PES Austria – Skillmatching

Workshop on skills profiling
#letsMatch – Latvia

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07.03.2023

Agenda

- Modernization AMS IT
- Skillmatching
- Skillwizard Prototype

Modernization AMS IT

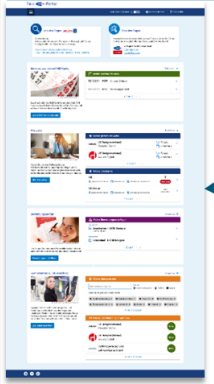
consulting & job placement

Central Entry Point

- New eAMS-Account
- Expansion selfservices AMS
- Administration applicants and applications
- Communication Portal

myAMS (customer)

myAMS (counselor)



Data & Profile

Skillmatching

Skill Wizard
- guided consultation
- AI based
- suggestions for career and training opportunities

design job offers
- Company overview
- Creation of job offers
- Start Skillmatching

application portal

- Creation of application documents (CV + application letters)

Job Placement

personnel search

- Administrate application and candidates
- make a preselection
- Communication jobseeker & company

AMS-HR XML
- technical interface for the exchange of job and applicant data between the HR systems, companies and AMS

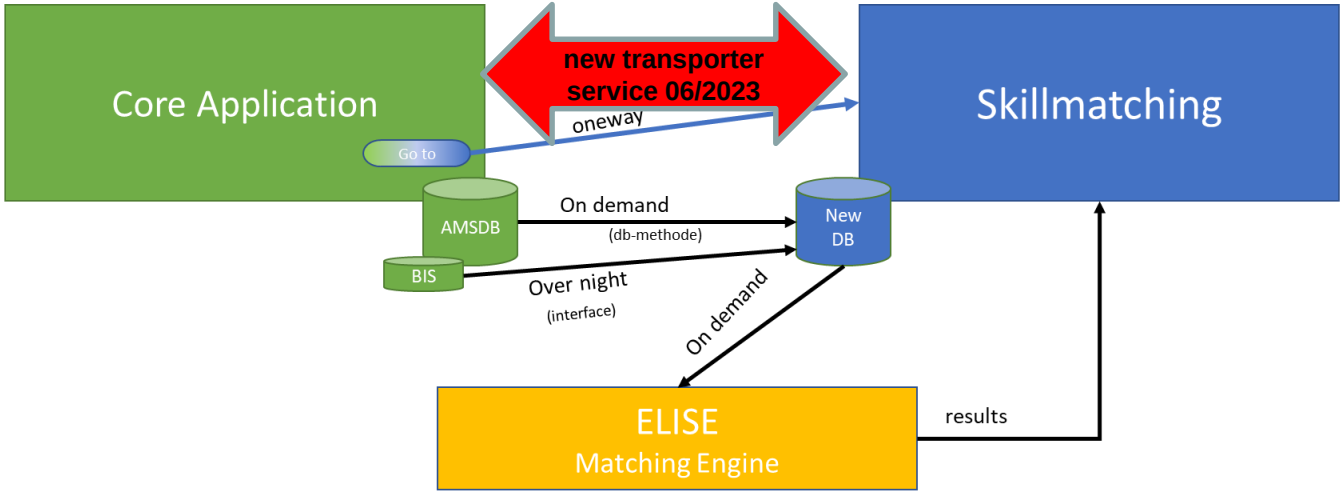
SUCHE

AlleJobs

- Online jobsearch

Skillmatching

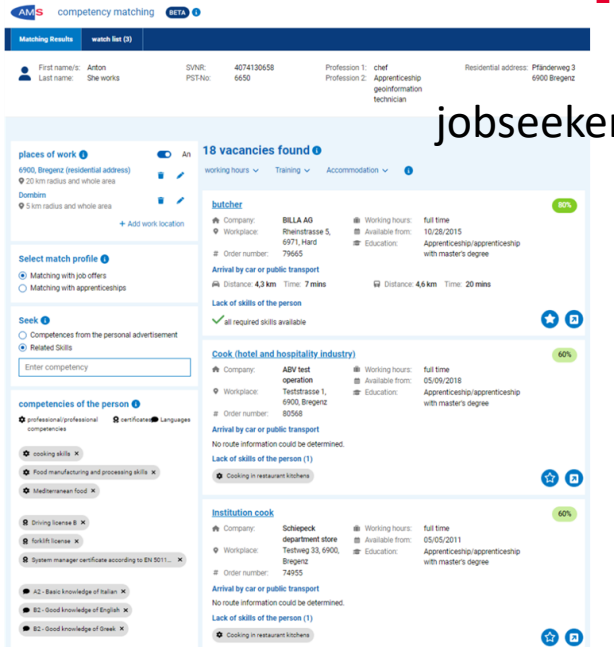
Skillmatching | MVP



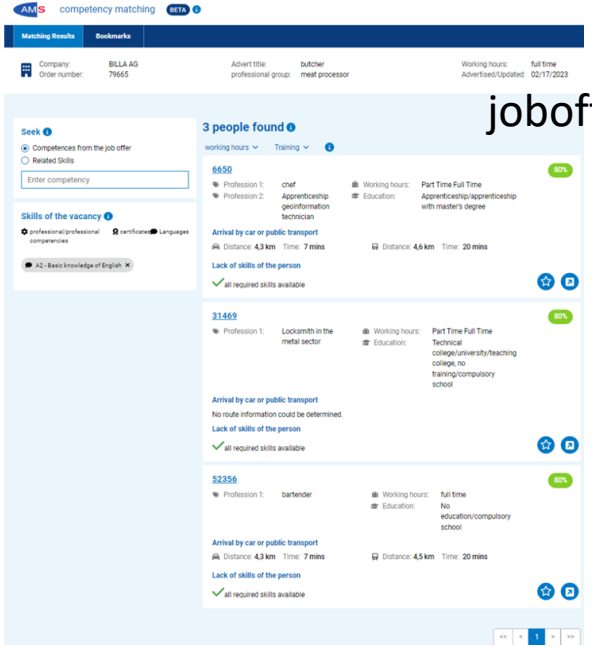
Basis for the modernization of the AMS IT

