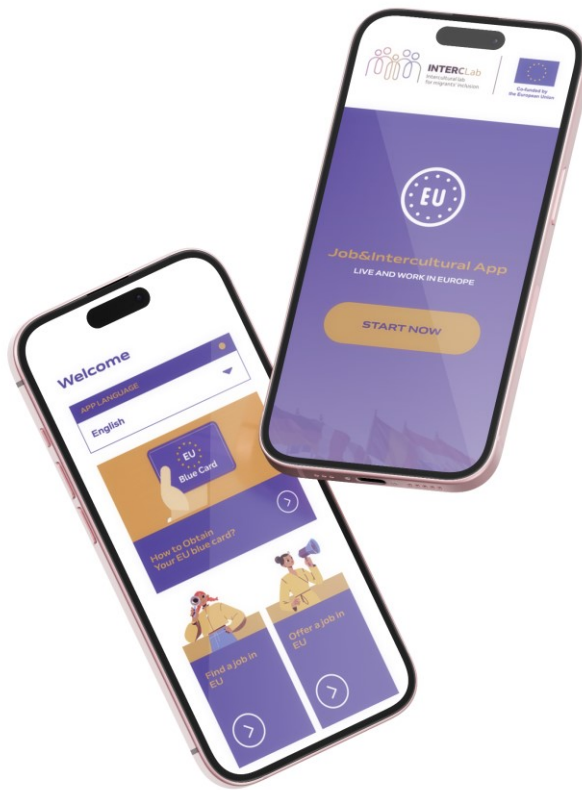


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# Job&Intercultural App *Report*



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## PR 5 - Job&Intercultural App Report

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## Introduction

**Job&Intercultural App** project was born as a response to the growing need to effectively and inclusively integrate skilled migrants into the European Union labor market. In recent years, migration has become a major global issue, with millions of people looking for job opportunities and better living conditions. However, despite Europe having adopted several policies to facilitate the integration of migrants, there are still numerous bureaucratic and operational obstacles that prevent them from accessing suitable job opportunities. A prime example of this integration process is the **EU Blue Card**, a residence permit that allows highly skilled migrants to work legally within the European Union.

Our aim with the **Job&Intercultural app** is to make the process of obtaining the Blue Card more accessible and transparent, through a mobile application that directly connects migrants' job applications with job offers from European companies. The app has been designed to meet the needs of both migrants, who can easily find information on how to obtain the Blue Card and discover job opportunities, and employers, who can tap into a pool of qualified candidates from non-EU countries.

Available in six languages (English, Italian, Spanish, Portuguese, German and Greek), the app is designed to be accessible to a wide range of users from different linguistic and cultural backgrounds. The information contained in the app covers not only the details and procedures for obtaining the Blue Card in each country of the European Union, but also job offers, administrative support, online consultations, and additional services such as psychological and linguistic assistance, recognition of qualifications, and civic training.

The app offers a registration section, which allows migrants to enter their personal data, CV and professional skills, to be easily found by companies. In addition, the app allows companies to publish their job offers, search for qualified candidates and start the hiring process in a simple and transparent way.



The core of the project is to offer a practical, fast and innovative solution to address the problem of migrants' work integration, promoting social inclusion and access to professional opportunities throughout the European Union. The app is intended not only as a tool to facilitate matching between job supply and demand, but also as an empowerment platform for migrants, offering them the resources needed to navigate the work and bureaucratic system of various European countries.

Through the app, migrants can therefore experience more fluid labour mobility, while companies will have the opportunity to access a pool of qualified talent from different parts of the world, thus contributing to the strengthening of the European labour market in an inclusive and sustainable way.



## App Goals

**Job&Intercultural** app was developed with the aim of responding to the challenges related to the integration of skilled migrants into the European labour market, facilitating access to the **EU Blue Card system** and the recognition of professional skills. The main objectives of the app can be distinguished in three key areas: labour inclusion, bureaucratic simplification and the promotion of fair and sustainable labour mobility.

- 1. Facilitating the labour integration of migrants:** One of the central objectives of the app is to create a direct channel between skilled migrants and European companies, simplifying and speeding up the process of searching for and offering jobs. The app allows migrants to easily access a variety of professional opportunities that match their profile, skills and qualifications, thus reducing barriers to entry into the labour market. Thanks to an intelligent matching system, the app filters offers based on parameters such as education level, professional skills and languages spoken, allowing migrants to find work in a targeted and fast way. The aim is to break down the difficulties that migrants often face in having their skills recognised in contexts other than their country of origin.
- 2. Simplify access to the Blue Card:** The app offers a specific section where migrants can get all the information they need about the process of obtaining the Blue Card, including the specific requirements for each country of the European Union, deadlines, documents required and procedures to follow. Thanks to an intuitive navigation, the app allows users to clearly visualize the procedures for obtaining a residence permit in each country, making a bureaucratic process that would otherwise be complex and fragmented more understandable. The aim is to reduce the uncertainty and confusion that often accompany migrants during the process of requesting and renewing the Blue Card.
- 3. Offering language and administrative support:** Another aim of the app is to provide migrants with ongoing support during their integration journey, through



a series of additional services ranging from language advice to managing paperwork. The app offers a support section that includes language support, help with the administration of recognition procedures for educational and professional qualifications, as well as the possibility of accessing resources for civic orientation and language training. This type of support is essential to help migrants overcome obstacles related to understanding local laws, professional requirements and labor rights, ensuring a smoother transition towards integration in the host country.

4. **Promoting European labour mobility and cultural diversity:** The app also aims to promote labour mobility within the European Union, ensuring that migrants are not confined to job opportunities in their host country, but can explore opportunities across the region. Furthermore, the app helps promote cultural diversity in European workplaces, supporting companies in recruiting talent from different parts of the world, thus enriching the labour market with diverse skills and experiences. In this way, not only the integration of migrants is supported, but also growth and innovation in companies that welcome this new workforce.
5. **Ensuring universal accessibility:** A key objective of the app is to ensure that all migrants have access to it, regardless of their level of education, language or country of origin. The app is available in six European languages, and includes a multilingual version, which allows more migrants to use the platform without language barriers. Ease of access and use is key to allowing all migrants to benefit from the opportunities offered by the platform, without discrimination or difficulties related to language or understanding the regulations.
6. **Supporting companies in their search for qualified skills:** For companies, the app is an effective tool to access a global resource of qualified workers. Companies, especially those operating in sectors with a shortage of specialized labor, can easily find suitable candidates through the app, reducing recruitment times and costs. Furthermore, thanks to the ability to filter candidates based on



specific criteria, companies can identify the profiles that best suit their needs, improving the effectiveness of the selection process.

In short, the **Job&Intercultural app** not only aims to facilitate the matching of job supply and demand, but also aims to ensure legal and sustainable labour integration of migrants in the European labour market, promoting diversity and inclusion. The objectives of the app are therefore closely linked to promoting fair and accessible labour mobility, improving the social inclusion of migrants and responding to the needs of companies looking for qualified talent.



## App Target

**Job&Intercultural** app has been developed to meet the needs of different target groups, each with specific needs and objectives related to the labour and social integration of migrants in the European Union. The main targets of the app are **migrants** and **employers**, but the platform is also designed to involve a wider network of **partners and stakeholders** who support the process of social and economic inclusion of migrants. These primary and secondary targets complement each other to ensure the success of the project, creating a network of job opportunities and resources that foster a smooth and sustainable labour integration.

