



SkillLab

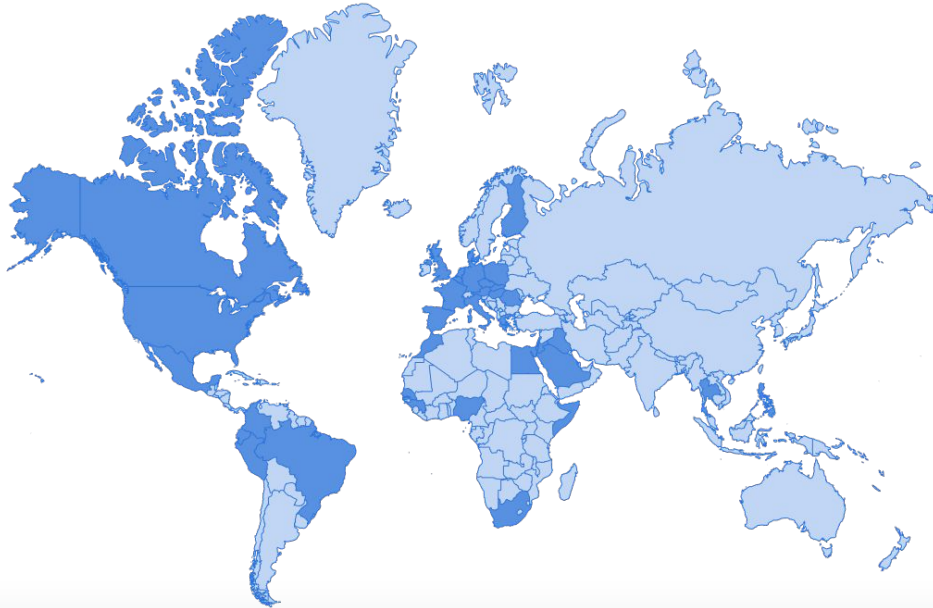
Skills-Based Labour Market Mobility

ESN Conference 2024



OUR PLATFORM DELIVERS IMPACT IN OVER 35 COUNTRIES

We work towards impact at scale with great partnerships



2019

Google AI Impact Challenge Winner



2021

Winner of European Social Innovation Competition 2021



2022

UNESCO AI research center Global Top 10



SkillLab

Confidential

CLOSING THE SKILL GAP COULD ADD \$6.5T TO GLOBAL GDP BY 2030

Trends like **automation**, **digitalization**, the **green transition**, **migration**, and **demographic change** place new demands on labor and education markets

30%

of jobs are at high risk of automation

44%

of workers' skills will be disrupted by 2028

70%

of corporate leaders face critical skill gaps in their organizations

>50%

of companies see attracting talent as the main barrier to business transformation

>80%

of refugees do not have past experience that is recognized

Source: World Government Summit / PWC Unleashing the Skills Economy report 2022; World Economic Forum Future of Jobs Report 2023

THE TRANSITION TO THE SKILLS-FIRST ECONOMY IS HAPPENING...

Private and public actors committed to a **skills-first strategy**



Employment Services



The European Union declared 2023 the Year of Skills



Singapore's SkillsFuture initiative offers lifelong learning opportunities for all



Saudi Arabia implements a national skills strategy



Employers



Google offers certificates focusing on skills, not degrees



IBM employs a skills-first hiring approach and committed to skilling 30M people



Walmart are investing in skills-based systems to connect people to career opportunities



Education Providers



Online platforms such as Coursera offer smaller courses with a focus on specific skills



Government sponsored training is placing more emphasis on individual (skills) fit



The growth of digital credentials and badges centers on skills information



Which skills do YOU have?

LABOUR MARKETS WORK TITLE BASED - LEAVING PEOPLE BEHIND

Interpreting CVs is no sustainable option. It discriminates people whose skills remain hidden.

