cobrainer

Intelligent Talent Mobility, Re- and Upskilling

Introduction
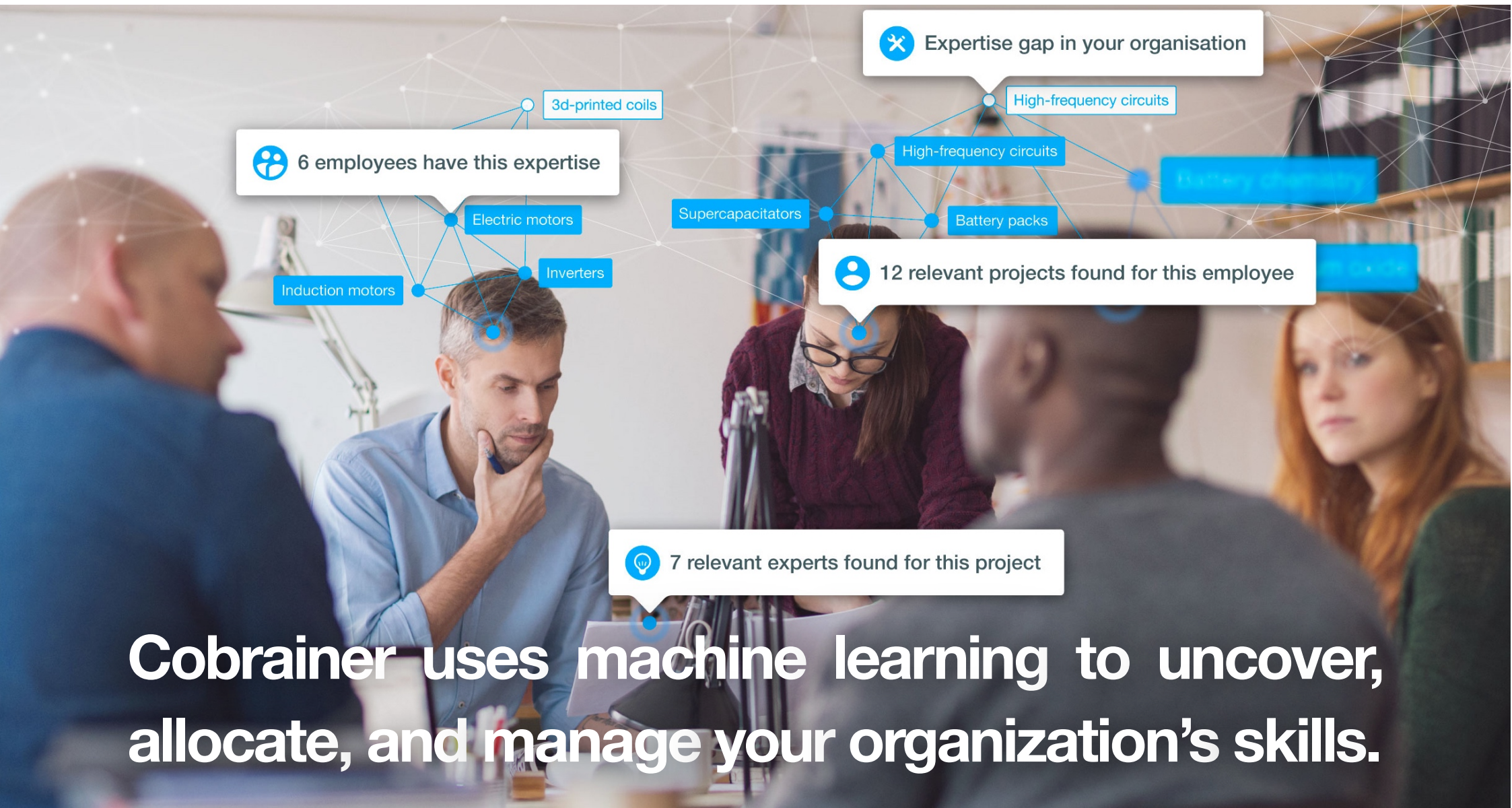
Cobrainer uses machine learning to uncover, allocate, and manage your organization's skills.

