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| Project Name | Digital Talent Ecosystem (DTE) |
| Project ID | LISBOA-01-0247-FEDER-045216 |
| Main Objective | Reinforce research, technological development and innovation |
| Intervention Region | PO Lisboa |
| Beneficiary Entity | Novabase Neotalent SA |
| Approval Date | 17 / 12 / 2019 |
| Start Date | 1 / 9 / 2019 |
| End Date | 28 / 2 / 2022 |
| Total Eligible Cost | 1.151.792,40 € |
| European Union Grant | 520.035,75 € |
| Objectives, Activities and Expected / Achieved Results | <p>The main objective of this project is to develop an integrated web platform to support a digital talent market adapted to the new requirements and way of thinking of people and companies. A Digital Talent Ecosystem that:</p> <ol style="list-style-type: none"> 1. Takes the form of a digital platform that supports the main actors in the recruitment and talent market, namely talents, talent consumers, talent suppliers and managers, entities that develop talent and complementary service providers, which aim to satisfy their needs supply and demand for talent; 2. Provides talent assessment tools, through Computerized Adaptive Tests (CAT) and psychometric advantages associated with Item Response Theory (IRT), which allow for measurable and reliable conclusions to be drawn about the technical skills of Talents, but also to assess aptitudes, personality, profile of teams and interests, which can serve as input for the remaining modules of Recommendation Considering the existing offer on the market, this proposal constitutes an innovation by integrating many dimensions in a single platform that, |

through artificial intelligence and CAT, allows adapting the measures used to the profile of candidates – Talent Assessment Framework;

3. Provides talent suggestion tools based on computer learning that automatically present the best candidates who, due to their characteristics, best fulfill a need with a set of requirements and restrictions. Recommendation system based on computer learning (Artificial Intelligence) – Talent Recommendation;
4. Provides a tool, based on computational learning (Artificial Intelligence) and genetic algorithms in a multi-objective problem, which, for a set of requirements and constraints presented for a given project, returns teams that satisfy these conditions and guarantee a good execution of the project. It is intended to go far beyond the recommendation of isolated resources, recommending sets of talents, which in a combined way, both in terms of skills and experience, can guarantee the intended results – Team Recommendation;
5. Provides an automatic suggestion system for career progression, which provides Talent with useful information on how it compares with the market and makes training or mission suggestions that help Talent improve the most relevant characteristics that can value it, ensure future hires or even increase pay. Prediction and recommendation system based on computer learning – Career Recommendation.
6. Provides its actors with the necessary transparency in terms of collecting, processing and safeguarding career events, professional and academic data, as well as the knowledge acquired (flight hours or time of effective experience and validated by area of knowledge), so that the actors' confidence in the veracity of the information is total. This system will be based on Blockchain and Smart Contracts and will also aim to feed the remaining Assessment and Recommendation modules – Career Logbook.

To ensure the achievement of the objectives stipulated for its duration, a set of 6 activities were defined for this project, namely:

- Activity 1 - Acquisition and development of new knowledge
- Activity 2 - System technological analysis and specification
- Activity 3 – Development and laboratory investigation of the system
- Activity 4 - Experimental prototype development
- Activity 5 – Promotion and dissemination of results
- Activity 6 - Technical Project Management

