

Presentation

Public Institute of Vocational Training of Aigaleo
Post-Secondary Education Public Vocational Organisation

Alumni Talent Management Student matching - For VET Students of IEK Aigaleo

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DIEK AIGALEO: DIMOSIO IEK AIGALEO – PUBLIC VOCATIONAL TRAINING INSTITUTE OF AIGALEO

IEK Aigaleo is one of the public Institutes of Vocational Training in the west side area of Athens, called Aigaleo. The students of the Vocational Training Institute are high school graduates, ages 18+ as well as adults who wants to get a Vocational Education Training. IEK Aigaleo is the oldest Institute of Vocational Training in Greece, established in 1992 and is one of the biggest in Athens.

*Attendance at the Vocational Training Institutes (IEK) lasts 5 semesters
4 semesters of theoretical and laboratory training (1200 hours)
1 semester internship or apprenticeship (1050 hours)*

*Graduates receive a Diploma of Vocational Specialization level 4 NQF/EQF and after exams at the National Organisation for the Certification of Qualifications & Vocational Guidance ([EOPPEP](#)) receive a Diploma of Vocational Specialization level 5. NQF/EQF IEK Aigaleo, for the school year 2018-19 has **700** students and operates the following specialization courses:*



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Vocational Sectors

- **Mechatronics Technician**
- **Telecommunications Network Technician**
- **I.T. Software Technician**
- **I.T. Technician**
- **I.T. Applications** (Web – Multimedia – video games)
- **Interior Decoration & Object Design**
- **Elevator Technician**
- **Chef**



Vocational Sectors

- Medical Equipment Technician
- Communication & Information in Travel Industry
- Automation Technician
- Accountants & Taxation Assistants
- Food & Beverages Technology Inspectors
- Heating, Petroleum & Natural Gas Technician
- Radiology Assistant
- Renewable Energy Technician



Participation in Erasmus+ Projects

➤ KA1

2015: Operation: VET Work Based Learning in Europe

2015-1-EL-KA102-013584

2016: Operation: VET_COSMOS in Europe

2016-1-EL01-KA102-022988

➤ KA2

2018: #Mentor4WBL@EU

2018-1-EL01-KA202-047778



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ALUMNI TALENT MANAGEMENT - STUDENT MATCHING FOR JOBS FINDING

Need for a methodology in order to create a talent management system

Talent management is the science of using [strategic human resource planning](#) to improve [business value](#) and to make it possible for companies and organizations to reach their goals.

In this case our aim is to find the right VET student graduate for the right job through our Career Office.

First we need to acquire data for our students.

That is done with :

1. Creation of an Alumni for our VET School graduates
2. Check administrative data
3. Check Social Media pages that keeps data about -> LinkedIn

Then we proceed with explorative interviews





"Talent management is the full scope of HR processes to attract, develop, motivate and retain high-performing employees."



Alumni Talent Management provides the means to play an even bigger role in out VET students career development (not just on the education side).

Offers **access to opportunities** that match **skills, talent and desired career path** in a highly-competitive job market.

The ‘who, what and how’

Who: Exclusive to all Alumni Network members –

What: (we need) to know more about you. We obviously have your student records, but we don’t know what has happened since graduation, where your skills and talents lie, and the direction you’re keen on pursuing.

How: If you’re keen on being in the ‘consideration pool’ , please pop over to a [short form](#) and tell us about yourself. Even if you’re loving what you’re doing currently, you never know what exciting opportunities come down the line in future.



Form

First Name ,Last Name ,Previous last name - if it's changed since registration

Email address ,Mobile,Which city do you live in?

Did you take a gap year?

I took a gap year before studying further

I'm planning on taking a gap year after graduation (if applicable), before joining the workforce

Not interested in a gap year - my only focus is on my career

I'd love a gap year - but it's not possible (due to other life constraints/demands)

I've never taken a gap year

If so, what did you do?

What is your current career status?

I'm already employed I've started my own business

I'm employed, but still keen to hear

I'm looking for a job

If you're employed or have started your own business, please provide more info

First job title after graduating

First company you worked at after graduating

I secured this position before I even graduated in the first month after graduation

in the first 3 months of graduating

in the first 6 months of graduating

in 6 - 12 months after graduation

it took me more than 1 year

Current job title

Current company you are working at

Are you in the market for a new position Yes No

What kinds of job positions would you like?