1. **Migrants:** The app's primary target group are **skilled migrants** from third countries seeking to enter the European Union legally. These migrants, mostly professionals and workers with specialised skills, are the group the app aims to support by offering them a direct and simplified route to obtain the **EU Blue Card**, which allows them to work and live in Europe. The app is designed to address the difficulties migrants face during the integration process, such as difficulty in obtaining clear information on European regulations, in having their educational and professional qualifications recognised, and in finding suitable job opportunities. The app provides crucial tools and information, such as the ability to upload their CV, apply for jobs, receive language and legal assistance, and constantly update their professional profile, thus enabling migrants to integrate their skills more easily into the European labour market.
2. **Employers:** Another key target of the app is European **employers, including small, medium and large companies**, who need **qualified workers** to fill specific positions, but often face difficulties in recruiting highly qualified talent due to skills shortages in the local market. The app offers companies a direct channel to access a global resource of migrant professionals, allowing them to post detailed job offers, search for suitable candidates through an intelligent matching



system and receive applications directly through the platform. Employers benefit from a streamlined process, which helps them save time in their search for staff and quickly find professionals with specific skills, thus increasing the efficiency and quality of the hiring process. In addition, the app offers support in managing the administrative procedures related to hiring migrants, simplifying the process of compliance with European regulations and contributing to faster and more effective labor integration.

3. **Training providers, employment agencies and support organisations:** Another sub-target of the app includes **employment agencies, training providers** and **support organisations** that work with migrants and can benefit from the app's functionalities to facilitate the **professional integration process**. These actors can use the app to connect migrants with job opportunities, provide additional training, and support migrants with language and administrative counselling services. In addition, they can monitor migrants' activities on the platform and coordinate with companies to offer more comprehensive and personalised support, helping migrants to fully integrate into the European labour market.
  
4. **Public institutions and migration policies:** **Public institutions** and **international organisations** working in the field of **migration policies** are another indirect target group. The app facilitates the management of migration policies at European level, by providing a system that supports the legal access of migrants to the European labour market, by transparently and securely monitoring the skilled migration flow and by contributing to the implementation of social and labour inclusion policies. The app can also be used by government bodies to collect relevant data and information regarding the employment and integration of migrants, facilitating the planning of more informed and targeted public policies.



5. **Social and economic stakeholders:** Finally, the app can also be used by **social and economic stakeholders**, such as **volunteers, non-governmental organizations** (NGOs), **social services** and **reception centers** that support migrants in their integration process. These entities can use the app to better monitor and manage the resources and opportunities available to migrants, thus creating an integrated support ecosystem that increases the effectiveness of inclusion actions and reduces inequalities.

In summary, **Job&Intercultural App** addresses a broad spectrum of users, but its objectives are mainly focused on two groups: migrants and employers, with the aim of creating an ecosystem that supports the labour integration of migrants in Europe, promoting social, cultural and labour inclusion, fostering labour mobility and the recognition of professional skills.



## Design and implementation phases

The development process of the **Job&Intercultural app** was divided into several key phases, each of which contributed to ensuring the creation of a functional, intuitive and accessible platform. Starting from the requirements analysis, we followed a methodical path that involved the design of the user experience (UX), the creation of the user interface (UI), the creation of the interactive prototype, and the testing of the features. Each phase had the goal of perfecting the app through continuous feedback and optimizations, until reaching the final publication on the stores. In the following section, we will explore each of these phases in detail, highlighting the crucial steps and the results obtained at each stage of the development process.

### 1. Requirements Analysis

**Requirements Analysis** phase was crucial to define the foundations of the **Job&Intercultural App project**. In this phase, the development team worked closely with the project partners, migrants and companies, to understand the specific needs of the users and the functionalities required by the app. The main objective was to identify the key needs to be satisfied, such as easy and fast access to **EU Blue Card information**, the possibility to upload and manage migrant and company profiles, and the need for an intelligent matching system to connect candidates to the most suitable job offers. Furthermore, the need to integrate additional functionalities such as language support, administrative and psychological counselling, and training services was analysed. During this phase, regulatory and legal aspects related to the integration of migrants into the European labour market were also examined, ensuring that the app would meet the legal requirements of the different EU countries. The end result of this phase was a detailed requirements document that guided all subsequent design and development phases, ensuring that the app was tailor-built to meet the needs of end users.



## 2. Project description

The **project description** represents one of the central phases in the development cycle of the **Job&Intercultural app**, as it provided a clear and strategic vision of the objectives to be achieved and the functionalities to be implemented. The project was born from the need to improve the labor integration of qualified migrants within the European Union, concretely addressing the difficulties related to labor mobility and recognition of professional skills. The app is designed to support both migrants and employers, creating a digital environment in which labor supply and demand can meet efficiently.

The core of the project is the **EU Blue Card**, the residence permit that allows highly qualified migrants to enter and work in the EU. The project aims to simplify access to this tool, providing users with clear and precise information on how to obtain the Blue Card in different European countries, including specific requirements, deadlines and administrative procedures. The app not only guides migrants through the bureaucratic process, but also offers an interactive section with **job offers**, allowing them to apply directly to those that best match their profile.

Companies, on the other hand, have a simple tool to publish their **job offers**, define the required requirements and receive applications from migrants. The app uses an **intelligent matching system** that automatically filters the offers based on the candidate's profile, professional skills, languages spoken and level of education. This system ensures that companies can quickly find highly qualified workers, while migrants can be informed in real time about the opportunities that best suit them.

The innovative aspect of this project is the digital approach, which allows for a smooth and transparent management of all phases, from registration to job application, from consulting regulations to managing offers. This unified system not only simplifies the procedure for migrants and companies, but improves accessibility to information and resources, significantly reducing linguistic and bureaucratic barriers. The project, therefore, represents an integrated solution that aims to facilitate the labor inclusion of



migrants and to respond to the needs of companies to access a qualified workforce from non-EU countries.

The **Job&Intercultural App** is not just an application, but an ecosystem designed to contribute to strengthening the economic competitiveness of the European Union, through the valorization of migrant resources and the optimization of the selection and hiring process by companies. In this context, the app is part of a broader program of migration policies and economic development, promoting an inclusive and sustainable management of labor mobility and favoring the creation of a more integrated and open society.

### 3. UX Definition

**User Experience (UX) Definition** phase was crucial to ensure that the **Job&Intercultural app** was not only functional, but also intuitive and easy to use for a wide range of users, with different backgrounds and skills. The main goal in this phase was to create a seamless and frictionless experience that would guide the user through the process of registering, searching for a job, and managing their information in a natural and understandable way. Given the variety of target users, including migrants, businesses, and support workers, it was essential to consider the specific needs and challenges of each group, to ensure that the app was accessible, easy to navigate, and could truly meet the needs of the end users.

The first step in defining the UX was to conduct an in-depth analysis of **users' needs and expectations**, understanding their difficulties in navigating bureaucratic systems and finding job opportunities. The UX design then focused on two main areas: access to information (such as information about the **EU Blue Card** and residence permits) and interaction with the job posting system. It was crucial that users, especially migrants who may not be familiar with European regulations or technical language, could easily find the information they needed, understand the steps to follow to obtain the Blue Card, and apply for job offers.



