

Job Matching Diagnostics for Assessing Soft Skills and Work Role Preferences

UK/11/LLP-LdV/TOI-472

<http://www.adam-europe.eu/adam/project/view.htm?prj=8263>

Project Information

Title: Job Matching Diagnostics for Assessing Soft Skills and Work Role Preferences

Project Number: UK/11/LLP-LdV/TOI-472

Year: 2011

Project Type: Transfer of Innovation

Status: granted

Country: UK-United Kingdom

Marketing Text: The project has tested, transferred and piloted an innovative diagnostic tool that self assesses the 'soft' skills of individuals, along with the requirements of employers. This web-enabled tool uses these outputs, together with hard skill requirements, to match individuals to an employer's job vacancy.

Summary: It is well documented that greater cooperation is needed between employers & VET providers in order to provide a more relevant supply of skills to, & within, the labour market. There is also clear evidence to suggest a gap between the VET curricula & labour market needs with regard to 'soft skill' requirements. The challenge & therefore the rationale for this project is to address both demand side needs (employers) & supply side needs (VET providers & adults at risk in, or excluded from, the labour market) in terms of soft skills. It is customary to assess & develop the vocational skills of learners. However insufficient attention is paid to the soft skills that employers state are critical in gaining/retaining work. This assertion is substantiated by evidence of the limited range of mechanisms used in VET to diagnose & match soft skills to labour market needs.

The project aims to address these problems in 8 EU states by:

Adapting & transferring an innovative diagnostic tool that integrates the assessment of adults' soft skills, learning & work style preferences, then matches these to employers' work opportunities

Testing the validity of the diagnostic, its wider application & opportunities for exploitation

Raising the understanding in VET of the importance of soft skills in employers' recruitment & development decisions

Improving the employability of adults in the target groups by developing greater awareness of their soft skills, learning & work style preferences

Informing improved training, recruitment & career progression for our target groups

Our Consortium has been specifically chosen to provide a balance from across the VET/employer divide. We are seeking to draw supply side & demand side partners together to bring their differing perspectives to bear on improving VET programmes to better meet employer requirements. Our partners will provide the opportunity to test the efficacy of the diagnostic tool in a real world environment with both adults & employers, so providing empirical evidence of its value.

The project will:

Be a test-bed for the existing web based job-matching diagnostic, leading to an enhanced product with transnational application

Result in a greater understanding of the importance of soft skills in employers' recruitment decisions & whether this varies from country to country

Provide findings to inform the nature and extent of soft skills in VET programmes

Provide new insights into the extent to which different soft skills are valued by employers in different EU countries

Test the transferability of the diagnostic tool & job-matching to other countries & labour markets

The main impact will be enhanced VET provision for employability & workforce development that is more responsive to the needs of employers & adults in the target groups. Impact will be achieved through a greater understanding of soft skills & work preferences articulated & interpreted via an innovative diagnostic tool available in 8 EU languages.

Description: Project Description: www.diass-project.eu

The Work Programme

Project Information

The Work Plan comprises 8 work packages, each with identified tasks, timelines, resource and budget allocations. The lead partner for each work package has been chosen for their considerable expertise in the designated area and will take responsibility for the plan, deliverables, results & valorisation. Each work package is divided into manageable stages with tasks fully described & allocated according to the skills sets of individuals within different organisations.

Work packages have been designed and developed to ensure maximum collaboration between all partners, particularly with respect to needs analyses, product adaptation & translation, transfer and development. In the case product transfer (at the core of our proposal) the Work Packages are phased into distinct but overlapping phases. This is demonstrated in the design of WP2 & 4. Others – Project Management, Evaluation, Quality Assurance & Valorisation - underpin successful project delivery, with activities planned from project inception through to completion.

Work Package 1 - Project and Partnership Management

The aim is to ensure the effective, efficient and smooth running of the project in order that it achieves its objectives. This will involve the adoption of agreed processes and procedures, the establishment of communication protocols with partners, the implementation of systematic monitoring and control mechanisms and a process of continuous evaluation.

Work Package 2 - Adaptation and Transfer

The aim of this Work Package is to ensure that the processes and systems involved utilising the DAISS Assessment and Job Matching tool are effectively enhanced and adapted to meet the specific needs of employers, VET providers and the target adult groups in each of the partner states.

