Team Heute_Schon

- **Smart Employee Skill–Gap Analyzer**

Connecting HR data to recommend the right skills for the right people.

Meet The Team!

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THE PROBLEM

MAIN PROBLEM:

Companies struggle to track employee skills, compare them to job requirements, and recommend the right training.

Why is that a problem?

- **Lots of disconnected data sources**
- **Hard to know what skills an employee actually has**
- **Hard to see what each department requires**
- **Training/learning history is messy and scattered**
- **No automated matching between skills → required courses**

Organizations have fragmented HR data (skills, courses, qualifications, org structure) → makes it difficult to evaluate employees and recommend what they should learn.

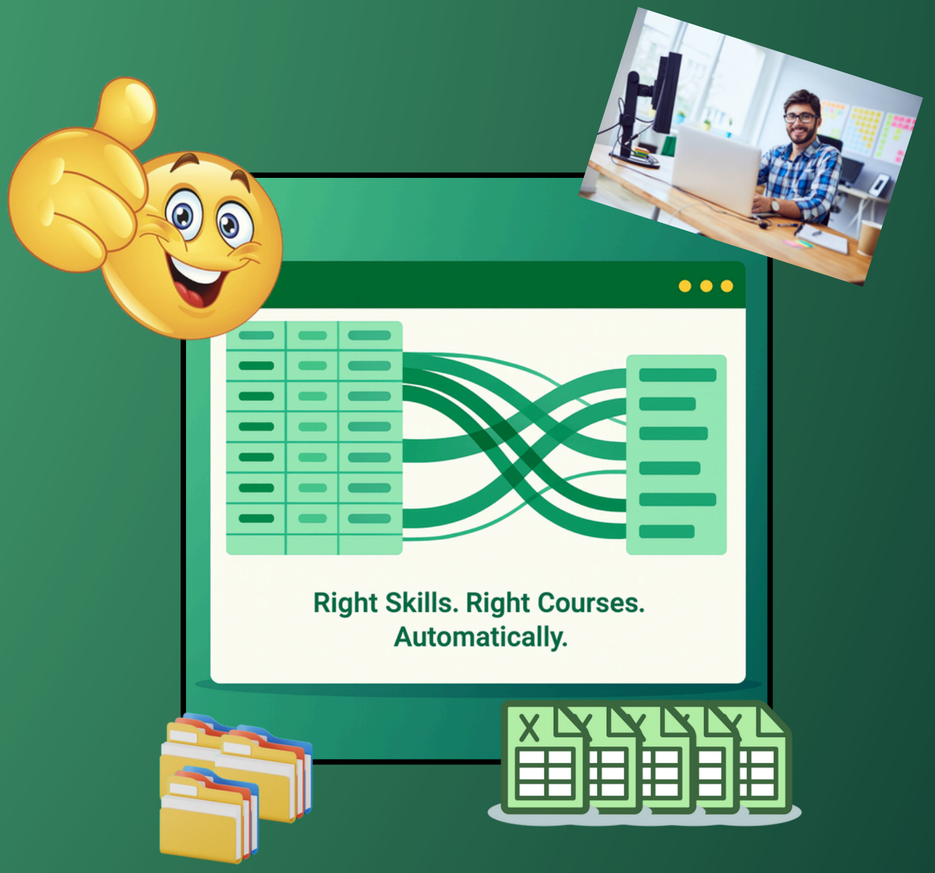
Our Solution

A unified algorithm that connects all HR learning and skill data to create personalized training paths and identify skill gaps for every employee.

How this works:

- Centralizes HR, learning, and skill data
- Links employees to departments and required job skills
- Matches Degreed content, qualifications, and course history
- Detects missing or outdated skills automatically
- Recommends personalized courses
- Scales across employees, teams, and departments

Right Skills. Right Courses. Automatically.