One of the most important aspects of the UX definition was the design of an **intelligent matching system**, which allowed migrants to quickly and easily find the professional opportunities that best fit their profile. The user experience design took into account how migrants search for work and how the results could be automatically filtered based on skills, experience and language preferences, eliminating any complexity in the search operations.

The app navigation was designed to be **multilingual**, to ensure that users from different countries could use the app without language barriers. The user experience was designed with **different languages and alphabets in mind**, such as Italian, English, Spanish, Portuguese, German and Greek, with a special focus on ensuring that the translation was clear and precise to avoid misunderstandings in legal and employment procedures. Each step of the process, from registration to application, was structured to be as straightforward and simple as possible, minimizing the number of actions needed to complete each step.

Another important aspect in the UX definition phase was the work on the **feedback loop** : users received immediate feedback during the interaction with the app, such as confirmation messages after registration or notifications for submitted applications. This helped reduce uncertainty in using the app, allowing users to know the status of their request or application at all times. Furthermore, migrants, often dealing with stressful situations related to bureaucracy, needed a platform that was not only functional, but also offered a sense of **reliability and tranquility**. The UX design therefore also included clear visual support for complex steps and the possibility to request assistance in case of need, both through FAQs and a real-time support chat.

**UX testing** phase involved analyzing how early users interacted with the app prototype, gathering feedback to further improve navigability and usability. Testing was conducted in multiple languages and involved users with different levels of digital proficiency, to better understand the difficulties and optimize the experience in real time.



**UX definition** phase was the heart of the design, creating an app that not only responded to functional needs but also ensured that every user, regardless of their cultural background, could navigate the app intuitively, quickly and without frustration. The user experience was designed with the aim of making every interaction as simple as possible, promoting inclusion and breaking down digital barriers that could hinder migrants' access to the European labor market.

## 4. UI Realization

The **User Interface (UI) Design phase** focused on creating an interface that was visually appealing, functional, and most importantly, easy to use for users of different cultural backgrounds and levels of technological expertise. While the UX design phase focused on user experience and navigation logic, the **UI** focused on the visual presentation of information and the arrangement of interactive elements within the app, to ensure that every action was intuitive and accessible.



One of the main aspects in the design of the UI was the **responsive visual design**, designed to adapt fluidly to a variety of devices, including smartphones and tablets of all types. The design was driven by the need for an interface that was clear and understandable for all users, including those who may have limited experience in using digital technologies. To this end, **simple layouts were chosen**, with **large buttons** and **intuitive icons**, in order to make each interaction immediate and frictionless. The interface was designed with particular attention to **accessibility**. The font size was optimized for easy reading, and the contrast between texts and backgrounds was studied to improve visibility.

Another key element in the **UI implementation** was the use of a **multilingual design**, to ensure that the app would be usable by users in different countries, such as Italy,



Greece, Spain, Portugal and Germany. Each language was integrated into the layout so that there was no loss of consistency or readability between language versions. The interface had to be able to adapt seamlessly to different text lengths and characters, such as when using different alphabets or writing languages that use a non-Latin alphabet. Optimizing **the UI for multiple languages** allowed the app to maintain a consistent and uniform look, despite the linguistic and cultural challenges.

Special attention has been paid to the **app navigation**, creating a consistent experience across all screens. The interface has been designed to guide the user through each step of the process, from initial registration to applying for jobs. The main **sections**, such as viewing job offers, managing the profile and accessing the Blue Card information, have been separated into **intuitive menus** that are easily accessible with a single click, avoiding confusion or information overload. The information has been **divided into clear tabs**, so as not to overload the user and allow them to focus on what is most relevant at any given moment.

The design of **icons and buttons** was another crucial aspect. Easily recognizable symbols were used, such as those for notifications, messages and action buttons such as "Apply now" or "Upload CV". The icons were designed to be visible and understandable to all users, regardless of their level of technological literacy. The use of **colors** was carefully selected to convey a positive and clear message. Primary colors were chosen to convey a sense of trust and security, such as blue and yellow, associated with concepts of professionalism and cheerfulness, while urgent or important actions were highlighted with stronger and more visible shades, for deadlines or urgent notices.

Another key aspect of the UI design was the **integration of visual feedback** during the user's interaction with the app. Each time an action was completed successfully, the user would receive a **visual confirmation cue**, such as a success message appearing on the screen, or a dynamic change in the color of the button to confirm that the action had been performed correctly. These visual cues not only improve the user experience, but also help reduce uncertainty and build trust in using the app.



Finally, **iterative design** was key throughout the UI development phase. During development, prototypes were continuously tested with real users to gather feedback on every single interface element, identifying areas for improvement and optimizing the experience in real time. Usability tests were conducted not only on expert users but also on migrants who were not familiar with complex digital platforms, to ensure that the app was accessible and usable by everyone, regardless of their level of familiarity with technology.



## 5. Creating the interactive prototype

**Interactive Prototype Creation** phase was a crucial moment in the **Job&Intercultural app design process**, as it allowed us to tangibly visualise the user experience before the actual development phase. Using **Adobe XD**, a powerful tool for interface design and interactive prototyping, the design team developed a prototype that simulated the complete flow of the app, from the initial user registration interaction to job posting and available advice. This prototype not only allowed us to test the visual and functional interactions, but also provided a solid basis for gathering detailed feedback from project partners and end users, ensuring that the app properly met their needs.

The creation of the prototype began with the definition of the **screen flows**, that is, the sequence of screens that the user would encounter while using the app. The entire user journey was mapped to ensure a smooth and intuitive navigation, starting from the **registration screen** to the **application section to the job offers**. Each action was designed to be consistent with the natural flow of the user, minimizing the number of steps needed to complete the main actions. Adobe XD allowed us to create a **clickable navigation**, where every interactive element such as **buttons, menus** and **icons** were made fully functional, simulating the effect that the user would experience in the final version of the app.

A key aspect of the interactive prototype was the creation of **smooth transitions** between different screens. Animations and dynamic state changes were implemented to simulate the end-user experience and to test how the app would respond to clicks, swipes and scrolls. These transitions not only improved the aesthetics of the prototype, but also facilitated understanding how the user would interact with the application in a real-world context, testing the **usability** and effectiveness of **navigation** in detail. In particular, aspects such as the accessibility of **help sections**, the ease with which migrants could find information about the Blue Card, and the ease with which employers could post and display job offers were worked on.



In addition to testing the visual aspect and navigability, the prototype also allowed us to **explore user behavior** when interacting with the different features.

Another strength of the interactive prototyping phase was the ability to **test the visual consistency and branding** of the app. Each screen was designed in line with the chosen **colors** and **fonts**, ensuring that the visual appearance was uniform and respected the guidelines of the project's visual identity. The use of **clear graphic elements**, such as **intuitive icons** and **legible typography**, ensured that the app was aesthetically pleasing, while maintaining a sober and professional approach, which could be familiar and welcoming to all users, regardless of their cultural background.

**Interactive Prototype Creation** phase was essential to visualize the user interaction with the app, test the navigability, and gather feedback to refine the design before the final implementation. This prototype allowed us to address any difficulties in advance and provided a concrete model that guided all subsequent phases of the project, from the **final interface design** to the **implementation of the application**. Thanks to this interactive phase, it was possible to refine every detail of the user experience, ensuring that the app was highly functional, intuitive, and ready to meet the needs of all end users.



