Škoda BΞR Brigade

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Internal Job Transfers - General Problem

HR needs to find **qualified** people that want and is able to **switch roles** (~they wanna *grow*)

1_A-F_scale > job_employee_matches.csv > data

```
1   job_id,job_title      ,emp_id,emp_position      ,match_mark,matchScr,skOvrlp,edMatch,exScore,posSimil,skill_match              ,skill_miss
2   J001  ,Frontend Engineer ,E0496 ,Research Scientist,B        ,  0.863,  1.0 ,  1.0,  0.6,  0.62,java;tensorflow;node;spark,-
3   J001  ,Frontend Engineer ,E0863 ,Software Engineer ,B        ,  0.807, 0.87,  1.0,  0.6,  0.59,java;tensorflow;spark     ,node
4   J001  ,Frontend Engineer ,E0116 ,Data Engineer     ,C        ,  0.756, 0.57,  1.0,  0.9,  1.0 ,tensorflow;spark          ,java;node
5   J001  ,Frontend Engineer ,E0539 ,Frontend Engineer ,C        ,  0.754, 0.43,  1.0,  0.9,  1.0 ,tensorflow;node           ,java;spark
6   J001  ,Frontend Engineer ,E0210 ,Backend Developer ,C        ,  0.749, 0.57,  1.0,  0.9,  0.62,tensorflow;spark          ,java;node
7   J001  ,Frontend Engineer ,E0428 ,ML Engineer       ,C        ,  0.724, 0.62,  1.0,  0.7,  0.59,tensorflow;java           ,node;spark
8   J001  ,Frontend Engineer ,E0202 ,Software Architect,C        ,  0.723, 0.31,  1.0,  1.0,  1.0 ,tensorflow                ,java;node;
9   J001  ,Frontend Engineer ,E0449 ,Embedded Engineer ,C        ,  0.719, 0.57,  1.0,  1.0,  0.62,tensorflow;spark          ,java;node
10  J001  ,Frontend Engineer ,E0522 ,Embedded Engineer ,C        ,  0.716, 0.57,  1.0,  0.7,  1.0 ,tensorflow;spark          ,java;node
11  J001  ,Frontend Engineer ,E0588 ,Backend Developer ,C        ,  0.715, 0.62,  1.0,  0.9,  0.6 ,java;tensorflow           ,node;spark
12  J002  ,Data Engineer     ,E0013 ,Research Scientist,B        ,  0.88 , 0.77,  1.0,  1.0,  0.81,pandas;java               ,html;flask
13  J002  ,Data Engineer     ,E0191 ,Backend Developer ,B        ,  0.859, 0.96,  1.0,  0.7,  0.57,pandas;java;flask         ,html
14  J002  ,Data Engineer     ,E0612 ,Data Engineer     ,B        ,  0.851, 0.77,  1.0,  1.0,  0.62,pandas;java               ,html;flask
15  J002  ,Data Engineer     ,E0407 ,Fullstack Engineer,B        ,  0.828, 0.77,  1.0,  1.0,  0.47,pandas;java               ,html;flask
16  J002  ,Data Engineer     ,E0424 ,Backend Developer ,B        ,  0.821, 0.69,  1.0,  1.0,  0.62,java;html;flask           ,pandas
17  J002  ,Data Engineer     ,E0542 ,Software Architect,B        ,  0.808, 0.77,  1.0,  0.5,  1.0 ,pandas;java               ,html;flask
18  J002  ,Data Engineer     ,E0640 ,Backend Developer ,B        ,  0.803, 0.77,  1.0,  0.8,  0.57,pandas;java               ,html;flask
19  J002  ,Data Engineer     ,E0572 ,Fullstack Engineer,C        ,  0.783, 0.65,  1.0,  0.4,  0.81,java;flask                ,pandas;htm
```

Internal Job Transfers - Our Solution

1 We offer a solution for **employees** to find a job they _enjoy_ and find _meaningful_ AND the **path*** describing how to get there.

2 At the same time we offer **HR & the company** a _smart_ way to place Škoda-employees ➡️ into ➡️ the _new-opened jobs_ based on their _personal profile_ (using Machine Learning)

***** a list of **Škoda academy** curses

[Video](http://10.64.200.228:5173)
http://10.64.200.228:5173

Next steps

- **LLM:** `text-to-tags` **AI** `conversion (from motivation letter,`
  `url of cours,...)`


```
0_db > ⊞ courses_dataset.csv > 🗋 data
 1  course_id,course_name     ,skill ,difficulty_score,hours,rating,url
 2  C00001   ,Python·Course·1,python,          0.92,   14,  2.96,https://example.com/courses/python-course-1
 3  C00051   ,Java·Course·1  ,java  ,          0.46,   63,  4.47,https://example.com/courses/java-course-1
 4  C00052   ,Java·Course·2  ,java  ,          0.52,   49,  3.57,https://example.com/courses/java-course-2
 5  C00098   ,Java·Course·48 ,java  ,          0.61,   67,  2.63,https://example.com/courses/java-course-48
 6  C00099   ,Java·Course·49 ,java  ,          0.87,   32,  4.35,https://example.com/courses/java-course-49
 7  C00100   ,Java·Course·50 ,java  ,          0.68,   15,  3.67,https://example.com/courses/java-course-50
 8  C00101   ,C++·Course·1   ,c++   ,          0.55,    8,  2.26,https://example.com/courses/c++-course-1
 9  C00102   ,C++·Course·2   ,c++   ,          0.73,   24,  2.46,https://example.com/courses/c++-course-2
10  C00103   ,C++·Course·3   ,c++   ,          0.8 ,   29,  3.1 ,https://example.com/courses/c++-course-3
11  C00137   ,C++·Course·37  ,c++   ,          0.63,   77,  4.82,https://example.com/courses/c++-course-37
12  C00138   ,C++·Course·38  ,c++   ,          0.55,   77,  2.93,https://example.com/courses/c++-course-38
13  C00139   ,C++·Course·39  ,c++   ,          0.91,    9,  4.27,https://example.com/courses/c++-course-39
14  C00152   ,C·Course·2     ,c     ,          0.8 ,   32,  3.64,https://example.com/courses/c-course-2
15  C00153   ,C·Course·3     ,c     ,          0.93,   44,  4.95,https://example.com/courses/c-course-3
16  C00154   ,C·Course·4     ,c     ,          0.98,    9,  2.08,https://example.com/courses/c-course-4
```