



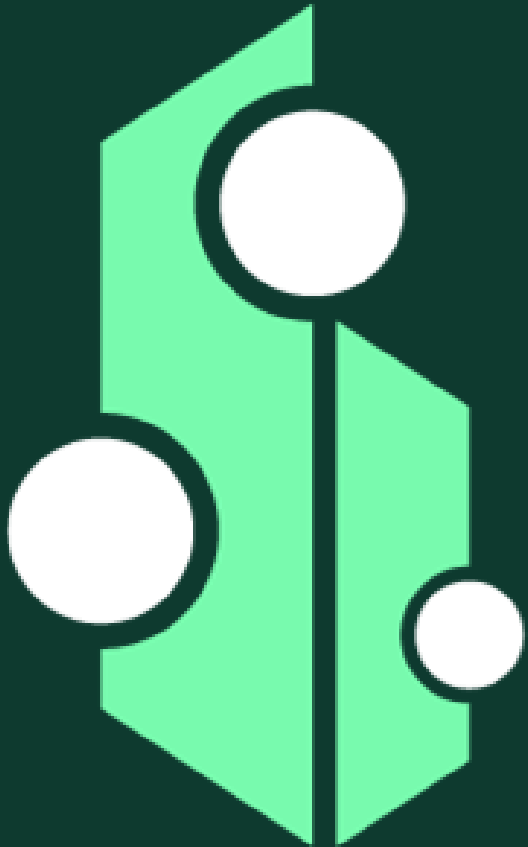
# AI Skill Coach

Škoda Auto  
& 42Prague

Hackathon 20.-21.11.2025  
AFI Tower, Praha

# AI Skill Coach

## Project description



### Brief Project Description

The **AI Skill Coach** project is an innovative tool focused on using artificial intelligence. It connects employee skill data with job requirements and career goals. Thanks to integration with company systems, it will allow:

- **Personalized development** plans for employees
- **Skill analysis** and career growth recommendations
- **Support for managers** in team development planning and training optimization

**The goal is to support a culture of continuous learning and move towards a skill-based organization.**

**Hackathon 42Prague** is a chance to create **working prototypes** that show how AI Skill Coach can work in real life. Participants will work with real data and can design solutions such as:

- An AI dashboard for managers showing team skills
- A predictive model estimating future skill needs
- A chatbot recommending courses based on career goals

**Make full use of your creativity and ideas!**

# JURY



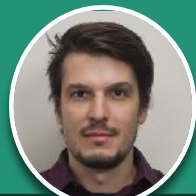
Peter  
Podprocký



Kexin  
Dick-Sun



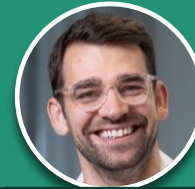
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# MENTORS



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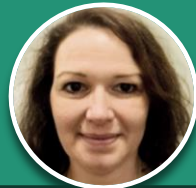
Katka  
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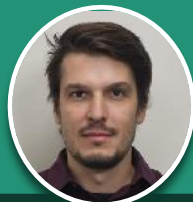
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Martina  
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Lucie  
Ferklová