## 6. Interactive prototype testing

**Interactive Prototype Testing** phase was one of the most significant steps in the **Job&Intercultural app development process**, as it allowed us to concretely evaluate the effectiveness of the design and functionality of the user interface (UI) and user experience (UX) before the final development phase. The interactive prototype, created using **Adobe XD**, offered a realistic preview of how the app would operate in the real world, allowing us to test navigation flows, interactivity and screen transitions. Prototype testing was crucial not only to identify and correct any technical issues, but also to ensure that the user interaction was simple, consistent and intuitive.

During the testing phase, the prototype was subjected to several **usability testing sessions**. The goal was to directly observe how users interacted with the app and collect qualitative feedback on various aspects of the experience, such as ease of navigation, understandability of information, and the effectiveness of the candidate-job matching features. Each test session was designed to reproduce a user experience as close as possible to the one that end users would experience once the app was released. During these sessions, user behaviors were observed as they completed key tasks, such as

registering, searching for jobs, and applying, trying to understand where difficulties or frustrations might arise.

One of the critical areas tested was **navigation**. Although the UX design was intended to be simple and efficient, the test revealed important information about how users responded to the layout of the information and the clarity of the instructions. In particular, difficulties in finding and understanding the sections relating to the **Blue Card** and the **bureaucratic requirements** for each country were observed, and how users interacted with the job offers. It was essential to verify whether users were able to complete each step without hesitation and whether the **intelligent matching system**



between candidates and offers was clear and precise. The tests also highlighted the need to further simplify certain flows, such as the selection of professional qualifications and the uploading of the resume, making these processes even more direct and rapid.

Another key testing area was **multilingual compatibility**. Since the app is intended for an international audience, the application was tested in all supported languages, to ensure that the translation was correct, the text was easily readable, and that the interfaces correctly adapted to different languages and alphabets. By testing the prototype in different



languages, it was possible to resolve text alignment issues, optimize the display of special characters, and ensure that the interface maintained a consistent look and feel across all language versions. How the app handled varying text lengths was also tested, to ensure that the translation did not compromise the appearance and visual functionality of the application.

A particularly important aspect of **testing the interactive prototype** was analyzing **visual feedback** and notifications. The goal was to see if users could immediately understand whether an action had been completed successfully, such as registering a profile or submitting an application. Error messages and system notifications were also tested to see if these responses were clear and helpful, and whether users could resolve any issues, such as incorrectly uploading a resume, on their own. Clear and timely feedback is crucial in an app like this, as it reduces user uncertainty and increases trust in the platform.

At the end of each testing session, data was collected through **interviews**, **questionnaires** and **direct user observations**, which provided valuable information to improve the prototype. Feedback was used to refine interface details and optimize navigation, such as simplifying complex sections and reorganizing content to make it more easily accessible. Additionally, **bugs** or **technical anomalies** that could compromise the user experience were identified and corrected before moving to the final development phase.

In summary, the **interactive prototype testing phase** allowed us to gain a clear picture of how the app was actually being used by users, identifying areas for improvement and optimization. The results of this phase were instrumental in refining the interface and improving the overall user experience, ensuring that the app was ready for the final development and implementation phase, with a solid foundation of usability, accessibility and performance.



## 7. Infrastructure Design (Deployment)

The **Infrastructure Design (Deployment) phase** was instrumental in ensuring that the **Job&Intercultural app** was ready for global deployment and effective management of a large number of users, including migrants, employers and other stakeholders. This phase focused on planning and building a **scalable, reliable and secure technical infrastructure that** could support the app's needs as the number of users and interactions increased. Infrastructure design was one of the most complex components of the project, as it involved defining all the technologies, servers, databases and backend systems needed for the application to function properly, as well as ensuring the security of users' personal and professional data.

The first step in this phase was to select the **hosting platform** and **cloud services** on which the app would operate. To ensure optimal performance, a **scalable cloud computing environment was chosen**, which allows it to dynamically adapt to the growing volume of traffic, so that the app can support an unlimited number of users, with resources that automatically scale with demand. **Cloud computing solutions** made it possible to ensure that the servers could efficiently handle the data load and requests from the different countries of the European Union, where the app is intended to operate.

Another crucial aspect in the infrastructure design was the choice of a **robust database system** to store in a secure and scalable way all the information related to users, such as profiles, resumes, job offers, and application history. The database was designed to guarantee high **availability** and **data security**, adopting a **multi-level structure to protect sensitive data**. A **regular backup** and **disaster recovery** system was implemented, to minimize the risks related to data loss and ensure service continuity even in the event of failures or interruptions.

**Data security** was a priority throughout the infrastructure design phase. Since the app handles sensitive personal and professional information, such as **resumes, professional skills** and migrants' **identification documents, advanced security**



**measures** were adopted to protect users' privacy. These measures included the application of **HTTPS protocol**, data encryption both in transit and at rest. The infrastructure design phase also included the implementation of **monitoring and reporting systems** to track the app's performance and detect any anomalies or failures in real time. This allowed us to constantly optimize resources and quickly resolve any issues related to the app's performance, ensuring a seamless user experience.

When it came to **app distribution**, it was essential to design a **continuous deployment process** that would allow for the rapid implementation of new features, bug fixes, and stability improvements without significant disruption to users. To this end, a **Continuous Integration / Continuous Deployment (CI/CD) system was adopted**, which allowed for the automation of the workflow between development, testing, and release of the final version. This ensured that every update or change to the code was thoroughly tested and released safely, with minimal impact on the service in production.

Finally, the infrastructure design included planning for the **global scalability** of the app, considering that the application may be used in the future by an increasing number of users in different geographical areas. The choice of scalable infrastructure and modular backend modules made it possible to ensure that the app can evolve according to future needs, potentially supporting other countries outside the European Union, with the possibility of adding new languages, features and services without compromising the overall performance of the system.



## 8. Implementation of logic

**Logic Implementation** phase was one of the most critical moments in the development cycle of the **Job&Intercultural app**, as it involved the creation of the functional heart of the application, i.e. its **backend**. In this phase, the development team translated the functional requirements and the architecture designed during the previous phases into operational code, ensuring that the app was able to perform all the operations necessary to meet user needs, such as registration management, authentication, matching between candidates and job offers, management of **Blue Card information**, and processing applications. The app logic was designed to be **modular, flexible, and scalable**, so as to allow rapid changes and the addition of new features without compromising the stability of the system.

The first step in this phase was the **creation of the user authentication and management system**. The application had to ensure that each user, be it a migrant or an employer, had a **personalized profile**. Systems were developed to manage **login, registration, and credentials management**. In addition, algorithms were implemented for **managing user profiles**, where migrants could upload their resume, indicate skills, languages spoken, and other professional details, while companies could publish job offers, specifying requirements, job descriptions, and other relevant information.

Another key component of the logic implementation phase was the development of the **matching system** between migrants' profiles and job offers. Intelligent matching was designed to analyze the data entered by migrants, such as **skills, previous experience, education level** and **languages spoken**, and to automatically match them with the requirements of job offers, in order to present the most suitable opportunities for each candidate. The logic behind this system is based on **advanced algorithms** that take into account the specific variables of each user and offer, optimizing the search process in order to avoid inaccurate results and improve the user experience.

**logic for managing job offers and applications** was implemented. Each employer had the ability to publish a new offer, manage the applications received, and view the profiles



of the candidates who had applied. At a logical level, modules were developed that allow for the **dynamic management of offers** (creation, modification, automatic expiration) and the **archiving of applications**.