Automation & digitization triggers 54% of workforce to be re- and upskilled*

Employers estimate that by 2022 54% of employees will require significant reskilling and upskilling. Of these, about 44% are expected to require additional training lasting up to 12 months, while 10% will require additional skills training of more than a year.

*Source: http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf

54%

of global workforce needs reskilling in 2018-2022

44%
have reskilling needs of less than one year

10%
have reskilling needs of more than one year

Training Training Training

Training Training

Employee
Employee
Employee
Employee
Employee
Employee
Employee
Employee

Project
Job
Job
Job

Project
Job
Job

Project

CHALLENGE 2/2

Automated and skill-based matching of employees to jobs, projects and courses

- Currently there is no solution available for building and maintaining detailed and up-to-date employee skill profiles; traditional competency catalogs are not sufficient.

- There is no working solution for building and maintaining accurate and harmonized descriptions for internal jobs and trainings. This makes retrieval nearly impossible.

- Employees completely lack transparency where next opportunities inside their companies are – Additionally they do not know which skills are a strategic priority.

- Identifying internal candidates for new jobs, projects, or trainings occupies recruiters for 6-12 weeks. This often ends with the position remaining unfilled.

Organizations have increased mobility needs, driven by org-changes

Employee needs:

Our employees need **transparency what new jobs, tasks, and projects** are coming up, and what skillset they should develop.
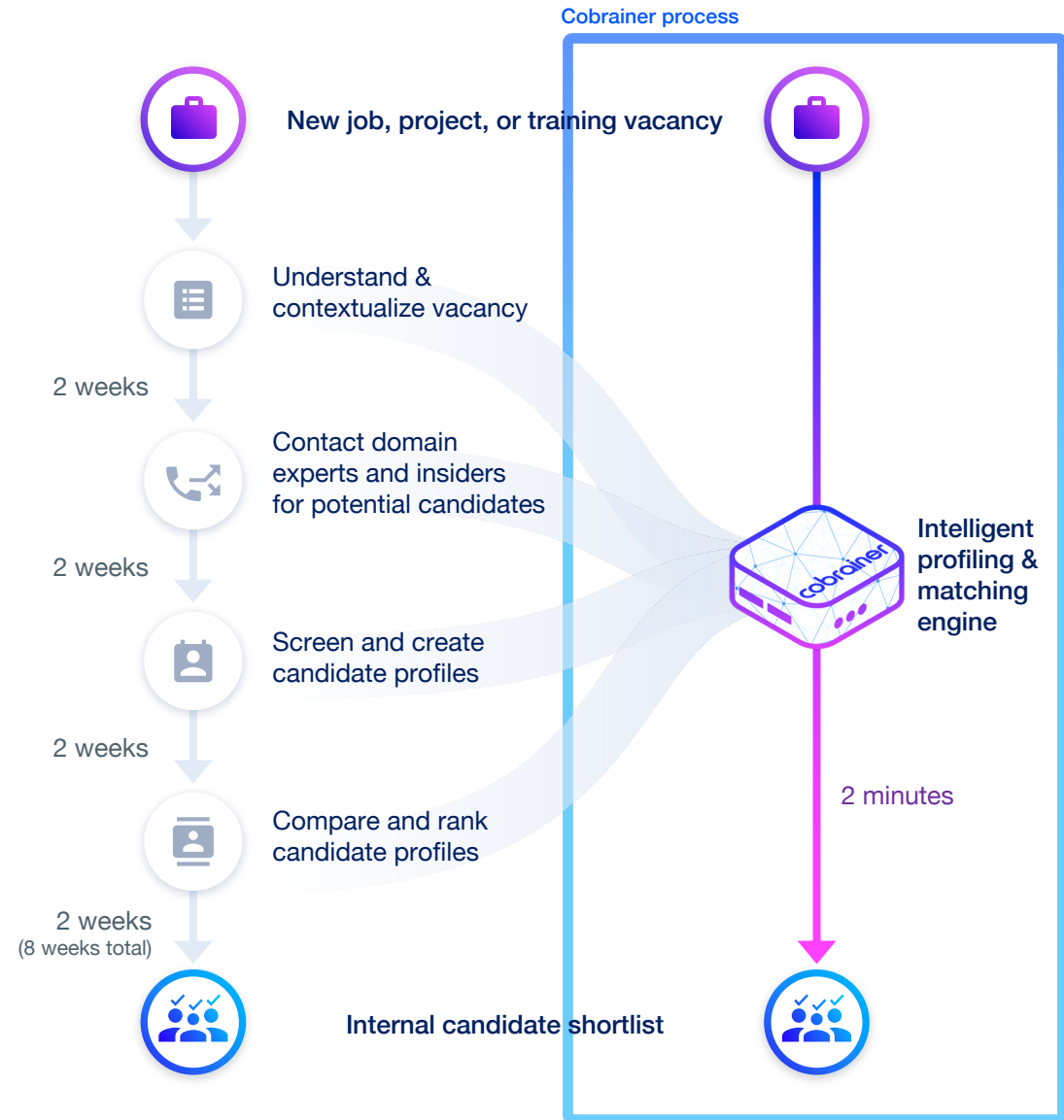
HR needs:

To develop and retain our employees, we need **a more efficient process** to provide personal career development and progress opportunities.

SOLUTION

Detailed skill profiles in seconds; candidate shortlists in 2 minutes

- Recruiters and HR managers use Cobrainer to generate automatic skill tag profiles and immediately available internal candidate shortlists for each job, project and training inside their organization.

- With Cobrainer, employees build detailed and harmonized skill profiles from their existing internal data within seconds; based on their skill profile Cobrainer recommends latest internal jobs, projects, and training opportunities as they appear in real time.

New job, project, or training vacancy

Understand & contextualize vacancy

2 weeks

Contact domain experts and insiders for potential candidates

2 weeks

Screen and create candidate profiles

2 weeks

Compare and rank candidate profiles

2 weeks
(8 weeks total)

Internal candidate shortlist

Cobrainer process

Intelligent profiling & matching engine

2 minutes
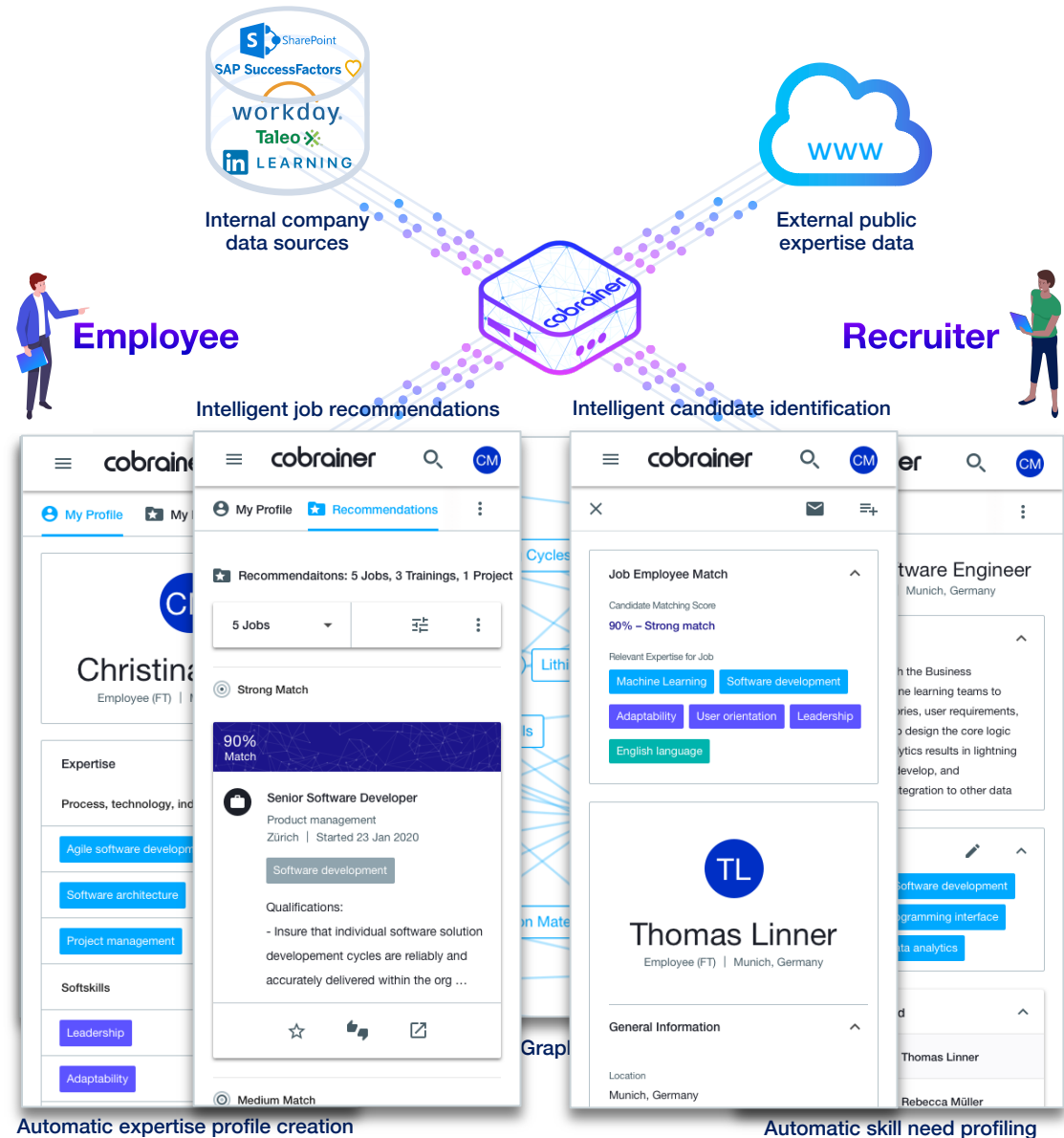
A one-stop solution for intelligent talent mobility, reskilling, and upskilling

Cobrainer's machine-learning-based engine enables new employee mobility through smart talent profile creation and job, project, and learning matching.

Employees use Cobrainer to create and maintain a detailed and up-to-date skill profile and receive recommendations of latest jobs, projects, and trainings as they appear within the company.

Recruiters, project managers, and talent managers receive automatic tag profiles for all jobs, projects, and trainings and allocate most relevant candidates in minutes.

