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SCALE UP

Skill Assessment for Young Jobseekers

Final report

Scaling-up Skills for
Strengthening Inclusion
and Youth Employability

Project Number: KA210-YOU-2F49B5FD-2

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The project

The SCALE-UP project aims to explore and increase the acquisition of new skills in young job seekers in order to offer them new opportunities to position themselves in the labor market and strengthen youth employability.

The project's goal is to provide personalized training, both in-person and online, to young job seekers to acquire essential soft skills and the necessary knowledge for today's labor market. This training aims to enhance the quality of their candidacies and improve their employability, with a special focus on Emotional Intelligence, Social and Emotional Skills, particularly Leadership, the Green Transition and Circular Economy, and finally, Digital Communication Skills.



About the activity

The skill assessment activity was carried out on the jobseekers involved, based on the results collected in the common report. The skill assessment **was conducted in November and December 2023** via the **CAMMIO BV online platform**, a cloud-based video recruiting platform. Through this platform, the participants carried out an interview simulation where they responded to questions, which were later evaluated by the competent staff of the partner associations.

The questions presented in the **interview simulation** were prepared in advance by the partner members, who collaborated with competent entities to develop an interview simulation that was as suitable as possible to the current needs and demands of the labor market. **CAMMIO BV provided the participants with an overview of the requirements and new skills currently in demand** and how to leverage and improve their personal characteristics and abilities.

LINK PLATFORM: <https://cammio.com/>

About the activity

This activity contributed to education in Inclusion and Diversity and made skills tangible for Training and Youth by allowing young jobseekers with fewer opportunities to improve their soft skills through an accessible platform.

This method of training promoted **innovation that addressed the soft skills gap in the labor market**. It was a key element in supporting **Youth Employability through the training and improvement of young jobseekers' soft skills**. The main expected outcomes included understanding the differences and impact of Inclusion and Diversity, promoting equality, and learning to recognize talent and train skills.

The young jobseekers who participated gained an **overview of the requirements and new skills currently in demand and how they could exploit and improve their personal characteristics and skills**.

Additionally, they had the opportunity to easily access an effective tool (CAMMIO BV) to support and train interaction skills, gaining a **better understanding of what is expected in today's job market**, and developing the necessary skills to improve their performance and effectively meet the needs of employers.

The target group

The target group consisted of young job seekers from local communities where the partner organizations operated or from the contact networks of the same organizations. **The applicant for the project was the Escuela de Estudios Superiores ESIC in Zaragoza (Spain)**, while the partners collaborating on the project were:

- **The DEVELOPIA foundation from Zaragoza**, which worked in the field of personal, social, and territorial development.
- **The Associazione di Promozione Sociale Joint** from Italy, which offered participation in youth-led events and youth participation activities.
- **Asociacija "Aktyvus jaunimas" from Lithuania**, which organized cultural activities and involvement opportunities with local communities.

An indirect target of the activity was also the staff of the partner organizations, who benefited from learning about this innovative way to evaluate and expand their views on new employability skills. The benefits for young job seekers included the assessment and expansion of their skills, as well as an increase in their productivity, contributing to the improvement of their performance.

A total of 20 people were interviewed: 5 from Lithuania, 6 from Italy, and 9 from Spain.



Method of conducting the activity

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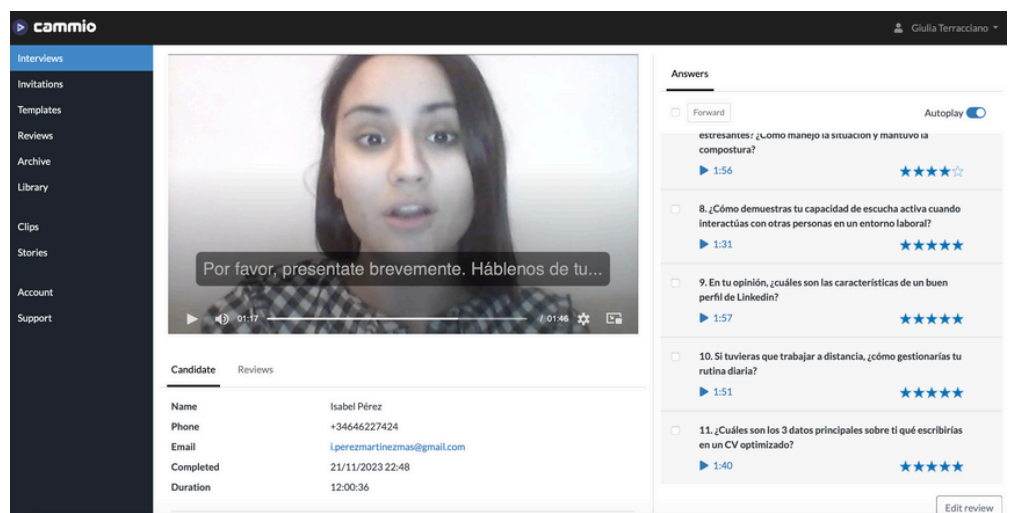
During the activity, the interviewees were asked **to answer a series of simulated questions** as if they were in a real job interview. **A total of 11 questions were posed**, covering various aspects of professional and personal skills. Participants were asked to record their faces while responding, allowing the evaluation of not only the quality of their answers but also their expressions, body language, and overall attitude.

