

# Team Škoders



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# Problem

-  How do employees know what skills they need?
-  How long will it take to become ready?
-  What courses should they take?

→ AI-Powered Personalized Learning Paths

# Solution

- **Analyze** Employee skills vs. target role requirements
- **Identify** Skill and qualification gaps
- **Recommend** AI-generated personalized learning plan  
+ Time to Readiness

# How?

## Data Sources:

 ERP System (215 employees)

 Course Attendance (796,011+ records)

 Qualifications (206 employees)

 Degreed Learning Platform

 Role Requirements (186 positions)

## AI:

 Azure GPT-4.1

 Natural language understanding

 Intelligent course recommendations

# Win-Win-Win

## ✓ For Employees:

- Clear career path
- Personalized learning recommendations
- Time-to-readiness estimates

## ✓ For Organization:

- Improved employee retention
- Faster skill development
- Better resource planning

## ✓ For HR/Managers:

- Data-driven talent development
- Scalable to 1000+ employees
- Real-time skill gap visibility

# Security

- Meets modern security best practices
- Ready for enterprise security standards
  - > Can be deployed safely in Škoda's cloud



1-Click-Install: `docker-compose up`

# DEMO

**Employee Selection****Select Employee**

DZCLFBP - 226 IT Specialista/-tkv

**Target Role**

Leadership

Profile

Gaps

AI Plan

**Employee Information**

Current position and details

Employee ID

DZCLFBP

Personal Number

16687

Current Profession

226 IT Specialista/-tka

Target Role

Leadership

**My Skills**

Skills acquired from courses and learning activities

OMK Forum 2025 - Odolnost M. Jelínek (CZ) degreed

1x

Změna myšlení degreed

1x

Produkt\_šablona\_The\_Product\_Vision\_Board degreed

1x

M. Klusoň - Agilní mindset v praktickém životě degreed

1x

1.3 Proč je UX důležité? degreed

1x

8. Techniky řízení agilních týmů - shrnutí hlavních bodů degreed

1x

5. Práce v týmu degreed

1x

10. Organizační agilita\_Scaled-Agile-Framework\_Portfolio\_A4 degreed

1x

JIRA - 5. Dashboards a Gadgets degreed

1x

7. Vytváření podmínek pro agilitu - shrnutí hlavních bodů degreed

1x

**Employee Selection**

## Select Employee

DZCLFBP - 226 IT Specialist/-tk ✓

## Target Role

Leadership ▾

Profile    **Gaps**    AI Plan**Target Role**

Leadership

Role ID: 20010060

**Gap Summary**

You need 44 additional qualifications for this role

**Qualification Requirements**

Comparing required qualifications with your current qualifications

Required (44)

Požární ochrana na prac.pro zaměstnance

Compliance 5 - Etický kodex

ISMS Systém řízení bezpečnosti informací

Základy systému řízení kvality pro "THZ"

Hospodaření s energiemi - kategorie THZ

Compliance 7 - Ochrana osobních údajů

Bezpečnost práce - kategorie THZ

Compliance 13 - Lidská práva

ECMS pro THZ

PCMS základy

My Qualifications (91)

Jednání v týmu

Projektová metodika

Time management

Schopnost srozumitelně komunikovat

Řidič vozidel služební potřeby

Jednání se zákazníky

ISMS Systém řízení bezpečnosti informací

Základy systému řízení kvality pro "THZ"

IMS

Sebereflexe

**Employee Selection**

Profile   Gaps   AI Plan

## Select Employee

DZCLFBP - 226 IT Specialist/-tk ▾

## Target Role

Leadership ▾

**AI Recommendation**

DZCLFBP has a strong foundation in beginner-level agile, teamwork, AI, and digital skills but lacks many of the core competencies and formal qualifications required for leadership roles at Škoda Auto. Particularly, there are significant gaps in compliance, safety, process management, legal awareness, intercultural openness, customer care, and essential leadership soft skills such as decision-making, conflict management, and employee development. To close these gaps, a phased approach is needed: first, to cover mandatory compliance and company-specific qualifications, then to build leadership and communication competencies, and finally, to practice and demonstrate these skills in relevant projects and simulations. The journey will begin with essential compliance and safety certifications to ensure immediate eligibility for leadership consideration. Next, focus will shift to developing key leadership and interpersonal skills, including communication, conflict resolution, and decision-making, which are crucial for team management and effective leadership. The final phase will emphasize practical application, intercultural skills, and innovative leadership, ensuring readiness for the complexities of a Škoda Auto leadership role. Throughout, leveraging internal resources, Degreed courses, and targeted external training will ensure a comprehensive and efficient upskilling path.

**Estimated Time to Readiness****5-7 months** **Your Personalized Learning Path**

Follow these steps to achieve your career goal

1

**Complete Mandatory Compliance and Safety Qualifications**

ISMS Systém řízení bezpečnosti informací

Provider: Internal

120 min