Want to stay up-to-date about what's out there? Yes No

What are your top 5 skills/things you love doing?



CREATION OF ALUMNI FOR DIEK AIGALEO GRADUATES IN COLLABORATION WITH THE CAREER OFFICE

Information about the DIEK Graduates Association Aigaleo

Alumni

Πληροφορίες για τον Σύλλογο Αποφοίτων του ΔΙΕΚ Αιγάλεω

Οι δραστηριότητες του Συλλόγου Αποφοίτων του ΔΙΕΚ ΑΙΓΑΛΕΩ θα είναι, μεταξύ άλλων, η συγκέντρωση χορηγιών για την οικονομική στήριξη του Ιδρύματος και των αποφοίτων, η σύνταξη μελετών πολιτιστικού, εκπαιδευτικού ή κοινωνικού χαρακτήρα, η απονομή τιμητικών διακρίσεων σε αποφοίτους για τα επιτεύγματα και την προσφορά τους στην επιστήμη, τον πολιτισμό και την κοινωνία, η θεσμοθέτηση βραβείων και υποτροφιών, η συμμετοχή σε δράσεις κ.ά.

Για περισσότερες πληροφορίες μπορεί κανείς να επισκεφθεί το διαδικτυακό τόπο του ΔΙΕΚ <http://iekaigal.gr> ή το Γραφείο Διασύνδεσης του ΔΙΕΚ Αιγάλεω

Αν είστε απόφοιτος και θέλετε να εγγραφείτε στο **Αλumni του ΔΙΕΚ Αιγάλεω** και εργάζεστε ή ψάχνετε για ημιαπασχόληση /εργασία στην Ελλάδα ή το Εξωτερικό, τότε συμπληρώστε την φόρμα στον παρακάτω σύνδεσμο:

https://docs.google.com/forms/d/e/1FAIpQLScuGDWKsg_G2LJnvm4Q1IsTXIjotlpDf61g7jzfvo9_elsg/viewform?vc=0&c=0&w=1

The activities of DIEK AIGALEO's Alumni Association will include:

- *Fundraising for the Alumni's financial support,*
- *Conducting cultural, educational or social events,*
- *Awards from Alumni for students achievements, scholarships, participation in activities and more.*

For more information you can visit the DIEK website <http://iekaigal.gr> or the DIEK Aigaleo Career Office

If you are a graduate and want to enroll in the DIEK Aigaleo Alumni and work or are looking for a part time job in Greece or abroad then fill out the form at the following link:

https://docs.google.com/forms/d/e/1FAIpQLScuGDWKsg_G2LJnvm4Q1IsTXIjotlpDf61g7jzfvo9_elsg/viewform?vc=0&c=0&w=1



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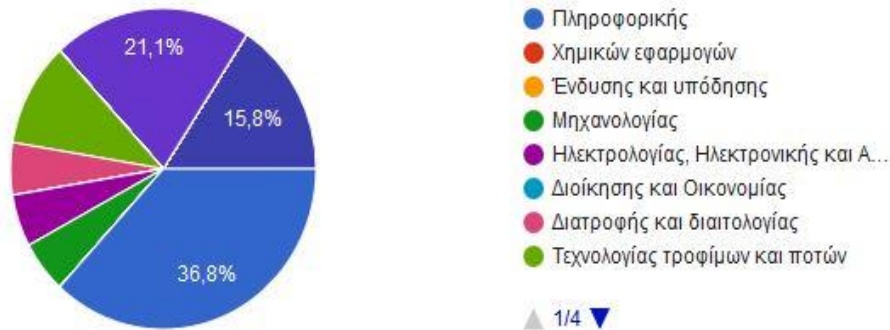


PRIMARY RESULTS FROM ALUMNI QUESTIONNAIRE

Which field of study from VET School you finish?

