Skilful People Community Learning

CODE PAYERS

Greatest Asset
People & Community & Peers

Employees (as of 2024)

34,215 ppl
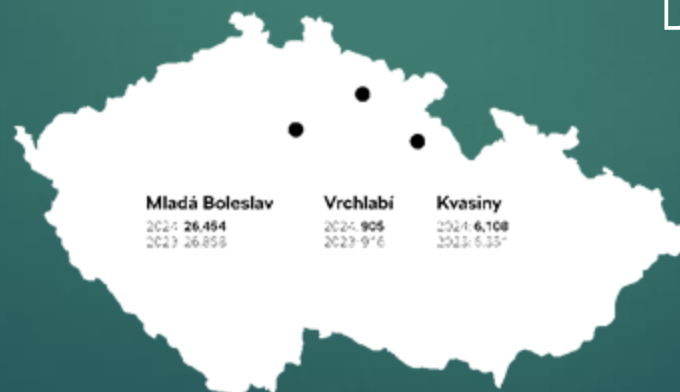
DATA & AI Masters

200 experts

Workforce

3 city clusters

Digitalization positions

140 by 2028

Mladá Boleslav
2024: **26,464**
2023: 26,858

Vrchlabí
2024: **905**
2023: 916

Kvasiny
2024: **6,108**
2023: 6,357

Do we
MAXIMIZE the asset?

SKODA

… it is **difficult** because…

1. Fragmented info from various platform

- So many different systems (e.g., ERP, external platforms) are not consistent

- No unified skill library

2. Too many people to find right mentors with suitable goals

- high career mobility bring too many possibilities

- 34k+ employees imply a great variety of skill sets

How we
MAKE a difference?

… it is **simpler** because…

1. Unified skill library to complete skill mapping for courses & qualifications

- Get a model from "degree_content_catalogue" (NPL)

- Each employee is identified with comprehensive skills (#7, #16)

- Create **5 major indicators** to demon their skill-learning profile

2. A skill clustering map to filter /recommend mentors (qualifs, courses)

- skill-clustering map that positions all employees (K-means)

- Clearly shows the **skill gap** between any two ppl

- Filter by user or recommendations by AI power (embedded API)

🚗 Skoda Skill Coach

Employee Skills Analyzer & Mentor Finder

📊 Employee Indicators | 🎯 Skill Clustering | 👥 Find Mentors | ⏱ Career Advisor

Employee Skill Indicators

View skill analysis for all employees

- **5 major indicators**

Next (radar map)

Search by employee ID or name...   Sort by: [Employee ID ▾] [↑] Download CSV

Employee 4241

Breadth	1.69 / 10
Depth	10.00 / 10
Learning Intensity	2.50 / 10
Qualification Strength	10.00 / 10
Job Coverage	2.00 / 10
Skill Gap	8.00 / 10
Recent Learning	4.55 / 10

Employee 5433

Breadth	1.67 / 10
Depth	10.00 / 10
Learning Intensity	4.17 / 10
Qualification Strength	10.00 / 10
Job Coverage	6.00 / 10
Skill Gap	4.00 / 10
Recent Learning	3.19 / 10
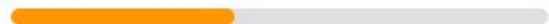
Employee 9186

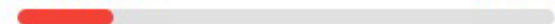|	
Breadth	1.64 / 10
Depth	10.00 / 10
Learning Intensity	3.33 / 10
Qualification Strength	10.00 / 10
Job Coverage	4.00 / 10
Skill Gap	6.00 / 10
Recent Learning	1.80 / 10

