

knowledge and competence exchange SOLution for Supporting occupation in the life of OldeR adults



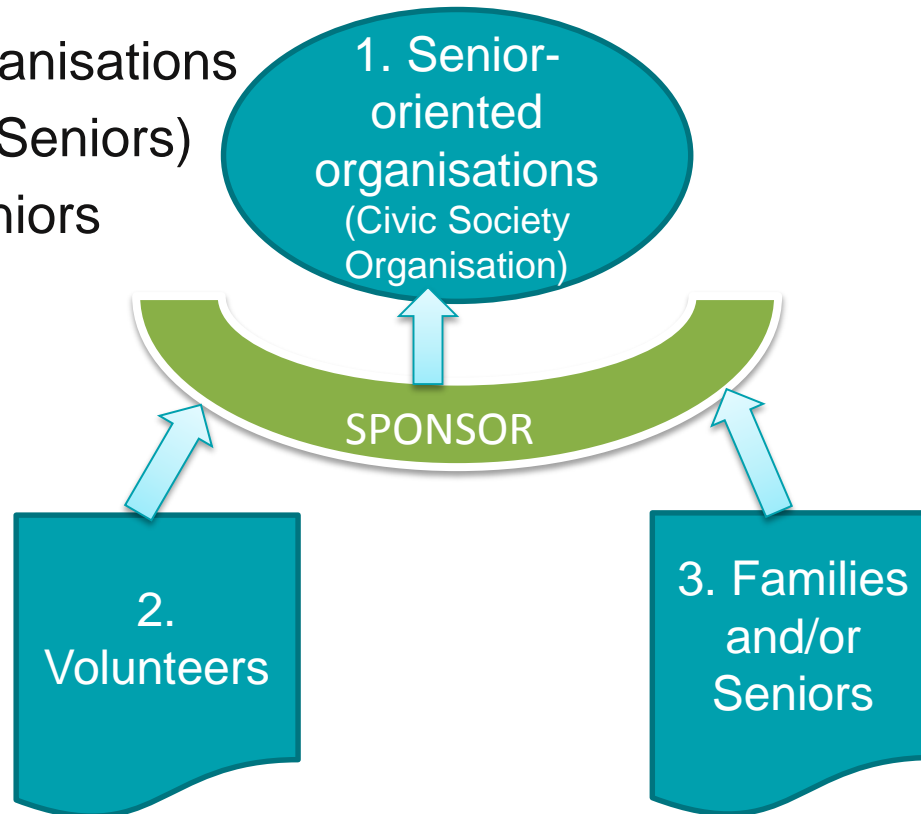
AAL – Forum St. Gallen, 28 September 2016



- Main Result:
→ **ITC platform for the voluntary sectors**
- Aim:
 - Development of an ICT platform that facilitates the posting, browsing and exchange of key information between **competence-offering seniors** and **search-based requests**, from competence-demanding organisations from the voluntary sectors.
- Objective:
 - **Enhancement of senior person's access to a wide range of occupational positions**, this meeting the AAL Call 6 goal for supporting sense-making and the well-being of seniors in occupational environments whenever possible.

Sponsor is (a kind of) Backbone Platform offering services which optimizes collaboration between the following users:

- Senior-oriented organisations
- Volunteers (mostly Seniors)
- Families and/or Seniors



Challenges/solutions for the volunteers

Challenges

- Miss-matched assignments
- Missed positive opportunity
- Limited by existing skills
- Having to say no / I can't (before/during)
- Getting stuck and needing help/support
- Lack of trust / data protection / privacy
- Bureaucratic / legal & administrative
- No supervision / mentoring support
- Registering a profile
- No sense of team building/team work
- Not sensitive to my personal and cultural identity/norms

Services

- Find opportunities
- Build on skills
- Learn and develop
- Manage activities
- Manage time
- Manage engagement
- Manage achievements
- Collaborate

Challenges for the organisations / groups

Challenges

- Attracting the wrong candidates
- Unable to find good candidate pool
- Lapsed time to engagement / vetting
- Vetting across different opportunities
- Re-scheduling when volunteer unavailable
- Poor coordination in volunteers in teams
- Keeping everyone notified / up-to-date
- Loss of core internal business intelligence
- In-consistent and out of date information
- Keeping volunteers energised
- Mixed teams – paid and unpaid

Services

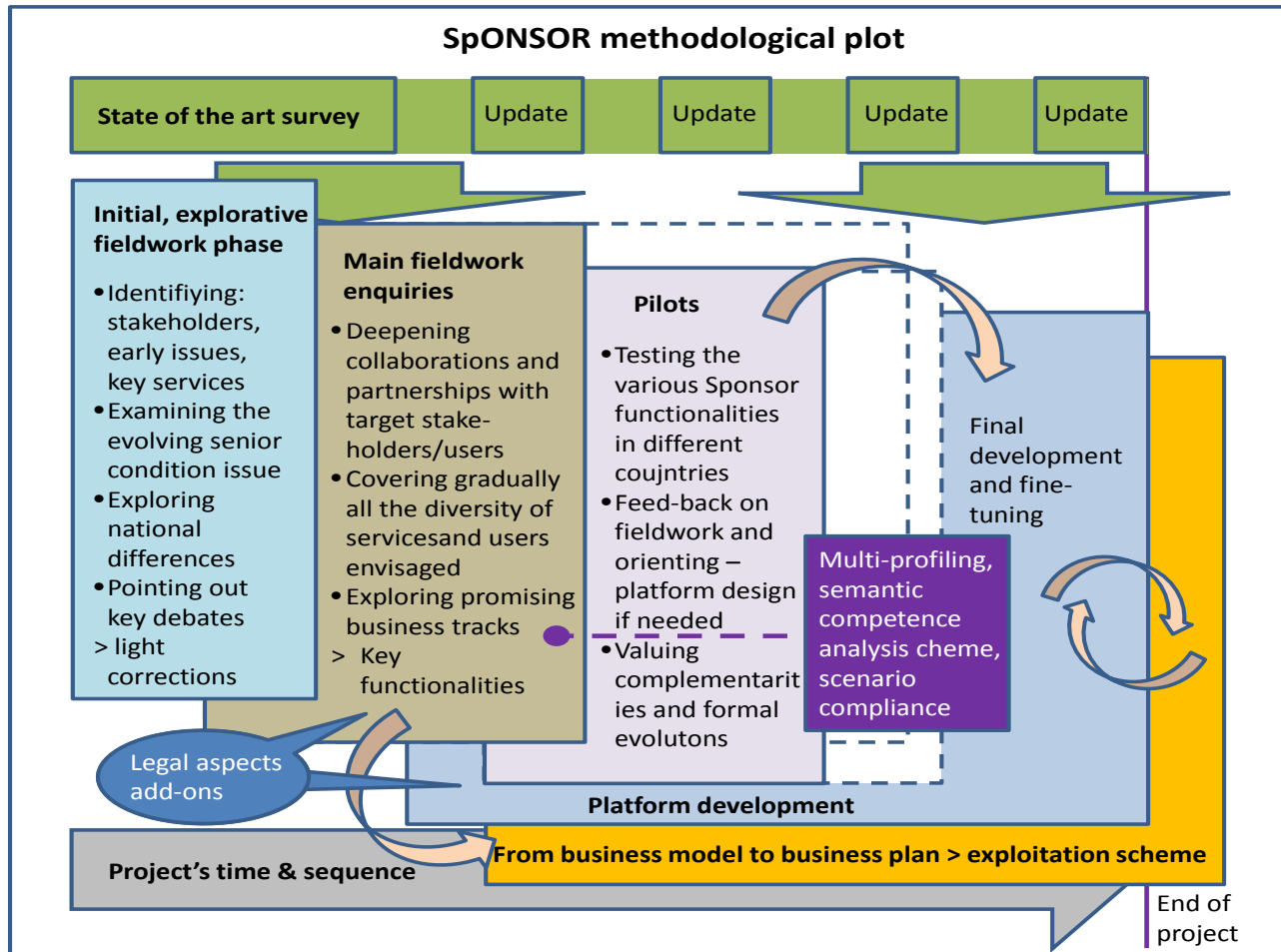
- Common integrated platform for back-office functions.
- Volunteer workforce development and management
- Activities based Service management