The conditions for the candidates included access to a mobile device with camera functionality, once the process was completed, the **results were assessed and reported one-on-one in an online feedback session**. This video recording procedure was facilitated by **Camio BV** and was GDPR compliant according to the EU standards set in 2018, which replaced the Data Protection Directive 95/46/EC.

Once the interview process was completed, participants were also asked **to provide feedback on the activity**, describing their impressions. Subsequently, the partner members got to work on **evaluating the interviews through the platform**. The partner members rated each answer given in the interview on **a scale from 1 to 5**. Additionally, at the end of the evaluation process, **an insert was provided where the evaluators could share their impressions of the interview** and offer advice on how to improve performance in future interviews.

Questions

- Please introduce yourself briefly. Tell us about your education, work experience, and interests.
- Mention your strength and your weakness.
- Do you prefer to work in a team or alone? Please explain your answer, highlighting the advantages of both scenarios.
- Are you able to collaborate with people who have different ideas/opinions? Do you follow them or try to convince them?
- Can you describe a situation where you had to adapt quickly to an unexpected change or sudden challenge? How did you manage the situation?
- What do you usually do to adapt to changes?
- Can you describe an occasion when you had to manage your emotions in highly stressful work situations? How did you handle the situation and maintain composure?
- How do you demonstrate your active listening skills when interacting with others in a work environment?
- In your opinion, what are the characteristics of a good LinkedIn profile?
- If you had to work remotely, how would you manage your daily routine?
- What are the 3 main pieces of information about you that you would include in an optimized CV?



The screenshot displays the Cammio interview platform. On the left is a navigation menu with options like Interviews, Invitations, Templates, Reviews, Archive, Library, Clips, Stories, Account, and Support. The main area features a video player showing a candidate, Isabel Pérez, with a subtitle that reads "Por favor, preséntate brevemente. Háblenos de tu...". Below the video is a table with candidate details:

Candidate	Reviews
Name	Isabel Pérez
Phone	+34646227424
Email	lperzmartinezmas@gmail.com
Completed	21/11/2023 22:48
Duration	12:00:36

On the right side, there is a list of interview questions with their respective durations and star ratings:

- estresantes: ¿Cómo manejo la situación y mantuvo la compostura? (1:56, 5 stars)
- 8. ¿Cómo demuestras tu capacidad de escucha activa cuando interactúas con otras personas en un entorno laboral? (1:31, 5 stars)
- 9. En tu opinión, ¿cuáles son las características de un buen perfil de LinkedIn? (1:57, 5 stars)
- 10. Si tuvieras que trabajar a distancia, ¿cómo gestionarías tu rutina diaria? (1:51, 5 stars)
- 11. ¿Cuáles son los 3 datos principales sobre ti que escribirías en un CV optimizado? (1:40, 5 stars)



The Cammio BV platform

Cammio is a cloud-based video recruiting platform designed to streamline and enhance the hiring process. This platform enables recruiters and organizations to conduct video interviews remotely, making it a **versatile and efficient** tool for assessing candidates.

By leveraging Cammio, the partners were able to develop an innovative tool that provided a comprehensive overview of current job market requirements and the new skills in demand.