Internal company data sources

External public expertise data

Employee

Recruiter

Intelligent job recommendations

Intelligent candidate identification

Automatic expertise profile creation

Automatic skill need profiling

Single source of truth for the skill portfolio of the entire organization

HR management has a unified, company-wide overview on skills in high demand and low supply or on critical skill clusters that require development.
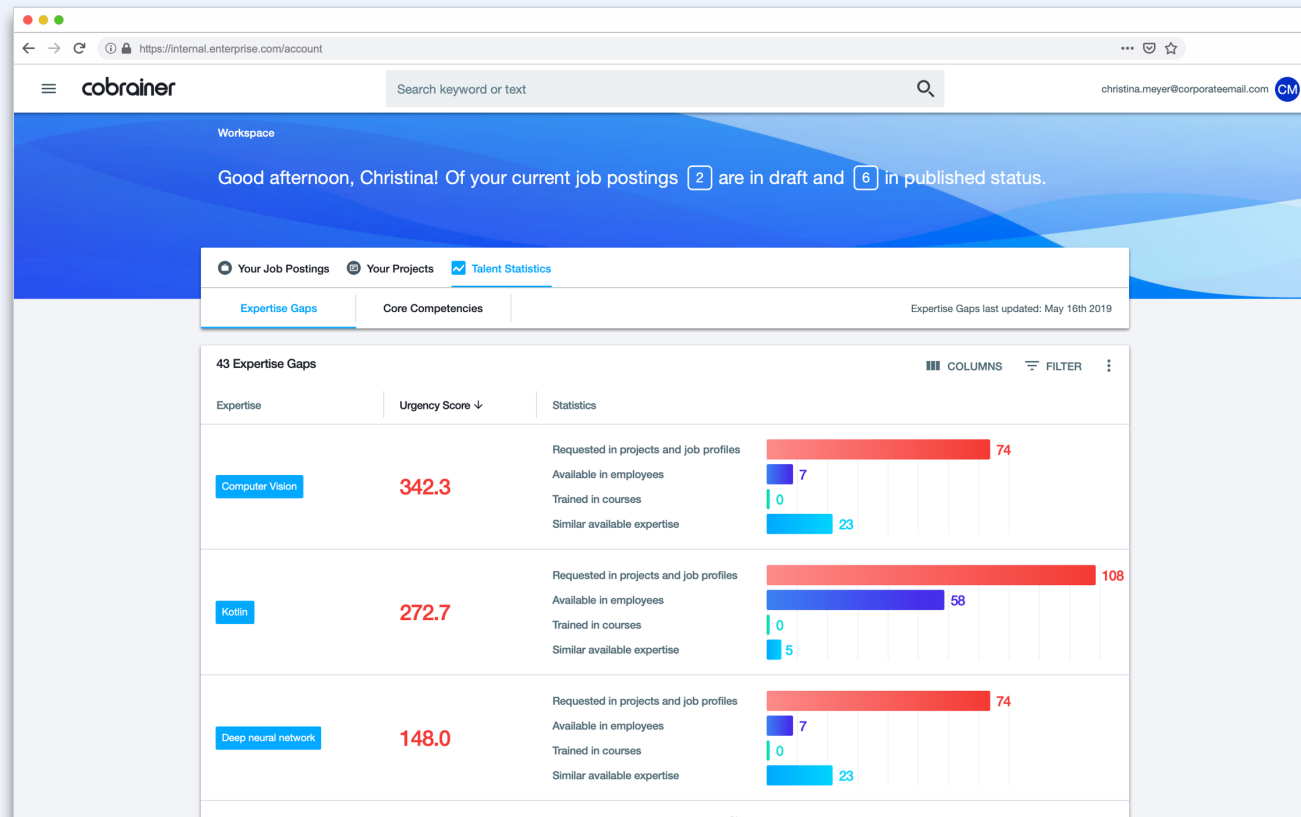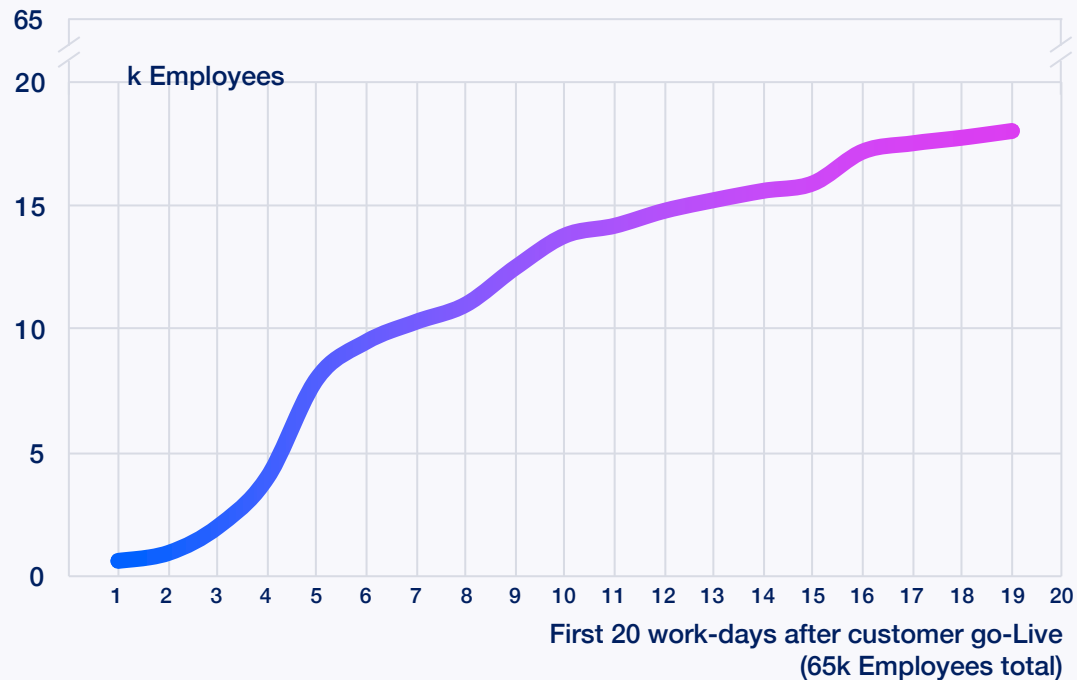

