

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.



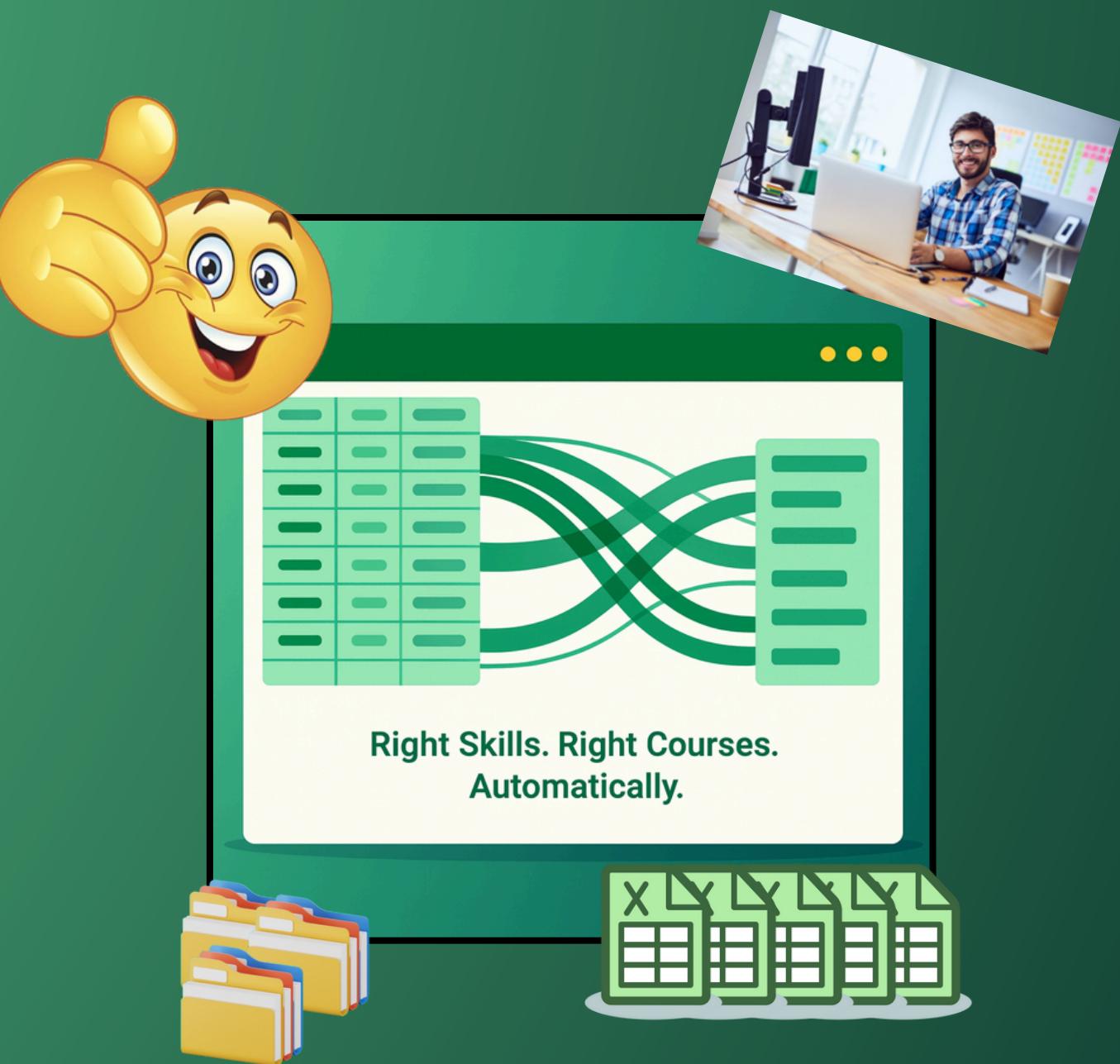
Our Solution

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 Degree 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- Detects missing or outdated skills automatically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- Helps HR quickly identify outdated or missing certifications.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

The screenshot shows a dark-themed web application titled 'Škoda AI Skill Coach'. At the top, there is a navigation bar with tabs: 'Dashboard' (selected), 'Employee Profile' (highlighted in blue), 'Search Skills', 'Learning Path', and 'AI Coach'. Below the navigation, a search bar contains the number '4241'. To the right of the search bar is a blue 'Search' button. The main content area is titled 'Employee Profile Lookup' and displays the number 'Employee: 4241'. Underneath this, it says 'Skills (0)' followed by the message 'No skills recorded'. Further down, it shows 'Qualifications (52)' and lists them in a grid format. Each qualification entry includes a title, valid from date, and until date. For example, one entry is 'Zaškolení strojíren.char.v rozs.60hod.' valid from 2007-06-14T00:00:00 until NaT. Another entry is 'Ridič vozidel služební potřeby' valid from 2024-01-16T00:00:00 until 2026-01-15T00:00:00.