Challenges

- Supporting multiple organisations
- Track performance/outputs of organisations
- Funding competing / overlapping organisations.
- Volunteers shared across multiple opportunities.
- Volunteer exposure to Health & Safety risks
- Managing legal/revenue exposure in in-formal economy
- Engagements aligned/linked to employment programmes
- Engagement spans multi-agency business cases
- Indemnities and insurances
- Reducing administrative burden

Services

- Cross community platform for age-friendly citizen engagement
- Organisation registration and personalisation.
- Social enterprise promotion and support
- Inclusive citizenship development



As we shall see, this plot was globally respected, institutional and fieldwork reality forced us only to make all this sequence a bit more parallel than strictly linear with occasional feed-backs

Legislation concerning data protection and privacy issues in Switzerland

Labour regulations



The ALZ case

Rights and responsibilities of the Volunteer

(The Voluntary Charter)

Other regulations to consider depending the profil of the volunteer

(the legal Framework related to the volunteering sector of activity)

Volunteers



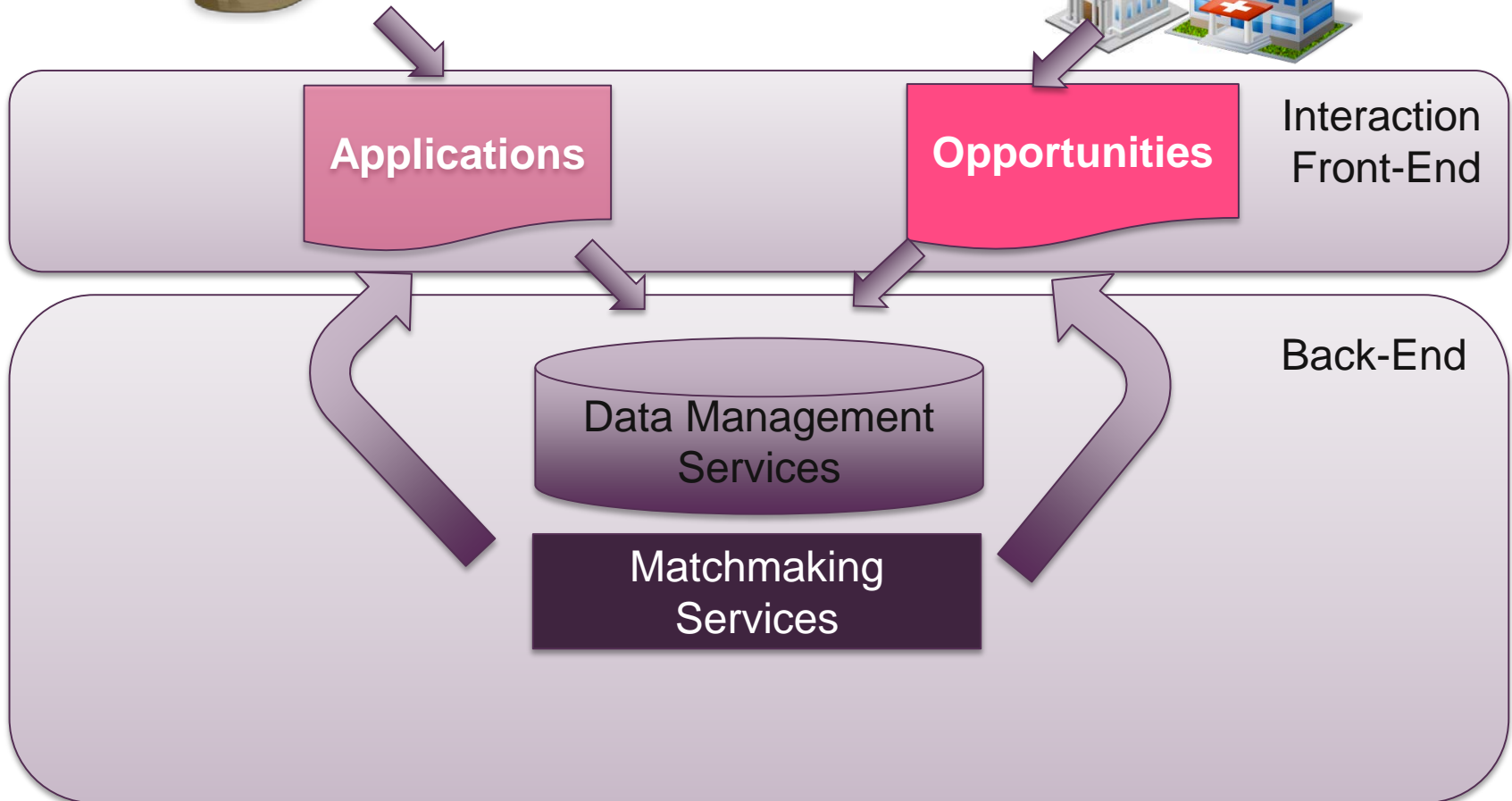
Organizations



Volunteers



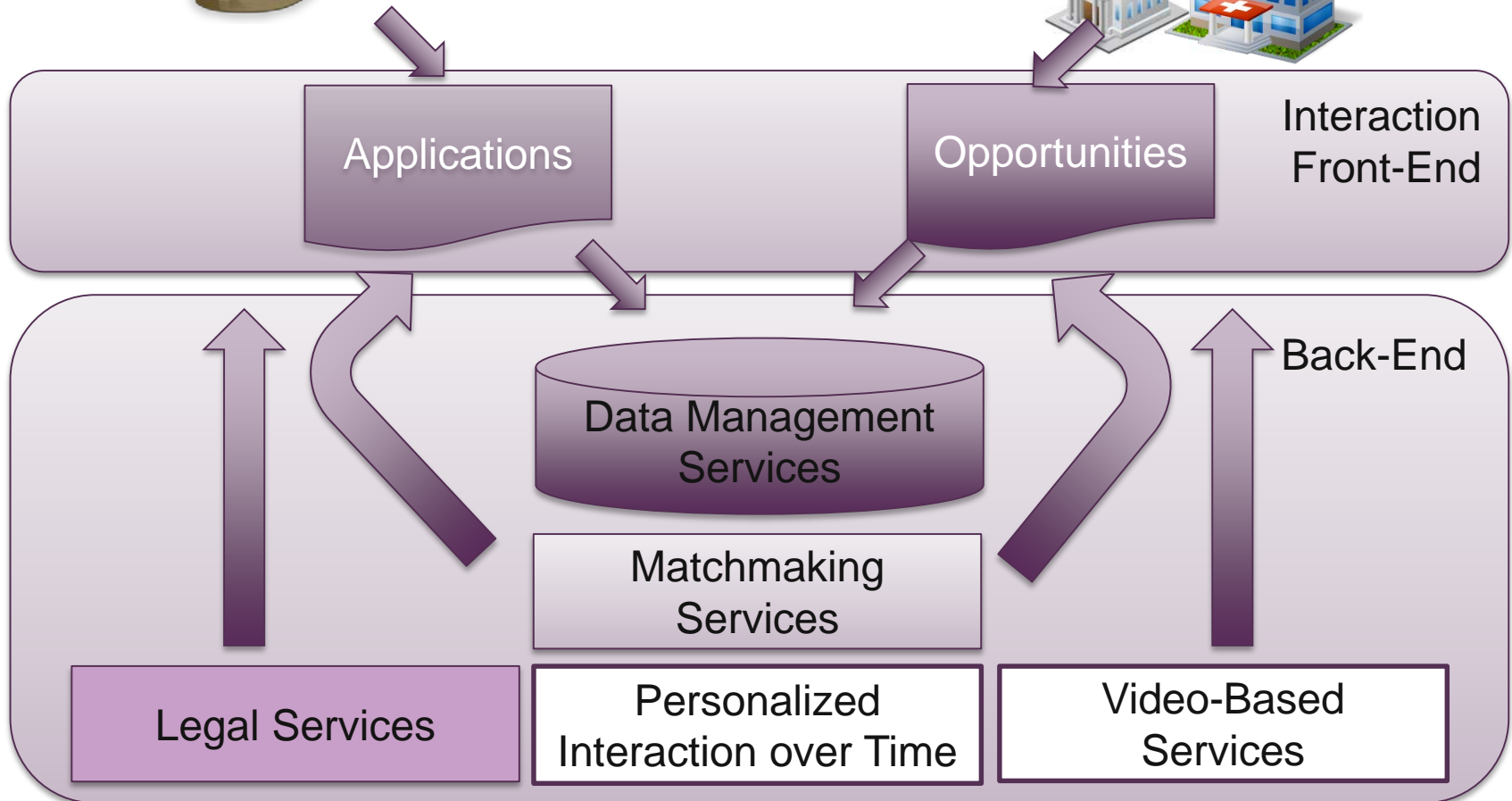
Organizations



Volunteers



Organizations



[SPONSOR](#)
[Home](#)
[About SpONSOR](#)
[Organisations](#)
[Contact](#)

[SIGN IN](#)



Sponsor unleashes its full potential when you register.

