

*Preparing for the Future :*

# mySUNI(SK)'s Strategy for Talent and Career Development

2024. 11. 1

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# mySUNI(SK)'s Strategy for Talent and Career Development

- 미래를 준비하는 mySUNI(SK)의 인재 양성 및 커리어 개발 전략 -



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mySUNI LX & Tech.  
Research Fellow

- ICT Product Planning & Dev. (SKT,SKP)
- HR Analytics (SK Group)
- Digital Talent Dev. (mySUNI)
- LMS/LXP Planning & Dev. (mySUNI)



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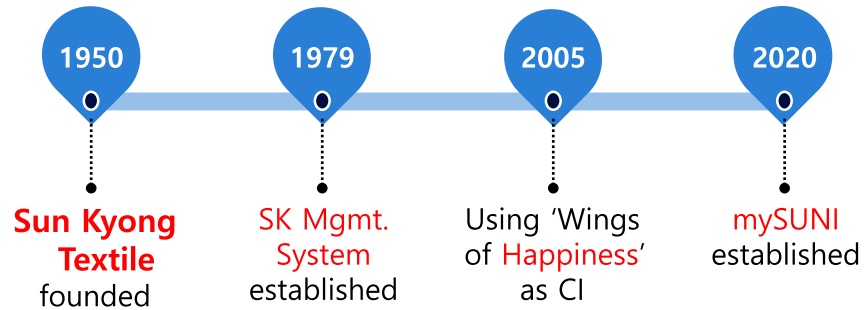
Expand to Career Platform

# SK : History and Mgmt. System

**SK Group, which started as Sunkyung Textiles in 1950, has grown into the second-largest conglomerate in Korea and possesses a unique management system.**

## | About SK & History |

SK, the bold 70-year transformation



- **2<sup>nd</sup> largest** multi business group (in KOR)
- **200 member** companies
- **144 thousands** SK people (full-time)
- 4 business areas, **Traditional Biz.** Centric. (Telecommunication, Oil & Gas, Semiconductor , etc.)

## | SKMS (SK Mgmt. System) |



## mySUNI : Establishment

Established in 2020 as a group infrastructure organization with the mission of "Investing in People" to drive SK's transformative initiative (Deep Change)

- **Technical Innovation**

AI & DT  
Bio, Energy

- **Social Innovation**

Creation of Social Value  
Open & Share

- **Global Business**

Mgmt. System & Capability

- **Geopolitical Risk**

### Deep Change (Since 2017)

- **Resetting Management Goals**  
(Social Value, Happiness)
- **BM Innovation**  
(AI/DT, Future Energy, Future Semiconductors)
- **Innovation in Work**  
(Human Capital asset, Co-Work, Agile··)

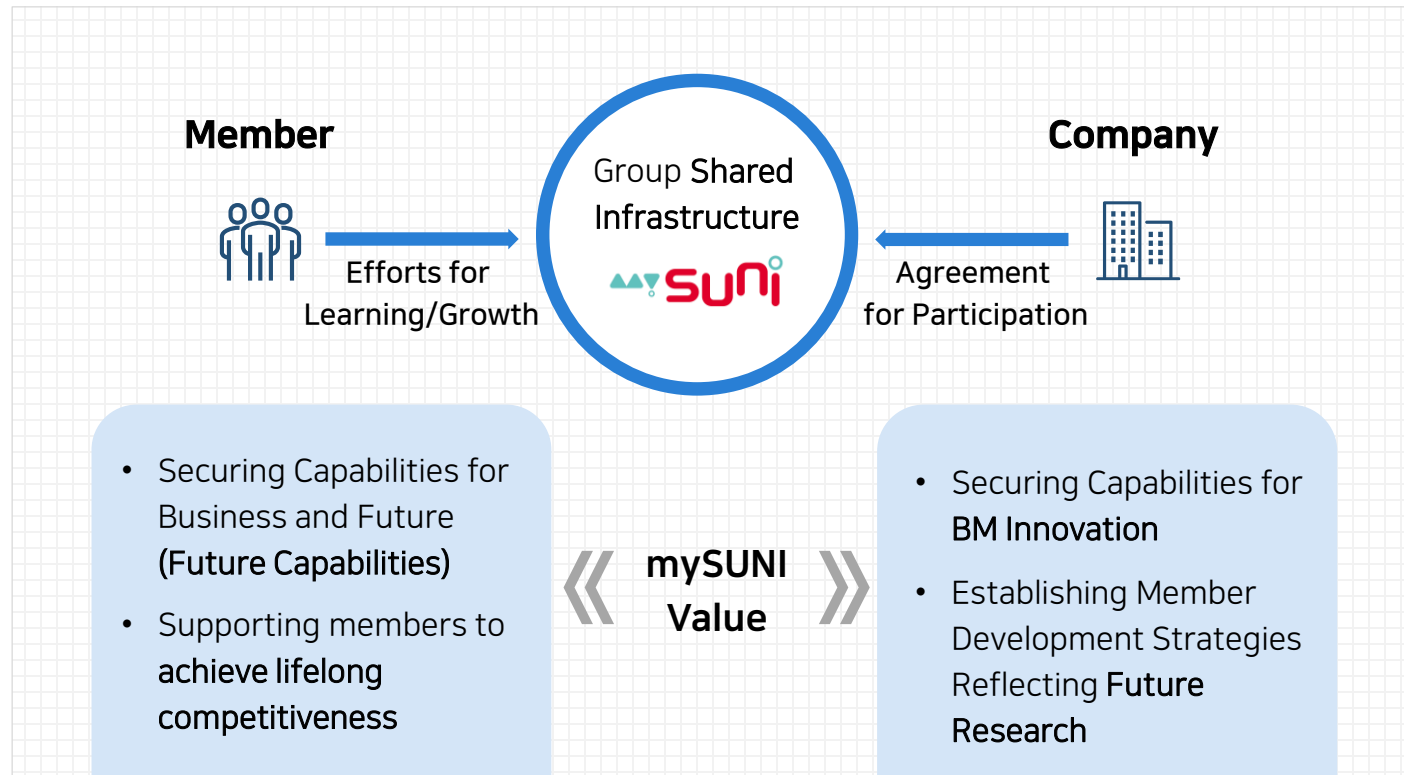
“The future of SK depends on strengthening human capital through investment in people  
(Dec 2019, Group CEO Council) ”

