	20 157
Indirect costs	0		0
Revenues	0		0
Net eligible costs	231 115	2 847	20 801

Russian partners

Budget lines	Budget total	1st interim	2nd interim*
Personell	23 436	5 739	2 665
Travel	57 800	2 405	444
Equipment and purchases	49 563	0	4 835
Office costs	0	0	0
External services, subcontracting	14 595	1 040	188
Infrastructure investments	0	0	0
Subtotal direct eligible costs	145 394	9 185	8 132
Indirect costs	0	0	0
Revenues	0	0	0
Net eligible costs	145 394	9 185	8 132

*Based on the accounts to the Norwegian Barents secretariat. Not confirmed

Swedish partners

Budget lines	Budget total	1st interim	2nd interim
Personell	68 850	16 524	25 955
Travel	35 600	0	469
Equipment and purchases*	0	19 522	516
Office costs	0	0	0
External services, subcontracting	1 500	3 534	3 523
Infrastructure investments	0	0	0
Subtotal direct eligible costs	105 950	39 580	30 463
Indirect costs	0		0
Revenues	0		0
Net eligible costs	105 950	39 580	30 463

Norwegian partners

Budget lines	Budget total	1st interim	2nd interim
Personell	387 636	101 065	117 535
Travel	78 050	10 407	22 711
Equipment and purchases*	58 000	3 531	8 918
Office costs	0	0	0
External services, subcontracting	78 764	49 510	103 694
Infrastructure investments	0	0	0
Subtotal direct eligible costs	602 450	164 515	258 859
Indirect costs	0	0	
Revenues	0	0	
Net eligible costs	602 450	164 515	258 859

*58 000 euro to be transferred to the Swedish budget year 1 and 2



Heavy machinery operators after work. The photo was taken in Tornio 2017 by Jonas Karlsbakk

Annex 2. Goals and achievements

Due to the cancellation of the main events, some of the outputs and outcomes in the logistical framework were only partially or not at all achieved in 2020. In the log frame we have agreed that we are aiming to:

Develop a competition for students and apprentices from vocational colleges in the Barents region, in a joint operation between colleges, enterprises and educational authorities, and use this competition/ Tournament as a platform for dialogue between education and business, an exhibition, a fair, a tool for career guidance and cross-border exchange of students in order to get international practice, knowledge of international standards and awareness of possibilities in the labour markets in the Barents region.

The expected outcomes of this objective:

A competition as a didactical method in teaching in the participating colleges is established	Partially achieved
An increased number of participating colleges and regions in the Tournament	Achieved
Networks of experts/teachers from participating enterprises and colleges.	Achieved
A completion plan for the tournament. Including career guidance, a fair and a conference/hub for businesses, educators, and politicians	Achieved
Contracts with associated enterprises for involvement in the Tournament and students' exchange.	Not achieved
A plan for cross border exchange of students and apprentices	Not achieved
Supervision and steering by an appointed Board representing the partners and associated enterprises	Achieved
Establish project management and regional coordinators	Achieved
A media plan	Achieved

Through these outcomes, we expect to initiate following processes or outputs (op):

The networks are collecting experiences and examples of best practices from school competitions in the different regions, and elaborating them in a plan to be integrated in teaching gradually during the project period	Not achieved
The networks elaborate tasks, and assessment criteria emphasizing international professional standards and “arctic” environmental demands.	Partially achieved
Inviting and contracting new colleges into the Tournament during the project period	Achieved
Increase the number of professional networks in accordance with the development of professions in the Tournament, corresponding with the annual evaluation	Achieved
The completion plan will be gradually developed after the annual evaluation of results and goal accomplishment.	Partially achieved
Contracting with enterprises will be carried out by the partner colleges using their portfolio of agreements for practice with enterprises	Partially achieved
Annual plans for cross-border exchange will be carried out by the professional networks and the regional coordinators.	Not achieved
Appoint a Board in June 2019. The role of the enterprises will be taken care of by the partner OPPIFINN	Completed
Establish project management and regional coordinators by the end of 2019	Completed
Project management will work out plan for Visibility and Actions by the end of 2019	Completed



Job completed! Photo Ksenia Novikova, The Norwegian Barents Secretariat

Annex 3. Achievements according to program thematic indicators

The achievements of ArcticSkills are measured according to the program thematic indicators of the Kolarctic CBC program and the project's result indicators as they are described in the Logframe. We have set the target values, and the realized values must be evaluated as parts of the three-year's run of the project.

