

Skilllab

**Pathways
to Employment
through Technology**

Ulrich Scharf

Founder & Managing Director

&

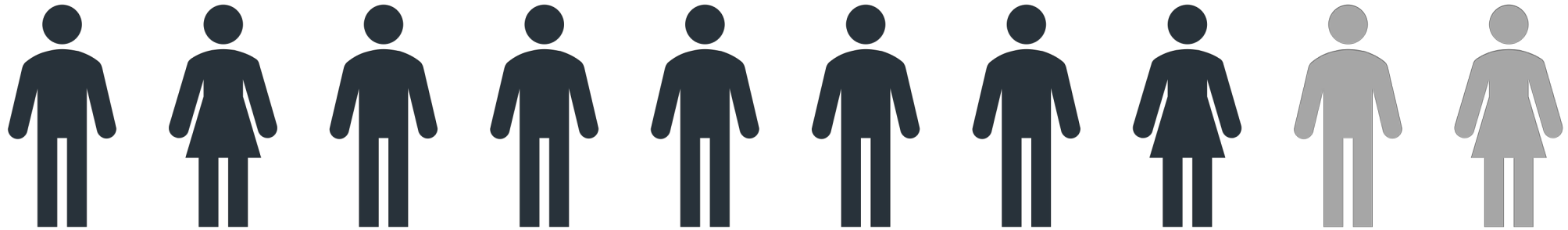
Alla Aboudaka

Director of EU Affairs &
Labour Market Integration

**Everyone has
potential to
contribute to society**

The challenge

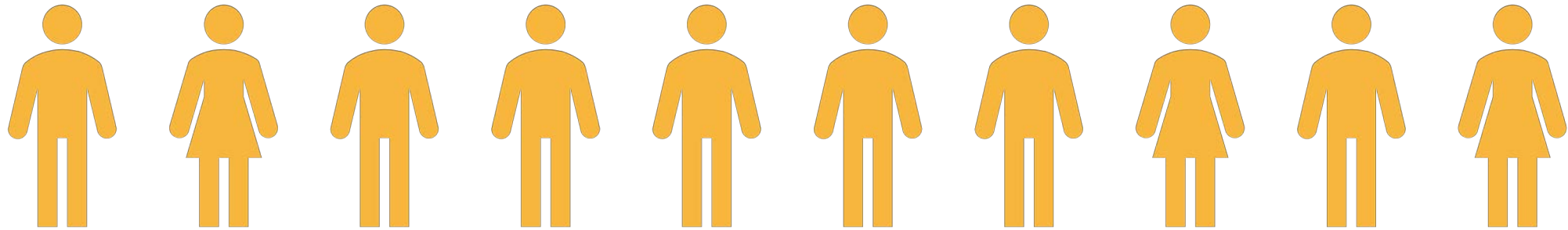
8 out of 10 refugees lack formal qualifications