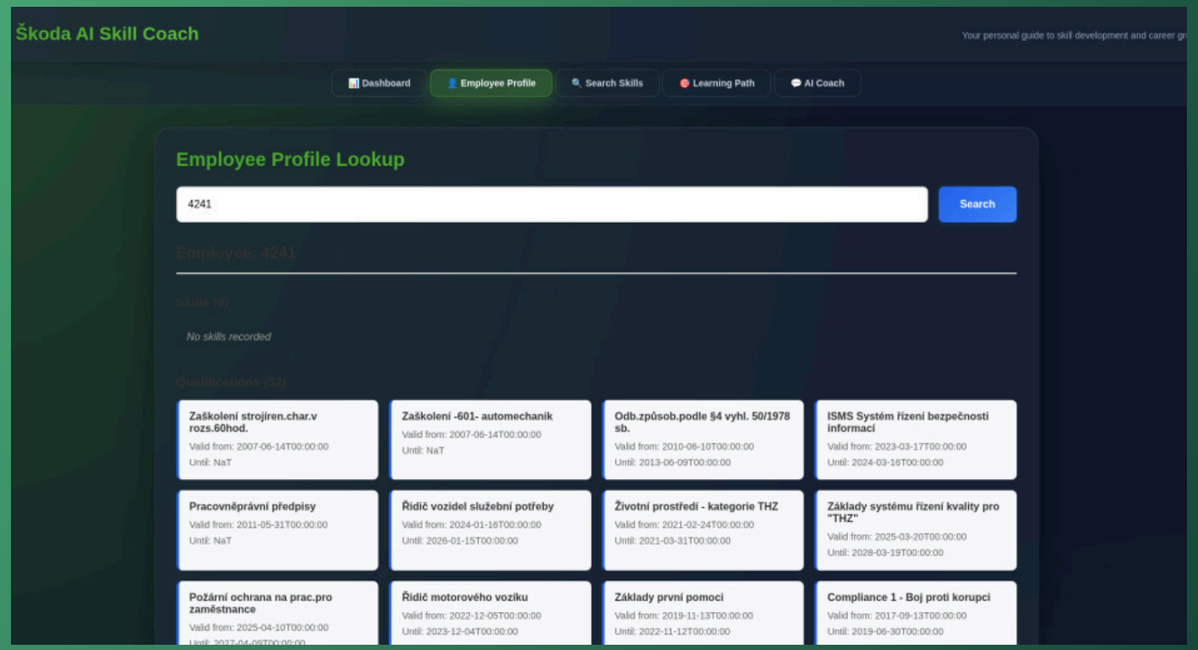
Employee Profile

What does this page do?

This page allows users to instantly view an employee's qualifications, skills, and learning status using their personal number. It centralizes data from all HR learning sources and presents it in a clean, user-friendly dashboard.

Key features include :

1. Quick Employee Search
   - You simply enter the employee number (e.g., 4241).
   - Our system retrieves and displays all connected data instantly.
2. Clear Skill Overview
   - Shows all recorded skills for the employee.
   - If no skills are present, the system indicates this clearly (e.g., "No skills recorded").
3. Complete Qualification List
   - Displays all qualifications the employee has (in this case: 52 qualifications).
   - Helps HR quickly identify outdated or missing certifications.
4. Clean, Easy-to-Navigate UI
   - Fast data lookup
   - Ready for real-world HR use cases