CV

*Production
Assistant*



Linguistics

*Community
Work*

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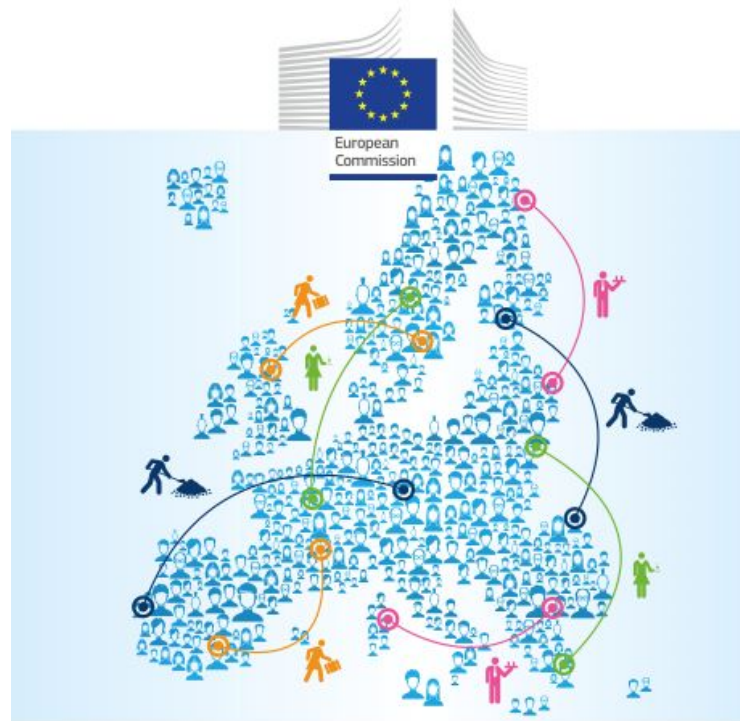
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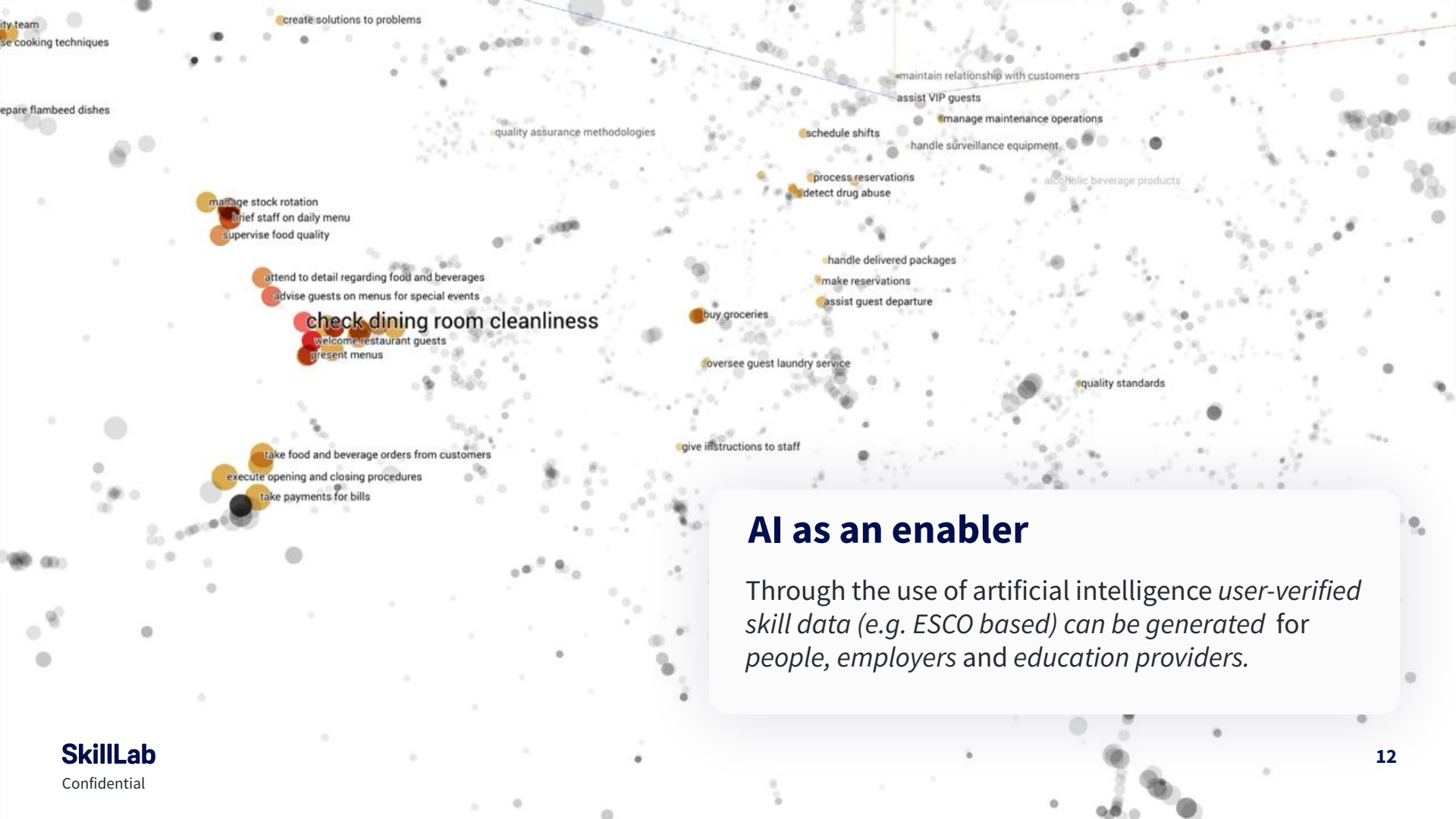