An equally important aspect of the logic implementation phase was the development of the system for **managing information related to the Blue Card** and the **bureaucratic procedures** associated with obtaining residence permits in the various EU countries. The app logic allowed for the association of detailed and personalized information for each country, guiding the user through the steps necessary to apply for the Blue Card in a simple and intuitive way.

**Data management and security** have been essential pillars in the design of the logic. The app has been developed following **the best practices of cybersecurity**, using encryption protocols to protect the personal and professional information of users, especially **resumes** and **information related to qualifications**. The implemented logic ensures that only authorized users can access certain sections of the app and that sensitive data is treated in full compliance with GDPR regulations.

Finally, the **scalability** of the logic was a priority, designing a system that could easily grow with the increase in users. To support a growing number of migrants and businesses, the logic was developed to **dynamically balance the load** on the servers, effectively handling large volumes of data and real-time interactions. Furthermore, the code was written in a modular way, allowing for updates and improvements without compromising the overall functionality of the system.

**logic implementation** phase then formed the operational basis of the **Job&Intercultural app**, transforming the ideas and functional requirements into a solid and performing system. Each component, from user profile management to the matching system, from job posting management to data security, was designed to ensure that the app ran smoothly and safely, meeting the needs of migrants and employers and offering an efficient and safe user experience.



## 9. Implementation of Interfaces

**Interface Implementation** phase was the next step after designing the user interfaces (UI) and developing the app logic. In this phase, designers and developers translated the previously created mockups and interactive prototypes into real code, building the app screens and making all the intended interactions active. The main goal of this phase was to visually implement the app design so that it was not only faithful to the prototypes, but also **functional** and **interactive**, ensuring that every element of the interface was fully operational.

The developers used advanced technologies to create the interface, such as **HTML5**, **CSS3** and **JavaScript** to ensure that the app was **compatible** with iOS and Android devices. Every component of the interface was implemented with attention to detail, from **action buttons** to screen **navigation**, **icons** and **menus**. It was essential that each element was interactive and visible at the right time, ensuring a **smooth and consistent user experience**.

Special attention was given to the **responsiveness** of the app, to ensure that the interface was optimized for mobile devices of different sizes. Screen adaptation, the use of scalable images and the management of the arrangement of elements were considered to improve usability on smaller screens, such as those of phones, without compromising readability or functionality.

**dynamic interaction modules** were developed and integrated, which allow users to interact with the application in real time. These modules include the ability to upload a **resume**, apply for a job, send support requests, and view notifications. The integration of **visual feedback** was implemented to notify the user about the outcome of their actions, such as successful submission of an application or an error in filling out a mandatory field. These interactions were designed to be intuitive, minimizing the risk of confusion and improving the responsiveness of the app.



**Visual consistency** with the previously approved design was maintained at every stage of implementation. Developers worked closely with designers to ensure that **color palettes, fonts, and icon** usage were adhered to, creating a consistent and professional user experience. Additionally, the use of **light animations** was incorporated to make the app more dynamic and engaging, enhancing the visual experience without compromising performance.

Another key aspect of the interface implementation was continuous usability testing. As the interfaces were developed, **interaction tests were performed** to ensure that users could easily navigate between the various sections of the app. Periodic feedback was collected to correct any issues encountered during interaction, such as difficulty understanding commands or viewing content on smaller screens.



## 10. Test

The **Testing phase** was a crucial moment in the development cycle of the **Job&Intercultural app**, as it ensured that all the features were operational and that the user experience was smooth and error-free. During this phase, **thorough testing was carried out** on all aspects of the app, including the **functioning of the interfaces, data security, performance** and **compatibility** on different devices. The main goal was to identify and fix any **bugs, usability issues** or **inconsistencies** in the features, before the official release.

**Functionality testing** was performed to ensure that each component of the app worked properly, such as registering and managing user profiles, posting jobs, searching for opportunities, and applying for positions. Each individual action, such as uploading a resume or submitting an application, was tested to ensure that the system responded correctly to requests and that the user received appropriate notifications. **Data consistency testing was also essential**, ensuring that information entered by users, such as profile details and job offers, was correctly saved and visible across the app.

**Usability tests** were carried out with the aim of ensuring that the app was intuitive and easy to use, even for users with little experience in using digital technologies. Real users, including migrants and employers, were involved in order to simulate the experience in a practical context and collect feedback on the navigation flow, the clarity of information and the comprehensibility of interactions. The results of the usability tests allowed to identify small areas of improvement in the information architecture and the arrangement of elements, allowing the team to make changes to optimize the user experience.

**security tests** were carried out to ensure that users' personal and professional data were protected. It was essential to ensure that the app complies with data protection regulations, such as the **General Data Protection Regulation (GDPR)**, to protect user privacy and avoid potential vulnerabilities.



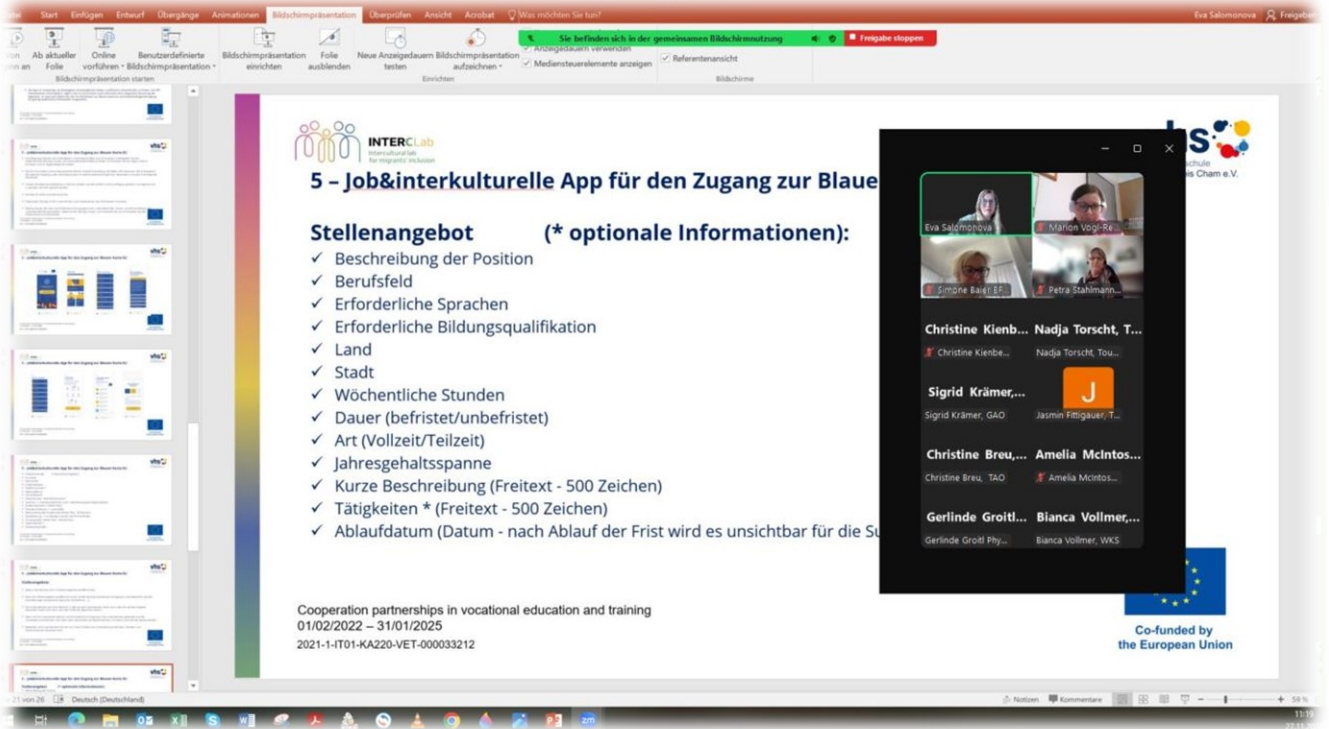
**performance tests** were performed to ensure that the app would be **scalable** and able to handle a growing number of users without compromising speed or stability. These tests included high-traffic simulations and page **loading speed assessments**, especially for the most critical sections, such as viewing job offers or submitting applications. The app's behavior was also tested on different devices and operating system versions, to ensure **optimal compatibility** on **Android** and **iOS**.