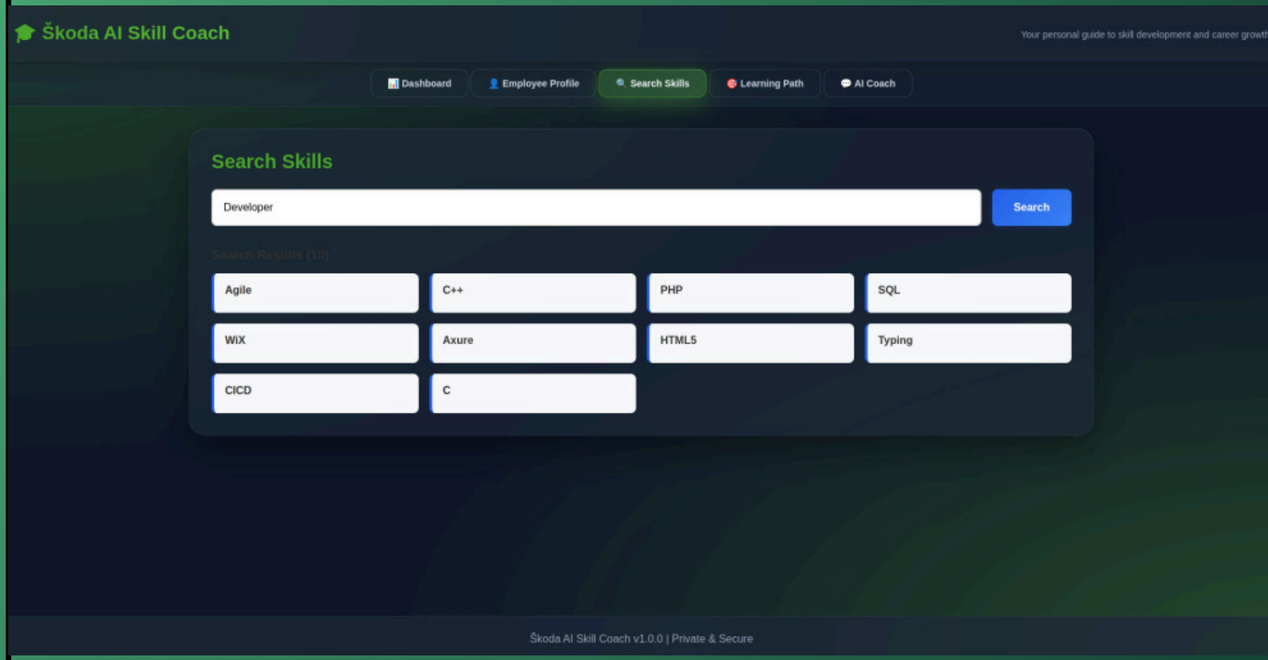
Skill Searching

What does this page do?

This page allows employees, managers, or HR staff to quickly search for any skill in the entire Škoda skill database. It helps users explore skill categories, find relevant competencies, and understand which skills are connected to the learning content.

Key features include :

1. Fast, Intelligent Skill Search
   - Users can type keywords such as "Developer"
   - The system instantly returns all skills related to the search
2. Clean Display of Skill Categories
   - Each result is shown as an interactive skill card
3. Supports All Skill Frameworks
   - Skills come from the Degreed database + internal Škoda skills
4. Designed for Learning Recommendations
   - Once a skill is selected, the system can show:
     - What courses develop this skill
     - Which employees already have it
     - Which job roles require it