ESCO

European Classification of Skills/Competences, Qualifications and Occupations

The first public release

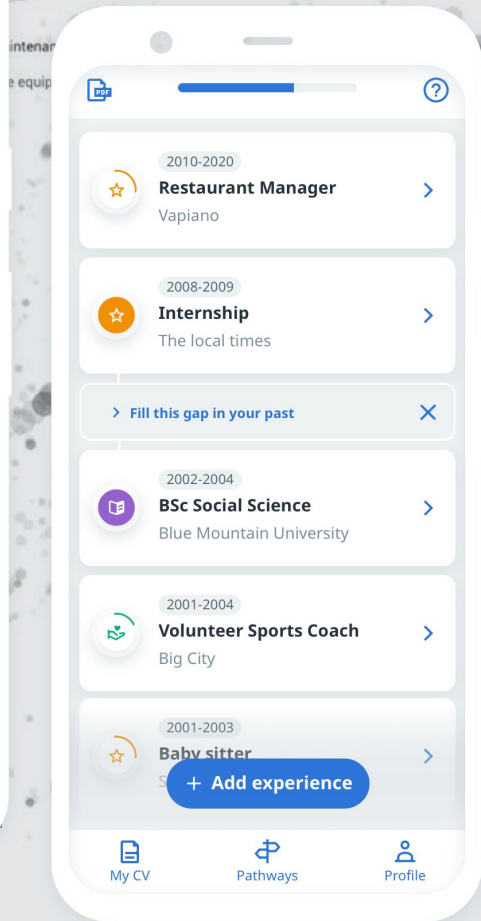
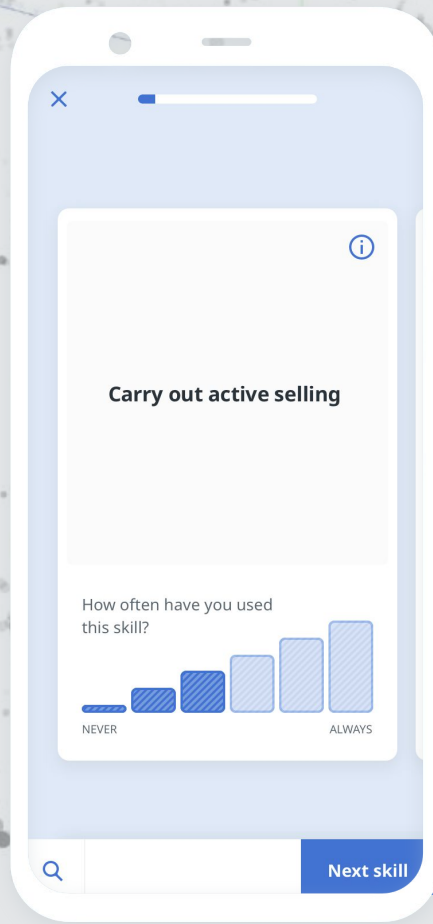
A Europe 2020 initiative