Exclusion from labour
market

Our solution

Creating skill profiles to demonstrate employable skills of *all* refugees



Access to the labour market

Product Overview

How it works

Integration into existing services

Not a platform to replace, but a microservice to support



--- Skillab's service ---

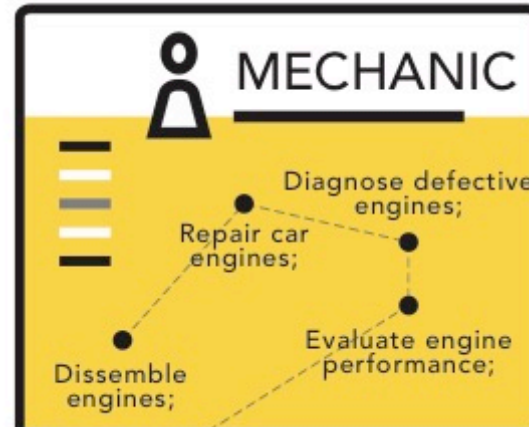
Integration into existing services

Not a platform to replace, but a microservice to support



GENERATES
& TRANSLATES

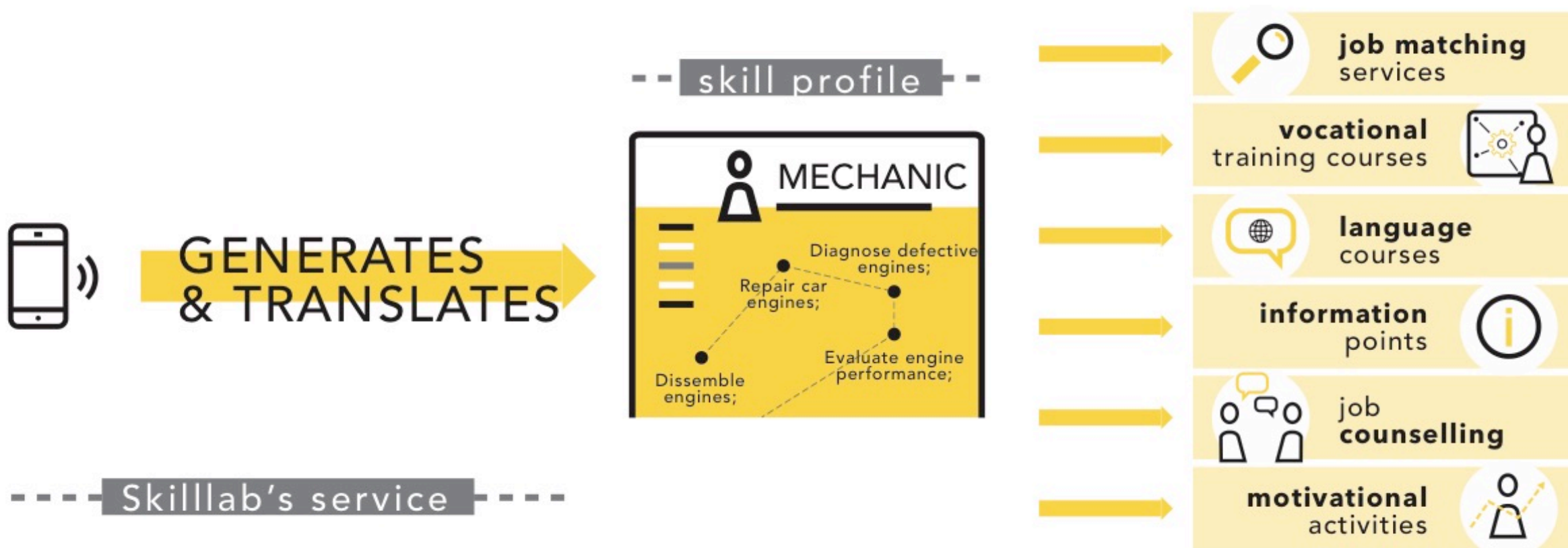
-- skill profile --



--- Skilllab's service ---

Integration into existing services

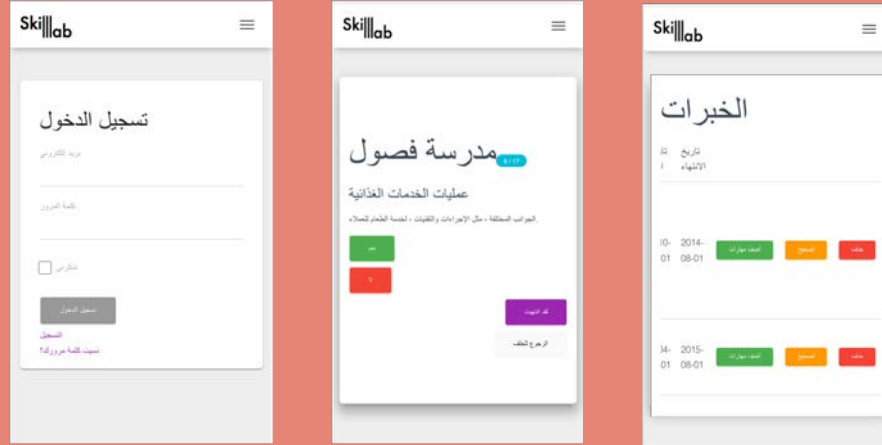
Not a platform to replace, but a microservice to support