Indicators according to Kolarctic CBC (COI= common objective indicators, SOI=Specific Objective Indicator)

	Indicators	Target value	Realized cumulative value
SOI 1	Number of participating institutions/organizations cooperating across borders for viability of Arctic economy, nature, and environment	105	23
1.1	Males	130	160
1.2	Females	100	140
SOI 2	Number of participating young entrepreneurs/SMEs cooperating across borders for business cooperation and development	80	0
COI 2	Number of enterprises substantially and actively involved in projects as final beneficiaries	80	14
SOI 3	Number of participants in cross-border activities implemented by projects enhancing the culture and/or traditional livelihoods of indigenous people	21	20
SOI 4	Population benefiting from cross-border activities in the field of renewable energy and energy efficiency solutions	Not relevant	
COI 16	Surface area covered by improved shared environmental monitoring capacity or joint monitoring actions	Not relevant	
COI 17	Number of persons actively participating in environmental actions and awareness raising activities	200	200

Annex 4. Project quality monitoring. PQM

The Lead partner has different tools to collect evaluations and data from the partners and pass it on to the Managing authority. Most important is, of course, the monitoring of the budget through different annexes for checking both expenditures and audits. These annexes are summoned up in the

Consolidated Financial Reports, which enables the Lead partner and MA to get a clear picture of the financial status of each partner at given times during the implementation. This report forms the basis of the financial report in article 4 and 5 of this report

MA has also elaborated a **PQM questionnaire** to enable the Lead partner to collect evaluations from the partners to make a consolidated PQM to MA and other stakeholders in the project. The questionnaire defines four major qualities in the project to get a picture of how the partners evaluate the **relevance, efficiency, effectiveness, and sustainability** in the implementation process. Attached you will find the consolidated PQM for 2021, filled in by the Lead Partner in dialogue with the regional coordinators:

Annex 5. Findings from the Consolidated PQM 2021

Relevance

- ✓ The Work plan is mostly feasible and relevant.
Due to Covid 19 parts of the work plan have been impossible to complete, but they are still both feasible and relevant. The pandemic has mainly had an impact on the exchange of students and experts, and the involvement of businesses.
- ✓ The actions implemented respond to the needs of the target groups, but not as planned.
Covid-19 has changed the methods to implement the targets. The physical co-operation has not been possible because of the restrictions in the countries involved in the project
- ✓ The Logical framework has not been revised.
- ✓ Most of the indicators named in the Logical Framework and PROMAS are relevant/viable for the project purpose, and they measure the project results and impacts objectively and verifiably, but
- ✓

some of the indicators must be specified/changed. We are all aware of the need of a revision of the logical framework, but so far, the work has not been prioritized.

- ✓ The indicators named in the Logical Framework and PROMAS are relevant/viable for the project purpose, and they measure the project results and impacts objectively and verifiably.
- ✓ The target values set for some of the indicators are not realistic to achieve and need to be updated.

The target value of the indicators must be seen in accordance with the revision of the logframe

- ✓ The related data are fully available for indicators.
- ✓ The data for indicators is collected and documented on a regular basis.
- ✓ All project actors are aware of the Work plan, RACI matrix (activities schedule) and budget of the project. The Lead Partner at the beginning of the project implementation has delivered.
- ✓ The division of tasks and responsibilities are seen by all project actors as appropriate/functional.
- ✓ All partners demonstrate full commitment as planned in the Work plan and RACI matrix

Efficiency

- ✓ The project activities are 3 – 6 months (or more) behind the schedule.
Due to Covid 19 we lost at least one year of our activities
- ✓ The project budget has been followed in most of the budget lines. Only minor changes have been made.
Due to covid 19 and loss of activities, the costs are less than the budget lines. This concerns all partners.
- ✓ The cooperation within the project is working very well between all Partners.
- ✓ Our project has developed monitoring and evaluation activities and they have been implemented as planned.
- ✓ the usual way for our project to get support during project implementation is:
 - ✓ To contact MA.
 - ✓ To contact Branch Offices.
 - ✓ To contact other ongoing projects.
 - ✓ To visit programme webpage
 - ✓ To use Programme manual for ongoing project
- ✓ Communication actions within the project have been done up to date and in accordance with the project communication plan.

- ✓ The project plan for Communication and visibility actions is based on the programme manual but adapted to our needs. We would say, regularly and systematically!
- ✓ The material/data needed for reporting is collected systematically, and responsible persons for it have been appointed in each partner organization (including the Lead Partner).
- ✓ The activities that are necessary for the closure of the project will be planned and prepared before the end of the project (e.g., final report, dissemination of information about the project results, publications, dissemination, and further use of project impacts/results after the project.)

Effectiveness

- ✓ Possible internal and/external risks have been analysed and possible risks have been identified and we are prepared to manage them.
 - The physical competition was replaced by an online arrangement in 2021*
 - All meetings in the board on Teams instead of physical meetings*
 - Problems in Financial reporting from Swedish partners resulted in change of responsibilities between them*
- ✓ The progress of each output is leading to the Specific objectives named in the Logical Framework.
- ✓ The quality is satisfactory.

Sustainability

- ✓ We are trying to implement some activities to enhance the sustainability of the project impacts after the project closure.
- ✓ The access to the project results is available for the target group
- ✓ The private sector has not been involved to ensure the sustainability.
- ✓ The necessary measures have been considered to ensure the gender equality.
- ✓ The necessary measures have been considered to ensure environmental sustainability.
- ✓ Due to the cancellation, no such results have been generated
- ✓ The most important challenge in the pandemic situation has been to keep momentum in the project and find new ways of communication and implementation. This process has been conducted effectively by the Board and the experts on digital platforms, so that the project is still on track. *We are going to make a plan and schedule the activities that are necessary for the project closure in 2022.*



See you in Rovaniemi 2023