Παρακαλούμε επιλέξτε τον τομέα των σπουδών σας στο ΙΕΚ από την παρακάτω λίστα

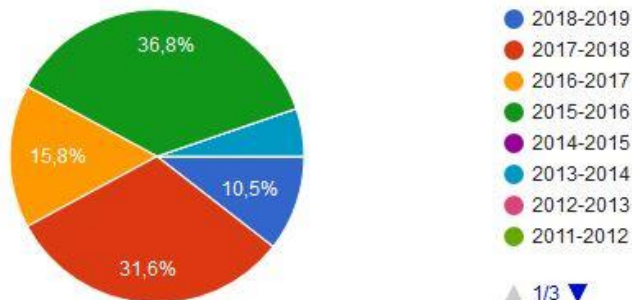
19 απαντήσεις



- **Informatics**
- **Chemical Applications**
- **Clothing and footwear**
- **Mechanical Engineering**
- **Electrical , Electronics, Automations Engineering**
- **Business Administration**
- **Nutrition & Dietology**
- **Food & Beverage Technology**

Χρονιά αποφοίτησης από ΙΕΚ Αιγάλεω

19 απαντήσεις

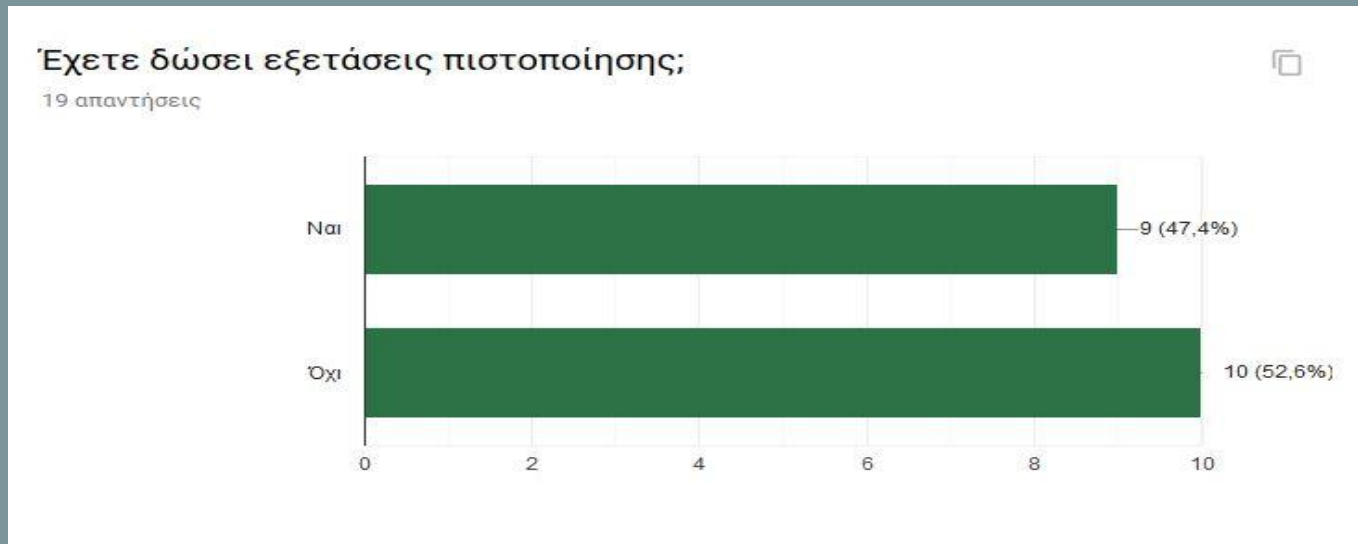


Which year you graduated from VET School ?



CREATION OF ALUMNI FOR DIEK AIGALEO GRADUATES

Have you give Certification examinations for NQF/EQF LEVEL 5 from EOPPEP Yes / No



Which year you give Certification examinations for NQF/EQF LEVEL 5 from EOPPEP ?