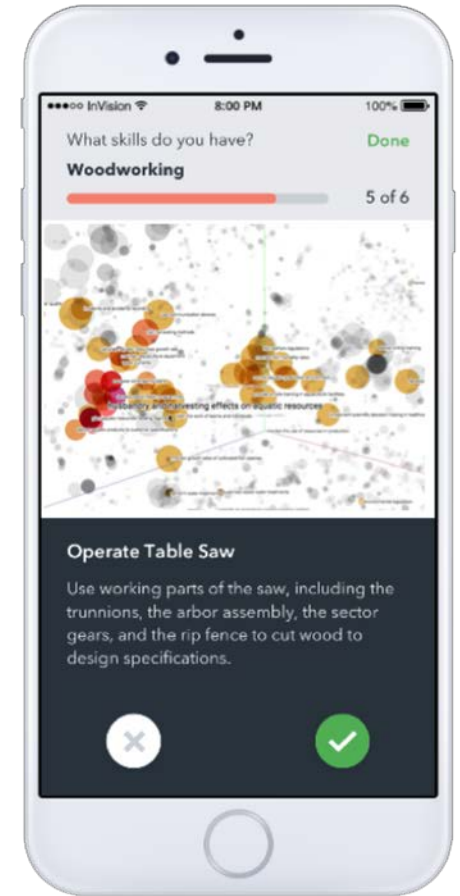
Tool Development Process

Beta Prototype Testing

6 month iterative testing and feedback



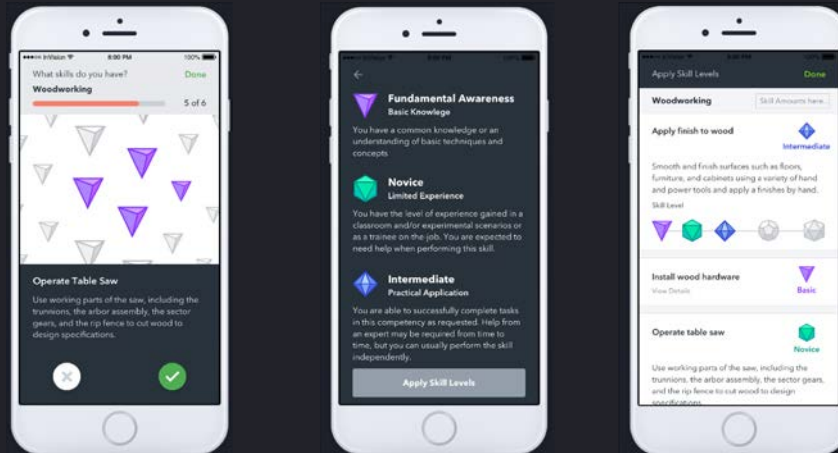
Skilllab Launch



2019

User Experience Design

Creating a satisfying experience



User Journey



Personal information

Date of birth
<<date_birth>>

Place of birth
<<place_birth>>

Nationality
<<nationality>>

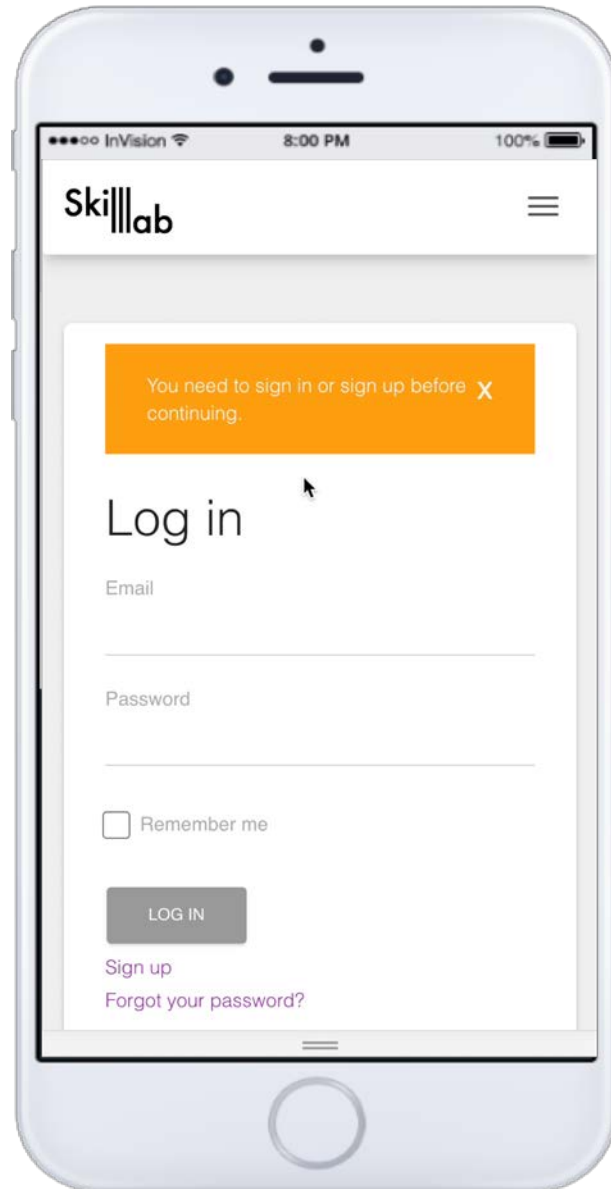
Work status
<<work-permission>>

Legal status
<<resident_status>>

Drivers license
<<driver-license>>

Languages

Arabic	(Native)
Speaking ●●●●●	
Reading ●●●●●	
Writing ●●●●●	
English	(B1)
Speaking ●●●●●	
Reading ●●●●●	
Writing ●●●●●	
Dutch	(A2)
Speaking ●●●●●	
Reading ●●●●●	
Writing ●●●●●	



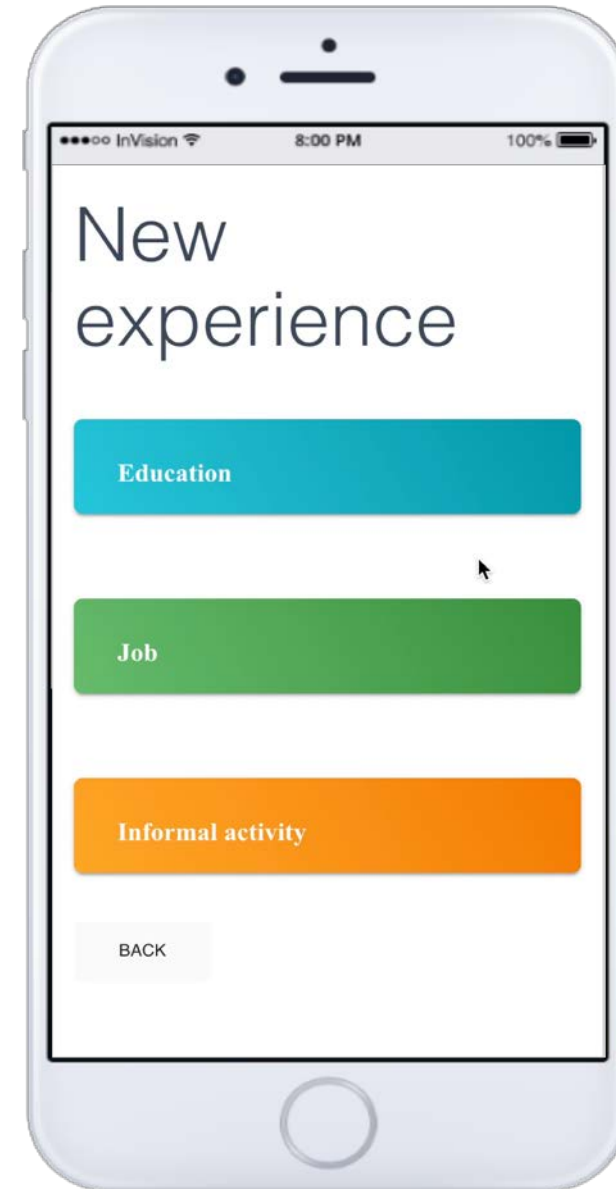
Step 1: Registration & Personal Data Entry

- Contact information
- Language proficiency
- Motivation & desired goals

User Journey

Step 2: Defining Periods of Learning

- Each period of learning is entered
- Education, Formal work, Informal learning
- Subsequent skill assessments for each period



