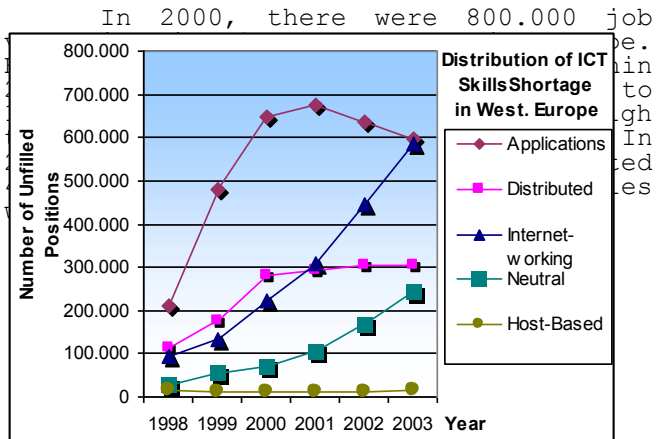


The ICT Labour Market

The availability of adequate Information and Communication Technologies skills is an important condition for the competitiveness of enterprises in the e-Economy and is becoming increasingly important for the European economy as a whole. The development of e-business applications is increasing the demand for individuals with creativity and higher-level conceptual skills that will enable enterprises to increase productivity and harness ICT to produce greater economic value. Growth, competitiveness and employment are dependent on the successful application of new technologies, while demographic factors, business cycles and rapid technological change increasingly result in quantitative and qualitative imbalances in the supply of skilled labour.

Forecasts of occupational trends indicate that the demand for qualified ICT labour will vastly outstrip the supply as organisations scramble to respond to the high rates of development of the Internet Society.



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eContent



Multitrain Project



... an ICT Career for You



<http://www.change2it.com>
<http://www.multitrainproject.com>



The Project

Multitrain

The Multitrain project is implemented by Atlantis Consulting S.A. with the cooperation of five organisations from the European Union, and the financial support of the eContent Programme of the European Commission.

The project objective is the bridging of the skills gap in the area of Information and Communication Technologies (ICT) in Europe, through the use of alternative workforce and the offer of need oriented training. The bridging will be achieved through the development of a multilingual Internet Recruitment Service named **Change2IT**, incorporating innovative services of high added value, including psychological and knowledge assessment, career consulting and eLearning solutions, all specialised on the ICT field.

The service will offer a drastic solution to the existing problem of qualified computer professionals shortfall, while at the same time will contribute significantly to the reduction of the unemployment levels existing in other areas of the labour market and also to the development of the Information Society in Europe.

The project total budget reaches 1,4 million Euros whereas the implementation of the project will last 24 months, starting from January 2002.

Target Markets of Change2IT Service

Change2IT will operate initially in Austria, Greece, Italy, Netherlands, UK and Ireland and, as a second step, it will further expand into other European Countries like Germany, France, Spain etc. The main language used on the network will be English, whereas a translation into German and Dutch, will take place within the first months of its operation. A translation into Italian, Greek, French and Spanish is planned to occur at a later stage.

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The Service



Change2IT is a multilingual Internet Recruitment Service, which will provide a scientific matching procedure between candidates and ICT vacancies, suggesting the most suitable candidate for each empty position, offering at the same time training support services to the candidates in order to develop the desirable skills.

The users of the **Change2IT** service will be companies and organisations, facing a lack of personnel in the areas of ICT, as well as unemployed individuals or working scientists, which would like to enter a career in the area of Information Society. The organisations will be considered as the "clients" of the network, as they will consist the main financial source of the service. The assessment and recruitment services of the network will be provided for free to the candidates.

The Candidates

Change2IT is specially designed for individuals with higher education in areas other than the ICT field and for individuals who are self educated on ICT topics.

The candidates, will have to fill in a form, including information regarding personal data, educational background, experience etc, and take a psychological assessment, using specifically developed assessment tools. The assessment will provide both to the candidates and the organisations valid information regarding the level of convergence between the candidate's personality profile and the desirable profile for certain ICT positions.

The candidates will have the opportunity, to self-assess their technical knowledge in various ICT subjects, through specially designed assessment tools.

The Service



According to the vacant positions existing in the network, the system will suggest a number of vacancies fitting best to the candidates' personal profiles, providing eLearning guidelines for the positions against which the candidates will be under-qualified.

The network will feature information pages with the latest ICT labour market data, including the availability of certain skills and vacancies in the network, and will offer the candidates the opportunity to compare their skills against the skills existing in the market.

The Clients

The client organisations will fill in a form providing information regarding the organisation and the specific ICT positions. As a result of the matching procedure, they will receive a ranked list of candidates, appropriate for the specific position, among which they can chose a number of candidates to interview.

The organisations will have the opportunity to change their requirements and experience the results obtained after various searches in the network's database, providing them the chance to adjust their needs according to the labour market supply, contributing to the convergence of the labour market requirements with the supply of ICT skills.

ELearning

Change2IT will be connected to large eLearning providers and will offer the opportunity for the users, to educate on the latest technological subjects. The system will feature the possibility of eLearning courses development on ICT topics currently identified to lack from the market, and will incorporate a community platform where community learning