

pArtneRship foR AddressiNG  
mEgatrends in ICT  
**ARRANGE-ICT**  
**O2: Smart Job Hub**

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*C1 – M2 – June 18-20 2019 – Nicosia*

# Outline

- O2: Smart Job Hub – Objectives
- O2: Smart Job Hub – Requirements
  - General Requirements
  - Output Requirements
  - Business Requirements
- O2: Smart Job Hub – Connection with project tasks
- Web Platform Activities
  - Design principles
  - Implementation decisions
  - Challenges
- Discussion

## O2: Smart Job Hub

## General Requirements

- Create a digital job hub
  - Bridge the current **digital skills** gap between industry and academia
- Create an ecosystem of partners
  - Leverage the industry's access to a **pool of graduate students**
- Identify the underrepresented skills
  - Raise the awareness of the **high demanded ICT skills** in the market
- Encourage join ventures between HEI and industry
  - **Common** PhD student **supervision**, Bachelor and Master theses supervision



## O2: Smart Job Hub

## Output Requirements

- Interconnection with popular job recruitment portals and social networks
  - **Log-in**
  - **Share** capabilities
- Support different type of stakeholders
  - Entrepreneurs, start-ups, SMEs, large industries, academics, students, graduates





## O2: Smart Job Hub

## Business Requirements

- The Smart Job Hub is able to **identify the trends** regarding the skills that are required from the job market
- The SJH would stress the **skill gap** and inspire academia to **update the existing curricula**



## O2: Smart Job Hub

## Business Requirements

- The algorithm that would be executed in the backend would identify
  - The skills gap between the skills that are **demanded** from the industry and the skills that are **offered** by the academia
- The platform would have three main roles (job-seekers, industry, academia)
  - Each one of these roles would have **different permission** to the platform
  - The roles are general, but each user can adjust her/his profile in order to express better her/his **goals and objectives**

## O2: Smart Job Hub

### Connection with project tasks

- **Specify requirements**
- Design system architecture and **implementation of Smart Job Hub**
- **Identify skill gaps via** Smart Job Hub mechanisms
- **Interconnection** with online recruitment portals



## Web Platform

## Design principles

- Have in mind the objectives of the project
  - **Bridge the gap** on the skill crisis
- Simple and straightforward
  - **3-click** rule
- Responsive
  - **Mobile-first** design







# Web Platform

# Implementation decisions

- Smart Job Hub
  - Build using **WordPress**
  - Extendable with various **plugins**
  - Modifiable
  - Tested **UI/UX**
- Smart Job Hub Analytics
  - **Python** (Scikit-learn and matblolib)
  - **Quantitative** data analysis
  - Out-of-the-box **machine learning algorithms**
  - **Visualization** capabilities



# Web Platform Challenges

- Content
  - Simple, clear and **multilingual**
- “smart” predictions
  - Frequency
  - What information should be revealed
  - **Ethical constraints**
  - Sources
- Market orientation and project objectives
  - Another (failed) competitor of LinkedIn or a **useful tool** for graduates/HEIs/industries/SMEs?



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# Thank You!

## *Questions?*



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Partnership for Addressing megatrends in ICT