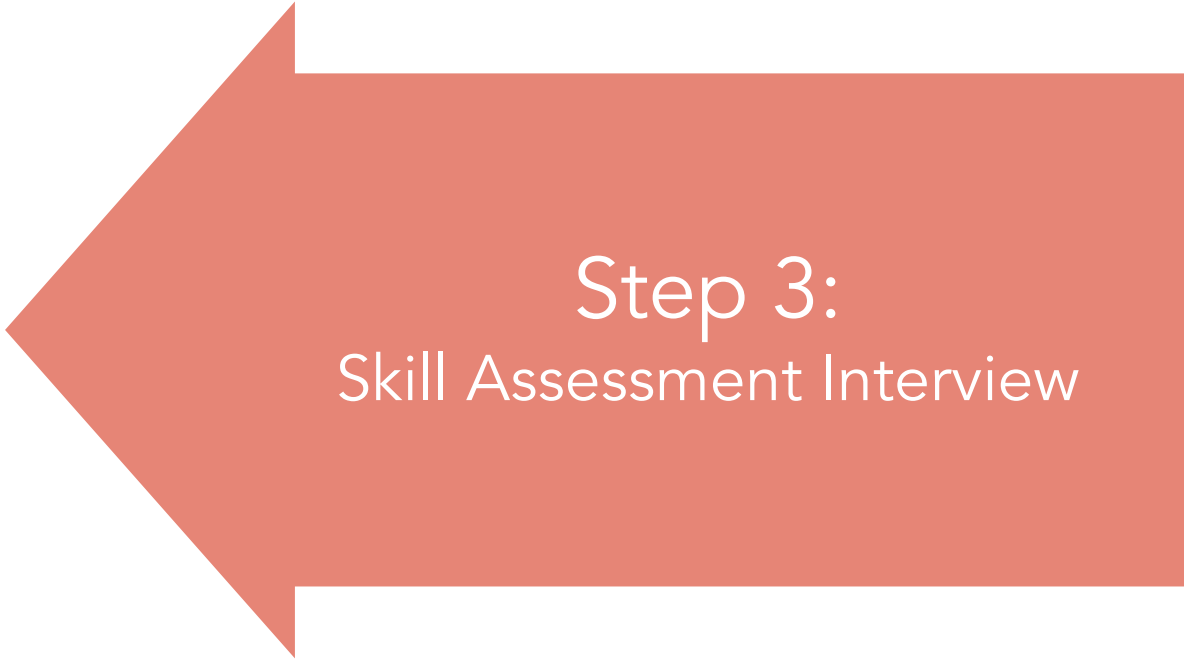
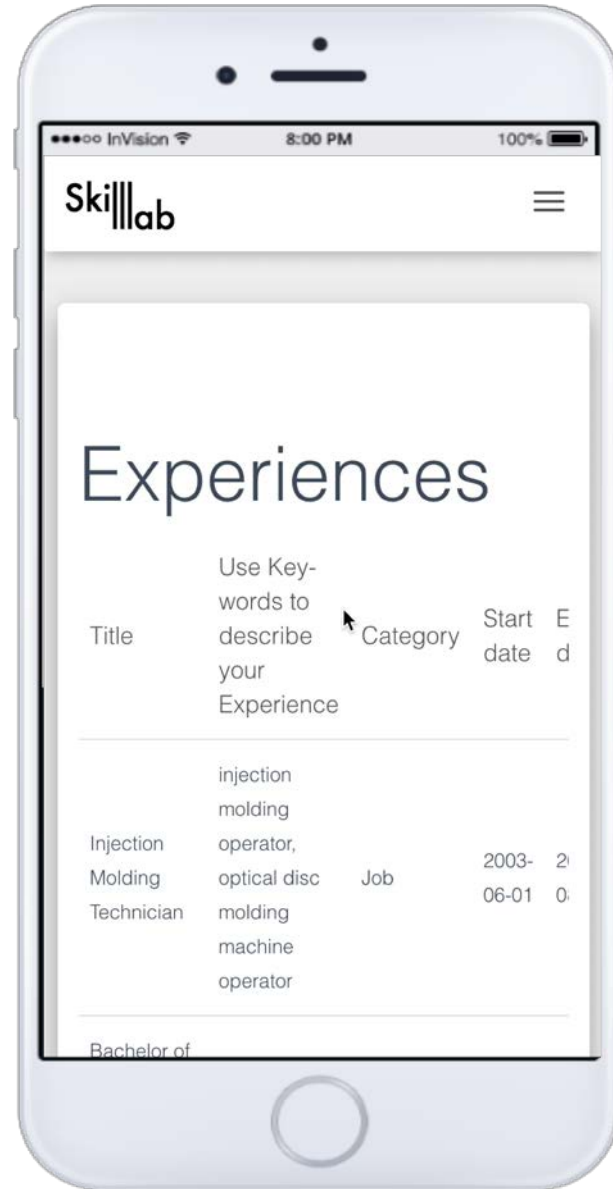
The desktop view shows a resume form with the following sections and data:

Education	
Erasmus Semester	Feb 2013 - June 2013 Istanbul, Turkey
BSc International Business	Sep 2010 - June 2013 Maastricht, The Netherlands
High School	Aug 2000 - Jun 2009 Konstanz, Germany

Professional Experience	
<<Title>> <-Employer>	Jan 2013 - to date Bielefeld, Germany
Student Coordinator Maastricht University Green Office	Aug 2011 - Feb 2013 Maastricht, The Netherlands
Management Internship A&S Süd GmbH	Jul 2011 - Aug 2011 Donaueschingen, Germany
Junior Financial Advisor Deutsche Vermögensberatung	Feb 2010 - Jul 2010 Radolfzell, Germany
Student Coordinator Maastricht University Green Office	Aug 2011 - Feb 2013 Maastricht, The Netherlands
Management Internship A&S Süd GmbH	Jul 2011 - Aug 2011 Donaueschingen, Germany
Junior Financial Advisor Deutsche Vermögensberatung	Feb 2010 - Jul 2010 Radolfzell, Germany

Informal activities	
Junior Financial Advisor	Feb 2010 - Jul 2010 Radolfzell, Germany
Junior Financial Advisor	Feb 2010 - Jul 2010 Radolfzell, Germany

