



# myGAP

**Theme: RAKYAT PRODUKTIF**

**Produktif 1**

Digital solution for job-seeker assessment and gap analysis with recommendation for skill development, upskilling or re-skilling



**KK-S-0013**



# 10,000

Jobs lost every month since MCO!

## Pain Point for Job Seekers



## Pain Point for Employers



## Pain Point for Policy Makers



Unclear on  
upskilling needs

## Pain Point for Job Seekers



## Pain Point for Employers



## Pain Point for Policy Makers



## Pain Point for Job Seekers



## Pain Point for Employers



Difficult to make  
policy changes



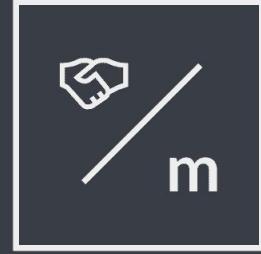
## Pain Point for Policy Makers



Cannot predict  
future skills  
demand

**What if there's an easy way for employers to massively test potential candidates while providing constructive feedback to the candidates instantly?**





# myGAP

# How will myGAP help?



## JOB SEEKERS



Identify weaknesses  
and skills gap



Access to industry  
relevant mentors



Job opportunities and  
upskilling resources



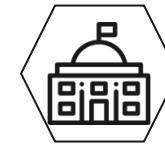
## EMPLOYERS



Access to top talent



Receive referral  
compensation



## POLICY MAKERS



Analytics on job  
market & future hot  
skills



Partnerships with  
private sector



Employers

Policy Makers

## Features

# Competitions Platform

- Select a competition to join
- View which companies are hosting competitions and hiring
- View skills required for each competition

Choose a competition to join and get hired

All FinTech Audit Engineering Consulting

Sime Darby Engineering Concepts  
3 Tests 8 Hours (Estimated)

EY Journey to be an Auditor  
2 Tests 3 Hours (Estimated)

Business Case  
5 Tests 6 Hours (Estimated)

Khazanah Nasional FinTech Management Trainee  
6 Tests 10 Hours (Estimated)

Maybank Financial Modelling  
2 Tests 4 Hours (Estimated)

The Data Science Challenge  
4 Tests 6 Hours (Estimated)

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chrome



## Features

# Results Dashboard

- Inform how well you've performed
- Where you rank
- Select mentors to further improve

The dashboard displays the following key information:

- COMPETITION OUTCOME:** Business Case: At The Very Top
- Skill Level:** 288 (highlighted with a red box)
- Ranking:** 89th percentile
- Breakdown of Competition Results:**
  - At The Very Top: 288
  - 90% MECE Thinking
  - 85% Structured Thinking
- SHARE YOUR ACHIEVEMENT:** Buttons for Facebook, LinkedIn, and Twitter.
- Great job! You did better than 89% of your peers!**
- Recommended Next Steps:**
  - Search for Mentors: Check out all mentors to help you take your career to the next level
- Add To Profile** button
- chrome** browser indicator at the bottom

Page footer includes: Copyright © 2020 MYGap. All rights reserved, Terms of Use, Privacy Policy, and social media links for Facebook, Instagram, Twitter, LinkedIn, and YouTube.



Features

# Results Dashboard

- Highlight which skills were tested
- Individual scoring for each skill
- Recommend courses based on gaps for low performers

The screenshot displays a mobile application interface for a 'Results Dashboard'. At the top, it shows 'COMPETITION OUTCOME' and 'Business Case: Below Peer'. A chart indicates a 'Skill Level' of 95, positioned between 'At The Very Top' (201-300) and 'Average' (101-200), with 'Below Peer' (0-100) at the bottom. A callout box highlights '33% MECE Thinking' and '20% Structured Thinking'. Below the chart, a message says 'Looks like there's room for improvement!' and suggests adding results to a profile. A red box highlights 'Recommended Next Steps: focus on your gaps' and a course titled 'Structured Thinking and Communication' by James Chin and Chen Huat, dated Dec 2020, 1h 15m. A 'Go To Course' button is also present. The bottom of the screen shows the word 'chrome'.