Employee 14607

Employee 15001

Employee 15247

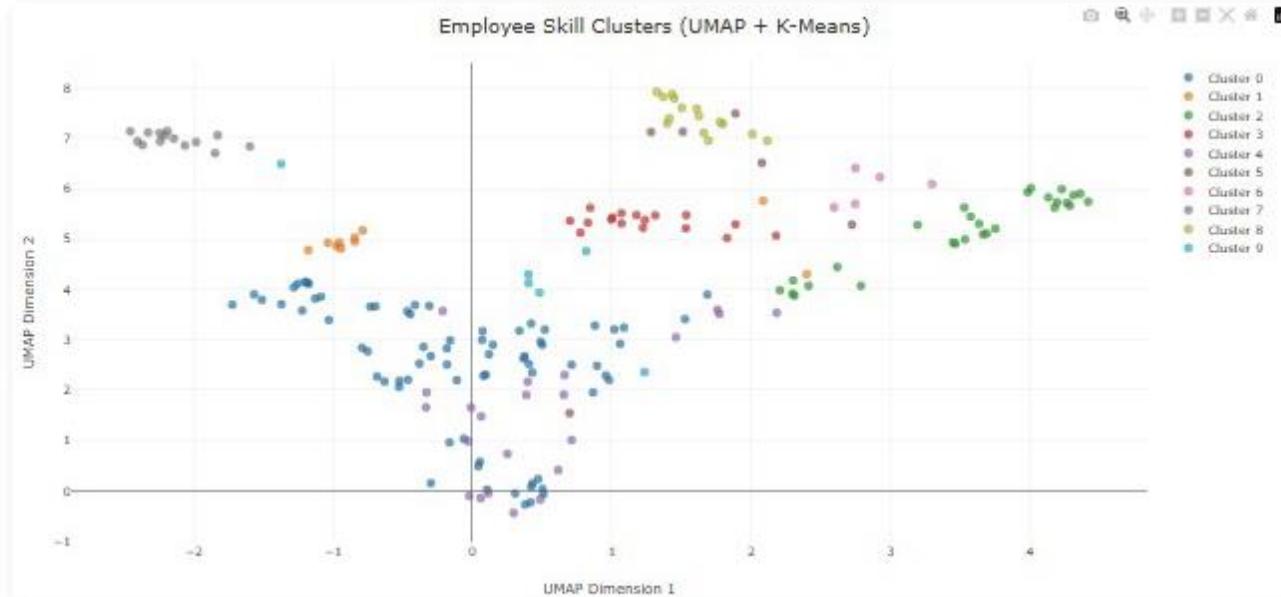- Comprehensive skill clustering

Employee Skill Clustering

Visualize employee skill similarities using UMAP and K-Means clustering

Filter by Cluster: [All Clusters ▾]   Total Employees: 196   Clusters: 10

Employee Skill Clusters (UMAP + K-Means)

