

Gustavs M. Upmanis

Founder of the Latvian Visas Iespējas (All Opportunities)
and Darba Tinderis (MatchWork) platforms



Visas iespējas

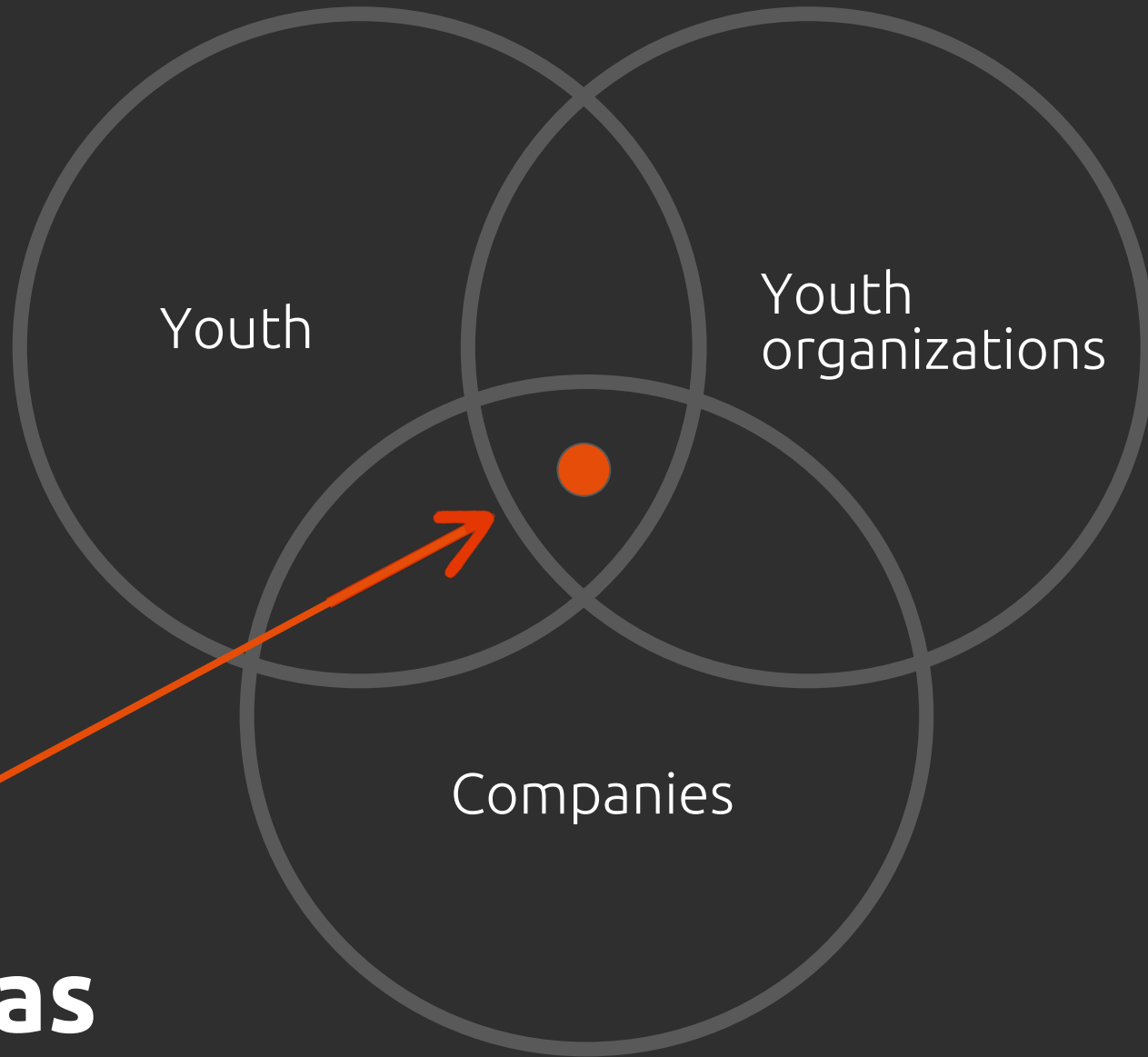
Platform for youth opportunities

Gustavs M. Upmanis
Founder of All Opportunities
gustavs@visasiespejas.lv



Digital for rural

Go Remote case study



Visas iespējas

Visas iespējas

- Gathering youth opportunities
- Gathering work opportunities
- Creating events and trainings for youth

Goal & Mission

Our aim is to allow every young person to find the right opportunities and to fulfil their potential.

Our mission is to bring closer youth, employers, youth organizations, creating a safe environment and space for a dialogue and cooperation.

9000+
**youth in
database**

1000+
**youth in
training**

15 000 +
**monthly
visitors**

120+
**youth
organizations**

120+
**cooperations
with
employers**

→ statistics

Visas iespējas

Events and projects that we have organised..