[REGISTER AS AN ORGANISATION](#)
[REGISTER AS A VOLUNTEER](#)

Your location:

[OVERVIEW](#)
[OPPORTUNITIES](#)
[WHAT IS SPONSOR?](#)
[VOLUNTEER STORIES](#)
[EVENTS](#)
[GALLERY](#)
[WHY REGISTER?](#)

OPPORTUNITIES

1. Accompaniment at home
2. Baby sitter

[VIEW ALL](#)

WHAT IS SPONSOR?

name
name

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt.

-An active life after 55 -

SPONSOR supports anyone who is looking for volunteer opportunities or organisations with volunteer opportunities available.

[Seniors](#)
[Organisations](#)
[Caregivers](#)

[READ MORE](#)

VOLUNTEER STORIES

«Registering to SpONSOR I manage my volunteering activity 2 days a week...»

Mary, 65

«Here is my recent experience in using the SpONSOR platform...»

John, 68

[READ MORE](#)

EVENTS

Alzheimer Awareness Day

Switzerland 2017-01-13

[VIEW ALL](#)

GALLERY

WHY REGISTER?

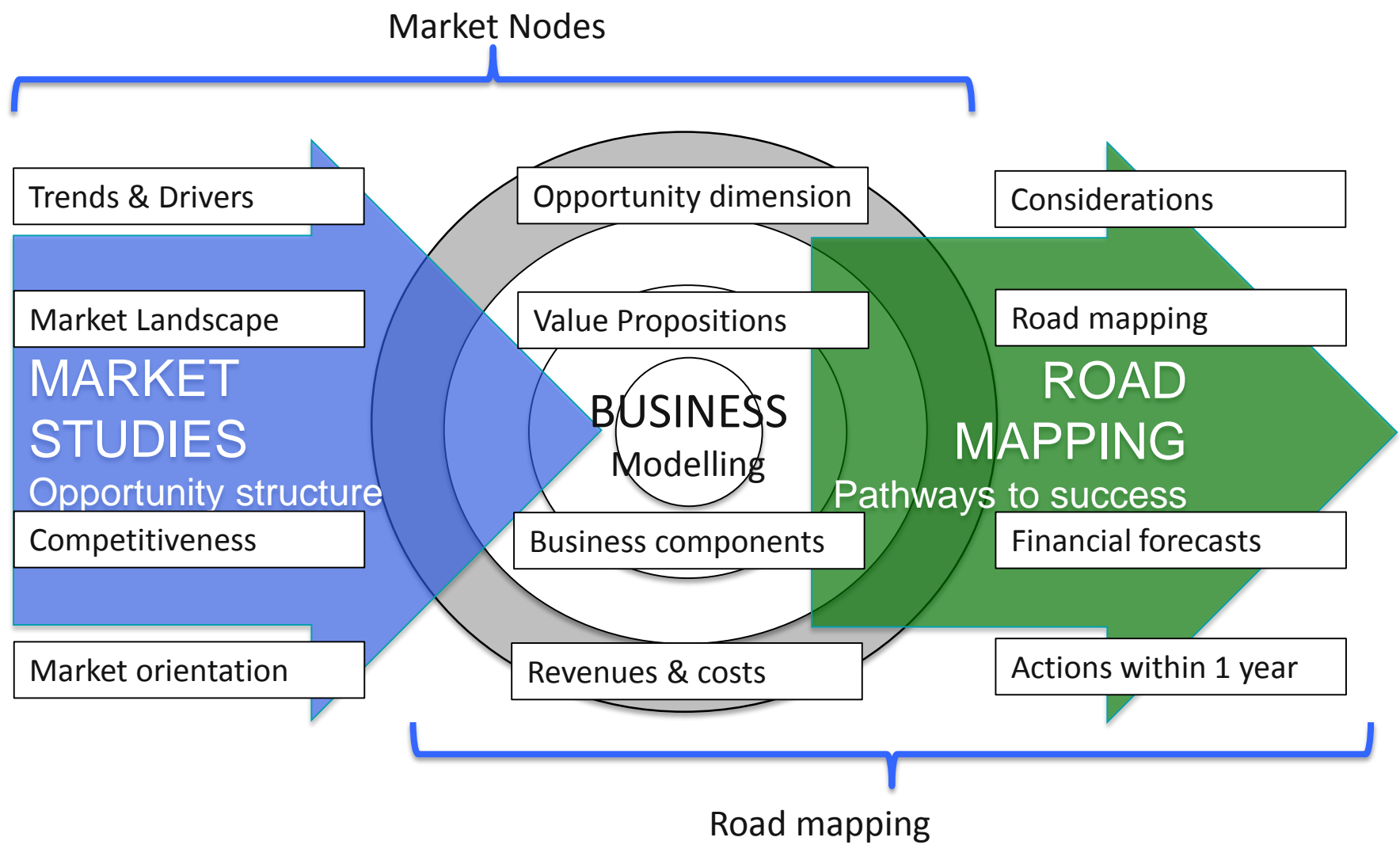
When you sign up for Sponsor you can take advantage of the benefits we offer to both organisations and volunteers. Our key features to make volunteer management quick and easy include:

- ✓ Skills and interest matching
- ✓ Opportunity posting
- ✓ Scheduling
- ✓ Client management

[SIGN UP](#)

From Functionality to Technical Implementation

<p style="text-align: center;">ORGANISATION MGT</p> <ul style="list-style-type: none"> (AM1) User/Organisation can create/update/delete his/her account (AM2) User/Organisation can create/update/delete its profile (AM3) User can apply for an opportunity (AM4) Organisation can create/update/delete user profile 	<p style="text-align: center;">OPPORTUNITIES MGT</p> <ul style="list-style-type: none"> (OM1) Organisation can create/update/delete opportunities and its constraints (OM2) Organization can withdraw an opportunity (OM3) Organisation can highlight a set of opportunities according to filters/criteria (OM4) Organisation can rate opportunity according to its own rate scale (OM5) Organisation can define its own rate scale 	<p style="text-align: center;">ETHICAL/LLEGAL ADVISOR</p> <ul style="list-style-type: none"> (EL1) Opportunity compliance regarding ethical/law constraints is proceed (EL2) User/Organisation can have advice on opportunity related to legal and/or ethical constraints (EL3) Advice can have links to internals/externals documents/URL
<p style="text-align: center;">MATCHMAKING</p> <ul style="list-style-type: none"> (MM1) Matching between user profile and opportunities constraints (MM2) Matching between similar user profiles to propose possible opportunities (user side) (MM3) Matching between similar opportunity profiles related to one user profile to propose possible opportunities (organisation side) (MM4) Matchmaking rules can be personalised according to organisation rules 	<p style="text-align: center;">PERSONALIZED INTERACTION OVER TIME - PIT</p> <ul style="list-style-type: none"> (IO1) Message (feedback) are automatically generated according to defined events (IO2) Message (feedback) are automatically send to user according defined rules (IO3) Events/rules can be defined by organisation related to feedback sending (IO4) Feedback notation scale can be defined by an organisation 	<p style="text-align: center;">VIDEO BASED TRAINING ADVISOR</p> <ul style="list-style-type: none"> (TR1) Multimedia (video) content can be stored (TR2) Metadata can be added automatically or manually to multimedia content (TR3) Multimedia content can be attached to opportunity (TR4) Multimedia content can be attached to user
<p style="text-align: center;">COMMUNICATION</p> <ul style="list-style-type: none"> (CO1) User/Organisation can create/update/delete private messages (CO2) User/Organisation can send private messages to one or several users (CO3) User/Organisation can search for messages according to defined criteria/filters <p>28th April 2016</p>	<p style="text-align: center;">SEARCH ENGINE</p> <ul style="list-style-type: none"> (SE1) User/Organisation can search opportunities according to filters/criteria (SE2) User/Organisation can search training material according to filters/criteria (SE3) Search criteria can be personalized by the user (SE4) Search criteria can be stored by a user to be reused later <p>SpONSOR Mid-Term Review</p>	<p style="text-align: center;">DATA ANALYTICS (STATISTICS)</p> <ul style="list-style-type: none"> (ST1) Number of opportunities are calculated according to filters/criteria (ST2) Ratio between applicants and opportunities can be calculated according to filters/criteria (ST3) Organisation can personalize filters/criteria (ST4) Group of filters/criteria can be stored and attached to organisation profile <p>13</p>



Thank you!



