Developing Careers through Social Networks and Transversal Competencies

Fact Sheet

Project information

DEVELOP

Grant agreement ID: 688127

Project website

Status
Closed project

Start date
1 February 2016

End date
31 October 2019

Funded under:
H2020-EU.2.1.1.

Overall budget:
€ 2 994 297,50

EU contribution
€ 2 994 297,50

Coordinated by:
THE PROVOST, FELLOWS, FOUNDATION SCHOLARS & THE OTHER MEMBERS OF BOARD OF THE COLLEGE OF THE HOLY & UNDIVIDED TRINITY OF QUEEN ELIZABETH NEAR DUBLIN

Ireland

Objective

A key challenge in improving life-long learning, employee flexibility, and skill-matching is the assessment of workplace relevant competencies and the planning of individual learning paths for career development. The aim of this project is to develop a personalised learning environment for career development. The environment will provide assessment of transversal competencies and social capital to highlight learning opportunities for career development. It will combine this with personalised visualisations of potential career paths to inform and guide learners towards realistic and attainable careers. DEVELOP will:

- Use social network analysis to assess social capital that has been built among colleagues
- Assess transversal competencies such as leadership and collaboration, using game-based assessment techniques combined with social network analysis evidence
- Apply AI planning techniques to recommend learning opportunities for career development
- Create interfaces for employees and HR to aid both career awareness and talent management within an organisation
- Support internal mobility of employees and better skill-matching to increase employee engagement and reduce attrition rates
- Consider diverse sources of social network evidence including enterprise social networks, email, and self-
reporting tools
- Gain end-user trust by providing clear informed consent and transparent data privacy

DEVELOP will deliver an adaptive learning environment that dynamically tailors the exploration, comprehension, and planning of learning opportunities and career paths in medium and large companies. It will aid employee learning through reflection on transversal competencies and social capital, as key enablers of career development. DEVELOP will use a close academic-industry collaboration to deliver new tools and methods for learning technology vendors. These tools and methods will be informed by, and evaluated with end-users across ICT and Financial Services.

Field of Science
/social sciences/psychology/cognitive psychology/mental processes/learning
/social sciences/sociology/governance/public services

Programme(s)
H2020-EU.2.1.1. - INDUSTRIAL LEADERSHIP - Leadership in enabling and industrial technologies - Information and Communication Technologies (ICT)

Topic(s)
ICT-20-2015 - Technologies for better human learning and teaching

Call for proposal
H2020-ICT-2015
See other projects for this call

Funding Scheme
RIA - Research and Innovation action

Coordinator
THE PROVOST, FELLOWS, FOUNDATION SCHOLARS & THE OTHER MEMBERS OF BOARD OF THE COLLEGE OF THE HOLY & UNDIVIDED TRINITY OF QUEEN ELIZABETH NEAR DUBLIN

Address: College Green, 2 Dublin 2, Ireland
Activity type: Higher or Secondary Education Establishments
EU Contribution: €893,031.25

Website
Contact the organisation

Participants (11)

IBM IRELAND LIMITED

Address: Ibm House, Shelbourne Road, Dublin 4, Ballsbridge
Activity type: Private for-profit entities (excluding Higher or Secondary Education Establishments)
EU Contribution: €346,250

Website
Contact the organisation

THE QUEEN'S UNIVERSITY OF BELFAST

Address: University Road Lanyon Building, BT7 1NN Belfast
Activity type: Higher or Secondary Education Establishments
EU Contribution: €53,813.63

Website
Contact the organisation

TRILATERAL RESEARCH & CONSULTING LLP

Address: Hammersmith Road 72 Crown House, W14 8th London
Activity type: Private for-profit entities (excluding Higher or Secondary Education Establishments)

Website
Contact the organisation
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<th>Activity type</th>
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<td>€ 220 000</td>
<td>One Knightsbridge Green Office 5.12, 5th Floor Sw1x 7qa London</td>
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