



Assessment:  
1. Screen CV  
2. Assessment  
test

Crawl social  
platforms for  
existing skills?  
LinkedIn,  
Instagram ;)

Interactive  
conversational /  
chat app to ask  
about existing skills  
Suggesting similar  
skilly

Determine user  
interests to better  
match them to a  
specific employee.  
e.g. Finance. From  
this derive further  
actions

Determine:  
strengths,  
weakness,  
wished career,  
potential career

After test:  
provide  
personal  
SWOT

suggest (1) relevant  
jobs - match with  
current skills; (2)  
potential jobs - with  
skills need to be  
learn;

Video call for  
assessment with  
another person:  
volunteer,  
employee

Attitude  
and  
aptitude  
analysis.

Look into how  
the  
arbeitsagentur  
is assessing  
the people

Survey of  
skills, interests,  
qualifications  
and  
achievements.

short videos intro  
about job (for ex: a  
day of developer).  
Helps to match user  
interests with reskill  
programms

Collaboration  
with agencies  
/ 3rd Party  
imports

Chat bot/personal  
assistant within the  
app. Use AI to learn  
about users through  
time and make  
personalized  
suggestions



Setup video calls  
with people who  
are employed to  
provide  
mentoring

Link to  
popular  
courses in  
MOOC

grading system  
within the app.  
For ex: upload CV  
+1-points, learn 1  
new skills: +  
50points,....

Motivation,  
how to  
sustain it?

option to  
public the  
finished  
course/on-  
going course

integrated  
progress with  
various  
learning  
platforms

Companies could  
provide incentives  
for people that are  
willing to finish a  
course: Guarantee  
for an interview

incentive: the  
more course  
learning, higher  
chance to be seen  
by employer

Reduce  
necessary  
retraining if  
possible (!)

Statistical analysis  
on what are the new  
skills in demand: e.g.  
based on the yearly  
surveys e.g.  
Stackoverflow,  
Octoverse

Archtypes  
(e.g. 9 / 10  
Electricians are  
good  
developer)

provide  
daily career  
tips/short  
info

"Peer to  
peer"  
teaching?

application for  
Bildungsgutschein  
(education  
voucher)

Learning  
on the  
job

Freelancer/non-  
profit  
project/mini job  
to get  
experience



List of jobs:  
each job show  
% of match,  
skills matched,  
skills lacking.

short  
pitching  
video

For employer:  
List of  
candidate with  
%match

Job  
Application  
not main  
focus

One Click  
Application

USP: Existing  
professional networks  
are not great with  
pivots. Our system  
should assist with  
improvement skill and  
interest assessments

Tinder  
match?

**Job Offer - Required skills**

First Priority **75% match**

CSS	HTML
prototype	communicati

Second Priority **100% match**

Team Work	

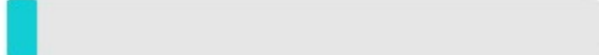
Third Priority **50% match**

--	--

Filter

prototype

Your current level



Suggested courses

course

course

Short noti: If  
your match  
reaches 70%, the  
company is  
interested to  
hire you!

- **Current skills**
- **Future skills** (e.g. after you finished course XYZ you are at X%, why don't you apply to job X already?)

Subsidize  
fast and  
efficiently

Reduce  
unemployment

Avoid  
waiting  
time at the  
arbeitsamt

Reduce  
manual labor  
for the  
government  
agencies

New  
Job Fast

Jobless

Most likely  
frustrated from  
not having the  
job options for  
their skills set

Most likely  
senior? With  
knowledge in a  
specific  
domain.

What are the  
most likely  
industries to  
be affected by  
layoffs?

30s & 40s and  
have lost their job  
due to corona or  
industry changes

Should we limit the  
customer segment  
to some specific  
jobs or region? This  
could help us build a  
more convincing  
demonstration.

Struggling to  
pivot and re-  
educate  
themselves for  
a new position

There are many  
professions which  
are not represented  
on LinkedIn or other  
large professional  
social networks

Tech /  
online  
averse?