Work Package 3 - Employer Engagement

The aim is to address employers' needs for a successful workforce that is competent and confident to deliver business objectives. Partners will work with local employers in order to assist them in recruitment and workforce development processes. They will also seek to assist employers to articulate their soft skills needs in both recruitment and workforce development planning effective communication channels between employers and VET Providers

Work Package 4 - Piloting, Testing and Refinement

The aim is to observe target groups using the product to discover any errors and areas for improvement. The results of the UK beta testing will be used as a baseline in terms of usability and the subsequent pilots will be compared to this and indicate any areas for further improvement/refinement. The aim is also to compare and contrast different perceptions/reactions across the partnership and measure the extent to which each pilot study meets the defined objectives in the Delivery Plan.

Work Package 5 - Quality Assurance

The aim of the Quality Assurance work package is to provide an objective focus on the effectiveness and efficiency of the project's performance. Our rigorous quality assurance plan will set clear objectives, defined tasks and activities, and key performance indicators (KPIs) and, by encompassing project management, will ensure that the results of the project are achieved on time and to budget.

WP6 will be closely integrated with WP7: Evaluation

Work Package 6 – Evaluation

Project Evaluation will be an iterative process. The Evaluation Plan will be applied to all areas of activity. The formative reports will draw on contributions from all project partners, target groups & key stakeholders, with disparate strands synthesised, analysed & evaluated against the projects aims, objectives, outcomes & impacts in Interim & Summative Reports.

Work Packages 7 & 8 - Valorisation

Dissemination & Exploitation are pivotal to the success of the project. Our methodology & associated activities will be carried out with a view to optimising the value of the project not only in each of the partner countries but beyond these boundaries. Deriving from EU best practice, our valorisation model aims to transfer the Product/Processes to new contexts & client groups, & to integrate or embed them in a sustainable manner into employability, workplace learning & VET provision.

Project Progress:

Project Information

Since the project began in October 2011 the project team has worked hard to achieve all deliverables on time and within budget. A number of important results have been achieved including primary and secondary research conducted in each partner country amongst the target groups - VET Trainers, adult job seekers and employers. The results of these surveys were collated by the WP lead and presented at International meeting in Sofia. The diagnostic platform has been further developed taking into account the results of the Needs Analyses and to integrate the job matching element. The diagnostic has also been translated and is now available for use in 7 EU languages. Following Pilots 1 & 2 modifications and refinements were made to the product in response to recommendations. In all there have been 6 transnational meetings with the last 2 focusing on dissemination and exploitation. At least 4 of the partners are continuing to use the Diagnostic as part of their service offer to learners/clients. Owing to a strong and committed partnership the project has significantly exceeded its targets in terms of participating beneficiaries. DAISS also leaves a strong legacy even having attracted further funding for development in some partner countries.

Themes: *** Utilization and distribution of results
 *** Labor market
 *** Lifelong learning
 *** Enterprise, SME
 ** ICT
 ** Vocational guidance
 ** Access for disadvantaged
 ** Equal opportunities
 * Quality

Sectors: *** Other Service Activities
 *** Education
 ** Administrative and Support Service Activities
 ** Manufacturing
 ** Accommodation and Food Service Activities
 ** Professional, Scientific and Technical Activities
 ** Human Health and Social Work Activities
 ** Information and Communication
 * Electricity, Gas, Steam and Air Conditioning Supply
 * Mining and Quarrying

Product Types: evaluation methods
 description of new occupation profiles
 teaching material
 others
 website

Product information: Product Information

The project has produced the following results:
 A Project Plan agreed by all partners
 A Project report with Executive summary
 An Adaptation and Transfer Plan
 Train the Trainer manuals
 Diagnostic and job matching tool available in 7 languages.
 A Quality Assurance report
 Formative and summative evaluation reports
 Events/workshops and conferences promoting DAISS in all partner countries
 Project newsletters
 promotional/informative website pages
 8 linked websites localised in 7 languages
 Exploitation Report and Business Plan
 In excess of 30 trainers in VET institutions trained in the use of the diagnostic and job matching tool
 In excess of 400 adults in the target groups completing piloting of self awareness diagnostic

Project Information

80 SME employers engaged and participating in product testing
Pilot test report and recommendations
Quantitative and qualitative data collection, analysis and interpretation.
Impact Assessment Report

Project homepage: www.daiss-project.eu

Project Contractor

Name: Apricot Training Management Ltd
City: Loughborough
Country/Region: Leicestershire, Rutland Northamptonshire
Country: UK-United Kingdom
Organization Type: association/non-governmental organisation
Homepage: <http://www.apricot-ltd.co.uk>