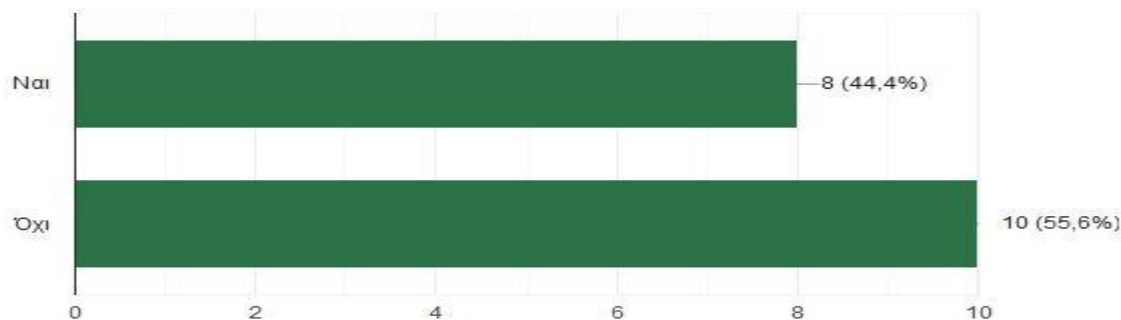


CREATION OF ALUMNI FOR DIEK AIGALEO GRADUATES

Are you working now? Yes / No

Αυτό το διάστημα εργάζεστε;

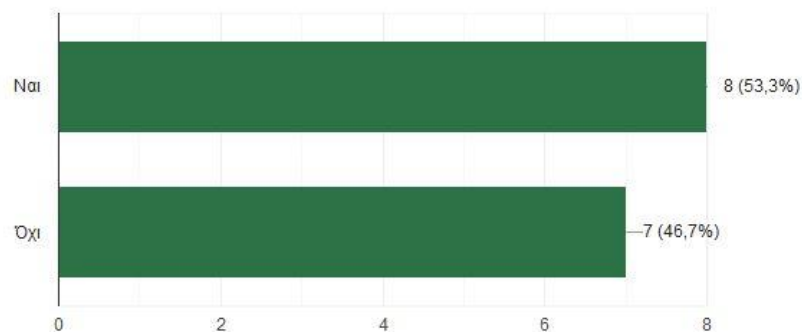
18 απαντήσεις



Have you worked from the time of your graduation till now in a relative to your studies area ? Yes / No

Αν όχι δουλέψατε από την αποφοίτησή σας μέχρι τώρα σε τομέα σχετικό με το αντικείμενο των σπουδών σας;

15 απαντήσεις

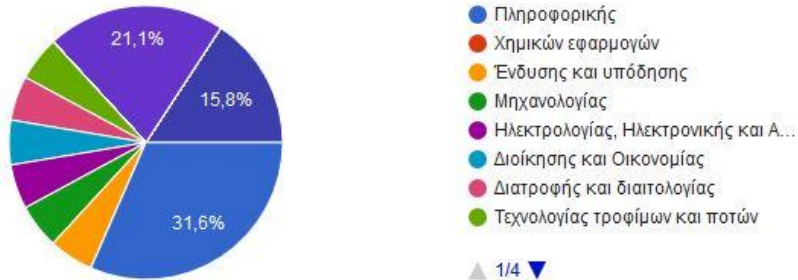


CREATION OF ALUMNI FOR DIEK AIGALEO GRADUATES

If yes in which field?

Αν ναι σε ποιόν τομέα;

19 απαντήσεις

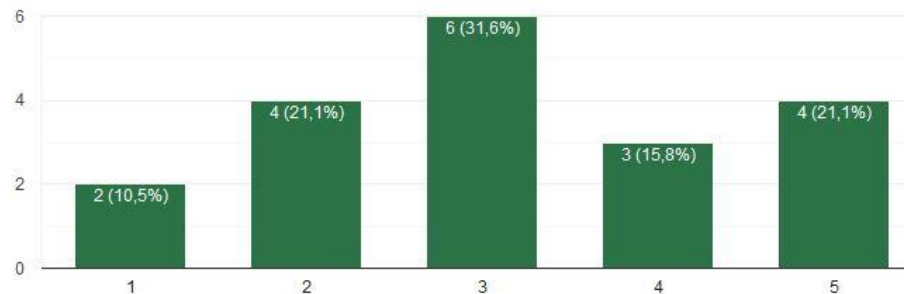


- **Informatics**
- **Chemical Applications**
- **Clothing and footwear**
- **Mechanical Engineering**
- **Electrical , Electronics, Automations Engineering**
- **Business Administration**
- **Nutrition & Dietology**
- **Food & Beverage Technology**

How helpful was your studies in IEK Aigaleo VET School for your professional career?