ORGANIZATIONAL SUPPORT

SKODA

# Data model

## Demo dataset (anonymized)

### Main Data Areas:

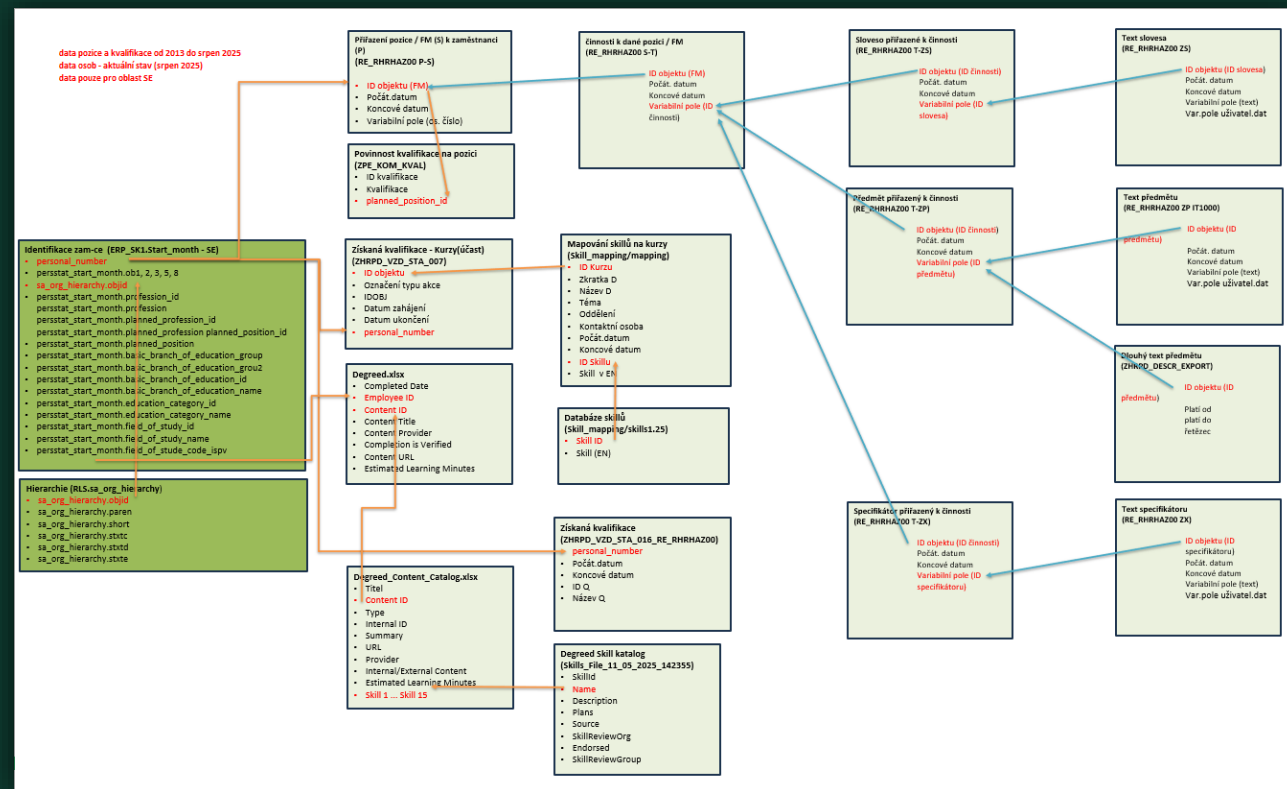
- **Positions and Qualifications** – records from 2013 to August 2025.
- **Jobs and Requirements** – define mandatory qualifications.
- **Education and Skills** – completed courses, mapping to skills.
- **Organizational Structure** – departments, hierarchy.

### Dataset Characteristics:

- Job data and qualifications from 2013 to August 2025.
- Language variability (CZ/EN) – unification will be needed.
- Some data are incomplete (e.g. mapping of skills to courses).

### What the Model Enables:

- Skill profile and education history.
- Comparison of position requirements vs. actual status.
- Overview by teams.





# DEFINITION OF EVALUATION CRITERIA

## 🧠 PROJECT EVALUATION – WHAT IS KEY?

The goal of the hackathon is not only to create a working prototype, but also to show how AI can help people grow, learn, and develop in line with the needs of the organization. Project evaluation will include not only technical quality, but **especially meaningful use of data and AI logic as a key element**.

CRITERION	WHAT WE RATE
1. USE OF AI / DATA LOGIC (THE BIGGEST WEIGHT)	How meaningfully is AI or data analytics used? Does it bring added value?
2. SOLUTION EFFICIENCY	How well does the project solve a real problem? Is the output practical, usable and beneficial?
3. CREATIVITY AND ORIGINALITY	Does the project bring a new perspective, an unexpected solution or an innovative approach?
4. SECURITY AND ACCURACY OF WORKING WITH DATA	How well does the project ensure safe and responsible handling of data? Does it take into account the protection of personal data, the accuracy of the outputs and the ability to work with exceptional or incomplete data?
5. PRESENTATION AND CLARITY	Is the output clear, well explained, visually attractive and inspiring?
6. TECHNICAL QUALITY AND FEASIBILITY	Is the project functional, stable, realistically usable and ready for further development?

🔍 Each criterion is rated on a scale from 1 to 5 points, where:

- 1 = very weak / not acceptable
- 2 = weak / partly met
- 3 = average / functional
- 4 = very good / above expectations
- 5 = excellent / inspiring and fully functional

A total of 30 points can be scored, after including the weights, **the maximum weighted score is 5.0**.

# Questions ?