Contact Person

Name: Hilary Hale
Address: Limehurst House, Bridge Street, Loughborough Leicestershire
City: Loughborough
Country: UK-United Kingdom
Telephone: 0845 201 2595
Fax: 0845 201 2596
E-mail: hilary@apricot-ltd.co.uk
Homepage:

Coordinator

Name: Apricot Training Management Ltd
City: Loughborough
Country/Region: Leicestershire, Rutland Northamptonshire
Country: UK-United Kingdom
Organization Type: association/non-governmental organisation
Homepage: <http://www.apricot-ltd.co.uk>

Contact Person

Name: Hilary Hale
Address: Limehurst House, Bridge Street, Loughborough Leicestershire
City: Loughborough
Country: UK-United Kingdom
Telephone: 0845 201 2595
Fax: 0845 201 2596
E-mail: hilary@apricot-ltd.co.uk
Homepage:

Partner

Partner 1

Name: INDUSTRY WATCH GROUP Ltd
City: Sofia
Country/Region: Yugozapaden
Country: BG-Bulgaria
Organization Type: others
Homepage: <http://www.iwatchbulgaria.com>

Partner 2

Name: Hellenic Regional Development Center
City: Greece
Country/Region: Dytiki Ellada
Country: EL-Greece
Organization Type: others
Homepage: <http://www.hrhc.org.gr>

Partner 3

Name: For S.a.s. di Paolo Tubino e c.
City: Genoa
Country/Region: Liguria
Country: IT-Italy
Organization Type: others
Homepage: <http://www.forsas.it>

Partner 4

Name: Agenzia per lo Sviluppo Empolese Valdelsa
City: Empoli
Country/Region: Toscana
Country: IT-Italy
Organization Type: association/non-governmental organisation
Homepage: <http://www.asev.it/>

Partner

Partner 5

Name: Sociedade Portuguesa de Inovação
City: Porto
Country/Region: Norte
Country: PT-Portugal
Organization Type: research institution
Homepage: <http://www.spieurope.eu>

Partner 6

Name: Social Innovations Centre
City: Siauliu raj.
Country/Region: Lietuva
Country: LT-Lithuania
Organization Type: association/non-governmental organisation
Homepage: <http://www.socin.lt>

Partner 7

Name: IPA SA Research Institute
City: Bucharest
Country/Region: Bucuresti
Country: RO-Romania
Organization Type: research institution
Homepage: <http://www.ipa.ro>

Project Files

100_3525.JPG

http://www.adam-europe.eu/prj/8263/prj/100_3525.JPG

Kick off meeting Day 1

100_3528.JPG

http://www.adam-europe.eu/prj/8263/prj/100_3528.JPG

Kick off Meeting Day 1

A1.4 Minutes 4th Trans meeting.pdf

<http://www.adam-europe.eu/prj/8263/prj/A1.4%20Minutes%204th%20Trans%20meeting.pdf>

Minutes of 4th Transnational meeting

A1.5 Minutes 5th Transnational meeeting.pdf

<http://www.adam-europe.eu/prj/8263/prj/A1.5%20Minutes%205th%20Transnational%20meeeting.pdf>

A1.6 Minutes 6th Trans meeting.pdf

<http://www.adam-europe.eu/prj/8263/prj/A1.6%20Minutes%20%206th%20Trans%20meeting.pdf>

A2 R13 DAISS DISSEMINATION REPORT.pdf

<http://www.adam-europe.eu/prj/8263/prj/A2%20R13%20DAISS%20DISSEMINATION%20REPORT.pdf>

Dissemination report

A2 R3 Executive Summary of final report.pdf

<http://www.adam-europe.eu/prj/8263/prj/A2%20R3%20%20Executive%20Summary%20of%20final%20report.pdf>

DAISS Minutes of 3rd Trans Meeting 25th-27th September RM 1.docx

<http://www.adam-europe.eu/prj/8263/prj/DAISS%20Minutes%20of%20%203rd%20Trans%20Meeting%2025th-27th%20September%20RM%201.docx>

Minutes of 3rd Transnational meeting

DAISS Minutes of Meeting 13-15 December UK.pdf

<http://www.adam-europe.eu/prj/8263/prj/DAISS%20Minutes%20of%20Meeting%2013-15%20December%20UK.pdf>