One of the key advantages of using Cammio for interviews is **its ability to provide a flexible and accessible platform for both recruiters and candidates**. Invitations and instructions for the video interviews were sent to candidates' email addresses, allowing them to participate in interviews at their convenience. The platform's cloud-based nature ensured that **the interviews could be conducted from any location, eliminating geographical barriers and making the process more inclusive**.

Furthermore, Cammio's functionality facilitated the recording of video responses, which **enabled a detailed evaluation of candidates' soft skills and other competencies**. This approach not only streamlined the recruitment process but also provided **valuable insights** into candidates' abilities, helping organizations make more informed hiring decisions.



Spanish interviews

The participants in this activity were contacted by **ESIC Business & Marketing School - University & Business School in Zaragoza** and by **Developia Foundation**.

The group consisted of **9 students, including 3 males and 6 females, aged between 22 and 24**.

All participants demonstrated a good attitude, showing professionalism, clarity, and a positive approach. This allowed for a thorough assessment of each interviewee's demeanor and provided detailed feedback. The performances were generally very well received: **eight out of the nine participants received a rating of 5 stars, indicating excellence in their communication and presentation. Only one of the interviewees received a 4-star rating**, which still indicates a good performance with minor areas for improvement.

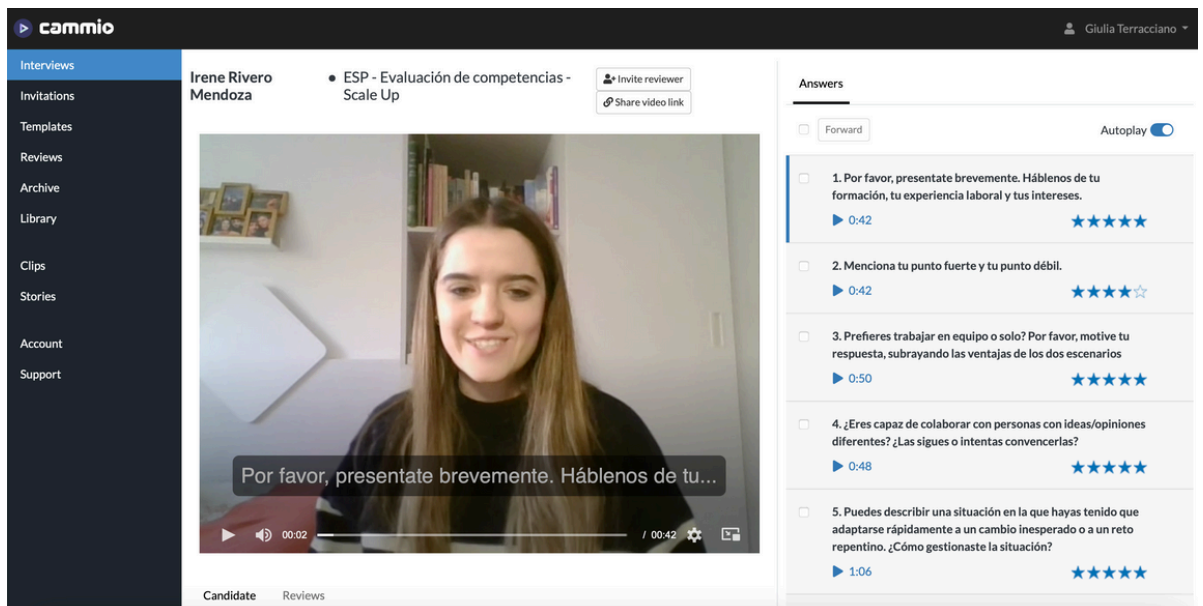
The screenshot shows the Cammio interface for reviewing an interview. On the left is a navigation menu with options: Interviews, Invitations, Templates, Reviews, Archive, Library, Clips, Stories, Account, and Support. The main area displays the candidate's name, 'Martin Marco', and the interview title, 'ESP - Evaluación de competencias -Scale Up'. There are buttons for 'Invite reviewer' and 'Share video link'. A video player shows a candidate with a play button overlay. Below the video are 'Candidate' and 'Reviews' tabs. On the right, the 'Answers' section lists five questions with their respective durations and star ratings:

- 1. Por favor, preséntate brevemente. Háblenos de tu formación, tu experiencia laboral y tus intereses. (1:23) ★★★★★
- 2. Menciona tu punto fuerte y tu punto débil. (1:00) ★★★★★
- 3. Prefieres trabajar en equipo o solo? Por favor, motive tu respuesta, subrayando las ventajas de los dos escenarios. (0:54) ★★★★★
- 4. ¿Eres capaz de colaborar con personas con ideas/opiniones diferentes? ¿Las sigues o intentas convencerlas? (0:51) ★★★★★☆
- 5. Puedes describir una situación en la que hayas tenido que adaptarse rápidamente a un cambio inesperado o a un reto repentino. ¿Cómo gestionaste la situación? (1:06) ★★★★★

Feedback from interviewees

As introduced before, the young respondents were asked to make a final comment on their experience with the CAMMIO BV platform. Below we find some of their feedback.

- ***“Very interesting as a platform, I felt comfortable explaining myself and the whole process was very intuitive. I imagine that for companies this involves a different kind “Of work but also more effective. Thank you very much.”***
- ***“Good experience and easy use of the digital interview method.”***
- ***“Thank you for providing me with this great experience. I hope to fit in and be a part of this adventure. Thank you very much!”***
- ***“It has been a new format for me, but I have felt very comfortable.”***



The screenshot displays the CAMMIO platform interface. On the left, a navigation menu includes 'Interviews', 'Invitations', 'Templates', 'Reviews', 'Archive', 'Library', 'Clips', 'Stories', 'Account', and 'Support'. The main content area shows a video interview with Irene Rivero Mendoza, titled 'ESP - Evaluación de competencias - Scale Up'. The video player shows a timestamp of 00:02 and a subtitle: 'Por favor, preséntate brevemente. Háblenos de tu...'. On the right, the 'Answers' section lists five questions with their respective durations and star ratings:

Question	Duration	Rating
1. Por favor, preséntate brevemente. Háblenos de tu formación, tu experiencia laboral y tus intereses.	0:42	★★★★★
2. Menciona tu punto fuerte y tu punto débil.	0:42	★★★★☆
3. Prefieres trabajar en equipo o solo? Por favor, motive tu respuesta, subrayando las ventajas de los dos escenarios	0:50	★★★★★
4. ¿Eres capaz de colaborar con personas con ideas/opiniones diferentes? ¿Las sigues o intentas convencerlas?	0:48	★★★★★
5. Puedes describir una situación en la que hayas tenido que adaptarse rápidamente a un cambio inesperado o a un reto repentino. ¿Cómo gestionaste la situación?	1:06	★★★★★



Feedbacks from interviewers

The interviewers were asked to give brief feedback to the interviews of the young participants, here are some examples:

- ***"I congratulate you on your excellent performance. You spoke very clearly, with good diction. You smiled and generated empathy. You also used a very technical term. The only thing I would recommend is not exceeding one minute in your video. Other than that, everything was excellent. Congratulations!"***
- ***"I commend you for your confidence in speaking and expressing your point of view, as well as for giving examples from your daily life and adapting them to the questions. As recommendations for improvement, I would suggest focusing your gaze on a fixed point, without moving it so much up and down. It's always important to take care of your appearance for an interview (attire, well-groomed hair, and very subtle makeup). A smile always creates a good impression and will help you empathize more. Start your answers in a concise manner and then provide brief examples (not exceeding one minute)."***
- ***"I congratulate you on the excellent interview; the content you expressed is clear and interesting. Your attitude is confident and engaging. I would advise you to try smiling a bit more to create empathy and to aim for a less robotic and more spontaneous demeanor."***
- ***"I congratulate you on your excellent interview; you were precise and concise in explaining concepts. Your attitude conveys friendliness and proactivity in your work."***



Lithuanian Interviews

The participants in this activity were selected and contacted by the Lithuanian Youth Development Group. The group consisted of five young adults, four men and one woman, aged between 22 and 27. All participants demonstrated a strong ability to handle the simulation, showing professionalism and adaptability, even though for several, it was their first time engaging in such an exercise.

The interviews were evaluated based on three main criteria: the clarity and relevance of their answers, their ability to manage and structure information, and their use of non-verbal communication. Each participant was given a rating from 1 to 5, along with detailed feedback and recommendations for improvement.

Three participants received a rating of 4, indicating they managed the simulation very well, with only a few areas identified for enhancement. The other two participants were given a rating of 3, suggesting that while their performance was good, there was more significant room for improvement in certain aspects.

