Applying Artificial Intelligence & Data Science to decode & navigate the VUCA world of work

A Singapore Tech Company
How are you? Build Rapport Probe for Skills Explore Interests Plan Action

Conventional Guidance Process

The human mind can’t handle the millions of work-skill permutations that is ever-changing.

ARTIFICIAL INTELLIGENCE

Conventional Guidance Process
To mitigate, we group our coaches into specialised teams and try to improve coach-client matching.

What if technology could make a difference?

Applying Artificial Intelligence

1. Using AI to understand the VUCA World of Work
2. Harnessing the Power of Big Data
3. Adopting a Data Science Approach

Using AI to understand the VUCA World of Work

- Over 10,000 Job Titles
- Over 30,000 Skills
- Dynamic, in a constant state of change

Can the human mind effectively compute the vast number of permutations and take into account the constant changes?
Harnessing the Power of Big Data

Trained by Millions of Data Points (Social Media, User Profiles, Job Postings, Govt Sources etc)

Delivering Real-Time Insights that are always Current

Adopting a Data Science Approach

We use Predictive Analytics and Clustering Techniques

Not by Expert Opinion but by a Data-Driven Approach
Boost your job search with skills
The more skills you have, the better your job match.

ON skills matched:

Add these skills if you have them:

- Java
- JavaScript
- Software Development
- SQL
- C#
- XML
- MySQL
- C++
- Linux
- HTML
- Agile Methodologies
- jQuery
- CSS
- .NET
- PHP
- Microsoft SQL Server
- Web Services
- Python
- C

Know what Skills are needed in a Job

Know the Ranking of Skills in terms of Importance
Know Actual Qualification and Requirements

Know the Actual Career Transition Pathways People had taken Before and After

Using AI to decode your Skills DNA.

AI-POWERED SKILLS PROFILING

INDIVIDUAL - SPRI
First and only in the market, JobKred’s AI-powered Skills Profiling Report: Individual (SPRI) helps an individual to identify his or her key skills. Based on the individual’s skills portfolio, the system’s intelligence performs a skill-gap analysis and matches their skills to current industry requirements. Learning pathways are then generated to help individuals take actionable steps towards achieving their career and development goals.
General Overview

KELLEY POLLACK

EMAIL: olivian21@olivian.com PHONE: +65 63222222

A 3rd-year Business Marketing student with internship experience in start-ups. I am very interested in digital marketing and the tech space. During my free time, I enjoy volunteering and starting my own businesses for fun. I look forward to the Marketing field upon graduation and to join a company that can fully utilize my skill set which is well-suited for roles that concentrate on content strategy, design, and marketing campaigns.

FEATURED SKILLS
- Marketing
- Copywriting
- Graphic Design
- Public Speaking
- Customer Service

Nanyang Technological University
Skill-Based Profiling & Mentoring

NTU Singapore unveils student mentorship programme

Mentors may work with up to three students for three months each.

Nanyang Technological University, Singapore (NTU Singapore) will now be able to boost their career prospects through a new mentorship programme called the NTU Connecting Minds.

Date: 01 Feb 2018
The Future of Skills

35% of core skills will change between 2015 and 2020  - World Economic Forum, 2015

60% of occupations have at least 30% of activities automatable with currently demonstrated technologies  - McKinsey&Company, 2017

Can students confidently answer that they can do the job?
• Tell and brand themselves with the right skills?
• Show evidence that they apply their skills in real scenarios?
Skills Forecasting for ICT industry in Bangladesh

Top 100 Skills for Software Developer

Decoding Skills Demand:
Identifying Skills from Popular Titles

Past – Slow & Unfocused
1. Using Big Data and Algorithms to decode employer demand and predict future skills requirements

2. Offering a platform as an avenue for intelligent skill-gap analysis, and personalised digital career guidance

**Innovation**

**Today – Fast & Targeted**

- **SKILLS SUPPLY**
  - Personalization
  - Digital Career Guidance

- **SKILLS DEMAND**
  - Big Data Collection
  - Industry Transformation

- **EDUCATION & TRAINING**
  - Skills-based Education
  - Online Courses

**Case Study**

- **GENDER DISCOVERY**
  - 90% of students favourited 3+ career paths

- **WORKFORCE AGENT**
  - 500 PROFESSIONALS (Unemployed)

- **LEARNING MODERN SKILLS**
  - Agile Methodologies
  - HTML
  - Python
  - Software Project Management
  - Corporate Finance

**Enabling Conditions**

- Collection of Labour Market Data
- Baseline level of literacy and internet access
• Efficiency in Cost and Time – Large potential in scalability
• Customization for different countries

• Concerted effort by Workforce Agencies, Employers and Training Providers

• Digital Career Guidance is crucial to motivate and direct workforce development
• Skill development needs to consider adjacent careers

Gary - gary@jobkred.com
Hector - hector@jobkred.com