DAISS Minutes of Meeting 15th - 17th May BG.pdf

<http://www.adam-europe.eu/prj/8263/prj/DAISS%20Minutes%20of%20Meeting%2015th%20-%2017th%20May%20BG.pdf>

DSC00611.JPG

<http://www.adam-europe.eu/prj/8263/prj/DSC00611.JPG>

Kick off meeting day 2

Project Files

Evening social 1.jpg

<http://www.adam-europe.eu/prj/8263/prj/Evening%20social%201.jpg>

Programme First Meeting.doc

<http://www.adam-europe.eu/prj/8263/prj/Programme%20First%20Meeting.doc>

Programme for 2nd Partnership Meeting_ Final.doc

http://www.adam-europe.eu/prj/8263/prj/Programme%20for%202nd%20Partnership%20Meeting_%20Final.doc

The second transnational meeting was held in Sofia, Bulgaria 15th - 18th May. It was attended by all project partners and covered successfully all items on the agenda. Partners responded positively to the task list for the next 2 quarters and agreed to use dropbox in addition to email and skype for future communications.

Programme for 3rd Partnership Meeting - Final.doc

<http://www.adam-europe.eu/prj/8263/prj/Programme%20for%203rd%20Partnership%20Meeting%20-%20Final.doc>

Products

- 1 DAISS Self Awareness and Job Matching tool
- 2 Final Project Report
- 3 Project Dissemination report
- 4 Pilot Test Report
- 5 Project Brochure and newsletters
- 6 Evaluation and Impact Assessment Report
- 7 Promoting DAISS through social media

Product 'DAISS Self Awareness and Job Matching tool'

Title: DAISS Self Awareness and Job Matching tool

Product Type: website

Marketing Text: The Diagnostic tool developed and transferred in the DAISS project is now in use in 6 EU partner countries. It produces comprehensive reports on the soft skills of the end user and then uses the job matching function to source best fit candidates for employment opportunities.

Description: The Job Matching Diagnostics for assessing soft skills and work role preferences (DAISS) has been successfully developed and tested. The data content was translated into 6 EU languages from the original English, uploaded onto the system and tested for functionality and accuracy. After some modifications the system is now capable of functioning and producing reports in all partner countries. Partners have also been trained to navigate the system and to operate as independent agents. They have also received initial training in DISC theory (the psychometric principles that underpins the system) and are confident in providing constructive feedback to project participants.

Target group: VET Trainers
Unemployed Adults
SME Employers (non sector specific)

Result: Pilot tests have been undertaken in the UK, Lithuania, Greece, Romania, Portugal, Bulgaria and Italy.

The results of the evaluation can be accessed on the project website - www.daiiss-project.eu.

Area of application: VET Institutions, the workplace, employment agencies, Local authorities, Trades Unions and VET Policy makers

Homepage: www.daiiss-project.eu

Product Languages: Romanian
Italian
Bulgarian
Greek
English
Portuguese
Lithuanian

Product 'Final Project Report'

Title: Final Project Report

Product Type: others

Marketing Text: The DAISS project report highlights the projects' achievements in relation to its original aims and objectives. The Executive summary is available in 6 EU languages.

Description: The project Report highlights the main achievements as recorded in the Project Evaluation and Final report submitted to the national agency.

Target group: Vet Institutions and trainers, NAVE Institutions, Higher Education Departments, Employers, adult job seekers, Policy makers, National Agencies, Recruitment and employment agencies, Business support agencies.

Result: The final project report sets out the aims and objectives of the project and demonstrates how these have been achieved. It has an executive summary that is available in 6 EU languages. This is available on the Project website. www.daiss-project.eu

Area of application: The product is for dissemination and information information purposes

Homepage:

Product Languages: English

product files

Adam Database files

A2 R3 Executive Summary of Final Report.pdf

<http://www.adam-europe.eu/prj/8263/prd/2/2/A2%20R3%20%20Executive%20Summary%20of%20Final%20Report.pdf>

A2 R2 Project Report.pdf

<http://www.adam-europe.eu/prj/8263/prd/2/1/A2%20R2%20Project%20Report.pdf>

Product 'Project Dissemination report'

Title: Project Dissemination report

Product Type: distribution methods

Marketing Text: The DAISS dissemination report describes and illustrates the dissemination channels used throughout the project and highlights the outcomes of different promotional initiatives across the consortium. It is available on the project website www.daiss-project.eu

Description: The Dissemination report covers elements such as strategy and planning across the consortium, Routes to Market, what we set out to achieve and our success rates. The annexes include a clipping report with contributions from all partners.