**debugging** phase allowed us to resolve any errors that emerged during testing, optimizing the code and improving the overall stability of the app. Each identified bug was properly documented and fixed, with a special focus on quickly resolving issues that could have affected the user experience or security.

During the testing phase, the target group of reference was actively involved, through participation in **seminars and webinars** dedicated to the presentation and description of the methods of use of the APP, carried out by the Project Partners in all the Partner Countries. During the meetings, in addition to presenting the APP and its many functions, the project coordinators collected valuable feedback and suggestions, in order to verify the specificities of the application and improve it, in view of the final release and publication on digital stores.

Below, we report as an example some photos of seminars and webinars for the presentation of the APP held in the Partner Countries.





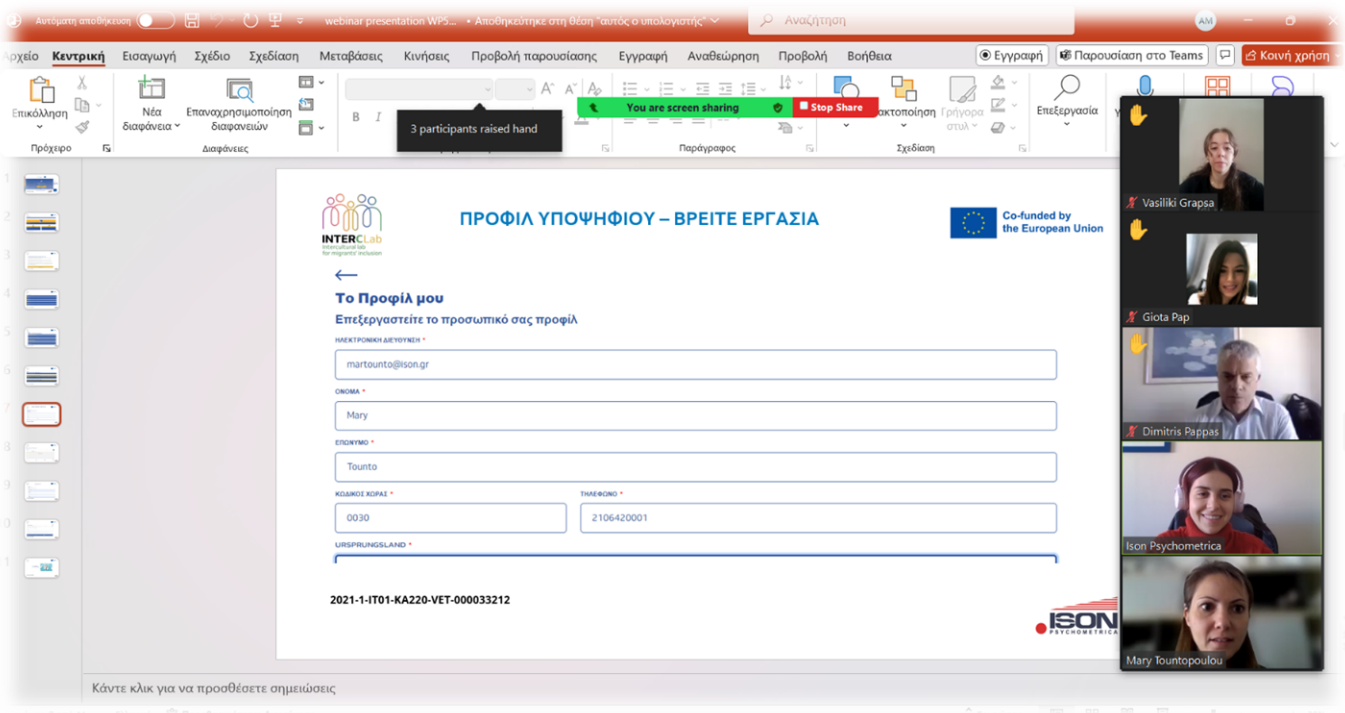
**5 - Job&interkulturelle App für den Zugang zur Blaue...**

**Stellenangebot (\* optionale Informationen):**

- ✓ Beschreibung der Position
- ✓ Berufsfeld
- ✓ Erforderliche Sprachen
- ✓ Erforderliche Bildungsqualifikation
- ✓ Land
- ✓ Stadt
- ✓ Wöchentliche Stunden
- ✓ Dauer (befristet/unbefristet)
- ✓ Art (Vollzeit/Teilzeit)
- ✓ Jahresgehaltsspanne
- ✓ Kurze Beschreibung (Freitext - 500 Zeichen)
- ✓ Tätigkeiten \* (Freitext - 500 Zeichen)
- ✓ Ablaufdatum (Datum - nach Ablauf der Frist wird es unsichtbar für die S...

Cooperation partnerships in vocational education and training  
01/02/2022 – 31/01/2025  
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ΚΩΔΙΚΟΣ ΚΟΡΙΑΣ \*

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## 11. Optimization

**optimization** phase aimed to refine the **Job&Intercultural app**, improving performance and fixing any issues that emerged during testing. In this phase, the results of performance, usability and security tests were analyzed, and improvements were implemented to ensure an even smoother and more responsive user experience. Optimization included reducing loading times, refining navigation, and fixing small bugs, improving system efficiency and app stability, especially under high load. In addition, the **matching features between candidates and job offers were optimized, and the navigation and interaction** flows were refined, to make the app faster and easier to use. Thanks to this phase, the app was ready for stable and high-performance distribution on a large scale.

## 12. Publication on Store

**Store Publishing** phase marked the completion of the **Job&Intercultural app development cycle**. Once the app was optimized and any issues that emerged during testing were resolved, it was prepared for official release on the **Google Play Store** and **Apple App Store**. **In this phase, the necessary materials, such as app descriptions, screenshots, and promotional materials,** were created and uploaded to present the app in an attractive and informative way to users. After passing the security and compliance checks required by both platforms, the app was officially published, making it available for download globally. This phase represented the culmination of the development work, allowing users to start using the app to facilitate the labor integration of migrants in the European Union.

