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systems, statistics, data analytics and machine learning



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## **Survey title: Assessing the ICT Skills Gap in Data Analytics and Machine Learning from the companies perspective**

In order to address the ICT skills gap in the fields of Data Analytics and Machine Learning, we are conducting a survey targeted at companies operating in or recruiting from Greece, Italy, Sweden, and Turkey. If your company utilises Data Analytics and/or Machine Learning techniques and is interested in contributing towards reducing the skills gap and enhancing candidates' employability, we invite you to participate.

For more information please visit our website: [www.leaperasmusplus.eu](http://www.leaperasmusplus.eu). To express your interest in participating, and contribute to our efforts, please contact us at **leaperasmusplus@gmail.com**. For more details about the survey, refer to the FAQ section below.

### **Frequently Asked Questions (FAQ) – Companies' survey participation**

#### **1. What is the purpose of this survey?**

The purpose of this survey is to gather insights from companies operating in the fields of Data Analytics and/or Machine Learning to better understand the skills requirements, recruitment challenges, and potential partnerships with academia for assessing the suitability of candidates, or for upskilling and reskilling, in the ICT sector. By participating in this survey, companies can contribute valuable information that will help identify skill gaps, improve recruitment strategies, and explore collaborative initiatives to address the evolving needs of the ICT industry.

#### **2. What types of companies are eligible to participate in the survey?**

Companies of all sizes and industries that operate in or recruit people from Greece, Italy, Sweden, and Turkey, and have departments or groups that utilise



Data Analytics and/or Machine Learning techniques in their operations are eligible to participate in the survey. If your company does not utilise Data Analytics and/or Machine Learning techniques in their operations, we kindly request that you refrain from participating.

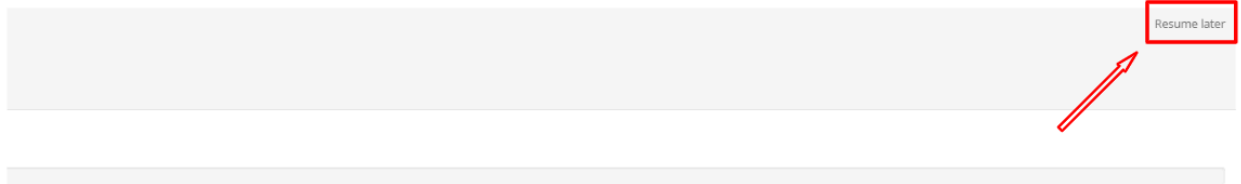
### **3. Who within the company should respond to the survey?**

We recommend that individuals who are knowledgeable about the company's company profile (including industries, client profiles, and products/services), recruitment practices, skills requirements, engagement with academia, as well as the operations of the Data Analytics and/or Machine Learning departments, respond to the survey. This may include personnel from the HR department, Data Analytics and/or Machine Learning department(s), or other relevant departments within the company.

### **4. Can I save my progress and resume later?**

Yes. You can easily save your work and resume at a later time, as many times as you want. This can be achieved by using the 'Resume later' button located at the top right of each page (see screenshot shown below). You will then be prompted to create a unique one-time password, which can be used later by you or others to access the incomplete survey response. Subsequently, you will receive an email from the platform containing a link to the partially completed survey response. You can then use the provided link in the email and the password to access the partially completed survey and resume inputting your responses. Each unique one-time password can only be used once.

There is no limit to the number of times one can use this feature. However, note that each link to a partially completed response only works one time. If you wish to save your progress again, you must use the 'Resume later' function anew.



#### Company information

\*Company name

### 5. Is it possible for multiple individuals from the same company to respond to the survey?

Yes, multiple individuals from the same company can collectively respond to the survey. For instance, one individual from the HR department can begin the survey and provide initial responses. They can then save their progress at any time using the 'Resume later' button located at the top right of each page (see screenshot shown below). They will be prompted to create a unique one-time password, which can be used later by themselves or others to access the incomplete survey response.

