**Example of use case description**

**Skill Gaps Analytics for Students**

**Use case description, value, and goals**

Description in[VisionsTrust](https://visionstrust.com/dashboard/catalog/projects/65a973ea993f4bd9730a34c7)

Schülerkarriere is a network that offers a wide reach to students, thanks to its integration into relevant learning and placement portals and the digital school infrastructure. It enables pupils to search for suitable apprenticeships, internships, or study places as part of their career guidance lessons. By being integrated into the official school infrastructure, Schülerkarriere reaches pupils, teachers, and parents directly in the schools. In this way, we want to expand our offering for pupils, but also for companies.

For the skills gap analysis, we want to collect information about students' interests, preferences, strengths, and professions to create a detailed profile. This data can then be analyzed and compared with our occupation DB (occupation dictionary) and or job DB (job advertisements) to find skills gaps between the student, their "dream job" and the “right job” based on the student's skills. In addition, the data can be used to figure out how to help the student acquire missing skills with pre-courses, or if the student is joining a new company, the company can specifically prepare the student to acquire the missing skills.

**Value**

* **Personalized Career Guidance for Students:** Utilizing the student’s data, we provide personalized career guidance to students by aligning their interests, preferences, and strengths with suitable apprenticeships, internships, or study places and show them where they would need to improve.
* **Targeted Skill Development for companies and schools:** After identifying the skill gaps, we can provide support in acquiring those missing skills and or create awareness in companies and schools. That makes the learning process more efficient by focusing on areas where development is needed.
* **Company HR Benefits:** Companies hiring students with known skill gaps are aware of their strengths and weaknesses and can actively work towards filling these skill gaps. This allows companies to tailor their training programs to further enhance these skills.

**Goal**

We want to effectively help students to find a career fitting to their career and identify talent for promoted and relevant professions. By effectively analyzing skills gaps, we aim to improve the matching between students' skills, the requirements of the labor market and companies directly.

**Assumptions**

* By providing a detailed skill gap analysis. Students can make better and more accurate decisions about their next career steps. By learning from an independent source what they are good at and what they need to improve, they can either build on their strengths or improve their weaknesses to pursue the career they want.
* By providing a detailed skills gap analysis. In particular, students who have no previous experience can see which careers their skills are suited to. Getting a huge list of possible careers and finding something that suits you can be overwhelming. But with a pre-made list and careers that already fit the student's strengths and preferences, finding a career becomes much easier.
* By providing a detailed skills gap analysis. This allows a student to see if the career they aim for matches their skills. Having a clear plan in your head of what you want to be is great, but is it the right career for me and do I have the skills to do it? We want to answer this question.
* By providing a detailed skills gap analysis. Companies/HR managers can identify potential gaps from the outset and support new trainees much better. In discussions with companies, it is always pointed out that it is difficult to find the “right” candidates. They usually settle for 80%, which means that there is a gap between the requirements and the actual need. Making this discrepancy clear from the start will help both sides to develop a better understanding of each other and find a way to reach 100%.

**Use case partners:**

**The data we need**

* Student Data
* Skill Gap Analysis Data
* Industry Trends Data
* Company/Institution Profile Data
* Feedback Data

**Services**

* Skill Matching
* Job Matching
* Occupation Matching

**Partners**

* HeadAI
* imc
* Ventr Solutions
* MindMatcher
* Ikigai

**Partners involved to implement the use case and test them:**

| Partner | Role |
| --- | --- |
| Schülerkarriere Head AI imc Mind Matcher Ventr Solutions Ikigai Games  | Orchestrator Infrastructure and Development StudentportalData provider Job Data, Occupation Data Skill Matching Connection to LMS and company partners Translation Service Use data to prepare work sheets Games for Skill Analytics  |

**Use case functionalities**

* **Student Profile Creation:** Students can create detailed profiles including their interests, preferences, strengths, and career aspirations.
* **Recommendations:** Provide personalized Job and Occupation recommendations to students based on their profile data for suitable apprenticeships, internships, or study places.
* **Skill Gap Analysis:** Compare student profiles with job requirements in the occupation DB or job DB to identify skill gaps.
* **Job Matching:** Match students with jobs that best align with their skills and career aspirations, highlighting any areas they need to improve (skill gaps).
* **Company HR Support:** Provide specific information about strong and weaker skills to help both parties fill the gaps.

**Draft KPIs (Quantifiable Success Metrics)**

1. At least one skill profile for a Student was created
2. At least one job was recommended based on the Skillprofile
3. At least one Company was able to view the Skillprofile of one of their candidates