Real-time expertise gap overviews

Clustering of employees according to core competencies

k Employees

First 20 work-days after customer go-Live
(65k Employees total)
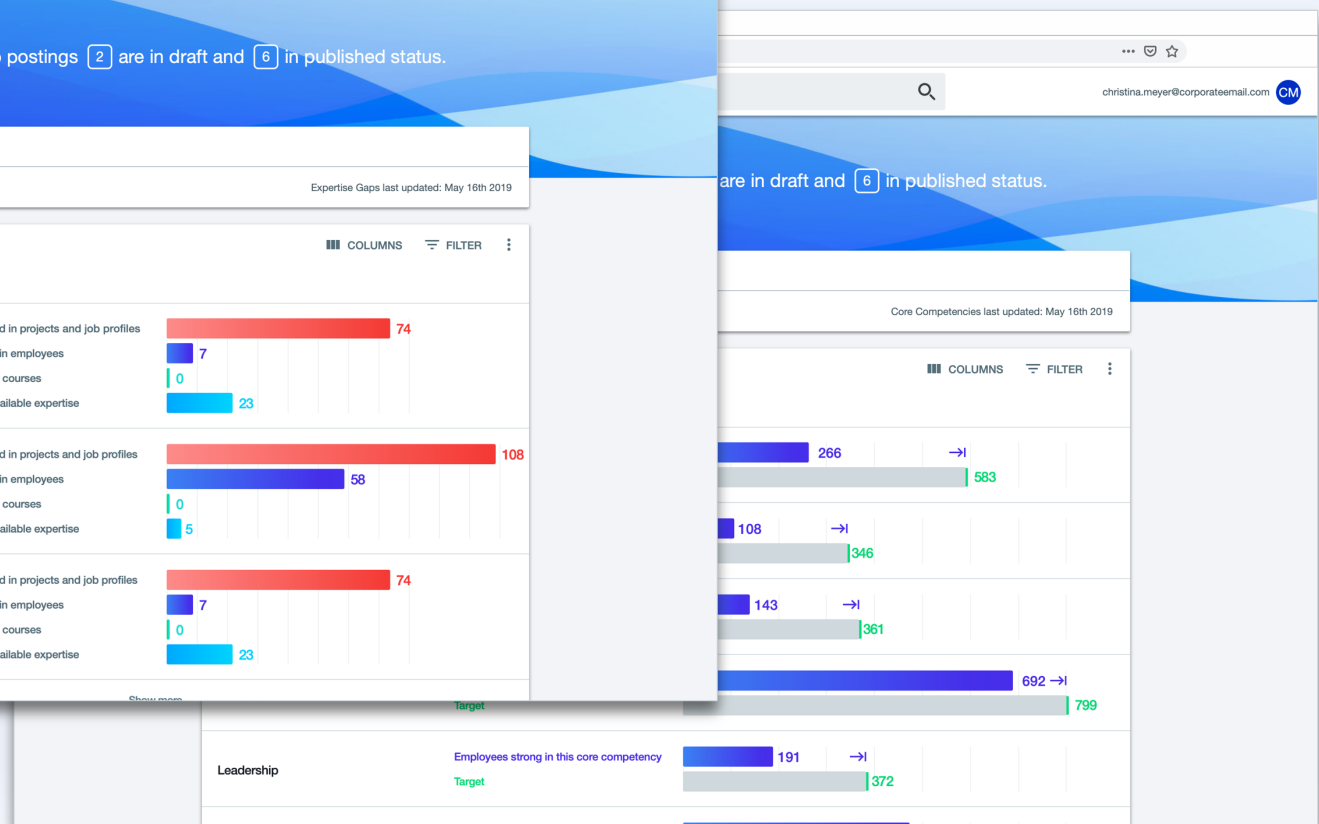
29%
of workforce registered within first 20 work-days

