LABOUR MOBILITY
TEAM BOHR
CBI@Mediterranean 2015
increase labour mobility within EU
job vacancy rate: 4,1M in EU

sources: ec.europa.eu/eurostat
2.5% of EU citizens currently live in another EU member state

sources: ec.europa.eu/eurostat
labour mobility is the key to increase Europe's competitiveness growth and employment

sources: ec.europa.eu/eurostat
why should you move abroad to work?
“I want to open my mind, have different perspective and improve my profile”
why should a company hire people from abroad?
“To bring different approaches for problem solving and innovation. It is enriching from a personal and professional point of view”
recruiters

workers
22.4M of SMEs in EU
2.2M are medium
(50-250 employees)
recruiters

22,4M of SMEs in EU
2,2M are medium
(50-250 employees)

workers

242,3M : labour force
150M have online CV
100M Linkedin
50M Infojob, Clicklavoro, Indeed
recruiters  

workers
Recruiters

- Efficient recruitment
- Reach international talent
- Increase success rate

Workers
recruiters ➔ handshaking ➔ workers

✔ efficient recruitment
✔ reach international talent
✔ increase success rate
recruiters

- efficient recruitment
- reach international talent
- increase success rate

workers

- professional growth
- practicalities - bureaucracy
- join a community
DEFINE AND POST A JOB OFFER

SMALL AND MEDIUM COMPANIES

ASSESS MOBILITY POTENTIAL

RANK CANDIDATES

GLOBHUB
connecting global talent
connecting global talent

1. Define and post a job offer
   - Small and medium companies

2. Apply for job offers
   - Applicants

3. Assess mobility potential
4. Rank candidates

5. Join community
6. Mobility support
Technology

Storage: MySQL

Cloud computing: Apache

Machine learning: supervised, linear classifier
NEEFDING
EUROSTAT

MOBILITY
QUESTIONS

ALGORITHM

MOBILITY
INDEX

MACHINE
LEARNING

JOB PORTALS

PROFESSIONAL PROFILE

CANDIDATE
RANKING
NEEDFINDING
+ EUROSTAT

MOBILITY QUESTIONS

MOBILITY

ALGORITHM

MACHINE LEARNING

MOBILITY

CANDIDATE RANKING

PROFESSIONAL PROFILE

JOB PORTALS
current solution:

supervised machine learning with a linear classifier

complex correlation  high degree of variability  need more variables
<table>
<thead>
<tr>
<th>lines of improvement</th>
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<tbody>
<tr>
<td>neural networks</td>
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<tr>
<td>SVM/SVC</td>
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<tr>
<td>deep learning</td>
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<td>TMVA (CERN ROOT)</td>
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customer segments

1. Recruiters: 2.2 M SMEs
2. European labor force: 242.3M
competitive advantages

algorithm to obtain mobility index + candidate ranking

relocation support

community engagement and lock-in through the platform
. revenue streams

recruiters: commission fee per job offer + relocation packages
social impact

workers:
- international job opportunities
- personal and professional growth
- support for moving abroad
SMEs / recruiters:

- reduced time to hire and reliability on commitment of expat employees
- growth with international talent pool
- diversity - innovation
For EU:

- unemployment rate decreasing
- filling job vacancies
- strengthen European cohesion
Alejandro Woodward
UPC
Degree of Telecommunications
Núria Egidos
UPC
Master of Science of Electronics Engineering
Fabrizio Zucchini
UNIMORE
Communication & Economics
Daniel Felipe Pinilla
MBA Esade
glob hub!
“don’t be bored, choose bohr”