## Job Seeker Resources



Self Development

Mentorship

Job Knowledge Database

### Mentorship Connection

Based on the results of the competitions that you have participated in, you are matched with the following mentors.

#### Business Case



**Adam S.**

Strategy Consultant at PwC

Willing to help with:

- Job knowledge
- Resume Review
- Mock Interviews

[Connect now >>](#)

#### Data Science



**Sangeeta T.**

Data Scientist at TM

Willing to help with:

- Job knowledge
- Learning resources
- Mock Interviews

[Connect now >>](#)



### Features

# Mentorship Network

- Recommend and match job seekers with the right mentor to close the skill gap
- Help them build the right character and attitude



Job Seekers

Employers

Policy Makers



## Job Seeker Resources



Self Development

Mentorship

Job Knowledge Database

### Upskill Yourself

Curated list of free online courses that you can take to upskill yourself. Whether it is computer science or business English, learn different courses from recognized providers, such as EdX, Udacity, Coursera and more!

[Learn now >>](#)

### Improve Your Resume

40% of hiring managers spend less than a minute reviewing a resume. 77% of resumes get rejected because of grammatical errors or typos. Improve your resume to stand out!

[Improve Resume >>](#)

### Interview Skills

One final stage before securing your dream job. How do you prepare for the most important stage of the job stage? Curated list of interview resources, from videos to mock questions.

[Improve Interview >>](#)

Features

# Job Seeker Resources

- Allow job seekers to access valuable resources easily
- Able to pick up new skills
- Suggestions on how to improve resume and interview skills



## Financial Analyst

[Overview](#)[Test Questions](#)[Career Paths](#)

### What is it?

Financial analysts are responsible for tracking a company's financial performance against a plan, analyzing business performance and market conditions to create forecasts, and helping senior management make tactical and strategic decisions by providing periodic reports.

### Average Salary

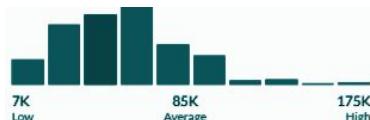
RM 85,000 / year

### Skills Required

Financial Modelling  
Business Case  
Microsoft Excel

### Your Skills

Average  
At The Very Top  
N/A



### Upskill

1 Skills Competition Available  
-  
3 Skills Competition Available

### Job Market Peer Analytics

43% have a degree in Finance or Accounting  
16% have Postgraduate degrees  
31% have prior experience in a financial institution



### External Resources

Complementary CFA training program:

**Peneraju Professional CFA**

<https://yayasanpeneraju.com.my/peneraju-profesional-chartered-financial-analyst-cfa>

### Features

# Job Knowledge Database

- Key career details like salary, skills required and career path
- Peer comparison for roles
- External resources show free government programs



Job Seekers



Employers



Policy Makers

# Competition CMS

Manage  
Competition  
Details

Create competition and  
enter questions easily with  
a few clicks of a button

The screenshot shows a tablet displaying the Competition CMS interface. The main view is a table listing 37 entries found. The columns are: Name, Content Type, Updated, Author, and Status. Most entries are marked as "PUBLISHED". The sidebar on the left has two tabs: "Shared views" and "My views". Under "Shared views", there are filters for "All", "Published", "Changed", "Draft", and "Archived". Under "CONTENT TYPE (10)", there are filters for "Category" and "Course". The table lists several entries, all of which are published:

Name	Content Type	Updated	Author	Status
Competition model > image	Test > Image	28 minutes ago	Me	PUBLISHED
Summary	Test	28 minutes ago	Me	PUBLISHED
Competition management	Test	28 minutes ago	Me	PUBLISHED
Summary	Lesson	28 minutes ago	Me	PUBLISHED
Fetch draft content > code	Lesson > Code...	28 minutes ago	Me	PUBLISHED
SDK basics > SDK initialization - code	Lesson > Code...	28 minutes ago	Me	PUBLISHED
Home > Highlighted Tests	Layout > Highl...	28 minutes ago	Me	PUBLISHED