Different entries for Organizations and Volunteers



Sponsor unleashes its full potential when you register.

REGISTER AS AN ORGANISATION

REGISTER AS A VOLUNTEER

Your location:

Your location... ▼

Interaction with different types of users

Part I – Organization Services

Registration & Management of Opportunities

Register your Organization

Register --> Thanks --> Dashboard

SPONSOR Home About SpONSOR Organisations Contact

To find about more about the SPONSOR

First name:

Last name:

Email:

Password:

Confirm password:

info@sponsor.com Powered by SpONSOR

SPONSOR Home About SpONSOR Organisations Contact Dashboard Hello, Alice. Manager @ name. Logout

THANK YOU FOR REGISTERING

Thanks for creating a Sponsor account.
Please complete the form below to help us match volunteers to your opportunities.

Organisation name

Address

SPONSOR Home About SpONSOR Organisations Contact Dashboard Hello, Alice. Manager @ name. Logout

PROFILE ORGANISATION PROFILE PIC OPPORTUNITIES MEMBERS RESOURCES REMINDERS VOLUNTEER MANAGEMENT MESSAGES ACCOUNT SETTINGS

Q Current posts | Archived posts | Manage applications **New**

OPPORTUNITY	DESCRIPTION	EXPIRY DATE								
<p>SPONSOR Home About SpONSOR Organisations Contact Dashboard Hello, Alice. Manager @ name. Logout</p> <p>PROFILE ORGANISATION PROFILE PIC OPPORTUNITIES MEMBERS RESOURCES REMINDERS VOLUNTEER MANAGEMENT MESSAGES ACCOUNT SETTINGS</p> <table border="1"> <thead> <tr> <th>FIRST NAME</th> <th>LAST NAME</th> <th>JOINED ON</th> <th>ROLE</th> </tr> </thead> <tbody> <tr> <td>Alice</td> <td>Robbins</td> <td>2016/02/01</td> <td>Admin</td> </tr> </tbody> </table>			FIRST NAME	LAST NAME	JOINED ON	ROLE	Alice	Robbins	2016/02/01	Admin
FIRST NAME	LAST NAME	JOINED ON	ROLE							
Alice	Robbins	2016/02/01	Admin							

info@sponsor.com Powered by SpONSOR FB TW G+ gitlab.list.lu [own][dev]

A moderated activity

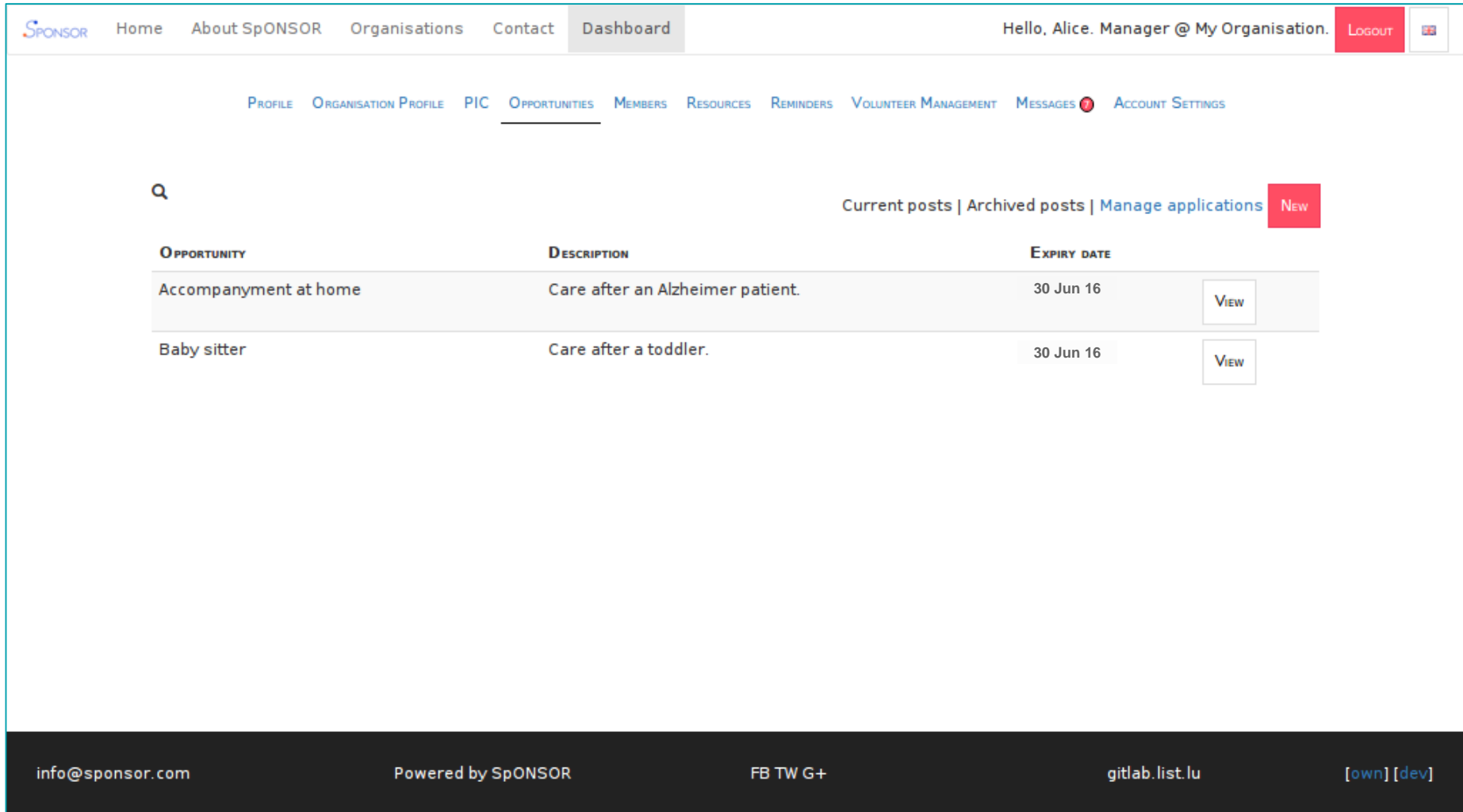
Insert the different requested features

The image displays four overlapping screenshots of the 'NEW OPPORTUNITY' form in the SPONSOR application, illustrating the step-by-step process of creating a job opportunity.

- Top-Left Screenshot:** Shows the 'General' tab of the form. Fields include:
 - Title:** Baby sitter
 - Description:** Care after a toddler.
 - Title of volunteer:** Dr.
 - Number of volunteers:** 1
 - Date of expiry:** 01/06/2016
 A red 'Next' button is visible at the bottom right.
- Top-Right Screenshot:** Shows the 'Expected skills and interests' tab. A search bar contains the text 'care'. Below it, two suggestions are shown: 'elderly care' and 'baby care', both with a blue 'INTEREST' tag. A red 'Next' button is at the bottom right.
- Bottom-Left Screenshot:** Shows the 'Expected skills and interests' tab. Two suggestions are shown: 'Baby care' with a blue 'INTEREST' tag and 'Intermediate French' with a red 'SKILL' tag. A search bar at the bottom contains the text 'Search skills and interests...'. A red 'Next' button is at the bottom right.
- Bottom-Right Screenshot:** Shows the 'Availability' tab. It features a calendar grid for the week of Monday to Sunday. The 'Monday' row has a checked checkbox. A red 'CREATE' button is at the bottom right.

The background of all screenshots shows the application's navigation menu (Home, About SpONSOR, Organisations, Contact, Dashboard) and the user's profile information (Hello, Alice. Manager @ My Organisation. Logout).

