



# AGORA – Revisited<sup>n</sup>

Bridging the gap between Universities & Industry

AGORA  
initiative

This will be achieved through the creation of the necessary IT infrastructure that will enable information sharing between:

- **Young scientists** attending undergraduate or postgraduate studies;
- HR departments of **large and medium scale companies**; and
- HR departments of **companies leasing employees**.

A person wearing a white lab coat is shown from the chest down, pointing their right index finger towards the right side of the frame. The background is a blurred white surface.

# The Vision

To create an effective scouting mechanism for young talented scientists and give an end to the brain drain in Greece.



# Piloting AGORA

IT sector seems perfect for piloting the scouting infrastructure.

## The blend to achieve a quick start:

- **Young scientists** at undergraduate or postgraduate level of IT studies, eager to find their way into the labor market.
- **Large and medium scale companies**, including **companies leasing employees** that will benefit from the services and will share the necessary information needed to facilitate effective matching.
- **AGORA initiative team** that will setup the core IT infrastructure.
- **Research teams** from universities and research institutes that will continuously develop new services on top of the core infrastructure.

# Who will benefit?

Young Scientists

## Obligations

- Create an extensive CV in AGORA platform and continuously update it with skills, achievements and studies record.
- Allow AGORA platform access data from their Social Media profiles (Facebook, twitter, etc.) and Web presence (blogs, GitHub, etc.).
- Accept and agree that the data they will provide will be used for job matching and profiling purposes as well as data analytics.
- Participate in AGORA online surveys as well as the companies surveys.
- Join job interviews digitally organized by the AGORA initiative or in person at the request of a company.

## Benefits

- Gain valuable information and experience in relation to the labor market needs.
- Guidance by important companies in various market sectors to improve their skills.
- Internship opportunities.
- Participation in innovation contests organized by AGORA members.
- Opportunity to be “adopted” by a company at a very early stage of their studies and enjoy the respective benefits.

# Who will benefit?

## Companies

### Obligations

- Provide corporate information (values, mentality, staff characteristics, operational model, etc.).
- Provide information on job vacancies with detailed job descriptions.
- Provide a detailed skills list needed in the company as well as possible future skill demands.
- Provide detailed information (CV, skills, personality, career path, etc.) on employees considered to have a successful career to set a matching baseline.
- Offer internship placements.
- Provide motives (adoption programs) for the future candidates.

### Benefits

- Have access to a very effective scouting mechanism for young talented scientists that could be employed in the future.
- Build ties with talented people and transfer the corporate mentality before employment.
- Transfer the necessary skills and knowledge to future employees before the actual employment.
- Have a very clear picture of the future workforce potential in the domestic market.

# Who will benefit?

AGORA Initiative Team & Research Teams

## Obligations

- Setup the necessary IT infrastructure to support the scouting mechanism.
- Setup new smart services to complement the scouting mechanism with the use of state-of-the-art technologies (AI, machine learning, data analytics, NLP, virtual agents, etc.).
- Safeguarding of personal data - GDPR.
- Open sharing of all the information related to research conducted under the AGORA initiative.

## Benefits

- Have access to a very extensive dataset to conduct state-of-the-art research and experimentation.
- Build ties and connect with the real market and its needs.
- Recognition in a very “hot” research area involving several technologies.



# Adoption Programs

The cornerstone of the initiative

- Through the adoption programs, the involved companies can give incentives to the young scientists to be actively involved.
- Every company can design its own program.
- Program features could be:
  - Provision of internship placements.
  - Staffing and mentoring of teams to participate in innovation contests organized by AGORA members.
  - Provision of free training and certifications.
  - Participation in conferences and corporate events.
  - Provision of equipment and software, etc.

- AGORA will **not** have an **one size fits all approach**. Due to their global targeting, solutions like LinkedIn cannot effectively cover the domestic market needs. AGORA's primary focus will be to continuously adjust to the domestic market needs.
- AGORA initiative has a very **narrow targeting** to bridge the gap between universities and companies. It will involve a **smaller number of very motivated actors**.
- AGORA will support a **two-way information flow**. Companies will receive continuous updates on the passive candidates, while the universities will be continuously updated on the real market skills trend and adjust their curriculum accordingly.



# What's the innovation?

Several job portals are already in place and solutions like LinkedIn have already a great market share.



- Effectiveness in terms of completed matches by a job matching service cannot be measured taking into account only the achievement of the best possible fit for every separate matching case. It is an optimization problem too.
- One must achieve the largest possible number of matches (in a timely manner) that result to jobseekers having a large probability to remain at the same job for a long period of time or permanently.
- This is the ultimate goal of AGORA and will be achieved through the continuous provision of information by the companies after employing a candidate.



# What's the innovation?

Several job portals are already in place and solutions like LinkedIn have already a great market share.

- **AGORA Initiative Team**

- Department of Electrical & Computer Engineering, University of Peloponnese
- Department of Informatics, University of Piraeus
- Department of Computer Engineering & Informatics, University of Patras
- Computer Technology Institute and Press "Diophantus"
- Department of Mathematics, University of Thessaly

- **Business Actors**

- Members of the Hellenic CIO Forum



# Involved Actors

Research & Business



Join AGORA initiative and become a pioneer in an area of great importance for this country!



# Thank You

Giannis Tzimas



Giannis (at) Tzimas (dot) Info



<http://dmlab.edu.gr>