Willing to  
learn to  
some  
extent

Avoid  
social  
media



Efficient  
Money  
Investment

Fill positions with  
good applicants.  
Q: What is good?  
req. skills, willing  
to learn



 [www.ribit.net](http://www.ribit.net)

### Home - Ribit

Connecting students to innovative businesses to strengthen the ecosystem Get Started Students: Find a job and get the experience you need Ribit is Australia's leading job and internship matching platform for high-value, higher-education students. We con...

LinkedIn/Xing

Indeed/Monster



 [truffls.de](http://truffls.de)

### Die beste Job App: Nutze kostenlos truffls für Deine Jobsuche - Truffls Job App - Truffls

So geht die zeitgemäße Jobsuche - per App. Entdecke die spannendsten Jobs ganz einfach per Swipe mit der Job App von truffls - jetzt kostenlos für Android und iOS herunterladen. Die Jobsuche per App war nie so einfach!

 StepStone

 [www.stepstone.de](http://www.stepstone.de)

### Jobbörse StepStone – Jobs und Stellenangebote

Jobbörse StepStone ✓ Aktuelle Jobs und Stellenangebote bei StepStone ✓ Die Jobbörse für Fach- und Führungskräfte ✓ Jetzt online den besten Job finden und direkt bewerben!

 Honeypot

Europe's Developer-Focused Job Platform

[www.honeypot.io](http://www.honeypot.io)

### Honeypot | Europe's Developer-Focused Job Platform

Europe's developer-focused job platform for Software Developers, DevOps Engineers and Engineering Leaders. Get access to top tech jobs in Germany and the Netherlands!



 [careerpivot.com](http://careerpivot.com)

### Start Here - Career Pivot

Welcome to Career Pivot – The Premier career website for those in the 2nd half of life who want to start planning their career and stop reacting. Get Career Pivot Insights Do You Dream of Having a Career that You Look Forward to Every Day? I was raised ...

questions

motivation:  
why does  
infosys create  
this platform?

Can we link out  
platform with  
Arbeitsagentur  
with their  
services?

US: ppl loss traditional  
jobs <-> comp looking  
for ppl in certain digital  
areas. Infosys has  
experience with  
recruitment and  
training.

ppl: have some  
experience, majority:  
few year exp in  
conventional work then  
need to learn some  
digital skill to apply for