User Journey



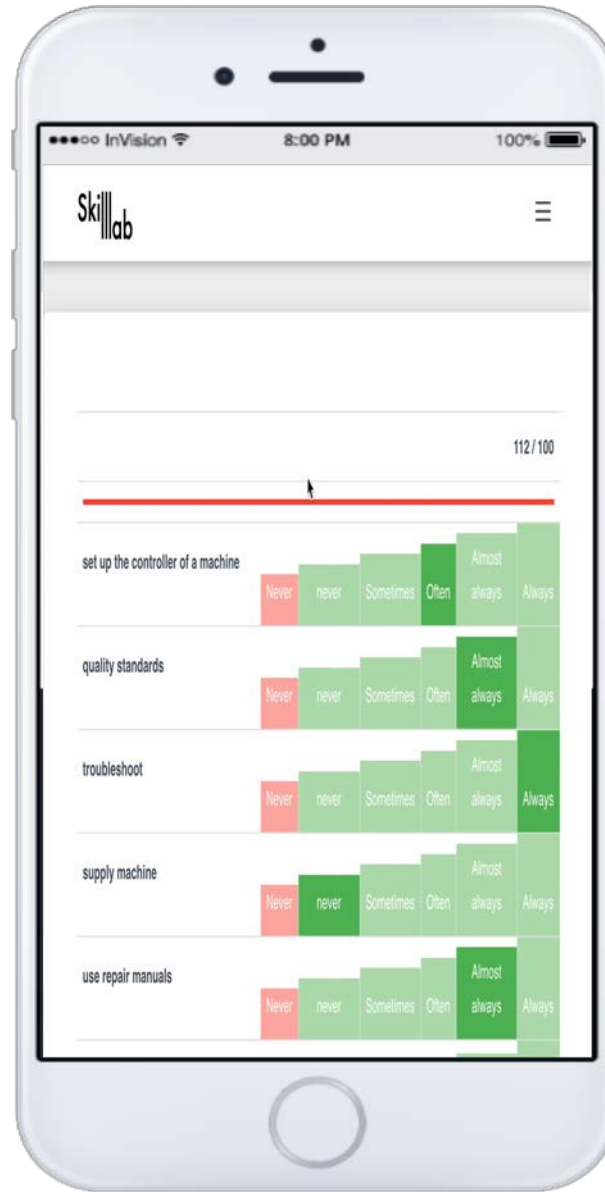
Step 3:
Skill Assessment Interview

- User claims or rejects skills suggested by recommendation engine

User Journey

Step 4: Prioritise Skills

- User is required to make tough choices
- Develops a picture of real strengths



Fewest time spent		Most time spent	
ESCO classification	Time spent on skill	ESCO classification	Time spent on skill
teach languages		oversee extra-curricular activities	
supervise spoken language learning		develop course outline	
prepare lesson content		base with educational support staff	
perform classroom management		base with educational staff	
maintain students' discipline		facilitate teamwork between students	
ethnolinguistics		work with virtual learning environments	
escort students on a field trip		recognize indicators of gifted student	
assist students in their learning		literature	
curriculum objectives		learning difficulties	
observe student's progress		assign homework	
language teaching methods		provide lesson materials	
compile course material		identify cross-curricular links with other subject areas	
adapt teaching to students capabilities		consult student's support system	
assess students			
monitor student's behavior			
assist in the organization of school events			
keep records of attendance			
manage student relationships			
apply teaching strategies			
demonstrate when teaching			

Producing Skill Profiles

Cover Letter – An Overview of Experience

Timeline of relevant experiences

The screenshot displays a resume template with the following sections:

- Resume**: A header section with a placeholder for a name.
- Education**: A section with a book icon, listing:
 - Erasmus Semester: Feb 2013 - June 2013, Istanbul, Turkey
 - BSc International Business: Sep 2010 - June 2013, Maastricht, The Netherlands
 - High School: Aug 2000 - Jun 2009, Konstanz, Germany
- Professional Experience**: A section with a person icon, listing:
 - Student Coordinator: Jan 2013 - to date, Berlin, Germany (Employer: Maastricht University Green Office)
 - Management Internship: Aug 2011 - Feb 2013, Maastricht, The Netherlands (Employer: ABS Sud GmbH)
 - Junior Financial Advisor: Jul 2011 - Aug 2011, Donaueschingen, Germany (Employer: Deutsche Vermögensberatung)
 - Student Coordinator: Feb 2010 - Jul 2010, Radolfzell, Germany (Employer: Maastricht University Green Office)
 - Management Internship: Aug 2011 - Feb 2013, Maastricht, The Netherlands (Employer: ABS Sud GmbH)
 - Junior Financial Advisor: Jul 2011 - Aug 2011, Donaueschingen, Germany (Employer: Deutsche Vermögensberatung)
 - Junior Financial Advisor: Feb 2010 - Jul 2010, Radolfzell, Germany (Employer: Deutsche Vermögensberatung)
- Informal activities**: A section with a lightbulb icon, listing:
 - Junior Financial Advisor: Feb 2010 - Jul 2010, Radolfzell, Germany
 - Junior Financial Advisor: Feb 2010 - Jul 2010, Radolfzell, Germany
- Personal information**: A section with a person icon, listing:
 - Date of birth: <<date_birth>>
 - Place of birth: <<place_birth>>
 - Nationality: <<nationality>>
 - Work status: <<work-permission>>
 - Legal status: <<resident_status>>
 - Drivers license: <<driver-license>>
- Languages**: A section with a speech bubble icon, listing:
 - Arabic: Speaking (Native), Reading (Native), Writing (Native)
 - English: Speaking (B1), Reading (B1), Writing (B1)
 - Dutch: Speaking (A2), Reading (A2), Writing (A2)

At the bottom of the page, there is a Skilllab logo, the text "Document generated with Skilllab", a page number "1", and a copyright notice "© 2018 Skillab B.V.".