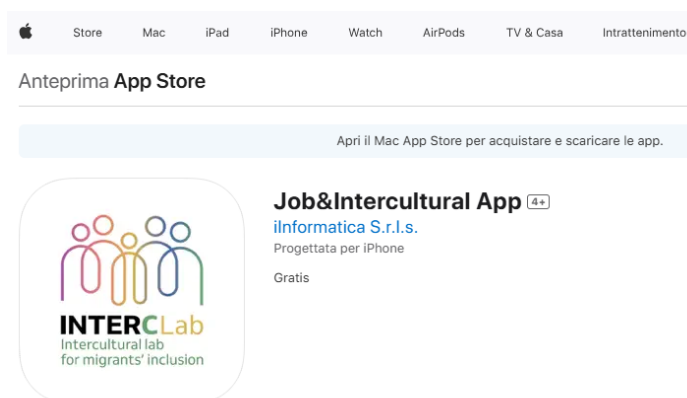


The App is therefore accessible at the following links:

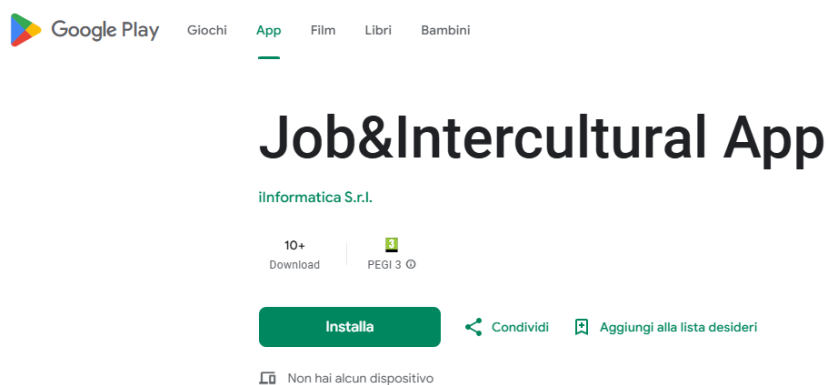
- App store (for iOS devices )  
<https://apps.apple.com/it/app/job-intercultural-app/id6738202981>
- Play Store (for Android devices )  
<https://play.google.com/store/apps/details?id=com.iinformatica.jobinterculturalapp&hl=it>

Finally, these are the QR codes for direct access to the APP from Smartphones and mobile devices:

### App Store (for iOS devices)



### Play Store (for Android devices)



## App User Manual

### 1. Access to the APP

The App is accessible at the following links:

- App store (for iOS devices )

<https://apps.apple.com/it/app/job-intercultural-app/id6738202981>




- Play Store (for Android devices )

<https://play.google.com/store/apps/details?id=com.iinformatica.jobinterculturalapp&hl=it>



## 2. Registration



**Find a Job In EU**  
**Sign-in**  
Register to start finding a job in EU as a professional worker

E-MAIL \*

PASSWORD \*

NAME \*

SURNAME \*

COUNTRY CODE \*    PHONE NUMBER \*

COUNTRY LIVE \*

BIRTH DATE \*

gg/mm/aaaa

LANGUAGE

ENGLISH

GERMAN

GREEK

ITALIAN

PORTUGUESE

SPANISH

EDUCATIONAL LEVEL \*

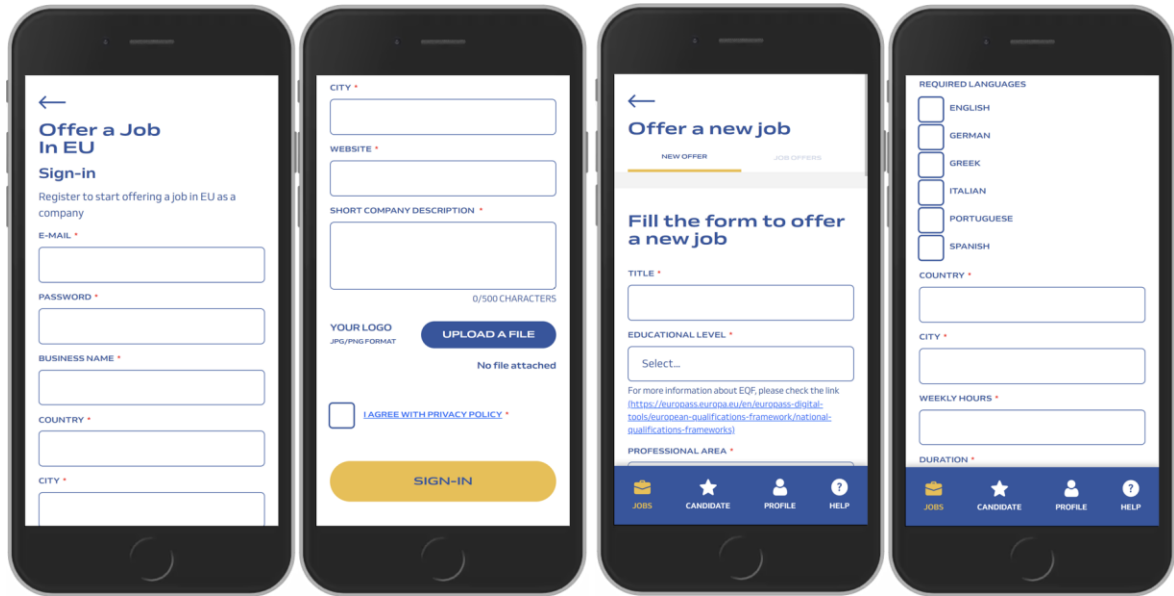
Select...

For more information about EQF, please check the link <https://europass.euroopa.eu/en/europass-digital-tools/european-qualifications-framework/national-qualifications-frameworks>

DESCRIPTION OF EDUCATIONAL LEVEL \*

### 1. Migrant User :

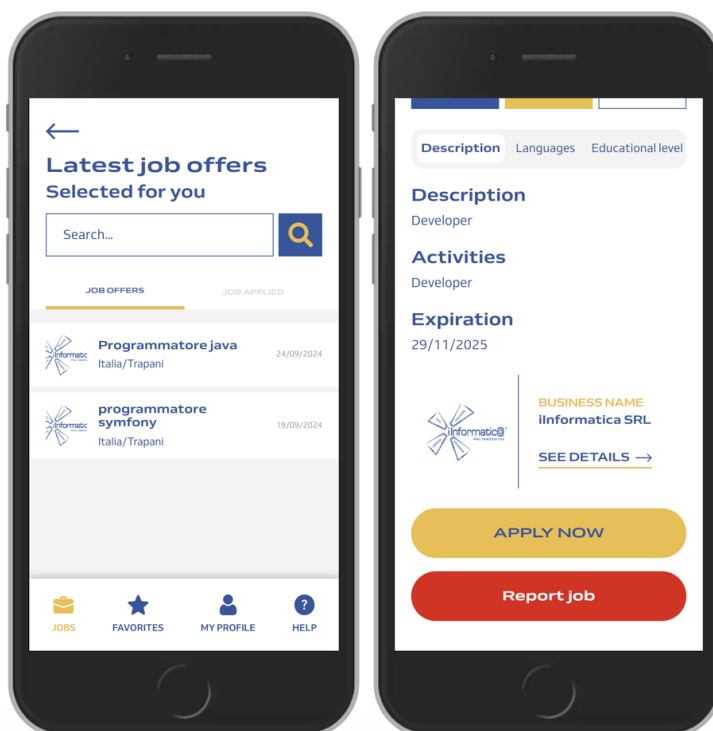
- Enter basic information: email, name, country of origin, education level, skills and languages known.
- Upload your Curriculum Vitae (CV), including work experience, technical skills, soft skills, education and certifications.
- Once registration is complete, the user can access job offers and apply.