The screenshot shows the Cammio interface for an interview with Melanija Andrijevskaja. The video player shows her speaking. To the right, the 'Answers' section lists six questions with their respective durations and star ratings (all 5 stars):

1. Trumpai pristatykite. Papasakokite daugiau apie savo išsilavinimą, darbo patirtį ir pomėgius. (1:59)
2. Įvardinkite vieną savo asmeninę stiprybę ir vieną silpnybę. (0:53)
3. Ar pirmenybę teikiate darbu komandoje, ar visgi labiau mėgstate dirbti individualiai? Motyvuokite savo atsakymą pabrėždami abiejų scenarijų privalumus. (1:50)
4. Ar gebate bendradarbiauti su žmonėmis, turinčiais skirtingas idėjas ar nuomones? Ar sutinkate su jais, o galbūt stengiatės juos perkalbėti? (1:17)
5. Apibūdinkite situaciją, kai teko greitai prisitaikyti prie netikėtų pokyčių ar staigaus iššūkio. Kaip susidorojote su situacija? (1:44)
6. Ką įprastai darote, kad prisitaikytumėte prie pokyčių?

Below the video, a table shows candidate details:

Candidate	Reviews
Name	Melanija Andrijevskaja
Email	melanija.andrijevskaja@gmail.com
Completed	27/11/2023 13:46



Lithuanian Interviews

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As introduced before, the young respondents were asked to make a final comment on their experience with the CAMMIO BV platform. Below we find some of their feedback.

"The interview was highly stimulating, with questions that were clearly designed to extract detailed insights. They made me think about aspects of my experiences that I hadn't previously considered important."

"During the third question, there was a brief moment where the video lagged, which caused me to lose focus for a second. However, the rest of the experience was smooth, and I didn't face any significant issues."

The interviewers were asked to give brief feedback to the interviews of the young participants, here are an example:

"I commend you on an outstanding interview; the content you provided was both clear and engaging. Your confident and compelling attitude was evident throughout. My suggestion would be to incorporate more smiles to build rapport and aim for a more natural, spontaneous demeanor rather than a robotic one."

The screenshot shows the CAMMIO platform interface. On the left is a navigation menu with options: Interviews, Invitations, Templates, Reviews, Archive, Library, Clips, Stories, Account, and Support. The main content area shows an interview with Augustas Muralis, titled "LT - Įgūdžių vertinimas - Scale-up". Below the video player, there is a table with candidate information:

Candidate	Reviews
Name	Augustas Muralis
Email	Muralisaugustas@gmail.com
Completed	29/11/2023 18:13

On the right, there is a list of questions and answers:

- 1. Trumpai pristatykite. Papasakokite daugiau apie savo išsilavinimą, darbo patirtį ir pomėgius. (1:00)
- 2. Įvardinkite vieną savo asmeninę stiprybę ir vieną silpnąbę. (0:30)
- 3. Ar pirmenybę teikiate darbui komandoje, ar visgi labiau mėgstate dirbti individualiai? Motyvuokite savo atsakymą pabrėždami abiejų scenarijų privalumus. (0:44)
- 4. Ar gebate bendradarbiauti su žmonėmis, turinčiais skirtingas idėjas ar nuomones? Ar sutinkate su jais, o galbūt stengiatės juos perkalbėti? (0:51)
- 5. Apibūdinkite situaciją, kai teko greitai prisitaikyti prie netikėtų pokyčių ar staigaus iššūkio. Kaip susidorojote su situacija? (1:01)
- 6. Ką įprastai darote, kad prisitaikytumėte prie pokyčių?



Italian interviews

The participants in this activity were contacted and selected by Associazione Joint. The group consisted of 5 young people, 4 girls and 1 boy, aged between 24 and 29. All the participants demonstrated a good ability to manage the simulation, showing a professional attitude and a good spirit of adaptation to the situation, although for some of them it was their first experience.

We evaluated their interviews taking into account the content of their answers, their ability to manage, organise and communicate information and their non-verbal language. Based on these 3 elements, we provided a rating from 1 to 5 and detailed feedback, which also contained suggestions for improving performance. 3 participants received a rating of 4, demonstrating excellent handling of the simulation, although small areas for improvement persisted. In the case of 2 participants, on the other hand, the rating was 3, as we found more room for improvement.