Publish  
Competition

Specify details of  
**competition** and **publish** it  
to job seekers when ready



Job Seekers



Employers



Policy Makers

# Candidate Alert Dashboard

## Jobseeker Matching

Get alerts on potential promising candidates that match your job listings

Anjali S.  
Front End Developer  
Basic Details: Penang, RM 78,000  
Skill Match: 55% Match  
Job Fit: Full Stack Developer

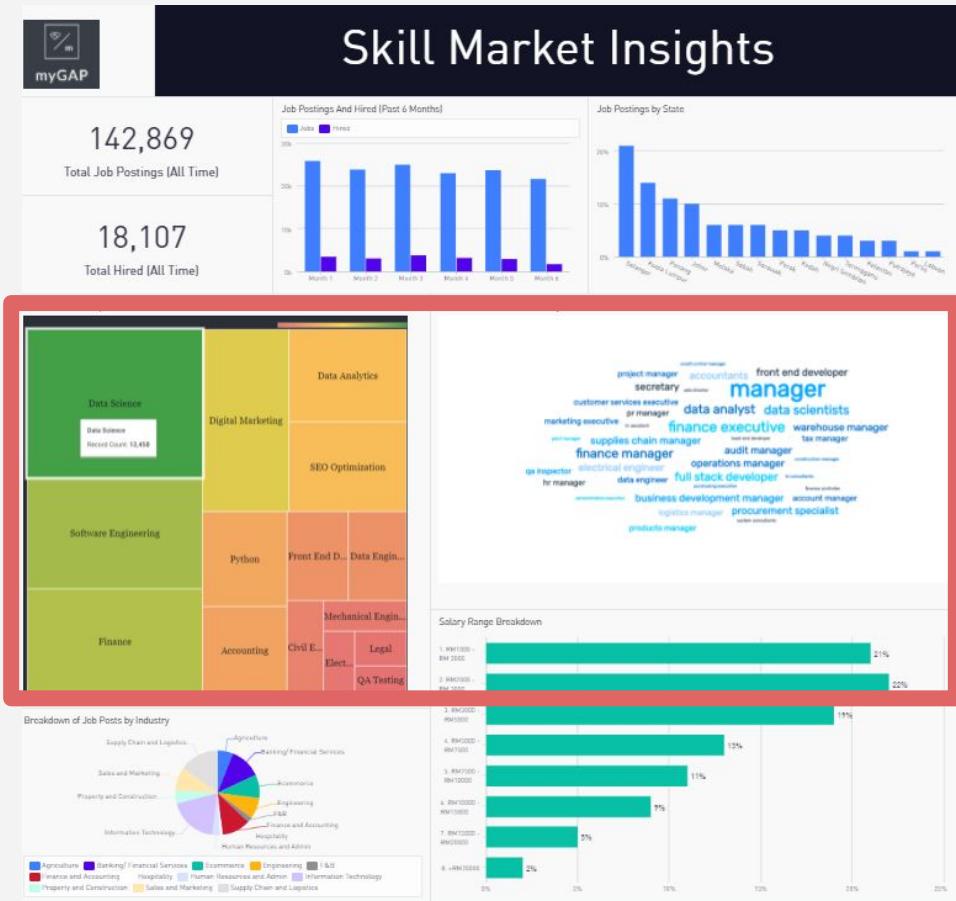
Sara M.  
Data Scientist  
Basic Details: Putrajaya, RM 96,000  
Skill Match: 93% Match  
Job Fit: Senior Data Scientist

Max T.  
Audit Manager  
Basic Details: Kuala Lumpur, RM 92,000  
Skill Match: 73% Match  
Job Fit: Finance Manager

View More

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## Features

# Skill Market Insights

- Highlight current hot jobs and skills
- Current job posting and hiring statistics
- Industries that are hiring actively