Key Information and optional personality type

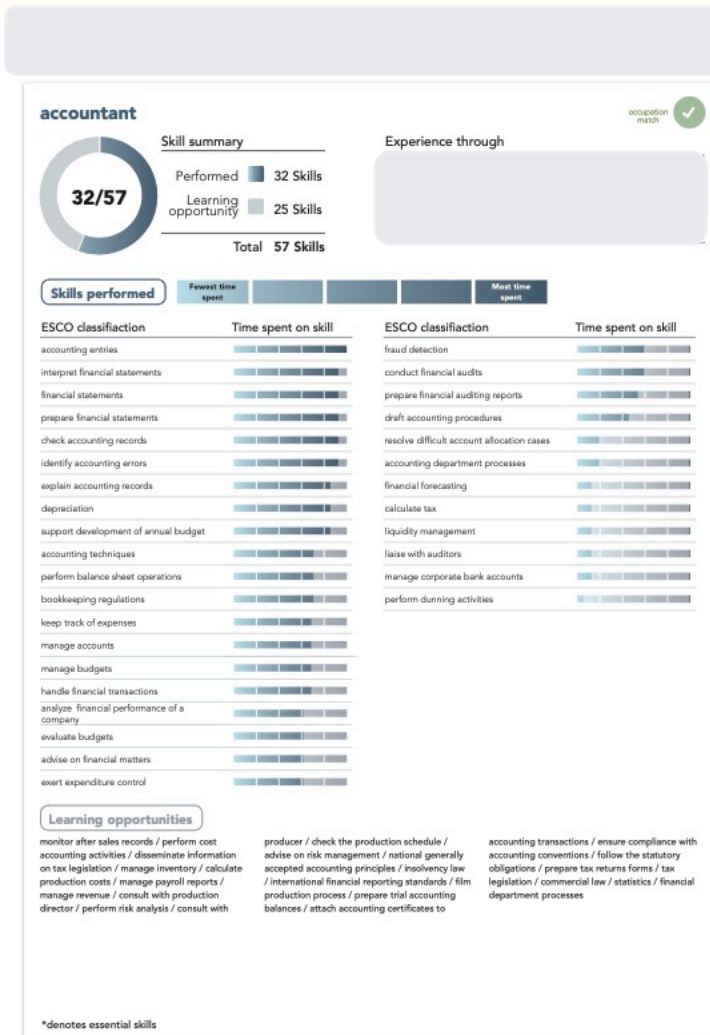
Detailed Breakdown of Language Levels

Producing Skill Profiles

Show's user's skillset match with 3000 occupations

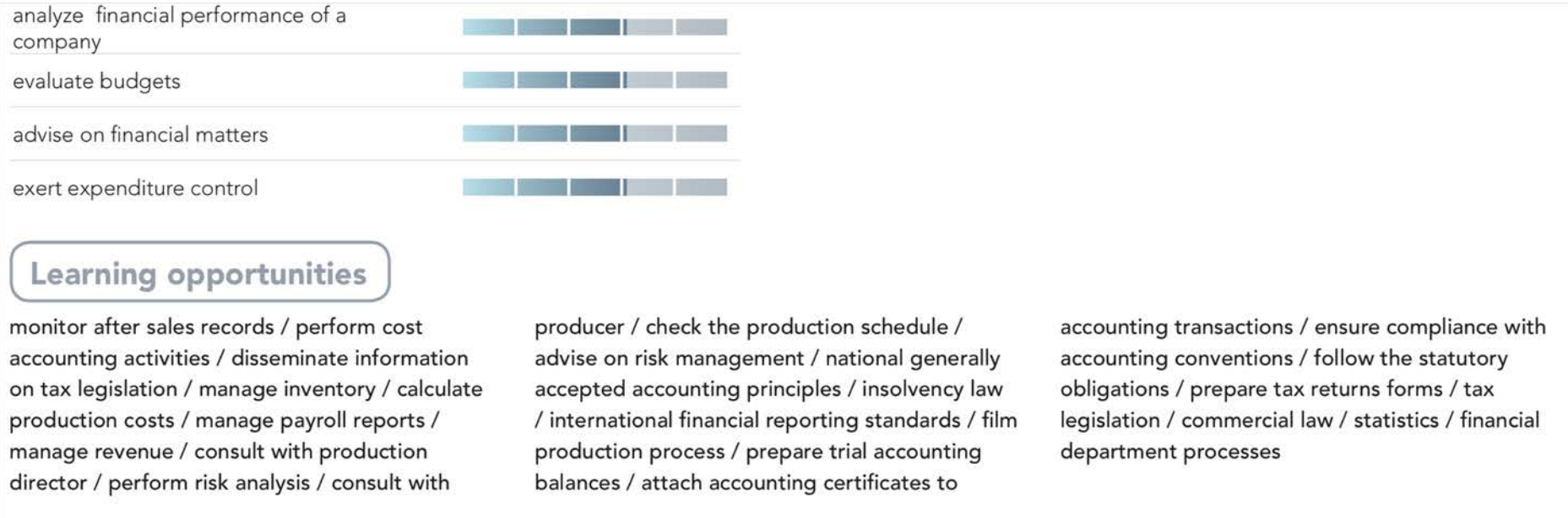
Lists user's occupation-relevant skills

Missing skills shown as learning opportunities



Shows relative strength of skills

Producing Skill Profiles



Suggestion of relevant skills and knowledge to acquire in order to increase employability