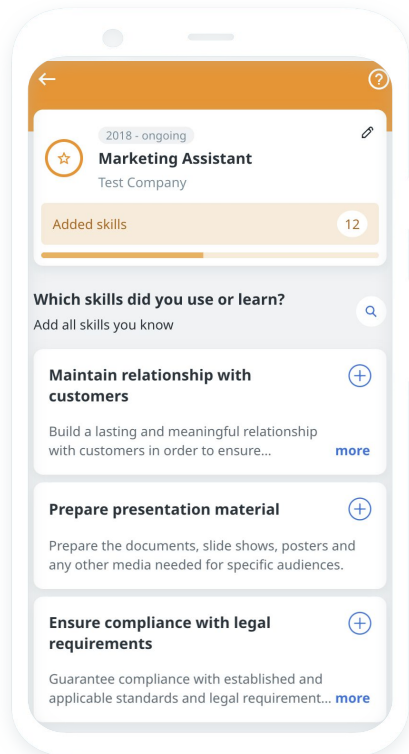
check dining room cleanliness

AI as an enabler

Through the use of artificial intelligence *user-verified skill data (e.g. ESCO based)* can be generated for people, employers and education providers.



Multilingual data capturing, enabling translations instantly



SkillLab supports multiple languages, using taxonomies such as ESCO or ONet. Skills and Occupation Data can be instantly translated across these languages. The underlying taxonomy can furthermore be tailored to the needs, enriched and localised.

Готувати презентаційний матеріал (+)

Prepare the documents, slide shows, posters and any other media needed for specific audiences.

Забезпечувати дотримання законодавчих вимог (+)

Guarantee compliance with established and applicable standards and legal requirement... [more](#)

Підтримувати відносини з клієнтами (+)

Build a lasting and meaningful relationship with customers in order to ensure... [more](#)

Připravit prezentční materiály (+)

Připravit dokumenty, prezentace, plakáty a další média potřebná pro specifické publikum.

Zajišťovat plnění právních požadavků (+)

Zajišťovat dodržování stanovených a platných norem a právních požadavků, jako jsou... [more](#)

Udržovat vztahy se zákazníky (+)

Budovat trvalý a smysluplný vztah se zákazníky s cílem zajistit spokojenost... [more](#)

تجهيز مواد العرض (+)

تجهيز الوثائق وشرائح العرض والملصقات وأي وسائط أخرى مطلوبة لجمهور محدد.

التأكد من الامتثال للمتطلبات القانونية (+)

ضمان الامتثال للمعايير والمتطلبات القانونية المقررة والمعول بها. مثل المواصفات أو السياسات أو المعايير أو القانون، بهدف أن... [more](#)

المحافظة على العلاقة مع العملاء (+)

بناء علاقة دائمة وهادئة مع العملاء لضمان الرضا والوفاء عن طريق تقديم المشورة والدعم بصورة دقيقة وودية وتقديم المنتج... [more](#)

Preparare il materiale per una presentazione

Preparare i documenti, le diapositive, i n altri mezzi necessari per un pubblico spe

Garantire la conformità ai requisiti legali

Garantire la conformità alle norme e ai requisiti legali stabiliti e applicabili, qual