Job Seekers



Employers



Policy Makers



302,842

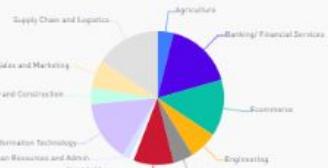
Number of Registered Jobseekers

2,384

Number of Registered Mentors



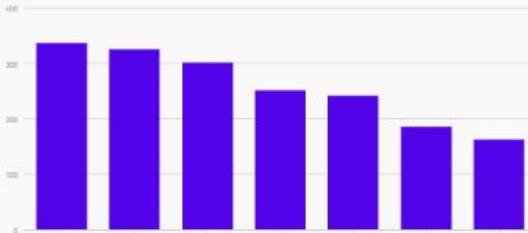
Most Popular Industries Applied To



Legend:

- Agribusiness
- Banking/ Financial Services
- E-commerce
- Engineering
- F&B
- Finance and Accounting
- Hospitality
- Human Resources and Admin
- Information Technology
- Property and Construction
- Sales and Marketing
- Supply Chain and Logistics

Most Popular Competition Organizers



AI Predicted Upcoming Hot Skills

SKILLS	CONFIDENCE LEVEL	POSTED/PAST 6 MONTHS	Avg SALARY INCREASE PAST 6 MONTHS
Cloud Work Engineering	0.8703	112%	21%
QA Automated Testing	0.8192	92%	15%
Interest Banking	0.7442	62%	8%
Actuarial Sciences	0.6932	49%	5%
AWS Data Architecture	0.6463	38%	5%
Logistics Engineer	0.6298	32%	7%

Features

## User Analytics

- An aggregated user analytics dashboard
- AI/ML prediction on future hot skills and emerging trends