Skillmatching in production

jobseeker

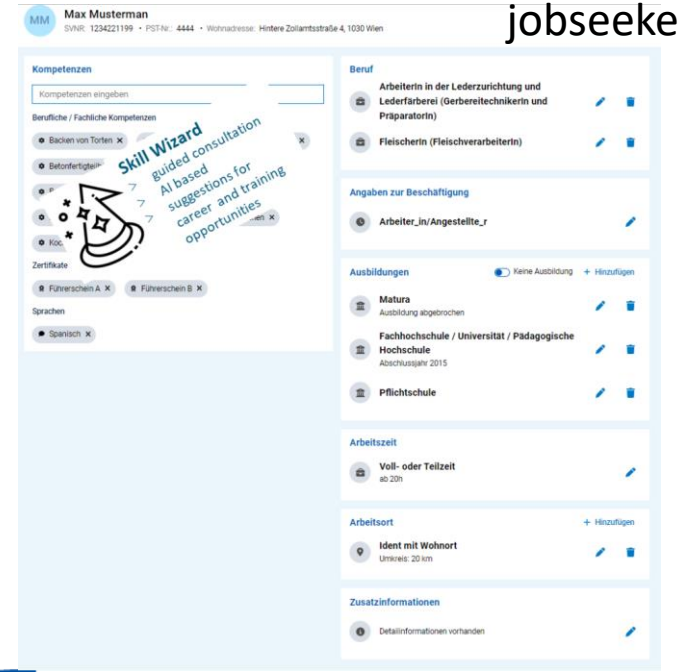


joboffer

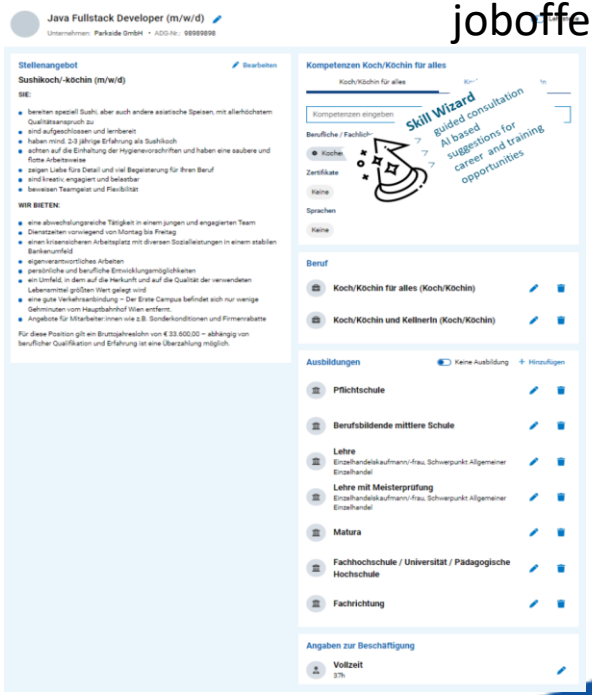


Profile jobseeker and joboffer

jobseeker



joboffer



Skillwizard – Prototype

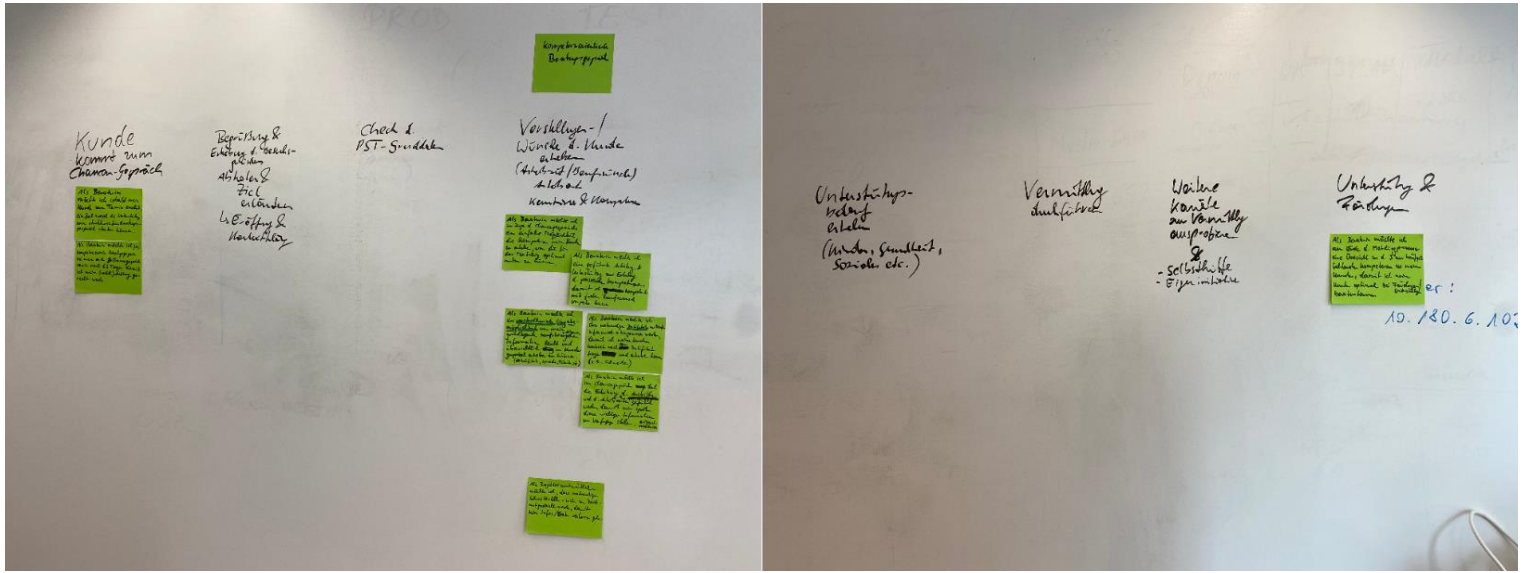
Skillwizard | Vision

> The new Skill Wizard supports all AMS employees in efficiently and structuredly capturing the competencies of our customers. Machine learning enables a guided consultation based on AI.