Two in this example that differ for a tag



The screenshot shows the SpONSOR dashboard interface. At the top, there is a navigation bar with links for Home, About SpONSOR, Organisations, Contact, and Dashboard. The user is logged in as Alice, Manager @ My Organisation, with a Logout button. Below the navigation bar, there are tabs for PROFILE, ORGANISATION PROFILE, PIC, OPPORTUNITIES (which is active), MEMBERS, RESOURCES, REMINDERS, VOLUNTEER MANAGEMENT, MESSAGES (with a notification icon), and ACCOUNT SETTINGS. A search icon is visible on the left. On the right, there are links for 'Current posts', 'Archived posts', and 'Manage applications', along with a red 'New' button. The main content area displays a table of opportunities:

OPPORTUNITY	DESCRIPTION	EXPIRY DATE	
Accompaniment at home	Care after an Alzheimer patient.	30 Jun 16	VIEW
Baby sitter	Care after a toddler.	30 Jun 16	VIEW

At the bottom of the page, there is a footer with contact information (info@sponsor.com), a note 'Powered by SpONSOR', social media links (FB TW G+), a GitLab link (gitlab.list.lu), and version information ([own] [dev]).

Part II – Volunteer services

Management of Information

He registers and then enriches his profile

SPONSOR Home About SpONSOR Organisations Contact

SIGN UP TO SPONSOR

To find about more about the SPONSOR platform and how it can benefit you, please

You are an individual volunteer.

I am interested in these organisations:

- Switzerland (1 of 2 selected)
 - ALZ/FR
 - My Organisation
- Luxembourg (0 of 0 selected)

First name:
John

Last name:
Kille

Email:
john.kille@example.com

Password:

Confirm password:

info@sponsor.com Powered by SpONSOR FB TW G+

SPONSOR Home About SpONSOR Organisations Contact Dashboard Hello, John, Manager @ My Organisation Logout

THANK YOU FOR REGISTERING

Thanks for creating a Sponsor account.
Please complete the form below to help us match opportunities to you.

Picture

Video profile

First name
John

Last name
Kille

Address
Address

Home phone
Home phone

Work phone
Work phone

Cell phone
Cell phone

Date of birth
mm/dd/yyyy

About me
I am...

Skills and interest

- INTEREST** Elderly care
- SKILL** Good listener

Search skills and interests...

Commitment

Monday	<input type="checkbox"/>
Tuesday	<input type="checkbox"/>
Wednesday	<input type="checkbox"/>
Thursday	<input type="checkbox"/>
Friday	<input type="checkbox"/>
Saturday	<input type="checkbox"/>
Sunday	<input type="checkbox"/>

Emergency contact
Emergency contact

Emergency phone
Emergency phone

COMPLETE LATER >>

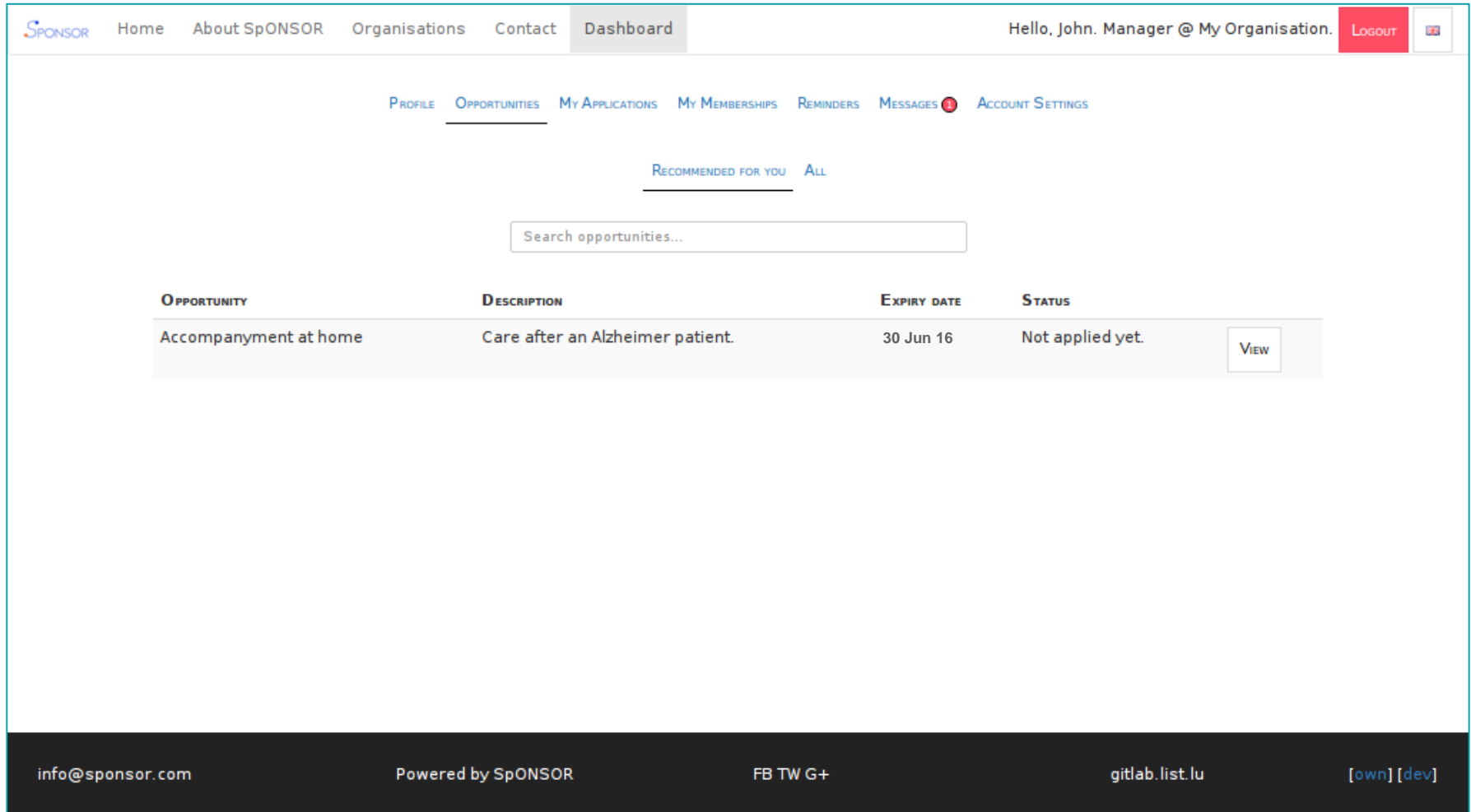
info@sponsor.com Powered by SpONSOR FB TW G+ gitlab.list.lu [own][dev]

Another moderated activity

Part III – Putting in contact the two worlds

The matchmaking functionality

The volunteer Dashboard is notified of an opportunity



The screenshot shows the SpONSOR volunteer dashboard. The user is logged in as John, Manager @ My Organisation. The dashboard is divided into several sections: PROFILE, OPPORTUNITIES (selected), MY APPLICATIONS, MY MEMBERSHIPS, REMINDERS, MESSAGES (with a notification icon), and ACCOUNT SETTINGS. Under the OPPORTUNITIES section, there are two tabs: RECOMMENDED FOR YOU (selected) and ALL. A search bar labeled "Search opportunities..." is present. Below the search bar is a table of opportunities. The table has columns for OPPORTUNITY, DESCRIPTION, EXPIRY DATE, and STATUS. A single opportunity is listed: "Accompaniment at home" with a description of "Care after an Alzheimer patient.", an expiry date of "30 Jun 16", and a status of "Not applied yet." A "VIEW" button is located to the right of the opportunity row.

OPPORTUNITY	DESCRIPTION	EXPIRY DATE	STATUS
Accompaniment at home	Care after an Alzheimer patient.	30 Jun 16	Not applied yet.