Tenere rapporti con i clienti

Instaurare rapporti duraturi e significati i clienti al fine di garantire la soddisfazione

STATE EMPLOYMENT SERVICE OF UKRAINE



Objectives

Project with NRC Ukraine, World Bank and Ukraine's State Employment Service **to support the people and employers of Ukraine**

Integrate and align Ukraine with the EU and European labor markets by **introducing ESCO to the State Employment Service**

Ukrainian stakeholders (Ministry of Digital Transformation, education providers and employers) collaborate **to enable skill-based labor and education markets**

World Bank **evaluates the outcomes for job seekers and counselors** (Randomized Control Trial)



Key Stats (after 5 months)

3,200+

users

400+

counsellors

+31.8%

improved
employment
outcomes

-17%

time to hire



Project Amstelveen (Netherlands)



Objectives

Project is part of the national **Integral Skills Passport**

Backdrop of 97,140 **Ukrainian refugees registered across municipalities in the Netherlands**, with approximately 670 in Amstelveen

The central thesis of this research project was to ascertain whether a **skill-based approach could assist Ukrainian refugees** in securing employment that is comparable to their experience levels.

The research questions guiding this experiment included:

Is there indeed insufficient use of the labour potential of this target group?

What are the blocking behaviour patterns that are the cause of this insufficient hiring?

Would a skill-based approach help in making this target group more employable, including working on their level of experience?



Key Stats (4 Months)

88%

Completed skill profiles

114+

Skills identified on average/user

70%

Introduced to employers

32%

Started in better matching jobs



EDUCATION DEVELOPMENT CENTER (PHILIPPINES)



Objectives

Provide second-chance education to 180,000 out-of-school youth across 15 cities that lead to their successful employment and livelihoods

The program [Opportunity 2.0](#) is backed by the USAID and implemented by EDC

The target audience is "not in education, employment, or training" (NEET) youth



Solution

Skill assessment & career guidance app, embedded in the program's agenda of confidence building to better livelihoods



Key Stats

1,000+ users. Impact tracking survey results (N=210). Agreement/strong agreement of 82%-87% in all criteria

87%

felt more confident in their ability to start or improve their careers

87%

felt that the CV helped to communicate their skills

85%

understood skills required for careers

82%

discovered new skills



Measuring impact and outcomes

Short term effects build up the vision over time. From people to systems.



The Problem

People, especially those excluded from the labor market, aren't/don't:

- **Aware** of the skills they have
- **Understand** the skills they acquired in diverse life experiences
- **Have confidence** communicating about their skills
- **Know** how to progress in their careers and/or life condition and feel stuck

This leads to:

- People not accessing **jobs**
- People not accessing **education**



Our Response

We provide people with a technological solution to discover and map skills acquired in their life experiences, generate professional documents and access information on the labor market and career pathways.

We enable key employability actors to better understand and support job seekers using the universal language of skills. SkillLab becomes an integral part of the labor inclusion puzzle.



Short Term Outcomes

People:

- **Recognize** their skills
- **Appreciate** skills gained from life experiences
- **Feel confident** communicating their skills
- **Understand** the skills required for desired careers



Medium Term Outcomes

Partners are enabled to:

- Deliver better, customized **employment services** to more people
- Deliver better **employment** and/or **training** outcomes
- **Report and communicate** to a wide audience of its own stakeholders based on skills evolution of users



Long Term Impact

People access more sustainable career pathways and improved livelihoods

“

[Job platforms] work as the "Instagram of the professional world" - you feel like everyone has a job or is getting promoted and you are at home doing nothing. With SkillLab, it was a morale boost because I felt that I was working on myself. I felt like I was getting to know my skills, moving forward, and doing something about my life

”

JOANNA FROM FINLAND

SkillLab & Spring House

**Work with us to build more
effective and inclusive
labour markets.**



SkillLab

Turning skills into careers

Confidential