13 avg
skills per employee identified

40k avg
user interactions per day

10k+
different skills identified across all employees

3k avg
increase in internal applications per month

CUSTOMER CASE

Transformation of an industry leading auto manufacturer – Enabling data-driven talent allocation, re- and up-skilling

The customer is facing a huge transformational shift towards e-mobility, mobile internet, software focus, and autonomous driving. Recruiters experience this shift via new job profiles being generated on a monthly basis; employees face high pressure to up- and re-skill as their jobs are transforming. Additionally, volatility in global markets has a negative effect on the customers' ability to hire new external talent, making a smooth and effective internal recruiting business critical.

With Cobrainer, recruiters receive a shortlist of relevant internal candidates within minutes and internal applications increased by 3000 applications per month.

Cobrainer offers a seamless and low-risk system integration

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12	Month n
				Contract start				Go-Live				
Introduction and Fit-Assessment phase				◆	**Integration and Onboarding Phase**			◆	**Production Phase**			
Introduction WebEx	Discovery Workshop	Use case definition	Supplier onboarding		Data protection, ITSec	Tagging and matching engine machine-training		Data protection	High-care phase	skill Insights		
Introduction Meeting	Data discovery workshop	Project timeline	Data screening and modelling		Workers Council introduction	skill graph building		Setup and configuration				
					Setup and configuration	Iterative tagging and matching configuration		IDP / Single Sign-On setup				
					Initial data ingestion							
				Contract start				Go-Live				
	Consulting partner on-boarding			◆	**Consulting Partner Integration, Change, Comms**			◆	**Consulting Partner Change, Comms, Roll-out, Strategy**			
	Introduction WebEx	Project timeline			Develop Learning Content	Comms Campaign	Go Live Comms	Roll-out		Launch Learning	HR Strategy Insights	
	Discovery Workshop				Campaign setup	Training the Trainer						
					Change Management	Software Interface Integration						

Cobrainer has strong traction in guiding Workers Council clearances

Cobrainer has managed and guided multiple workers council clearance projects with large organizations; Both multi-stage (Local workers council, European workers council, Global Workers Council (GBR)) and single-stage clearance processes have been conducted.

- Cobrainer is approved by workers council, data protection, IT security (Architecture Fit / Security Fit) of multiple Germany-based multinationals; E.g. Deutsche Bank, Audi, Henkel, and others

- Cobrainer conducts regular penetration tests with IT security consultancy Secuvera

- Cobrainer is in ISO 27001 certification process, guided by IT security consultancy SEC Consult; Certification

- Cobrainer software service is fully hosted on the Microsoft Azure platform (West Europe / Amsterdam)

- Cobrainer has constructed a GDPR-compliant user signup and user management

- Cobrainer provides workers council and data protection representatives a full documentation of Cobrainer features, roles, right, and algorithm design

- Cobrainer employee-users have full edit and visibility configuration rights for their entire profile and each skill

- Cobrainer offers employee-users transparency on new career opportunities within the organization

- Cobrainer enables learning and training matching based both on the employee's unique skill profile and her selected next career opportunity

- Cobrainer is partnering with Microsoft and LinkedIn Learning to create individualized e-learning recommendations for employees. ■■ Microsoft   **Linked** in

Together we can build the engine
to organize and empower talent
in your organization

cobrainer

Lothstrasse 5, 80335 Munich, Germany

Email: info@cobrainer.com

Phone: +49 89 8563 6970

Denis Harsch

Entrepreneur in Residence

Email: denis@cobrainer.com

Mobile: +49 176 613 358 49