ESCO Model

Released July 2017 by DG Employment

2942

Occupations

13485

Skills

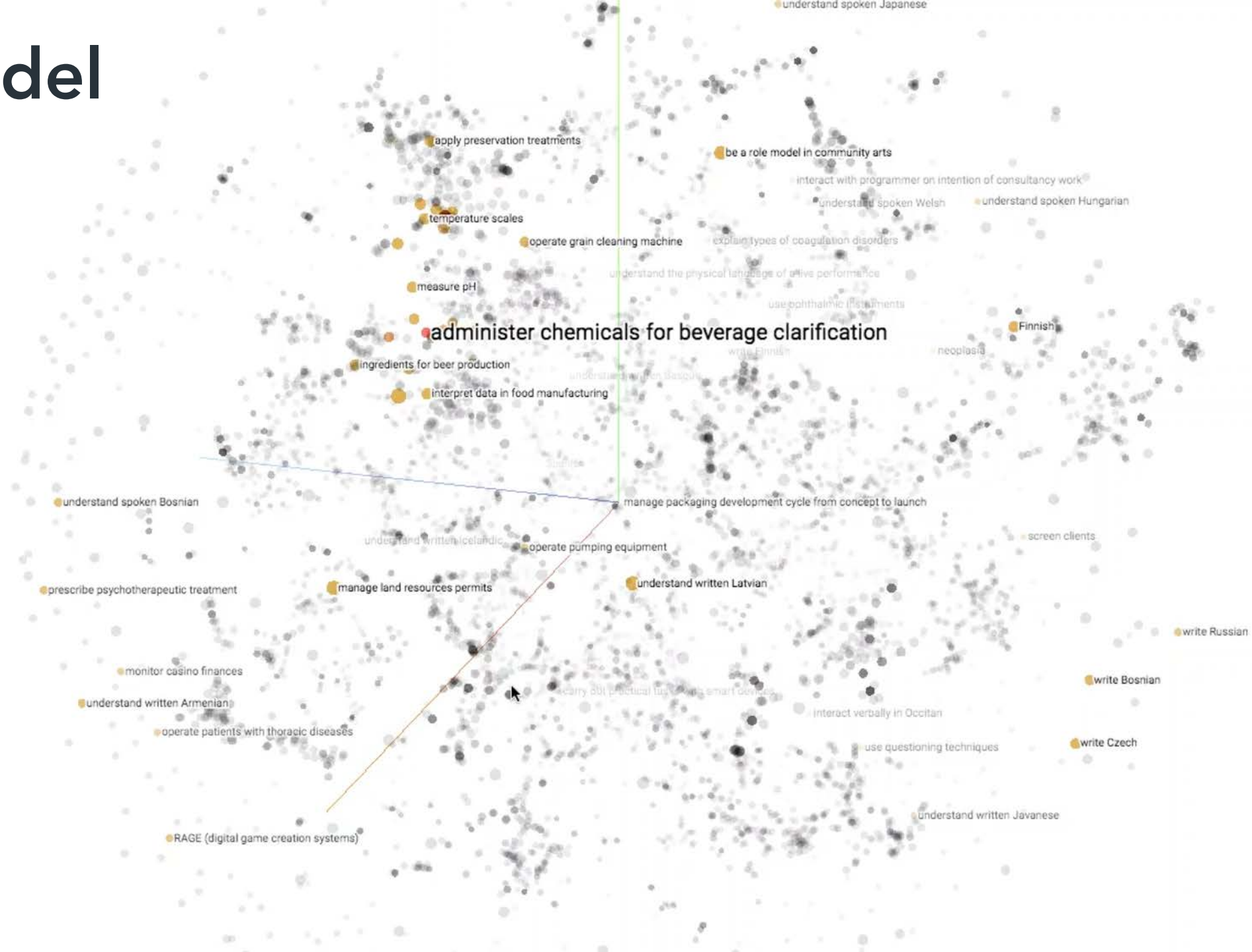
27

Languages



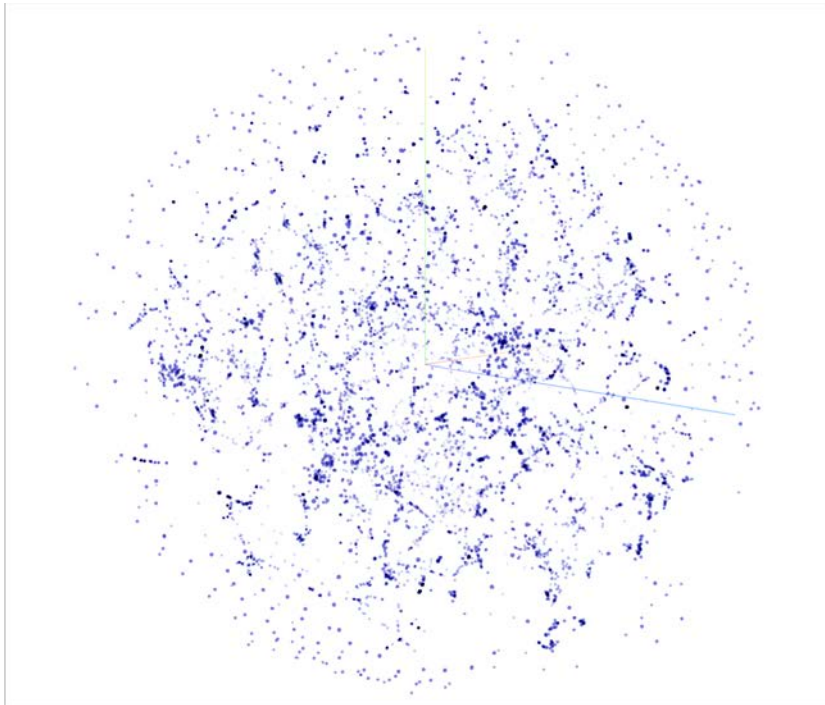
ESCO Model

Creating a map of the labour market

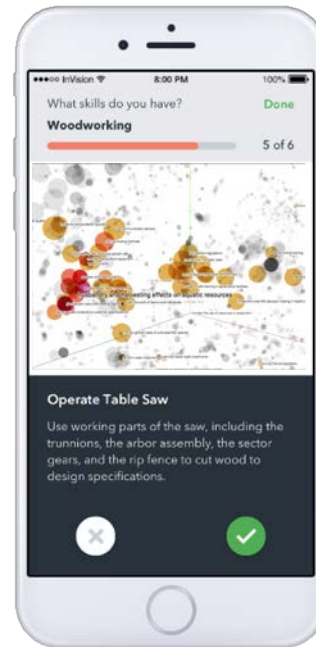


Three barriers to overcome

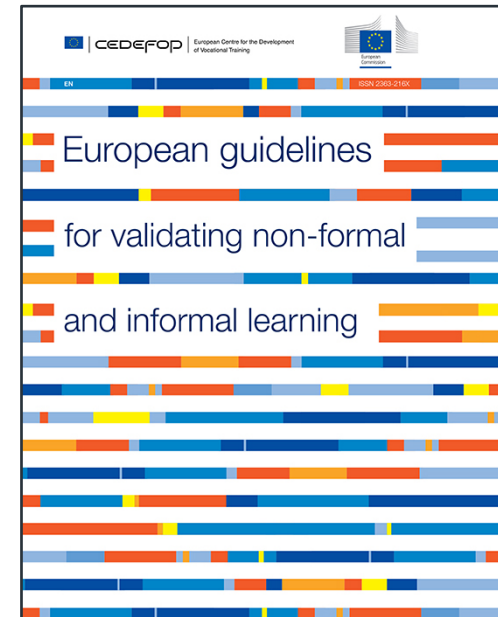
Pre-conditions for a wave of innovative products



