

# 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:

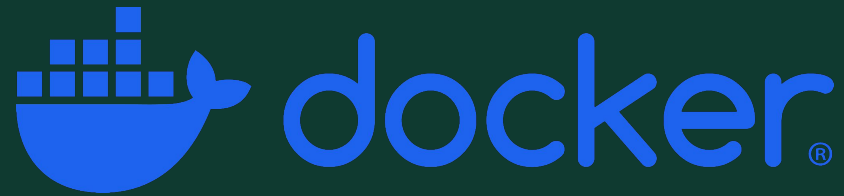
- Improved employee retention
- Faster skill development
- Better resource planning

## ✓ 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**