Πόσο θεωρείτε ότι σας έχουν βοηθήσει οι σπουδές σας στο IEK Αιγάλεω στην επαγγελματική σας πορεία; (1 καθόλου, 2, λίγο, 3 μέτρια, 4 αρκετά, 5 πολύ)

19 απαντήσεις



1. Not at all
2. Little
3. Average
4. Enough
5. A lot

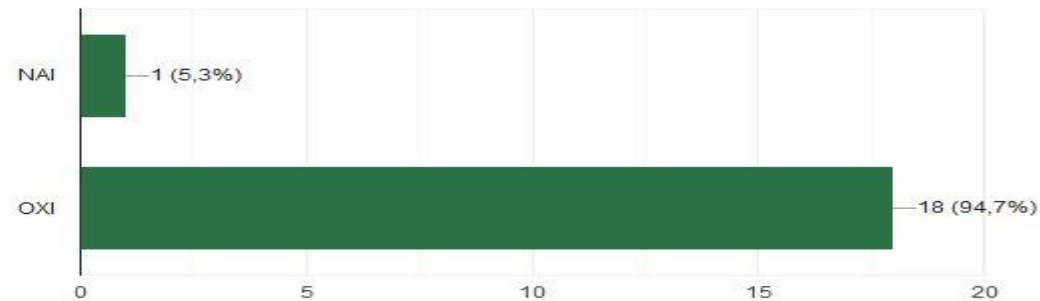


CREATION OF ALUMNI FOR DIEK AIGALEO GRADUATES

Have you continue your studies in another specialization in VET School? Yes / No

Συνεχίσατε τις σπουδές σας σε κάποια άλλη ειδικότητα στα ΙΕΚ;

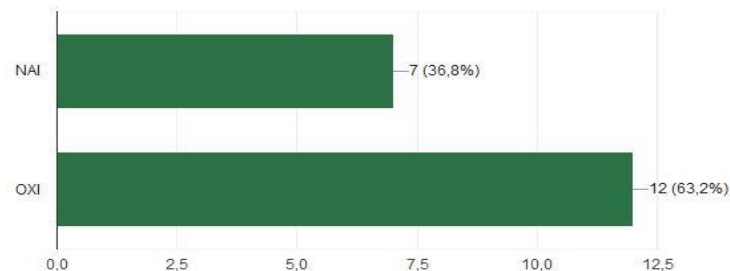
19 απαντήσεις



- Have you continue your studies in trietary education ?*

Συνεχίσατε τις σπουδές σας σε κάποια άλλη ειδικότητα στην τριτοβάθμια εκπαίδευση ή είχατε ήδη πτυχίο από κάποιο ανώτατο ίδρυμα;

19 απαντήσεις

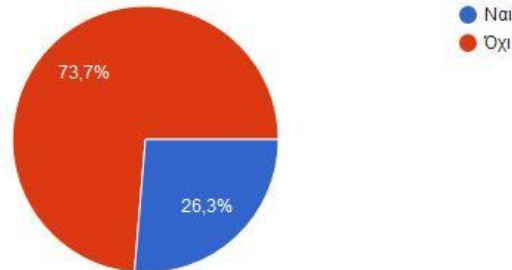


CREATION OF ALUMNI FOR DIEK AIGALEO GRADUATES

Have you worked as a freelancer? Yes / No

Έχετε δουλέψει ως ελεύθερος Επαγγελματίας πάνω στο αντικείμενο το οποίο σπουδάσατε;

19 απαντήσεις



In which company are you working now?

Σε ποια επιχείρηση δουλεύεται τώρα;

19 απαντήσεις

Ρέα, βοηθός ραδιολογίας ακτινολογός τελείωσα στο ιεκ σας , απλά δεν το είχε σαν επιλογή στη φόρμα .

Ετοιμάζομαι για σεζόν

πληροφορική

Είμαι φοιτήτρια ιατρικής

Computerstation

Σε Τεχνικό γραφείο

COSMOTE E-VALUE

Γεωασπικόνιση Α.Ε.Μ.Γ.Ε.

TECHBOX

Σε καμία

καμία

HOUSEMARKET Α.Ε.