- Cluster 0
- Cluster 1
- Cluster 2
- Cluster 3
- Cluster 4
- Cluster 5
- Cluster 6
- Cluster 7
- Cluster 8
- Cluster 9
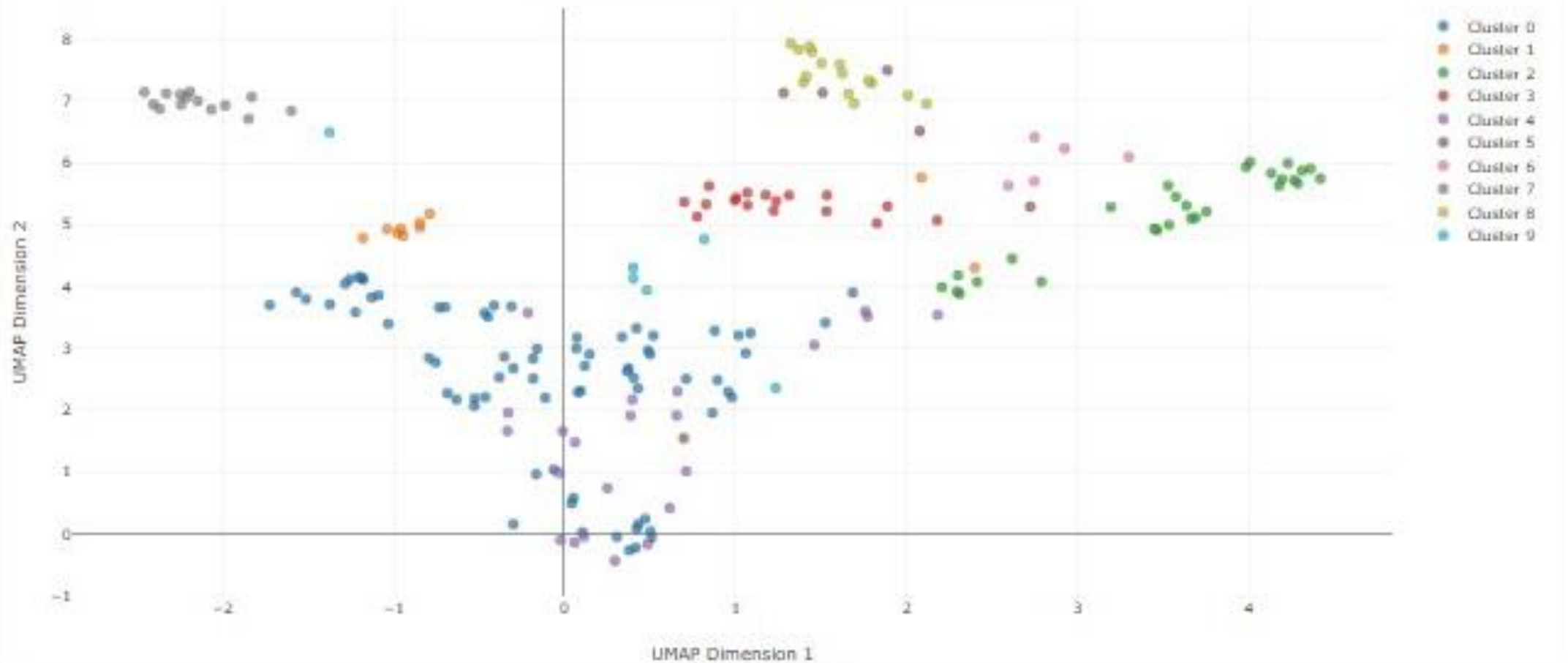
UMAP Dimension 2 (y-axis)
UMAP Dimension 1 (x-axis)

About This Visualization

This visualization uses UMAP (Uniform Manifold Approximation and Projection) to reduce the dimensionality of employee skill vectors and K-Means clustering to group similar employees. Each point represents an employee, and colors indicate different skill clusters.

- **UMAP Dimension 1 & 2:** Reduced dimensional representation of skill vectors
- **Clusters:** Groups of employees with similar skill profiles
- **Hover:** Employee ID and top TF-IDF skills
- **Filter:** Use the dropdown to focus on a cluster
- **Data Source:** Served from backend clustering API (generated via data_scripts parity)

- All employees and skill clusters

- Mentor search filter

- Employee **skill analysis**

🧭 Career Advisor

Generate an AI-driven skill assessment, pivot recommendations, and mentor suggestions.

`4241`   **Generate Report**

Current Skill Assessment

Cluster: 1

Cluster Top Skills: management, compliance, a, environmental, microsoft, agilní, komunikace, outlook, prostředí, bezpečnost, řízení, rozvoj, aws, plánování, zaměstnanců

Employee Top Skills: outlook, a, management, compliance, prostředí, microsoft, environmental, word, office, životního

Upskilling & Career Pivot

- Upskill **AI Recommendations**

DATA & AI

Target Skills: data, analytics, python, ai, ml, model, cloud, sql
Present: data, model
Missing: analytics, python, ai, ml, cloud, sql
Recommended Courses:

AI1 - 1. Kvíz	—	ai
AI1 - 1. Kvíz	—	ai
AI1 - 1. Kvíz	—	ai
AI1 - 2. Kvíz	—	ai
AI1 - 2. Kvíz	—	ai

ESG

What are the IMPACTS?

… it gives clear ideas about…

1. Employee skill-awareness

- Understand better:
  current skill set,
  learning style,
  skill gap with peers

- Help to set up:
  Learning goals,
  Career goals,
  motivations

2. Peer-based learning community

- Mentors that are filtered out:
  seniors, peers or experts from
  other skill set

- Customized mentorship program:
  Cooperative, flexible, structured
  by guidance of AI, achievable
  goals

3. Maximize Human Resources

- 200+ Data & AI experts

- Interpersonal instructions

- Community co-building

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