Footer information: info@sponsor.com | Powered by SpONSOR | FB TW G+ | gitlab.list.lu | [own] [dev]

The matchmaking follows immediately the change

SPONSOR Home About SpONSOR Organisations Contact **Dashboard** Hello, John, Manager @ My Organisation. [Logout](#)

[PROFILE](#) [OPPORTUNITIES](#) [MY APPLICATIONS](#) [MY MEMBERSHIPS](#) [REMINDERS](#) [MESSAGES](#) [ACCOUNT SETTINGS](#)

Picture

Video profile

First name

Last name

Address

Home phone

Work phone

Cell phone

Date of birth

About me

Skills and interest

SKILL Good listener

INTEREST Baby care

Commitment

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

Emergency contact

Emergency phone

SPONSOR Home About SpONSOR Organisations Contact **Dashboard** Hello, John, Manager @ My Organisation. [Logout](#)

[PROFILE](#) [OPPORTUNITIES](#) [MY APPLICATIONS](#) [MY MEMBERSHIPS](#) [REMINDERS](#) [MESSAGES](#) [ACCOUNT SETTINGS](#)

[RECOMMENDED FOR YOU](#) [ALL](#)

OPPORTUNITY	DESCRIPTION	EXPIRY DATE	STATUS
Baby sitter	Care after a toddler.	30 Jun 16	Not applied yet.

info@sponsor.com Powered by SpONSOR FB TW G+ gitlab.list.lu [own] [dev]

Part IV – The importance of legal and ethical aspects

The legal support functionality

The volunteers has to check that he is aware of implications

The screenshot shows a web application interface with a modal window titled "LEGAL AND ETHICAL INFO". The modal contains the following text and table:

Please see the legal and ethical information related to your application.

LEGAL ISSUES DESCRIPTION	LEGAL SOURCE	HYPERLINKS
You can see your rights and responsibilities!	Voluntary Charter	<ul style="list-style-type: none"> • Benevol Swiss RBN • Benevol Swiss • European Charter
You can see the legal information	The right of residence in	<ul style="list-style-type: none"> • Agreement between the European Community and

I declare that I have read and I accept the legal terms.

Ok

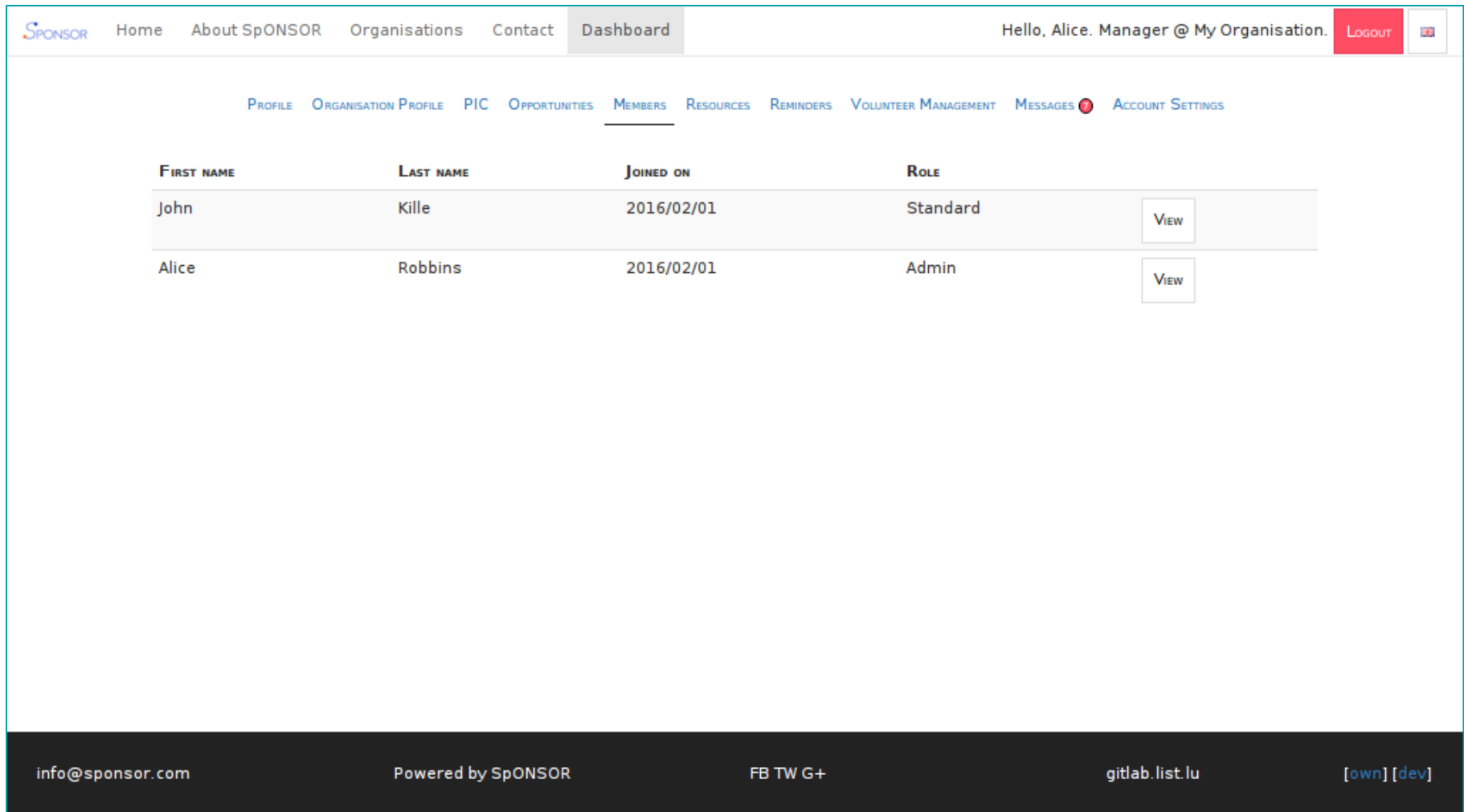
The background shows a job listing for "Care after a toddler." with an "INTEREST" button and an "Apply Now!" button. The footer contains contact information and project details.

Part III (contd)

Matchmaking Organization side

Matchmaking Organization side

The Organization dashboard manages both the owner and the applicants (Alice becomes aware of John)



The screenshot shows the SpONSOR dashboard interface. At the top, there is a navigation menu with 'Home', 'About SpONSOR', 'Organisations', 'Contact', and 'Dashboard' (which is highlighted). On the right, it says 'Hello, Alice. Manager @ My Organisation.' with a 'Logout' button and a language selector. Below the navigation, there is a secondary menu with 'PROFILE', 'ORGANISATION PROFILE', 'PIC', 'OPPORTUNITIES', 'MEMBERS' (which is underlined), 'RESOURCES', 'REMINDERS', 'VOLUNTEER MANAGEMENT', 'MESSAGES' (with a notification icon), and 'ACCOUNT SETTINGS'. The main content area displays a table of members:

FIRST NAME	LAST NAME	JOINED ON	ROLE	
John	Kille	2016/02/01	Standard	VIEW
Alice	Robbins	2016/02/01	Admin	VIEW

At the bottom of the dashboard, there is a footer with the following information: 'info@sponsor.com', 'Powered by SpONSOR', 'FB TW G+', 'gitlab.list.lu', and '[own] [dev]'.

Here there is work on going for validating John's competences

SPONSOR
Home About SpONSOR Organisations Contact Dashboard
Hello, Alice. Manager @ My Organisation. Logout

JOHN KILLE'S PROFILE

Florence, Italy

✉

First name	John
Last name	Kille
Email	john.kille@example.com
About me	I am...

SKILLS AND INTERESTS

Baby care	INTEREST
Good listener	SKILL

WEEKLY AVAILABILITY

Monday	<input type="checkbox"/>
Tuesday	<input checked="" type="checkbox"/>
Wednesday	<input checked="" type="checkbox"/>
Thursday	<input type="checkbox"/>
Friday	<input checked="" type="checkbox"/>
Saturday	<input type="checkbox"/>
Sunday	<input checked="" type="checkbox"/>

Emergency contact	Francesca Rossi
Emergency phone	1234567

DYNAMIC PROFILE MANAGEMENT

TURN ON DPM FOR JOHN KILLE

Dynamic Profile Management (DPM) allows you to edit the profile of a user. All the changes are local to **ALZ/Freiburg**; they do not affect what a user sees in his profile, nor what other organisations see. You can use DPM to reasses user skills, so that a better automatic ranking of applications can be produced.