# Unique Selling Proposition

Fun competitive way for jobseekers to look for jobs with mentoring



Platform for employers to participate and build up the workforce



Help policy makers deploy better initiatives





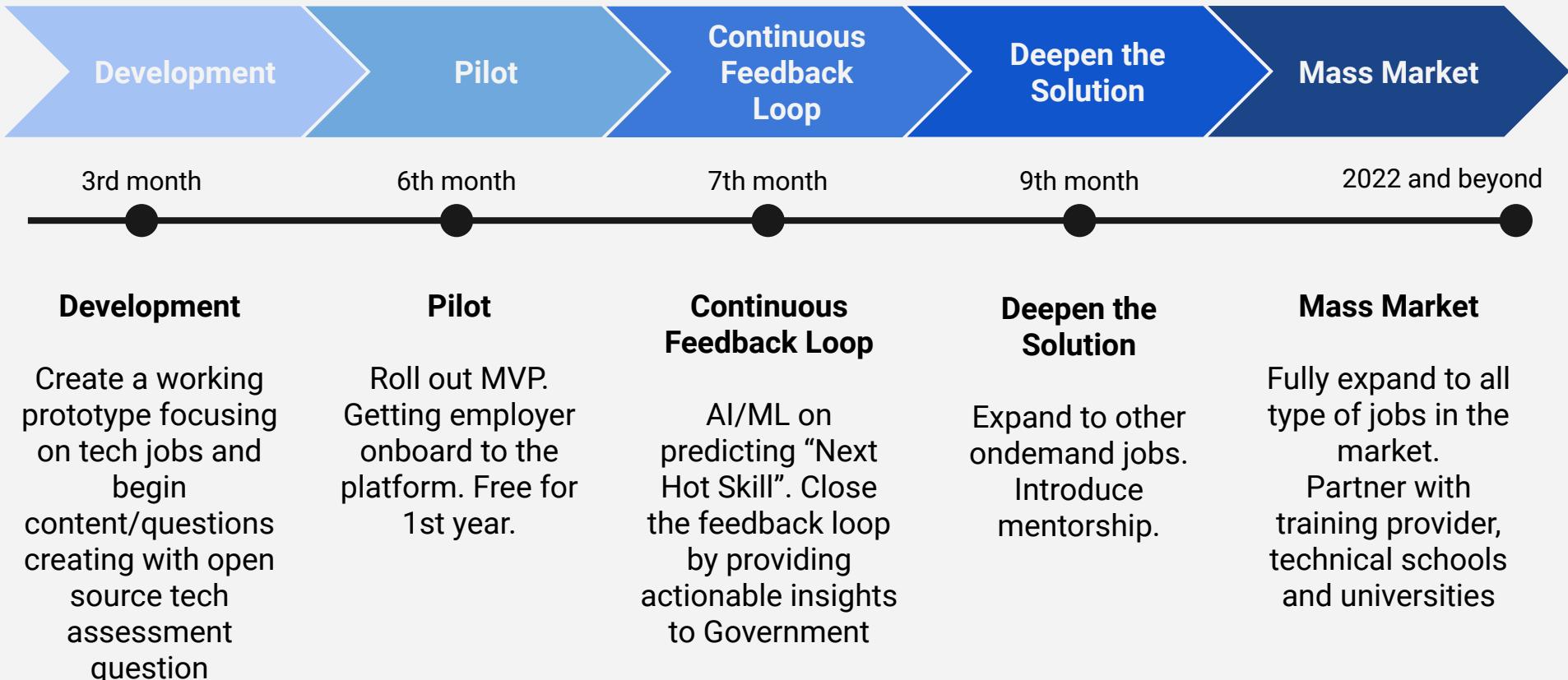
# Thank You



A photograph of two men in an office environment. One man, wearing a plaid shirt and jeans, stands on the left facing right, gesturing with his hands. The other man, wearing a white button-down shirt and dark pants, stands across from him holding a white mug. They are positioned in front of a large window with a wooden desk and office chairs visible in the background.

# APPENDIX

# Roadmap





## Job Seekers

1. Charge employed workers if they want more mentorship sessions for those that are still employed
2. Referral fees when job seekers sign up to online course sites or educational institutions / bootcamps to upskill



## Business Model

## Employers

1. Charge annual fee (after 1st year)
2. Charge small recruitment fee when candidates are hired

## **Benefit for Employers**



1. Mentor as part of CSR
2. Earn fees if their competition questions are used
3. Earn referral fees if other companies hire through their competition

# Hackathon 6

## THEME “RAKYAT PRODUKTIF”

### Objective:

To enhance national productivity - simplify and streamline government service that can increase productivity.

### PROBLEM STATEMENT: PRODUKTIF 1

Digital solution for job-seeker assessment and gap analysis with recommendation for skill development, upskilling or re-skilling.

## PROBLEM STATEMENT 1

### Context or Background

In Q1 2020, the unemployment rate rose noticeably to 3.9 per cent. The Movement Control Order (MCO) which started on the second half of March affected the number of unemployed persons, that increased by 16.2 per cent over the month, to 610,500 persons unemployed. The status of the labour demand and supply for the Q1 2020 gave an early signal of disequilibrium in the labour market. With growing evidence of disequilibrium in the labour market due to unmatched requirements of supply and demand, it is expected that individuals and businesses will seek their own ways to mitigate the effect in addition to relying on the Government's stimulus. Government and industry may prioritise reskilling and redeploying labour to minimise losses and to maximise productivity. Individuals may seek different skills to adapt to different sectors or industries, whereas companies may place high priority in those who have skills to adapt and learn-on-the-job when hiring.