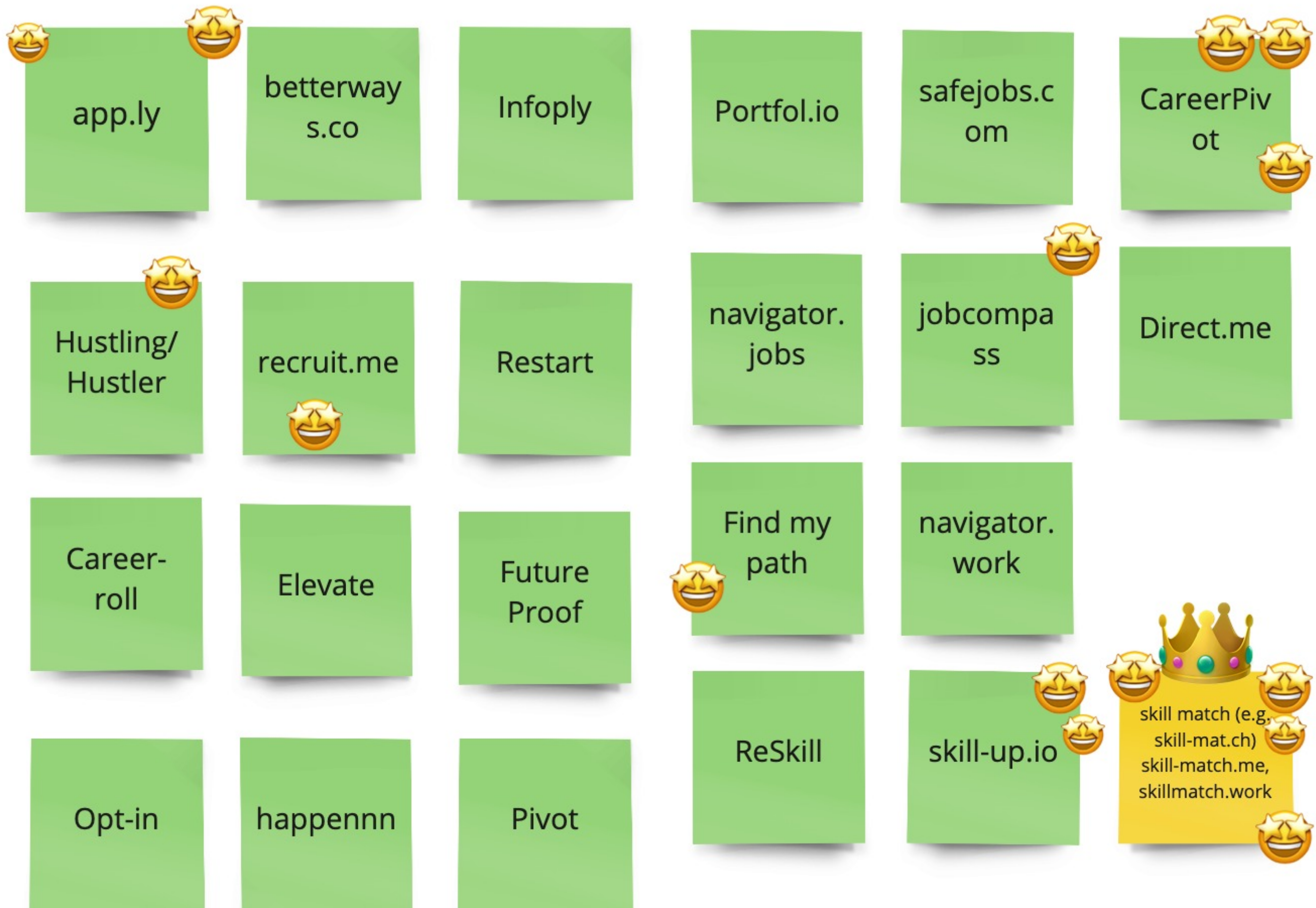


- Are you currently employed?
  - Why: this can give an idea of the current situation that the user is in
- Were you laid off?
- How urgently do you need a job?
  - Why: if not urgent then we could ofc focus more on the long term goal of the person
- Are you happy with your current field or do you want to pivot?
  - Why: based on this we can determine what skills and jobs to propose.
- What would you love to do in the future: 2 years from now?
- How much time are you able to spend on further development?
- Would you consider working in a different field of work?
- Which fields do you have knowledge in?
- How would rate your social skills?
- Are you interested in learning online courses for further education?
  - Why: we want to get an idea how to best approach this person for further development
- Why: this helps us decide what offers we can provide
- Have you ever lead or mentored people?
- Are you interested in leading people?
- How long do you still plan to work?

