



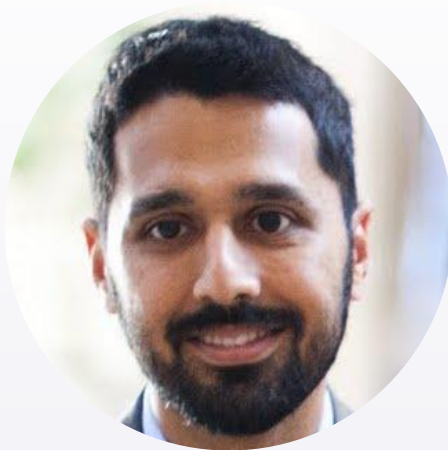
Winning the AI Talent War

ODSC East - May 2019

Agenda

- About Me and Springboard
- Current State of the AI Talent Market
- Common Approaches to Solving the Problem
- Innovative Models to Consider

About Me



Gautam Tambay
Co-founder and CEO, Springboard


@gautambay
@springboard

Experts in Learning with a Global Footprint

+10,000 Alumni and Mentors at the World's Leading Companies:

VISA IBM SAMSUNG  Dropbox amazon.com

 BOEING Deloitte. accenture verizon✓

UBER McKinsey & Company  airbnb  WALT DISNEY

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 one medical  CISCO pandora zomato

Students love us!



4.86 of 5

Rating on [Course Report](#)



4.89 of 5

Rating on [SwitchUp](#)

The training paid insane dividends and helped us become thought leaders within our company and industry. Things we built during the course are part of our process now and **we're winning business because of it.**



Kevin Troyanos

SVP Marketing Analytics

Saatchi & Saatchi

A Common Refrain

“ Only 10% of our engineers are truly prepared to take advantage of advanced ML and AI techniques to support the business. It limits how we can use these techniques to solve critical problems

- AI Engineering Manager
Global Logistics Company

“ ML and AI roles are the hardest engineering roles for us to fill. I don't see that changing for a while. Demand is super high. Everyone wants and needs to hire these people”

- ML Program Lead
Software Company

“ Our executives don't understand how to interpret and make decisions based on the AI models. It's an unfamiliar way of thinking for many of them.”

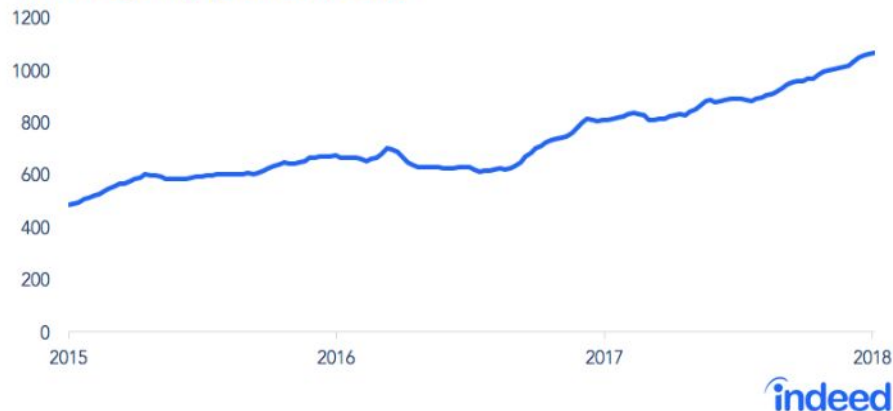
- Managing Director
Top-tier Consulting Firm

Job Growth and Salaries Continue to Rise

Demand for AI Skills Increasing

Artificial intelligence jobs take off in late 2016

AI-related postings per million postings



2018 Compensation Benchmarks for AI Talent



Common Solutions, Common Results

- Increase compensation
- Lower the quality bar
- Hire third-party recruiters
- Hackathons, conferences, and university partnerships
- Stretch current resources

Two Innovative Approaches



Tech College

Uber

MLaaS Platform

Case Study: Capital One Bank



Challenges faced:

- Demand for hiring ML talent outpaced supply
- Market competition for talent was reaching unsustainable levels

Businesses Impacted:

- Core Business: ML enhancing the banking experience.
- Fraud detection and mitigation
- New Products: Eno App; chat bots

Introducing Tech College



Overview

- Launched in 2017
- First pilot: part-time ML training for 350 engineers
- Long-term ambition: offer technology courses for all +50,000 employees

Approach to Learning

- Built by engineers, for engineers
- Breadth and depth
- Blending learning
- Learning from our leaders
- Learning for all

Banking On It



“

Being known as a company that supports and encourages employees in pursuing lifelong learning and professional development is a big part of what helps us attract such talented people to work for us.