[More info on DPM](#)

info@sponsor.com
Powered by SpONSOR
FB TW G+
gitlab.list.lu
[own] [Dev]

Alice decides to contact John

Send him an e-mail to establish a first link

The screenshot displays the SpONSOR web application interface. At the top, there is a navigation bar with the SpONSOR logo and menu items: Home, About SpONSOR, Organisations, Contact, and Dashboard. The user is logged in as 'Alice, Manager @ My Organisation', with a 'Logout' button and a notification icon. Below the navigation bar, a secondary menu includes Profile, Organisation Profile, PIC, Opportunities, Members, Resources, Reminders, Volunteer Management, Messages (with a notification badge), and Account Settings.

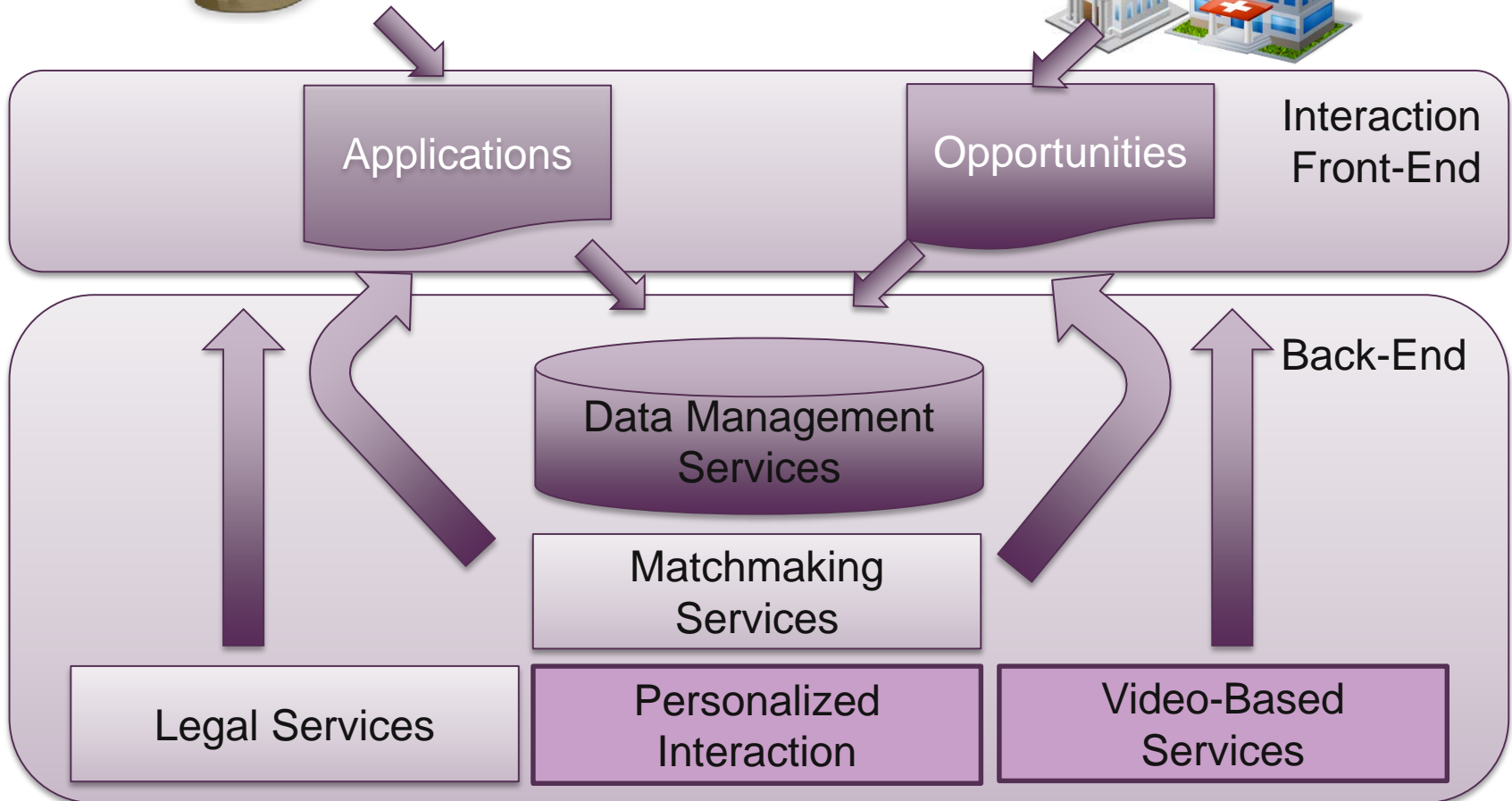
The main content area is titled 'COMPOSE' and contains an email form. The 'To:' field is populated with 'John Kille X' and a search placeholder. The 'Cc:' and 'Bcc:' fields are empty with search placeholders. The 'Subject:' field is set to 'Invitation'. The email body contains the text: 'Dear John, We noticed your profile and we think that you would love...'. At the bottom of the form are two buttons: 'SAVE AS DRAFT' and 'SEND'.

At the bottom of the application, a dark footer bar contains the following information: 'info@sponsor.com', 'Powered by SpONSOR', 'FB TW G+', 'gitlab.list.lu', and '[own] [dev]'.

Volunteers



Organizations

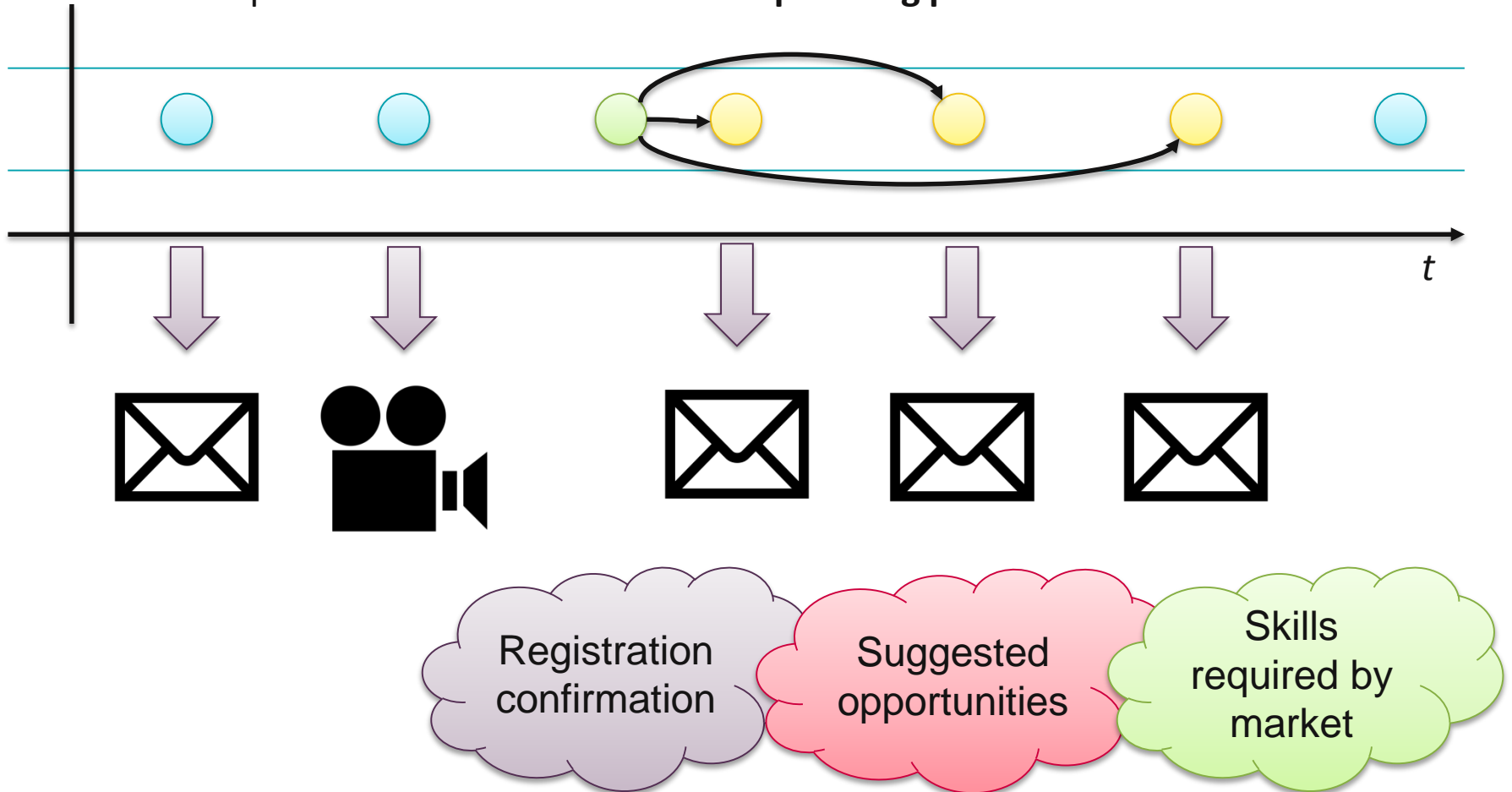


What has been integrated so far is a module for proactively promoting interaction towards volunteers