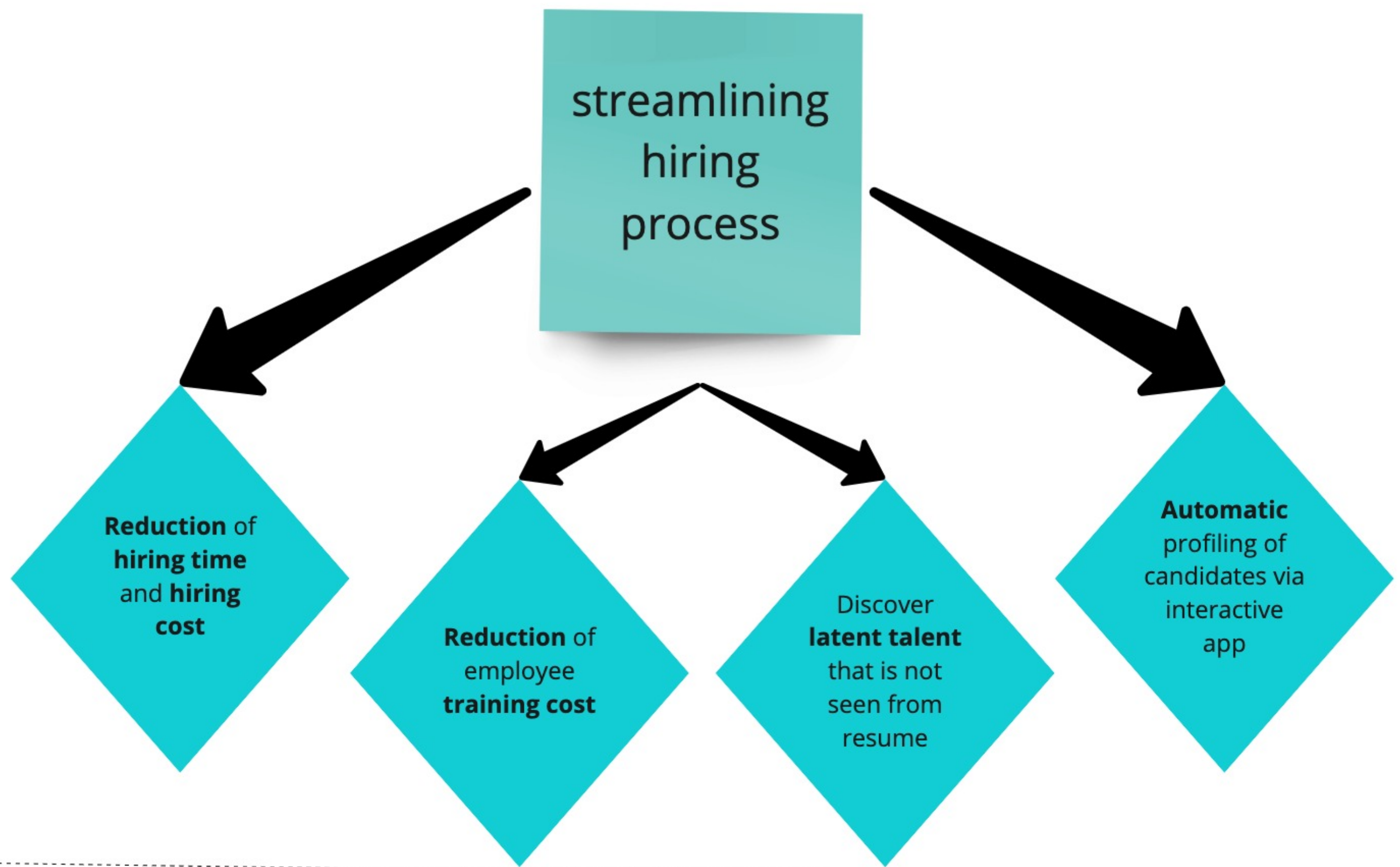
Thomas successfully reskills, and a job match