- George Brady
Chief Technology Officer

Outcomes

- Campus recruiting improved in both quality and quantity of applicants
- Attrition of HiPo engineers declined as compelling career paths emerged.
- Better results: 60% decrease in model development times
- Consistently ranked as one of the best places to work among U.S. companies.



Case Study: Uber

Uber

Challenges faced:

- No system to build reliable and reproducible pipelines for managing training and prediction data at scale.
- Teams building bespoke one-off solutions for using models in production
- Training models were limited in size

Businesses Impacted:

- Accurate marketplace forecasts
- Uber Eats (Recommendations, prep time, ETAs)
- Predictive one-click chat
- Faster customer support
- Driver ETAs and ride safety check
- Self-driving cars

Michelangelo: Uber's Internal MLaaS Platform

Core Strategic Pillars of Michelangelo ML Platform



“ [Michelangelo] is a ML-as-a-service platform that democratizes machine learning and makes scaling AI to meet the needs of the business as easy as requesting a ride.

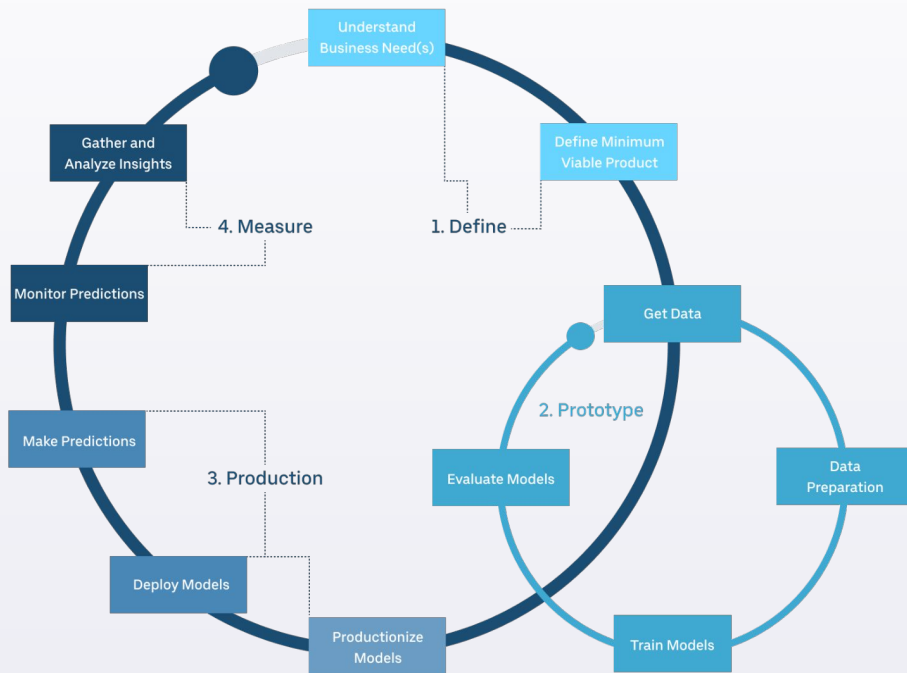
It enables internal teams to seamlessly build, deploy, and operate machine learning solutions at scale. It is designed to cover the end-to-end ML workflow.

- Jeremy Hermann and Mike Del Blaso
Machine Learning Platform Team

Uber

Michelangelo: Uber's Internal MLaaS Platform

Machine Learning Project Workflow and Feedback Loops



“ A high priority for the Michelangelo team is enabling data science teams to go faster. The faster we go, the more experiments we can run, the more hypotheses we can test, the better results we can get. We are constantly thinking about this process and tightening the feedback loops so it's easier and faster to do iterative and agile data science.

- Jeremy Hermann and Mike Del Blaso
Machine Learning Platform Team

Uber

Outcomes

- At any given time, hundreds of use cases representing thousands of models deployed in production
- Millions of predictions made every second
- Increased adoption of ML techniques
- Attracts great talent who want to work on ML/AI projects

Uber



Questions?

Send us an email at
hello@springboard.com