Target group: All interested stakeholders, policy makers VET Trainers, Employers, EU project promoters

Result: An exemplar of dissemination methods and routes to target audiences with evidence of our achievements.

Area of application: A reference for project promoters

Homepage:

Product Languages: English

product files

A2 R13 DAISS DISSEMINATION REPORT.pdf

<http://www.adam-europe.eu/prj/8263/prd/3/1/A2%20R13%20DAISS%20DISSEMINATION%20REPORT.pdf>

Product 'Pilot Test Report'

Title: Pilot Test Report

Product Type: evaluation methods

Marketing Text: The pilot Evaluation report provides a summary of the implementation phase of soft skills and job matching Diagnostic and describes the outcomes for both Trainers and end-users, It is available on the project website www.daiss-project.eu

Description: The Piloting of the Diagnostic was delivered in two stages. The first pilot was primarily to assess the accuracy of the translated reports, ease of access and users reactions. Following this phase some modifications were made and trainers trained to give feedback to end users. The Report describes the process and results.

Target group: Project partners, VET Trainers, End user groups (adult job seekers)

Result: The results of the pilots are detailed in the body of the report available on the project website www.daiss-project.eu

Area of application: Future commercial promotion of the Diagnostic tool for job matching purposes

Homepage:

Product Languages: English

product files

A2 R25 pilot Test report & recommendations.pdf

<http://www.adam-europe.eu/prj/8263/prd/4/1/A2%20R25%20pilot%20Test%20report%20%26%20recommendations.pdf>

Product 'Project Brochure and newsletters'

Title: Project Brochure and newsletters

Product Type: distribution methods

Marketing Text: The project brochure was distinctively branded and translated into all partner languages. It is available in e-form and in print for distribution at conferences, workshops and promotional events.

Description: As above. Copies of the Brochure and newsletters are available on the project website www.diass-project-eu

Target group: All target groups and the general public

Result: Promotional material

Area of application: Conferences, workshops, seminars, promotional events

Homepage:

Product Languages: Romanian
Portuguese
English
Greek
Italian
Lithuanian
Bulgarian

product files

A2 R27 DAISS BROCHURE.pdf

<http://www.adam-europe.eu/prj/8263/prd/5/1/A2%20R27%20DAISS%20BROCHURE.pdf>

Product 'Evaluation and Impact Assessment Report'

Title: Evaluation and Impact Assessment Report

Product Type: evaluation methods

Marketing Text: The impact assessment report of the DAISS project details what impact the project has had, measured against the anticipated outcomes.

Description: The Impact assessment report describes the project's short term impact on each target group, how this was observed in each country and its effect. Longer term impact was assessed using a similar method and will be reassessed 12 months post project

Target group: VET Trainers, Employers, Adult job Seekers

Result: A independent report produced by the External Evaluator that assesses and quantifies the impact of the project.

Area of application: Project Promoters and funders

Homepage:

Product Languages: English

product files

A2 R11Final Evaluation Report.pdf

<http://www.adam-europe.eu/prj/8263/prd/6/1/A2%20R11Final%20Evaluation%20Report.pdf>

Product 'Promoting DAISS through social media'

Title: Promoting DAISS through social media

Product Type: distribution methods

Marketing Text: A promotional animation of the DAISS project and what it has achieved has been launched on You Tube. It can be on www.youtube.com/watch?v=66pPcH8GI4A. DAISS also has a presence on Twitter and a dedicated Facebook page.

Description: The DAISS team have launched a successful animation that outlines in a lively and attractive way what the Diagnostic does and how it can be used to develop and enhance the soft skills of job learners and job seekers.

Target group: VET Trainers, Adult Learners, school leavers, Students, Employers

Result: A powerful dissemination tool

Area of application: General public

Homepage:

Product Languages: English

Events

TNG workshop

Date 29.12.2012

Description Lifelong Learning Event - Defining a future EU education and Youth programme. Workshop 3'delivering the right mix of skills'. Aim of workshop to inform a briefing paper on how LLP projects help improve employability in the UK through enhancing soft skills sought by employers. DAISS project co-ordinators acted as group facilitators.

Target audience VET providers, Universities, TOI project co-ordinators and partners (UK. EU stakeholders and policy shapers.

Public Event is open to the public

Contact Information Ecorys

Time and place The Studio, Birmingham
29th May 2012