Upon saving their progress, the first respondent will receive an email from the platform containing a link to the partially completed survey response. To allow their colleagues, e.g. those from the Data Analytics and/or Machine Learning departments, to continue and complete the survey, they must forward this email to their colleagues and share the chosen unique one-time password with them, as the platform does not provide it. The subsequent respondent can then use the provided link in the email and the password to access the partially completed



survey and input their responses. Each unique one-time password generated by the initial respondent can only be used once.

There is no limit to the number of individuals who can contribute to the survey in this manner. However, note that each link to a partially completed response only works one time. If one wishes to save their progress again, they must use the 'Resume later' function anew. It is also important that the original respondent chooses a secure and temporary password to maintain confidentiality and protect sensitive information.

A screenshot of a survey form. At the top right, there is a button labeled "Resume later" with a red border and a red arrow pointing to it. Below this is a horizontal line. Underneath the line, the text "Company information" is centered. Below that is a text input field with a red asterisk and the label "Company name" above it.

## 6. What level of detail is expected in the responses?

While we encourage detailed responses, participants are welcome to provide information at a level they are comfortable with. For questions regarding the company's profile or any other sensitive information, such as proprietary technologies or business strategies, basic information typically available on the company's website is sufficient, although additional insights are always appreciated. Responses can range from brief overviews to in-depth descriptions based on the company's discretion.



## **7. Is the survey response anonymous, confidential, or will company information be shared publicly?**

Survey responses will be treated confidentially, with only aggregated data shared publicly. Individual company responses will not be shared under any circumstances.

The survey requires participants to provide the name of their company for our internal record-keeping purposes. However, we will publicly acknowledge a company's participation in the survey only with explicit consent from the company.

Finally, providing the names of the respondent(s) is optional and will not be disclosed publicly under any circumstances.

## **8. Is the survey conducted in compliance with GDPR principles?**

Yes, the survey is conducted in full compliance with General Data Protection Regulation (GDPR) principles and requirements. We prioritise the protection of personal data and adhere to all relevant regulations to ensure the confidentiality and privacy of participants' information.

## **9. How will the survey responses be used and shared?**

Survey responses will be aggregated and analysed to generate reports, presentations, and publications aimed at sharing insights with stakeholders, policymakers, and the broader community interested in the ICT sector, with a specific focus on Complex Systems, Data Analytics, and Machine Learning.

The consortium will also utilise the data to inform the design of courses in these areas, ensuring relevance to the current state of the ICT labour market.

Additionally, educational content and practical applications will be developed



based on survey findings to impart high-demand ICT skills to learners. All data will be aggregated to protect the confidentiality of participating companies.

## **10. What are the benefits for a company that participates in the survey?**

Participating companies will have the opportunity to contribute towards gaining valuable insights into ICT industry trends as a part of a collective initiative comprising representatives of both the private and the public sector, aiming at addressing the ICT skills gaps and enhancing the employability of HEIs students and graduates in the fields of Data Analytics and Machine Learning, thus also increasing the pool of prospective candidates for their workforce.

Additionally, they will be able to engage their employees in the LEAP's pilot courses, who will gain valuable insights into emerging technologies and innovative practices, thus enhancing their professional development.

Furthermore, through LEAP they will be able to connect with a pool of high-performing students that will stand out in the pilot courses, potentially leading to fruitful collaborations, internships, or future hires.

Companies with internal trainers can also benefit from attending the seminars that will be conducted for HEIs teachers to enhance their teaching methodologies and leverage digital content effectively and keep up with the latest pedagogical practices.

Lastly, if a company opts for receiving public acknowledgment for its participation in the survey, it will receive recognition through a certificate of participation that will showcase their commitment to advancing education and fostering collaboration within the industry, and also gain visibility within



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academic and professional communities through the publication of survey results, further enhancing their reputation and influence.

### **11. How much time is required to complete the survey?**

The survey is designed to be completed in approximately 20 – 45 minutes, depending on the level of detail that the participants provide in their responses and the respondent's level of familiarity with the topics.