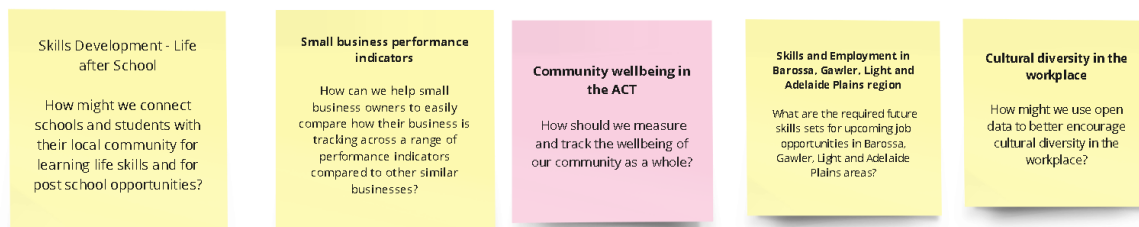# Solution Story

## Challenge Grouping

All changes were broken down by overarching themes.

Please see References -> NOTION TABLE EXPORT for further information.

## Challenge Selection

As a team we chose challenges that resonated to us and were passionate to help resolve. The challenges we chose are outlined below:



## Commonalities

We searched for commonalities between each challenge, you can see the results below:

Performance Management

- o Forward planning
- o Better performance metrics for small businesses

Employment

- o Prepare students for life after school
- o Providing jobs
- o Community wellbeing
- o Employment shortages for low-socio economic groups
- o Locally driven upskilling to provide employment opportunities

Data

- o Location data provides insights to impacted communities and supply of resources
- o Demographic data provides insight on impacted individuals within communities

## Data

### Collection

We explored different data sources to gain further insight into each challenge and ensured we all understood the problem at the center of each challenge.

For example, in the context of the 'Skills Development - Life after School' challenge, here are questions we need answered for solutions to be designed:

- What are the top 10 skills required by employers in 2022?
- What are the most common courses or subjects' people under the age of 30 are enrolling in?
- What sectors have highest demand for labour (under 25)?

(Refer to References - > MIRO BOARD EXPORT)

### Value

We then workshopped the value of the data we collected and entities which this data impacted. For example, individuals (children, high school boys, teachers, parents) and organisations (governments, schools, corporations). We then took into consideration the value that was derived for these entities. This included making goal setting easier, acquiring enough skills to be employed for life after school and more.

(Refer to References - > MIRO BOARD)

### Citation

(Refer to References - > DATA CITATION)

## Solution Ideas

We then began listing different ideas which we believe could address the various challenges or a single challenge considering the underlying problem behind each challenge. For example:

**Software for Early Life Goals Setting**

Self-registration, qualitative approach to setting goals to meet industry needs. We aim to provide a framework to help train organisations, teachers, communities with effective goal setting techniques, both short term and long term. Individuals will have both personal and professional goals, which correlate to goals within their local community, the goals of their employer (business account), their classmates, their school and so on.

- Fills gaps in talent and skill shortages
- Reduces attrition rates - the person with the right mindset is hired, rather than the person with the hard skills
- Useful for individuals so they can see how their current skills and skills they are striving for, aligns with employers and their community.
- Useful for all employers or organisations, so the y can see how their roles align with local talent pool. They identify talent on metrics outside of hard / technical skills.
- Useful for the government / education sector, as they can see where both soft and hard skill shortages are. Can tie into current initiatives such as School Industry Roundtables or Transforming career education.

(Refer to References - > MIRO BOARD EXPORT)

## Solution Validity

At this stage we all felt that an Early Life: OKR system was the most appropriate. We then validated the concept as a team by focusing on the below criteria:

- Key Problems We Address
- Key Data Points
- Key Stakeholders / Users
- key early adopters
- key early adopters