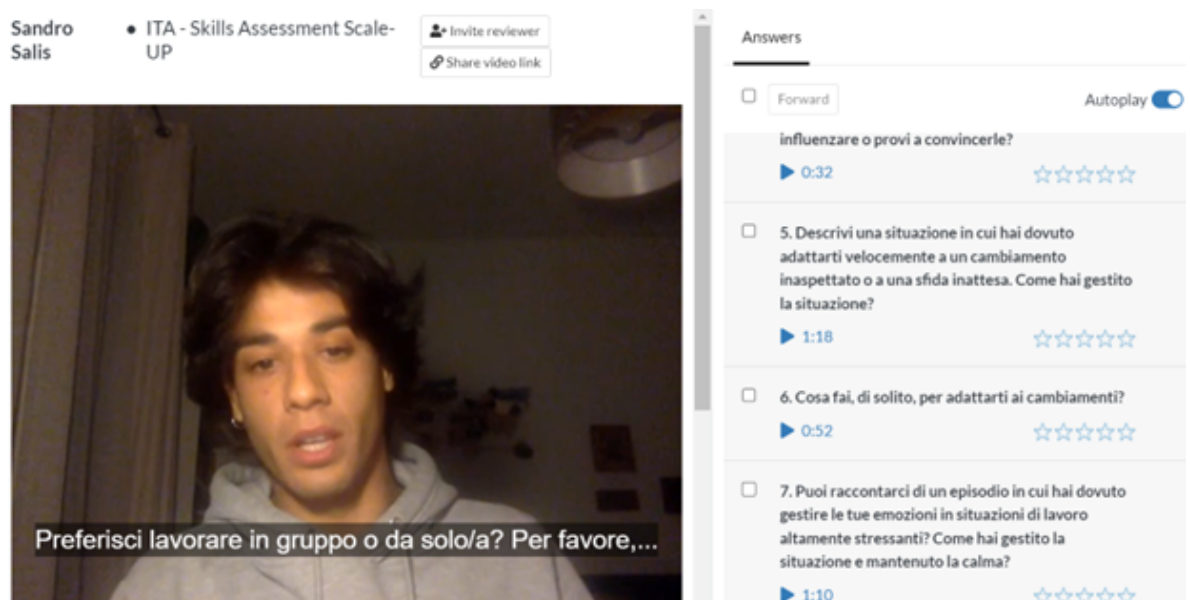
The screenshot shows a video player interface for a skills assessment. The video title is "ITA - Skills Assessment Scale-UP" by Rosa Terracciano Scognamiglio. The video content shows a woman speaking, with a subtitle that reads "Presentati brevemente. Dicci di più sulla tua formazione,...". The video player includes controls for play/pause, volume, and a progress bar showing 00:01 / 01:59. To the right of the video player is a panel titled "Answers" containing a list of four questions, each with a rating of five stars and a duration:

- 1. Presentati brevemente. Dicci di più sulla tua formazione, sulle tue esperienze di lavoro o volontariato e sui tuoi interessi. (1:59)
- 2. Qual è il tuo principale punto di forza e qual è il tuo principale punto debole? (0:59)
- 3. Preferisci lavorare in gruppo o da solo/a? Per favore, motiva la tua risposta, sottolineando pro e contro delle due diverse situazioni. (0:59)
- 4. Ti senti in grado di cooperare con persone con idee o opinioni diverse dalle tue? Ti lasci influenzare o provi a convincerle?

Feedback from interviewees

As introduced before, the young respondents were asked to make a final comment on their experience with the CAMMIO BV platform. Below we find some of their feedback.

- ***“The questions were very interesting and particularly challenging. The question that challenged me the most was the one about the sudden change situation. it was difficult to trace back the experience required, even though I have often found myself in crisis situations. I also expected this kind of platform to be difficult to use, instead, it turned out to be very easy to record the interview”.***
- ***“On the first question, the video stopped for a few seconds during the second recording, and as a result I froze myself. Otherwise, I did not encounter any other problems”.***
- ***“It was very stimulating, I found the questions very persuasive and precise in the search for details to fit the profile. I was able to think of my own experiences to which, without these questions, I would never have given value”.***



