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**Toolkit Case Study of Practice:**

**BeWanted: Using the NTG toolkit for Online Talent management and skill assessment to support hospitality recruitment**

1. **Organisation name and brief explanation of purpose**

BeWanted is a company dedicated to the development of software that supports various talent pools, which are job portals. The novelty of this portal is that it is the company that filters the candidates according to their skills, and not the candidate who applies for each job offer.

In these pools, the candidate is the one who marks the skills he or she has, in addition to incorporating his or her curriculum vitae. The company that wishes to carry out a selection process filters according to the skills it is looking for in the candidates. Once the portal returns the results of the candidates that meet its conditions, it can review their CVs and send an invitation to the candidate. If the candidate accepts, he/she receives the job offer. From this point on, the process of individualised analysis can begin.

CHECK IN JOBS is the new talent pool created by BeWanted which will be used only for the tourism sector. It will serve for employers to seek over candidates searching talent to be included in their teams.

This search, as previously said, is done through skills. In this case, CHECK IN JOBS has incorporated NTG skills. This means that the candidates have to evaluate their performance on NTG skills, and that employers have to search talent through these skills.

Before this, BeWanted has developed several vertical pools focusing on different professions, as well as a transversal portal for young talent. This transversal pool is used by companies that need to recruit young talent in any sector of activity.

CHECK IN JOBS is aimed to be the only job portal to meet candidates and recruiters needs.

1. **How was the toolkit used to address an industry, business or educational need?**

In order to be successful, it was necessary to know what the competencies of each of the jobs in the industry are. This is where BeWanted has incorporated the results of NTG's research. The competencies that have been assigned to each job position are those developed in NTG.

The research that was carried out throughout the project, both in the first phase of analysing the necessary competences and in the phase of developing the job matrix, has been implemented.

1. **Were partner organisations involved and if so, who?**

The research and development work for the tourism talent pool was completed with CEHAT. We have worked collaboratively to incorporate the skills included in the toolkit. Similarly, CEHAT has participated in the development of the tool to adapt the results of the NTG research.

1. **What benefits resulted from use of the toolkit?**

The use of the toolkit has allowed candidates to analyse their skills and categorise them in a standardised way. On the other hand, companies will be able to make the selection process more efficient by using the competencies detected in NTG.

1. **Were there any challenges or lessons learnt using the toolkit?**

The toolkit is a well-structured tool that compiles the skills needed for each position and to what degree they are needed, and also provides the training associated with each of these levels. In this sense, it is intuitive and easy to use.

Skills needed from every job position are those described on the skills matrix developed on NTG.

1. **Have you any further reflections and/or recommendations?**

While NTG's research on green, social and digital skills has been accurate, further research is needed on the other specific skills and knowledge that will be required in the sector.

Further research should focus on the specific needs of the tourism sector, given its intrinsic nature. Cross-learning skills and functional versatility will be essential in the immediate future.