A rule is applied and the plan is **adapted**

A new event occurs: a user **registers** to the SpONSOR platform

Association dependent actions as a result of a **planning process**



Enriching user profiling and (later) performing training

<p>Users can sign in to the uploader using their Sponsor user credentials</p>	<p>User enters their Sponsor user ID as video title</p>	<p>User records a video of themselves</p>

A “slogan based” conclusion

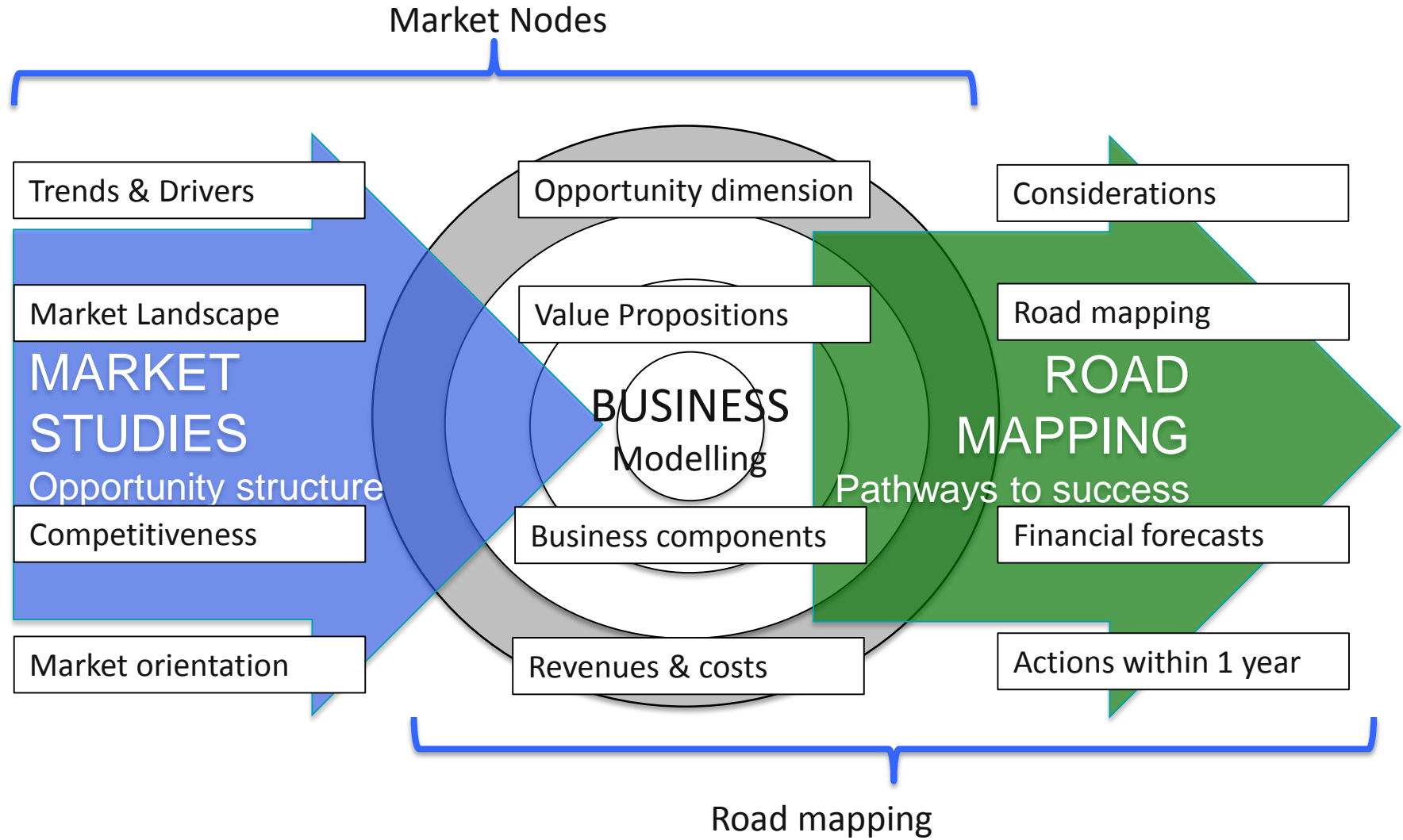
Some directions SpONSOR is following

- Organizations side
 - “Serve them as better as possible”
 - “Support them in the difficult and dynamic business of managing volunteers”

- Volunteers side
 - “Let them choose the right thing”
 - “Do not let them alone”
 - “Help them to adapt to reality pursuing new capabilities”

From Functionality to Technical Implementation

<p style="text-align: center;">ORGANISATION MGT</p> <ul style="list-style-type: none"> (AM1) User/Organisation can create/update/delete his/her account (AM2) User/Organisation can create/update/delete its profile (AM3) User can apply for an opportunity (AM4) Organisation can create/update/delete user profile 	<p style="text-align: center;">OPPORTUNITIES MGT</p> <ul style="list-style-type: none"> (OM1) Organisation can create/update/delete opportunities and its constraints (OM2) Organization can withdraw an opportunity (OM3) Organisation can highlight a set of opportunities according to filters/criteria (OM4) Organisation can rate opportunity according to its own rate scale (OM5) Organisation can define its own rate scale 	<p style="text-align: center;">ETHICAL/LEGAL ADVISOR</p> <ul style="list-style-type: none"> (EL1) Opportunity compliance regarding ethical/law constraints is proceed (EL2) User/Organisation can have advice on opportunity related to legal and/or ethical constraints (EL3) Advice can have links to internals/externals documents/URL
<p style="text-align: center;">MATCHMAKING</p> <ul style="list-style-type: none"> (MM1) Matching between user profile and opportunities constraints (MM2) Matching between similar user profiles to propose possible opportunities (user side) (MM3) Matching between similar opportunity profiles related to one user profile to propose possible opportunities (organisation side) (MM4) Matchmaking rules can be personalised according to organisation rules 	<p style="text-align: center;">PERSONALIZED INTERACTION OVER TIME - PIT</p> <ul style="list-style-type: none"> (IO1) Message (feedback) are automatically generated according to defined events (IO2) Message (feedback) are automatically send to user according defined rules (IO3) Events/rules can be defined by organisation related to feedback sending (IO4) Feedback notation scale can be defined by an organisation 	<p style="text-align: center;">VIDEO BASED TRAINING ADVISOR</p> <ul style="list-style-type: none"> (TR1) Multimedia (video) content can be stored (TR2) Metadata can be added automatically or manually to multimedia content (TR3) Multimedia content can be attached to opportunity (TR4) Multimedia content can be attached to user
<p style="text-align: center;">COMMUNICATION</p> <ul style="list-style-type: none"> (CO1) User/Organisation can create/update/delete private messages (CO2) User/Organisation can send private messages to one or several users (CO3) User/Organisation can search for messages according to defined criteria/filters <p>28th April 2016</p>	<p style="text-align: center;">SEARCH ENGINE</p> <ul style="list-style-type: none"> (SE1) User/Organisation can search opportunities according to filters/criteria (SE2) User/Organisation can search training material according to filters/criteria (SE3) Search criteria can be personalized by the user (SE4) Search criteria can be stored by a user to be reused later <p>SpONSOR Mid-Term Review</p>	<p style="text-align: center;">DATA ANALYTICS (STATISTICS)</p> <ul style="list-style-type: none"> (ST1) Number of opportunities are calculated according to filters/criteria (ST2) Ratio between applicants and opportunities can be calculated according to filters/criteria (ST3) Organisation can personalize filters/criteria (ST4) Group of filters/criteria can be stored and attached to organisation profile <p style="text-align: right;">37</p>



Thank you!