Qualification	Valid from	Until
Zaškolení strojíren.char.v rozs.60hod.	2007-06-14T00:00:00	NaT
Zaškolení -601- automechanik	2007-06-14T00:00:00	NaT
Odb.způsob.podle §4 vyhl. 50/1978 sb.	2010-06-10T00:00:00	2013-06-09T00:00:00
ISMS Systém řízení bezpečnosti informaci	2023-03-17T00:00:00	2024-03-16T00:00:00
Pracovněprávní předpisy	2011-05-31T00:00:00	NaT
Ridič vozidel služební potřeby	2024-01-16T00:00:00	2026-01-15T00:00:00
Životní prostředí - kategorie THZ	2021-02-24T00:00:00	2023-03-31T00:00:00
Základy systému řízení kvality pro "THZ"	2025-03-20T00:00:00	2028-03-19T00:00:00
Požární ochrana na prac.pro zaměstnance	2025-04-10T00:00:00	2027-04-09T00:00:00
Ridič motorového vozíku	2022-12-05T00:00:00	2023-12-04T00:00:00
Základy první pomoci	2019-11-13T00:00:00	2022-11-12T00:00:00
Compliance 1 - Boj proti korupci	2017-09-13T00:00:00	2019-06-30T00:00:00

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

The screenshot shows the Škoda AI Skill Coach web application. At the top, there's a dark header bar with the Škoda logo and navigation links for Dashboard, Employee Profile, Search Skills, Learning Path, and AI Coach. To the right, a small note says "Your personal guide to skill development and career growth". The main content area has a dark background with a grid of light-colored cards. A search bar at the top left contains the text "Developer". Below it, a heading "Search Results (10)" is followed by a 3x4 grid of cards. Each card contains a skill name: Agile, C++, PHP, SQL in the first row; WIX, Axure, HTML5, Typing in the second; and CICD, C in the third. At the bottom right of the main area, a small note reads "Škoda AI Skill Coach v1.0.0 | Private & Secure".

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

The image displays two screenshots of the Škoda AI Skill Coach platform's AI Coach Assistant interface. Both screenshots show a dark-themed interface with a header bar at the top containing the Škoda logo, the text "Škoda AI Skill Coach", and navigation links for "Dashboard", "Employee Profile", "Search Skills", "Learning Path", and "AI Coach". A sub-header "AI Coach Assistant" is visible above a central message box. In the top screenshot, the role is set to "Developer" and the message reads: "To become a better software engineer, focus on these key areas: **1. Core Programming Skills** Master data structures, algorithms, and design patterns. Practice problem-solving on platforms like LeetCode or HackerRank. **2. Modern Technologies** Learn cloud platforms (AWS, Azure, GCP), containerization (Docker, Kubernetes), and CI/CD pipelines. These are essential for modern development. **3. Software Architecture** Understand microservices, system design, scalability, and distributed systems. Learn to design robust, maintainable applications. **4. Best Practices** Master version control (Git), write tests (unit, integration, E2E), conduct code reviews, and maintain good documentation. **5. Soft Skills** Develop communication, teamwork, and problem-solving abilities. Technical skills alone aren't enough for career growth. Use the Skills Search and Employee Profile features to explore relevant courses in the Škoda system!" Below the message is a text input field with placeholder text "Ask me about skills, courses, or your learning path..." and a blue "Send" button. The bottom screenshot shows the role changed to "Learn" and the message: "Here's how to approach learning effectively: **1. Set Clear Goals** Define what you want to achieve. Are you preparing for a new role, project, or certification? **2. Use the Learning Path Feature** Enter your employee ID in the Learning Path tab to get personalized recommendations based on your role and skill gaps. **3. Follow a Structured Approach** Start with fundamentals, then progress to advanced topics. Don't skip prerequisites. **4. Practice Actively** Learning by doing is far more effective than passive consumption. Apply new skills to real projects immediately. **5. Track Your Progress** Regularly review your skills in the Employee Profile tab to see your growth over time." It also includes the same text input and "Send" button. The footer of both screenshots reads "Škoda AI Skill Coach v1.0.0 | Private & Secure" and "Your personal guide to skill development and career growth".

 **Thank you for your time.**

- Team Heute_Schon