Current status	Pain Point	Desired State
<ul style="list-style-type: none"><li>Unemployment rate increase to 3.9%</li><li>741,600 unemployed persons recorded in August 2020.</li><li>But, increase of 18,000 available jobs in Q1 2020</li><li>Disequilibrium of supply and demand</li><li>Lack of guidance for upskilling and reskilling for the job seeker to match with available jobs</li></ul>	<ul style="list-style-type: none"><li>For Job seeker:<ul style="list-style-type: none"><li>Difficulty in finding matching job to one's skill and experience</li><li>Unclear on the upskilling or reskilling needed to get a new job</li></ul></li><li>For Employer:<ul style="list-style-type: none"><li>Unable to identify the actual gap in skills and capabilities of jobseeker</li></ul></li><li>For policy makers:<ul style="list-style-type: none"><li>Lack of data to analyse the supply and demand of labour market in term of skills needed in the future</li><li>Current mismatch of supply and demand on labour market needs</li></ul></li></ul>	Digital solution for: <ul style="list-style-type: none"><li>job-seeker to assess their skill and identify the gap in securing a job</li><li>jobseeker to get realistic recommendations for upskilling or reskilling</li><li>policy makers to collect data centrally and elegantly in order to predict supply and demand of labour market</li></ul>
Target Group		Potential Impact
<ul style="list-style-type: none"><li>Job seeker</li><li>Unemployed</li></ul>	<ul style="list-style-type: none"><li>741,600 unemployed (2020)</li><li>Enhance government initiatives and programs for a more resilient labour market.</li></ul>	

# Employer Online Competition Management System

Serve Derby

Competition ?

Field type Any Type to search for entry Filter Save as view Add competition entry ▾

Shared views My views

All

37 entries found Usage: 46 / 25000 entries and assets

STATUS (4)

- Published
- Changed
- Draft
- Archived

CONTENT TYPE (10)

- Category
- Course
- Layout
- Layout > Copy
- Layout > Hero Image

Add folder

<input type="checkbox"/> Name	Content Type	Updated	Author	Status	
<input type="checkbox"/> Competition model > image	Test > Image	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> Summary	Test	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> Competition management	Test	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> Summary	Lesson	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> Fetch draft content > code	Lesson > Code...	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> SDK basics > SDK initialization - code	Lesson > Code...	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> Home > Highlighted Tests	Layout > Highligh...	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> Fetch all entries > code	Lesson > Code...	28 minutes ago	Me	PUBLISHED	
<input type="checkbox"/> Contests management > image	Lesson > Image	28 minutes ago	Me	PUBLISHED	

Create competitions and enter questions easily with a few clicks of a button

Specify details of the competition such as the company image or summary by clicking on fields in the table

Publish the competition by clicking on the “Add competition entry” button

# Employer Competition Dashboard

Sime Darby Competition Dashboard

Home

Menu

All

> STATUS (4)

> CONTENT TYPE (10)

230 Completed

Registered 650  
In-Progress 420

12 Referrals

Contacted 50  
In-Progress 20

DAY WEEK MONTH

DAY WEEK MONTH

Status

	DAY	WEEK	MONTH
Registered	60		
Contacted	10		
Offered	5		
Rejected	15		
Referrals	2		

Percentage of successful referrals

5%

Total Referral Fee Earned

**RM 1,988**

Total Referral Fee Earned This Month

**RM 1,604**

Add folder

Dashboard for **employers** to monitor and track the status of their competition

**Employers** will also be able to see if **other companies hired participants through their competition**

**Total earnings** from **referrals** will be **displayed** as a fee in **this dashboard**

# **Malaysia Works Public - Private Partnership**

## **HireMalaysia**

1. RM800 per employee is paid to employers who recruit unemployed people aged below 40 years
2. RM1,000 for hiring unemployed job seekers aged 40 years and above, or persons with disabilities, provided that the employees are retained for at least 12 months

## **MYApprentice**

1. Employers hiring apprentices from among Malaysian graduates or school leavers will receive RM600 per employee under the MYApprentice category, with an employment contract of a minimum six months offered to them

## **Upskilling**

1. Newly hired employees who need additional skills in their new jobs can be sent for training under PenjanaKerjaya. Once approved, training fees up to a maximum of RM4,000 will be covered by the programme.

# Team



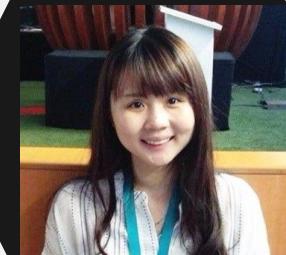
**TOH SIRN LOONG**

Technology Consultant



**LIM YANGLI**

Data Scientist



**LEE SOON YAN**

UI/UX Designer

# Q&A Prep

**Q: What is your business model?**

**A:** 1- We will charge companies companies an annual fee after the first year. There will also be a fee when we match candidates to companies. Companies can also pay to partly use other companies' competition.