The screenshot shows a video interview interface. On the left, there is a video player showing a young man speaking. Below the video, a subtitle reads: "Preferisci lavorare in gruppo o da solo/a? Per favore,..." Above the video, the name "Sandro Salis" and the title "ITA - Skills Assessment Scale-UP" are visible. There are buttons for "Invite reviewer" and "Share video link". On the right, a panel titled "Answers" lists several questions with their respective video durations and star ratings. The questions are:

- influenzare o provi a convincerle? (0:32, 5 stars)
- 5. Descrivi una situazione in cui hai dovuto adattarti velocemente a un cambiamento inaspettato o a una sfida inattesa. Come hai gestito la situazione? (1:18, 5 stars)
- 6. Cosa fai, di solito, per adattarti ai cambiamenti? (0:52, 5 stars)
- 7. Puoi raccontarci di un episodio in cui hai dovuto gestire le tue emozioni in situazioni di lavoro altamente stressanti? Come hai gestito la situazione e mantenuto la calma? (1:10, 5 stars)



Feedbacks from interviewers

The interviewers were asked to give brief feedback to the interviews of the young participants, here are some examples:

- *“During the simulation, you demonstrated a very good command of language, as well as an ability to organise concepts and, as a consequence, to express them clearly and to keep to a fairly high degree of timing. Furthermore, by reviewing the individual clips, you managed to maintain a narrative coherence, despite the fact that you had to record the individual pieces individually.*
- *“At some points, you still notice some kind of insecurity that, from time to time, leads you to take short breaks or have little lapses, but overall, the simulation went very well. Congratulations”.*
- *“Congratulations on the calmness and language property you demonstrated during the simulation. You managed to handle the technical problem that occurred very well. A further positive note has to do with the fact that even when you highlight your weaknesses or aspects that could be considered critical, you are immediately able to make them (at least from a narrative point of view) into strengths. We also find it interesting that you want to approach change through personal training”.*
- *“Congratulations on how you handled the simulation. It is very interesting the approach you took in answering some questions, in which you went from the general to the particular of your experience. This, however, in some specific passages of the interview, sometimes makes it a little difficult to understand whether you are referring to your own experience or whether you are giving definitions, which requires a very high degree of attention on the part of the listener and, consequently, could become a weak point. Also very positive is the elegance with which you have highlighted your strengths, without ever emphasising them too explicitly”.*

Feedbacks from interviewers

The interviewers were asked to give brief feedback to the interviews of the young participants, here are some examples:

- ***“Congratulations on how you handled the simulation, the timing and how you managed to highlight your strengths. Some suggestions for improvement:***
 1. ***in online interview situations, pay more attention to your body posture and background.***
 2. ***I recommend that you practise information management so that you can make the narrative more linear and it is clearer where you want to go with it. In fact, in some passages, a listener may lose the thread of the speech a little”.***
- ***“During the interview, you showed good charisma, which allowed you to be very convincing with regard to the concepts you put forward. You also highlighted other positive aspects of yourself when answering the other questions. Some tips for improvement:***
 1. ***The choice to answer in English instead of Italian certainly made life more difficult for you than for the other people who participated in the simulation. Despite your high level of proficiency in the language, it is not your mother tongue and therefore in some passages it is noticeable that you are missing words. I guess it was an opportunity to practise anyway.***
 2. ***Use more time when answering questions so that you can give more information about yourself.***
 3. ***Practise organizing concepts better in your mind, so that you can express them more clearly and straightforwardly for an outside listener.***
 4. ***In online interview situations, pay more attention, within the limits of technical possibilities, to the setting and lighting.”.***



Conclusions

The SCALE-UP project has successfully achieved its objectives by providing young job seekers with personalized training focused on developing essential skills required in today's labor market.

The participants demonstrated a high level of professionalism and engagement during the interview simulations conducted via the CAMMIO BV platform.

The thorough assessment process allowed for a detailed evaluation of each participant's performance, with most receiving excellent ratings.

The feedback provided by the evaluators highlighted the strengths of the participants, including clarity in communication, confidence, and the ability to adapt real-life examples to interview questions.

The constructive advice offered by the evaluators, such as maintaining eye contact, enhancing non-verbal communication, and keeping responses concise, will further aid the participants in refining their skills for future job interviews.

Overall, the activity has proven to be a valuable experience for the participants, not only in assessing their current skills but also in guiding them on areas of improvement.