ALUMNI TALENT MANAGEMENT FOR VET STUDENTS

- *Measures specifically designed for IVET graduates.*
- *All last year graduates targeted.*
- *Track the destinations of graduates from different types of education to allow comparisons with different groups of people (eg. Not in Education, Employment, or Training (NEET), dropouts, University graduates.*

INDICATORS OF TRACKING SYSTEM FOR ACQUIRING

Have same indicators concerning:

- *Background e.g. socio-economic*
- *Completed studies by accessing students' database*
- *Graduates destinations :*
 - 1. Transition to employment and/or further studies as well as current employment status (employed, self-employed, unemployed).*
 - 2. Job quality (eg: type of contract – permanent /temporary, part-time / full-time & earnings).*
 - 3. Geographical mobility*





The LinkedIn Alumni Tool

LinkedIn is helping soon-to-be graduates from all over the world to get into their professional community—whether they realize they have one already or not.

Why LinkedIn?

80% of LinkedIn members consider professional networking to be important to new job opportunities and career success, according to [LinkedIn research](#).

70% of people were hired at a company where they had a connection

More than 20 million professionals including recruiters, hiring managers and decision makers use LinkedIn every week.

With 530+ million professionals in the LinkedIn community, there is no other place where you can access such a wide range of knowledge, skills and resources to help you reach your goals.





There's no better place to launch your career

And we can tell you where people who went to your school are and what they're up to. Whether you're a student or recent graduate, the Alumni Tool can help you make academic and career choices based on the actual paths of alumni.

The **Alumni** section of a **LinkedIn** Page provides high-level insights about **alumni** of a school of interest, as well as access to the more detailed professional profiles they've shared. ... Identify **alumni** in your field and reach out to them for their industry expertise and career opportunities.



Let LinkedIn do the work for you

Searching for [careers](#) can seem like a daunting task.

Let recruiters know you're open to new opportunities by simply flipping a switch on your LinkedIn profile. It's called [Open Candidates](#), and yes, it's that easy. Open Candidates is accessible from the "[Preferences](#)" tab on the [LinkedIn Jobs](#) home page. By flipping the switch, you privately signal to recruiters that you're interested in new opportunities. Don't forget to update your [career interests](#). This helps you appear in the search results that recruiters are regularly scouring. Additionally, this helps inform the daily job recommendations LinkedIn sends you and surfaces on the jobs homepage.

Entrepreneur? Create your own job — become a freelancer

Nearly 20% of freelancers confirmed they use [freelance work](#), [according to LinkedIn](#)
More than half of freelancers confirmed that they will never return to more traditional, full-time employment

Seek career advice from others

More than 80% of professionals on LinkedIn have stated they either want to have a mentor or be one to others

More than half don't know where to begin and more than one-third have a hard time finding the right person

LinkedIn launched [Career Advice](#), a new feature that helps connect members across the LinkedIn network with one another for lightweight mentorship opportunities

Final stage

EXPLORATIVE INTERVIEWS FROM CAREER OFFICE

Input: exploratory interviews conducted with recent VET graduates and employers from different industries, in order to develop a good understanding of the two parts.

► *Insight: VET graduates and employers need:*

- *soft skills (e.g., verbal and written communication , presentation, leadership , adaptability)*
- *work-related skills((e.g. IT, practical skills gained in internships and work based learning and voluntary activities)*
- *additional skills (e.g. time management , problem-solving , critical/analytical skills , negotiation / persuasion , teamwork)*
- *meta skills (e.g., research skills, ability to learn , ability to see the “bigger picture“)*

► *Output: Identify competencies for our VET students that can help the matching between them and the employer*



LIST OF COMPETENCIES

1. Influencing and Persuading (i.e. ability to use communication and negotiation skills to positively influence individual behaviour)
2. Teamwork and Relationship Building (i.e. ability to work in teams whilst utilising appropriate interpersonal skills to build relationships with colleagues, team members and leagues, team members and external stakeholders)
3. Critical/Analytical (i.e. ability to analyse problems and situations in a critical and logical manner)
4. Self and Time Management (i.e. ability to organize oneself, one's time effectively)
5. Leadership (i.e. ability to take responsibility for a task, give direction, provide structure and assign responsibility to others)
6. Ability to see the bigger picture (i.e. ability to see how things are interconnected, manifested by an ability to think about the business both strategically and operationally)
7. Presentation (i.e. ability to prepare and deliver effective presentations to different audiences)
8. Communication (i.e. ability to communicate clearly and concisely, using a range of verbal and written methods)



Thank you for your attention



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