2- Job seekers can also pay for more sessions with mentors, and to be matched to more mentors. We will only charge those that are employed

3 - There are also other potential monetization ideas, such as referrals to educational institutions or learning courses.

**Q: Why would mentors sign up for this? What is in it for them?**

**A:** Corporate can sign their people up as part of their CSR program to mentor jobseekers. We also believe that people are generally good and want to give back to society. We can point to successful examples like Teach for Malaysia, where many professionals also volunteer their time to join them for a day to teach.

**Q: Will companies spend time to create the competition?**

**A:** 1- Competitions can first be populated with open source competition/hiring questions.  
2- myGAP can create a few generic competitions for employers first

## Q&A Prep

**Q: How does the AI model predict the hot skills?**

A: We first train a model of the current hot skills using internal and external data such as the number of job postings and salary increment over the past few months. After that, we can look at skills that have a higher than usual posting and salary increment to identify emerging hot skills.

**Q: How can people who lack access to internet benefit?**

A: Since this is a government hackathon, we can work together with the government to roll out this solution across the country at places like Pusat Internet 1Malaysia.

**Q: Tech stack?**

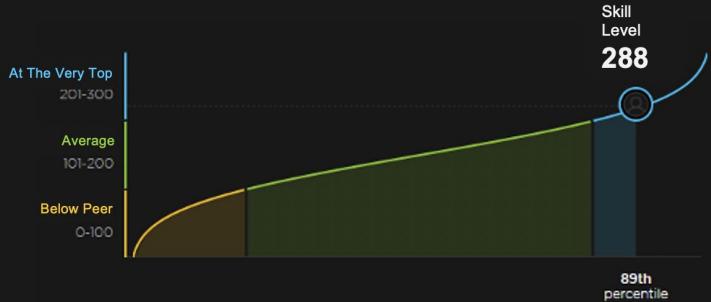
A: Front End: Vue.JS, CSS, Bootstrap Backend: Node.JS Data Solution: Snowflake, Firebase, Hadoop, Spark AI/ML: TensorFlow Hosted on AWS

# Job Seekers Competition Outcome



## COMPETITION OUTCOME

Business Case: **At The Very Top**



## BREAKDOWN OF YOUR COMPETITION RESULTS



**At The Very Top**

**90%**  
MECE Thinking

**85%**  
Structured Thinking

SHARE YOUR ACHIEVEMENT



**Great job! You did better than 89% of your peers!**

Add this results to your profile now.

[Add To Profile](#)

## Recommended Next Steps:

### Search for Mentors:

Check out all mentors to help you take your career to the next level

[Search for Mentors](#)

**View results** of competition and **search for mentors** for qualified Job Seekers

**Job Seekers** will be ranked against other job seekers.

**Below Peer** indicates a **huge skills gap compared to other job seekers**

**Average** indicates that the job seeker **has all the required skills**

**At The Very Top** indicates that the job seeker **exceeded expectations**

**Share the results of the competition** by clicking on the various **social media** icons

# Job Seekers Competition Outcome



COMPETITION OUTCOME  
Business Case: **Below Peer**

At The Very Top  
201-500

Average  
101-200

Below Peer  
0-100

Skill  
Level

95

BREAKDOWN OF YOUR  
COMPETITION RESULTS

95

Below Peer

33%  
MECE  
Thinking

20%  
Structured  
Thinking

SHARE YOUR ACHIEVEMENT



Looks like there's room for improvement!

Add this results to your profile now.

Add To Profile

Recommended Next Steps: focus on your gaps

Structured Thinking and Communication  
From: James Chin and Chen Huat  
Dec 2020 . 1h 15m

Go To Course

**View results** of competition and **search for mentors** for qualified Job Seekers

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