> The Skill Wizard suggests targeted questions about the skills and experiences of our customers in order to create a customized competency profile. Further suggestions for career options or relevant training opportunities (e.g. all courses) are made for captured and missing competencies.

> The Skill Wizard is integrated into the placement process and sets a new standard for the capture and analysis of competencies in job placement.

Skillwizard | Workshop with Business



Skillwizard | Epic/Features/User Stories

efficiently and structuredly capturing the competencies of our customers

customer comes to a regular consultation	First opportunity interview: Survey ideas and wishes customer (including working hours, career aspirations, place of work, knowledge & skills)	Support and promotion
As a councelor, as soon as my Kund_in arrives at the appointment, I would like to have an easy way to assess the competences (directly on the results page)	As a councelor, I would like to be able to call up the structured support for the competence survey (guided instructions for the assessment of suitable competences) at the first opportunity interview as well as after a reservation interruption over 62 days, so that I can fulfil my (legal) mission and deal competently with any career aspiration.	As a councelor, I would like to get an overview of the 3 most frequently missing competencies at the end of the matching process, so that I can provide optimal advice on funding/support.
	As a councelor, I would also like to have an easy way to survey the competencies (on the results side) in the course of the opportunity discussion in order to be able to use them optimally for the ongoing matching.	As a business owner, I would like necessary interfaces – especially to the DWH – to be taken into account so that no information/data is lost.
	As a councelor I would like a pre-structured input option to be able to collect the job-related and general information easily and clearly in the Kund_innengespräch (e.g. certificates, languages, driver's license, IT skills)	
	As a councelor, I would like to be informed and pointed out about necessary certificates for professions, so that I can ask my Kund_innen specifically for a certificate and collect it (e.g. welding)	
	As a councelor, I would like to be guided through the survey of training, working hours and employment relationships in the opportunity interview, so that this important information is available to me later.	

Skillwizard | Use Case for Prototype

Competence assessment in the recording of a competence- (and not occupational) oriented placement profile for a person with

- 2 (related) education with professional experience in both areas
- Professional experience in a third field
- additional training

Schooling

1995 - 1997	berufsbildende, mittlere Schule - Gesundheit, Soziales, Pädagogik (Ausbildung Krankenpfleger_in)
1997 - 2001	Lehramtsstudium Pädagogik zum Unterricht an der Sekundarstufe (Mittelschule)

Professional experience from the CV:

2001 - 2010	Nurse LKH Mistelbach
2011 - 2019	Lehrerin neue Mittelschule Wolkersdorf für Mathematik und Geographie
2020 -	Verwaltung, öffentlicher Dienst im Bereich Umweltberatung

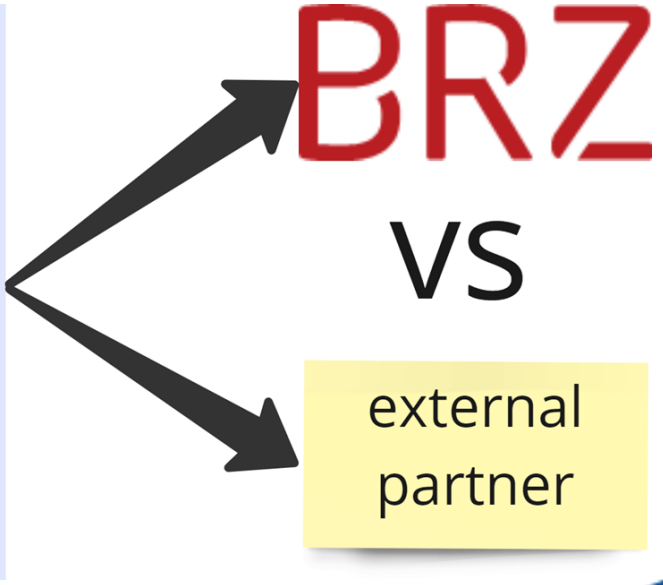
Education:

2016	Present like a pro, WIFI NÖ
2019	Reiki Therapy Training part-time
2020	Further training PR / Marketing for Environment and Nature Conservation - IBB
Driving licences	A and B
Foreign languages	French (B2) and English (C2)

Skillwizard | current status

Prototype till 06/2023

… to be continued …



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