Go Remote

Pilot project to explore the remote job opportunities for youth

Gustavs M. Upmanis
Founder of Visas iespējas

Youth
(especially
unemployed 20-
29)



Regional
involvement



Remote and
hybridwork

 **Intro**

Go Remote

Goal

Improve the quality and quantity of remote job offerings.

Make them more available for youth, especially those with less opportunities → with geographical, social, health or financial struggles.

Results in Latvia

1100

young
people
trained

112

young people
in employment

2800

people
involved in
the project

→ **Goals**

Target audience

**NEETs 25-
29**

**Young
mothers
(20-29)**

**Youth (20-
29)**

**Small and
medium
sized
companies**

Process

Research



Online
conference

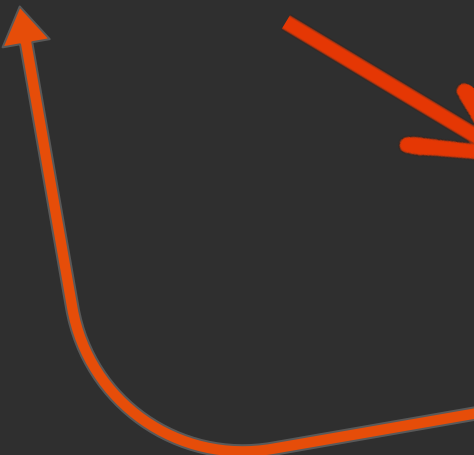


Skill
training (x3)



Job speed-
dating
events &
mentoring

Take learnings and
improve the process



Online platform with
Knowledge Hub and
remote job vacancies
(for free)

Knowledge hub



Have a guide for youth in many fields



**Career, remote work, professional education,
digital literacy, IT job careers etc.**



**+ and visiting schools to tell more about
this**

Mentoring



Quick career mentoring for youth



**Online matchmaking with mentors;
Showcasing mentoring opportunities in each
country**

Trainings



International training in Digital Marketing (ENG)



Local trainings in Bulgaria: Customer support & Digital media officer



Local trainings in Croatia: Software tester & Digital media officer



Local trainings in Cyprus: Business Administration & Digital marketing



Local trainings in Latvia: Data Input & Customer Support



Website

- Remote jobs
- Knowledge hub
- Application for events

funded by

Iceland
Liechtenstein
Norway grants

Norway
grants

→ go remote

CREATE

WATCH CONFERENCE

KNOWLEDGE HUB

WORK OPPORTUNITIES

Gustavs Upmanis

Learn a new *profession* and find a remote job anywhere!

WHAT ARE WE?

WATCH CONFERENCE

"Go Remote" platform is one of 8 international projects funded in 2021 by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Unemployment. It is a collaboration between partners from 7 countries: Latvia, Cyprus, Bulgaria, Croatia, Iceland, Norway and Finland

Digital employment solutions



Job Tinder



Career Speed-dating events



Multiply these solutions internationally



GO REMOTE: SPEED-DATING

VISAS IESPĒJAS

CONCEPT

- Matching employers with employees
- Unformal, **friendly atmosphere** promoting an equal dialogue between both sides
- Specially created **algorithm** that is based on both employer and employee needs and interests
- One event – 10 interviews (1,5 h) x 2 rounds
- One interview: 5 min + 1 min for break
- <https://www.facebook.com/visasiespejas/videos/2817215291918614/>



EVENT PLATFORM: GATHERTOWN

- Element of play & individualised avatars
- Stage, Play room & Company “coffee-break” room
- Each company has a dedicated room they can decorate
- Interaction between participants, emojis
- Chat & technical support



COMPANY PROFILE

- Focus on SMEs
- Open for employing young people in a remote/hybrid way
- Interested in improving brand awareness –innovativeness & attracting young talent



22.SEPTEMBRIS TIEŠSAISTE
AŠĀS DARBA INTERVIJAS

Job Tinder

22.05. – 12.06.

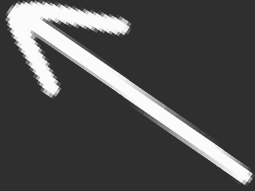
**match
work**

Kick-start your
summer with a new job!

**VISAS
IESPĒJAS**

LDDK





Financer

The Go Remote project is funded by Iceland, Liechtenstein, and Norway through the EEA and Norway Grants Fund for Youth Employment.

Future plans



Test in new markets



Scale to governmental organisations



Try international approach



Croatia



Cyprus



Bulgaria



MEDVIRKNINGS
AGENTENE

Norway



Finland



Keilir
Academy

Iceland

Key learnings

- **Online works, but only if it is engaging**
- **Hard to reach rural youth en mass**
- **Hybrid is the future**

Thank you!

Gustavs M. Upmanis
Founder of All Opportunities
gustavs@visasiespejas.lv