Thomas is happily employed







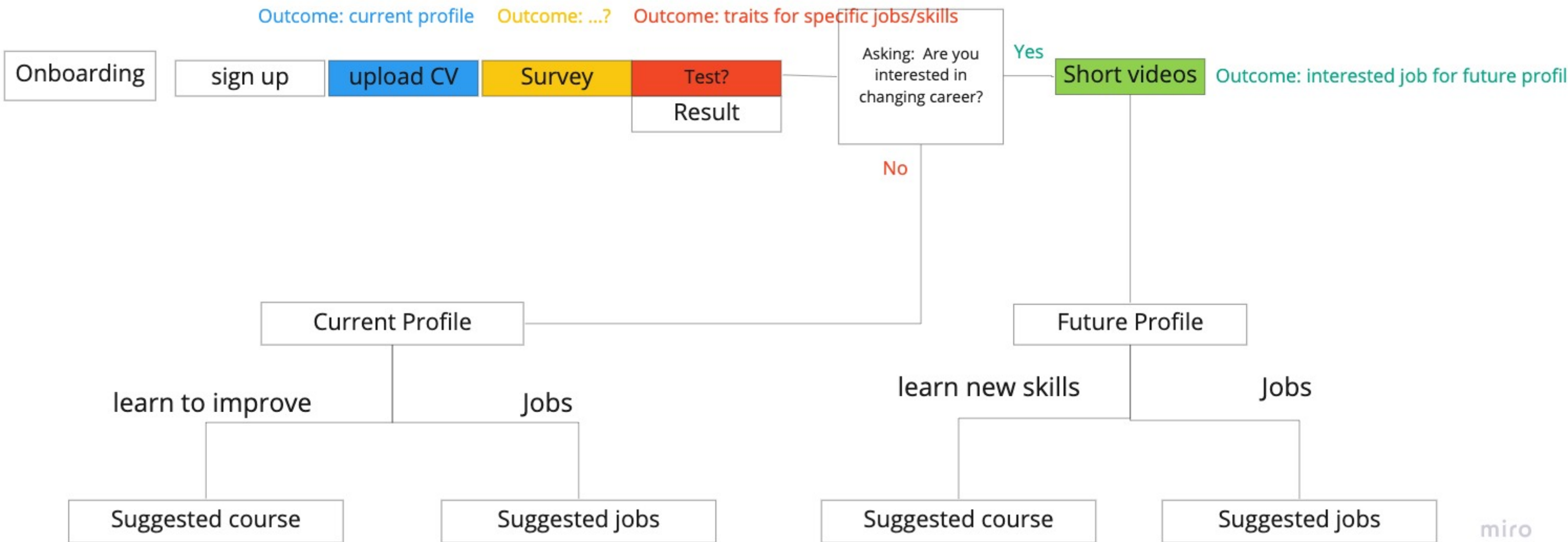
Slide like "X% of things learned in your degree never get applied, 100% of the things you learn with our platform will directly be used"

Besides Covic, Companies face the dilemma that in order to compete they oftentimes need automation. Automation can lead to layoffs which provide efficiency but are not well received in the public view. In order to keep an well percieved public image reskilling workforce instead of firing is a good alternative.

With our platform, infosys can directly go to organizations and offer a holistic reskilling service

Scalability is possible through automated CV scans and assessments and automated test as well as several cooperation partners that provide numerous courses

Motivating learning journey:  
- see what your new job could be like  
- track your progress (how much % is missing until company X is interested)





## Background and Research

Evolving industries  
many times affect  
workers but especially  
during a Covid-19  
caused crisis it is  
relevant to find  
adequate solutions



**F** [www.forbes.com](https://www.forbes.com)

### **Do Laid-Off Workers Want To Reskill? The Answer Is Yes.**

For educators, employers, and policymakers, the important question about upskilling and reskilling is: If we offer it, will people want it? It's clear millions of working adults see the value.

= that is why we developed the platform

SKILL MATCH + short purpose (streamlining hiring process points)

---

## Transition to Thomas

Thomas was a CNC Machine Operator until his company had to lay off people due to Covid-19....  
+ Thomas' general problem in finding jobs that match his skills but also



**DEMO of Thomas using SKILL MATCH**



**after DEMO of Thomas using SKILL MATCH**

Thomas is now taking a course to be the perfect match for the suggested position.

MOTIVATIONAL Journey??



Hi, this is Thomas.

I worked as a CNC Operating Engineer for 15 years but after the economic downturn caused by Covid-19 I got layed off.

What a bummer.

I have a hard time finding CNC Engineering jobs, they are just not in demand anymore. It is hopeless, my skills do not match the market...

That's why there is SKILL MATCH...

Let me have a look. I can easily sign up with linkedin or Xing or even Google. easy.

I can either insert my CV for all my information which gets recognized automatically or I Link it with Xing or LinkedIn

I did not know much about 3D printing but the suggested job as a 3D printing engineer got me interested. After seeing a short video of how the day of a 3D printer engineer looks like I was convinced.

with all my information either by uploading my CV which gets recognized automatically or I sign it

---

MOTIVATIONAL Journey??