## 2. Company User :

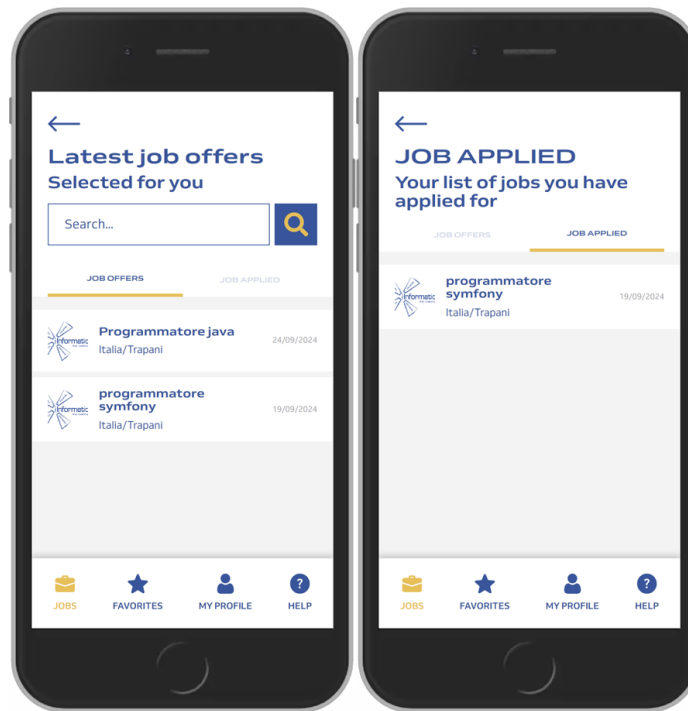
- Create a business profile, providing your company name, logo, description and contact details.
- Post job offers, specifying the required qualifications, position, duration and type of contract.
- Receive notifications when candidates apply for a position.

### 3. Search for Job Offers

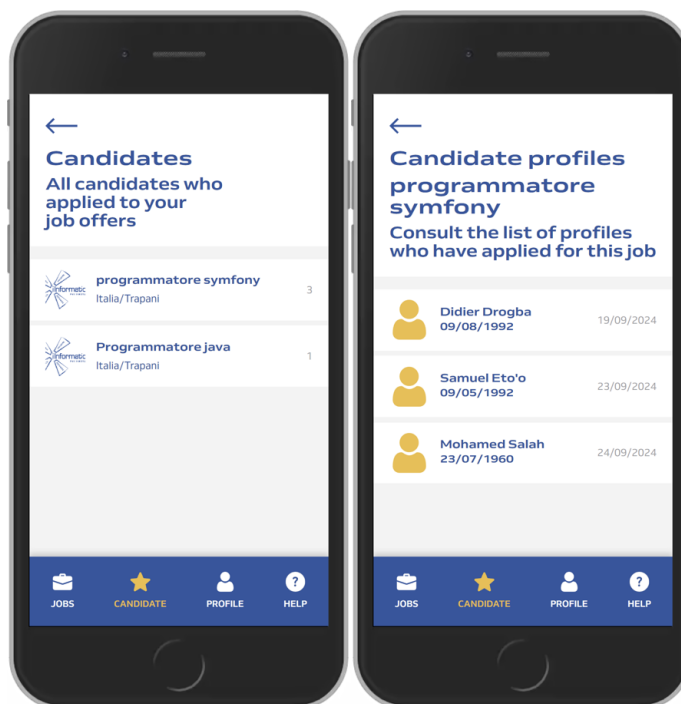


- The migrant user can access the "Jobs Offered" section and view all available job opportunities.
- The matching system automatically filters offers based on the user's profile (skills, languages spoken, experience).

## 4. Application

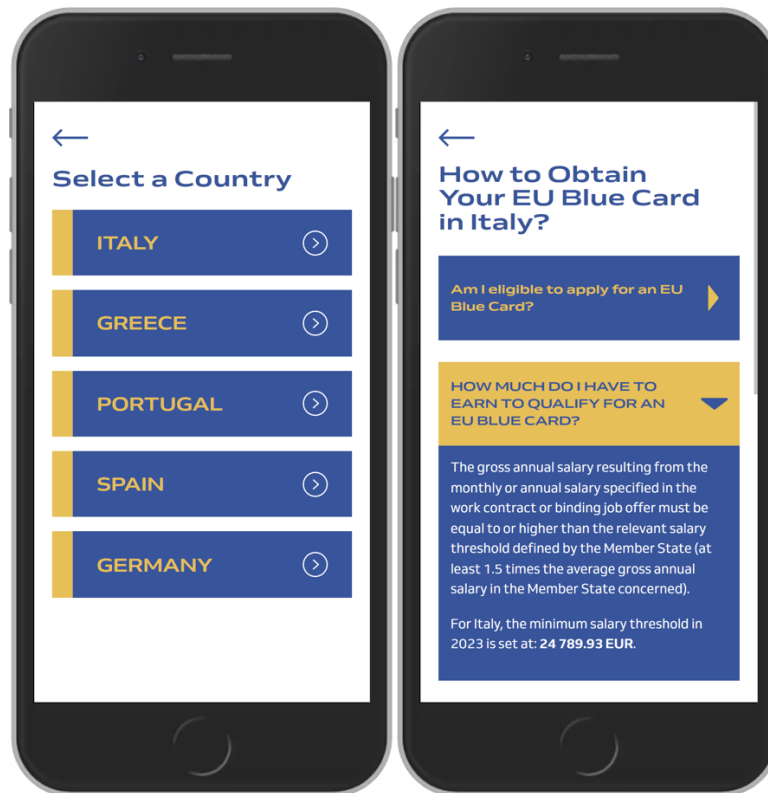


- Once a job has been found, the user can apply directly from the app.
- The app allows users to easily update all their profile information entered during registration, including their resume.
- Users can upload a new resume to keep their experience and skills up to date.
- The user will receive a notification when the application has been submitted.



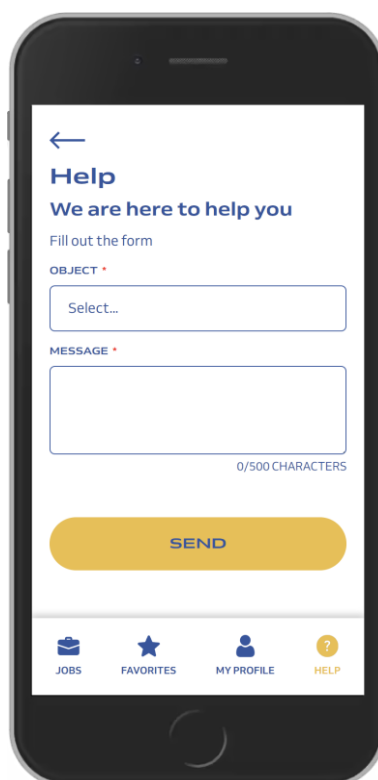
- The company has a dedicated section to consult all the applications received from users. This allows you to easily manage applications and evaluate candidate profiles.

## 5. FAQ Consultation



- Users can consult a dedicated section with the main FAQs regarding the Blue Card for Italy, Greece, Portugal, Spain and Germany.
- FAQs include: A) How to get the Blue Card / B) The associated costs / C) Details on country-specific requirements and procedures.

## 6. Assistance



- Users can request assistance for administrative, linguistic or qualification recognition problems by filling out the form in the dedicated section