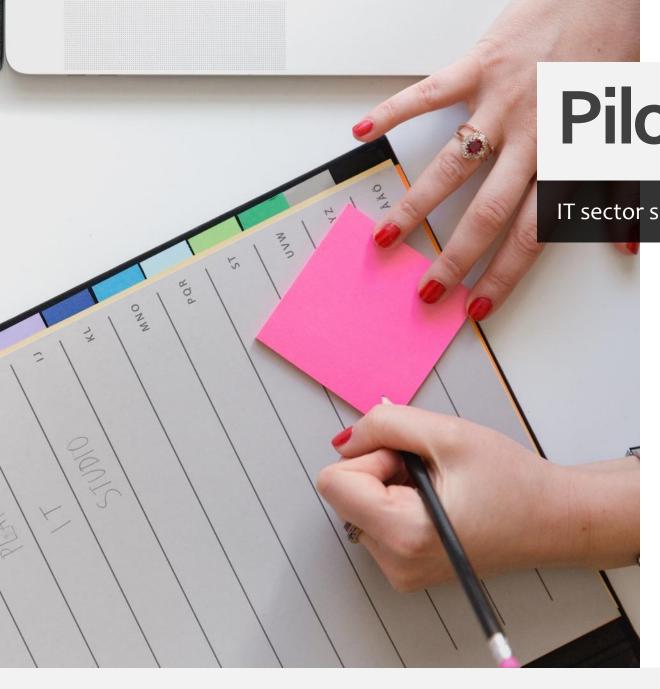




This will be achieved through the creation of the necessary IT infrastructure that will enable information sharing between:

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





# 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.