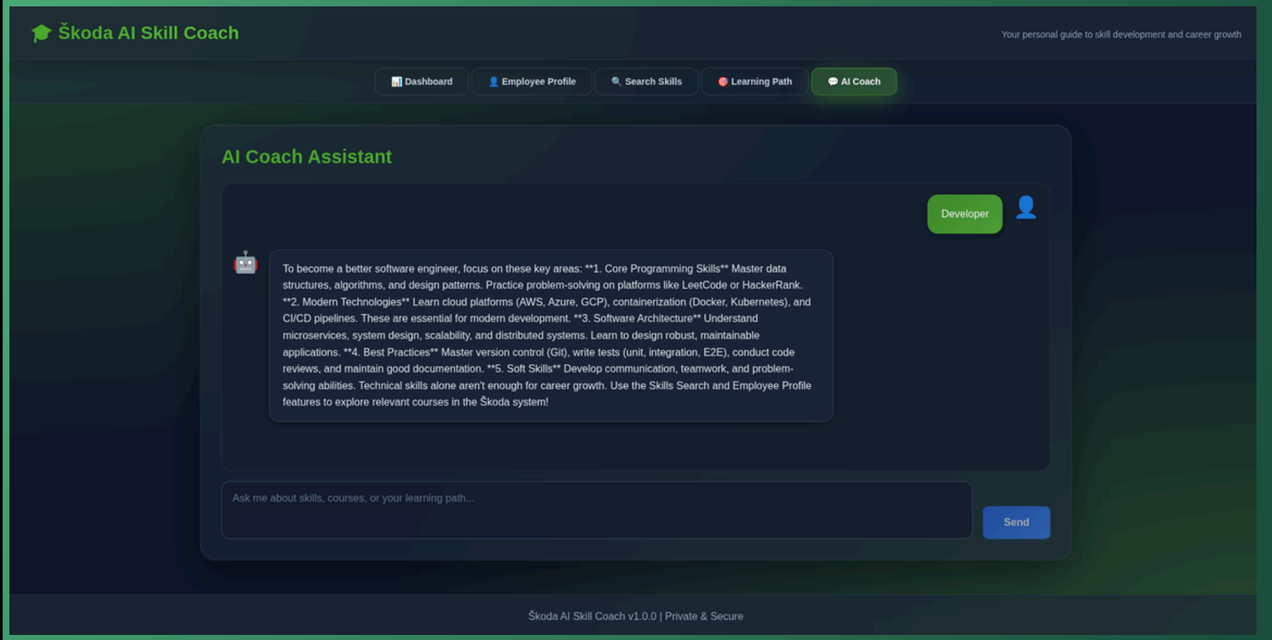
Ai Coach

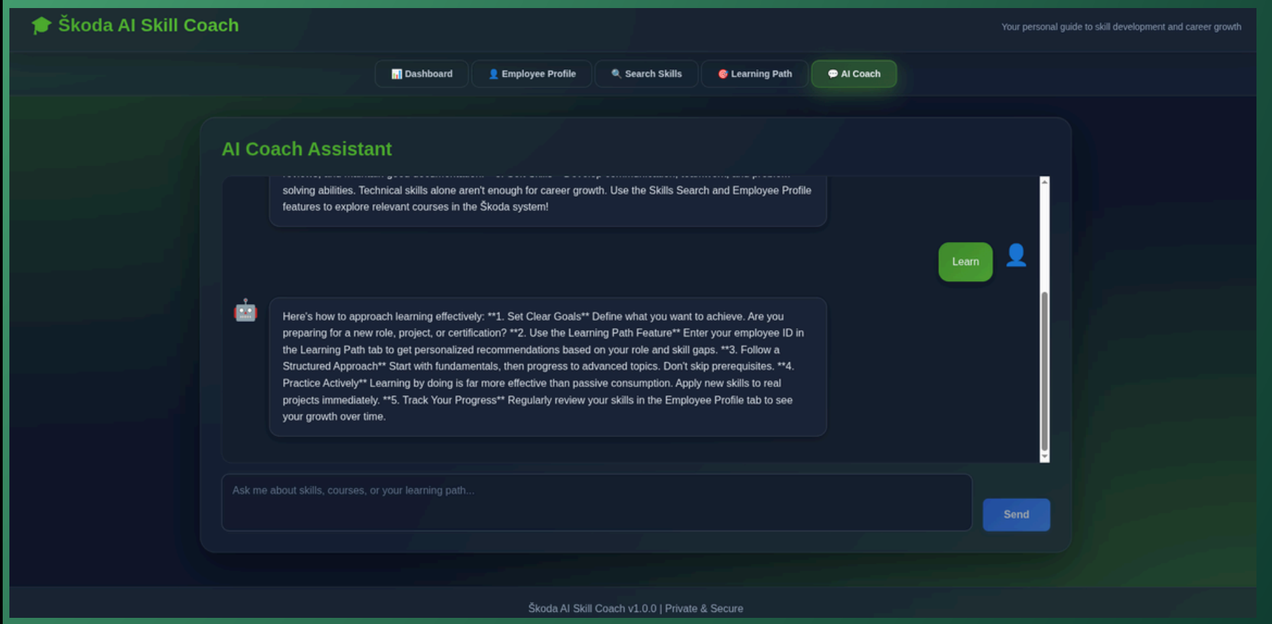
What this screen does:

The AI Coach provides personalized guidance for employees based on their role, skills, and career goals. It acts as a smart learning companion inside the Škoda Skill Coach platform.

Key features include:

1. Role-Based Coaching
   - Users can select a role (e.g., Developer, Learn)
2. Personalized Learning Guidance
   - Gives step-by-step recommendations
   - Suggests how to approach learning effectively
3. Conversational Interface
   - Easy chat-style interaction
   - Responses are structured, clear, and practical
4. Integrated With the Whole System
   - Uses Skills Search, Employee Profile, and Learning Path data
   - Helps employees understand why certain skills matter
   - Supports HR by offering consistent, automated coaching advice





⭐ Thank you for your time.

– Team Heute_Schon