Data model of Skills



Interfaces



Validation of Skills

Connecting actors across fields

Skill data model creates a common language

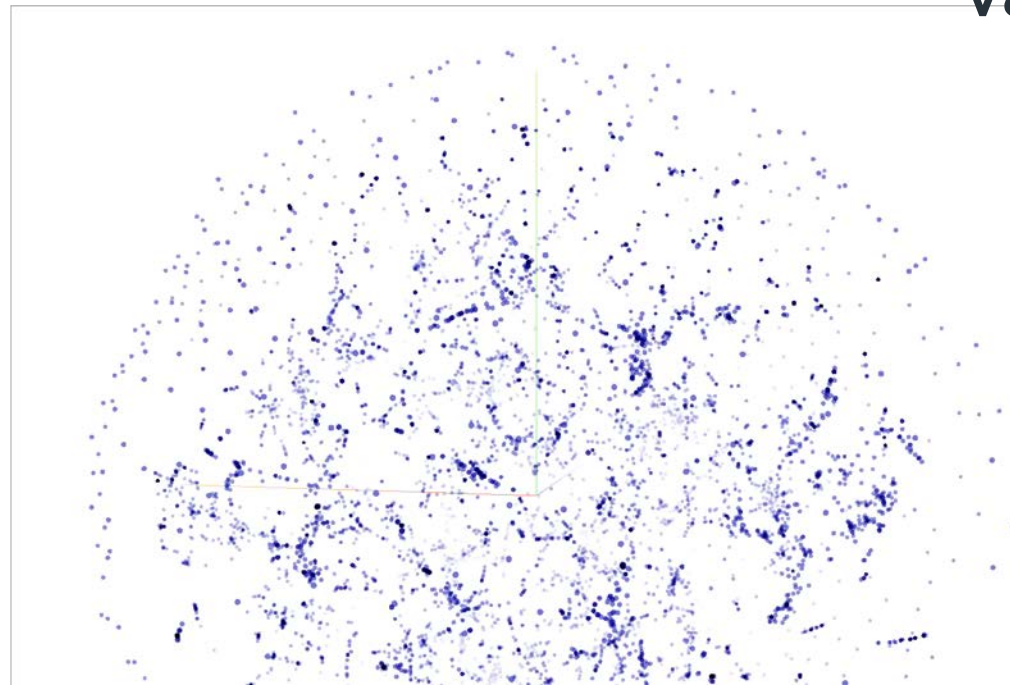
Individuals

Employers

Validation Services

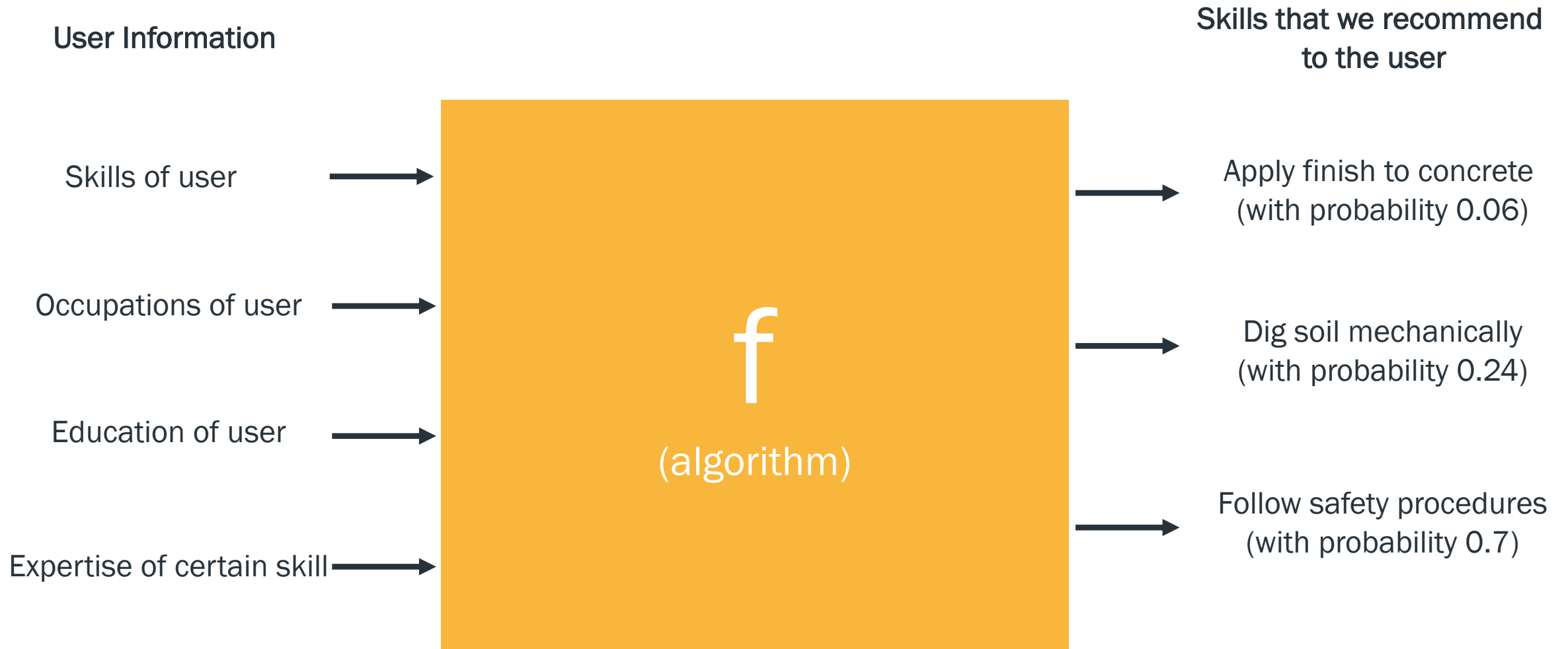
Public
Employment
Services

Education
providers



Recommendation Engine

What does it mean to recommend a skill?



When to use which algorithms?

Fraction of how much we rely on which category of algorithm