*for future research, capability dev., and change mgmt.*  
**Establishment of a new Human Capital Development Platform**



# mySUNI : Core Value

**Pursuing the value of shared infrastructure within the SK Group that simultaneously supports member growth and subsidiary innovation.**



## Our Vision

*supports the happiness of members through personal growth and the BM innovation of subsidiaries*

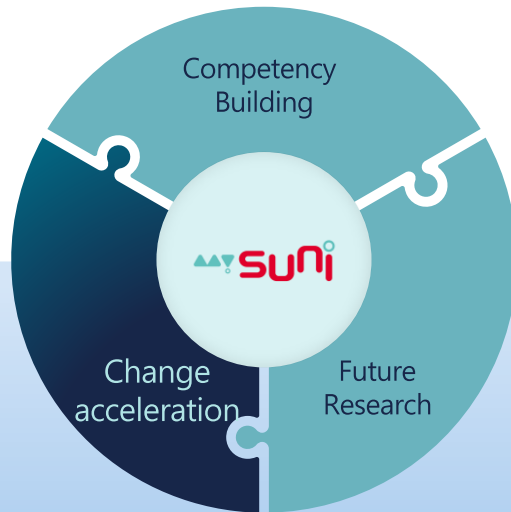
**Growth and Happiness Infrastructure**



# mySUNI : Mission

**With the mission of driving group-wide change through future research and enhancing member capabilities, We are connecting various activities.**

## [ Mission ]



Achieve sustainable growth for our member companies and sustainable happiness for SK People by continuously evolving and developing the Happiness Infrastructure that is an organic integration of future research – competency building - change acceleration

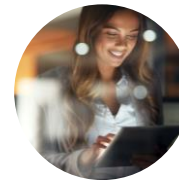
## [ What We Do ]

### Providing Future Insight and Skills



- # Foresight research
- # Future business capabilities and employability

### Helping People Growth through Learning



- # Encouraging autonomous learning
- # Learning in the workflow & human capital optimization

### Facilitating Business Transformation



- # Commitment and engagement to change
- # Social value beyond SK

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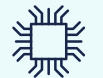



Expansion to Career Platform

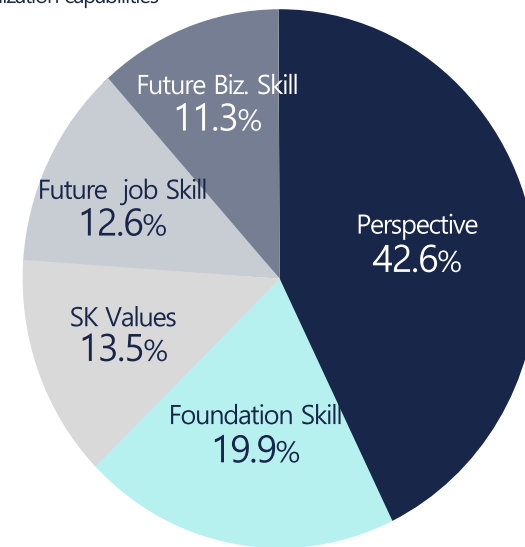


# Learning Contents & Areas

Over 1,900 courses across 13 fields, providing content on priority areas needed to respond to future business

| 13 areas, 1,929 courses in operation

<p>AI</p>  <p>Foster talents in AI technology and develop AI-based business capabilities</p>	<p>DT</p>  <p>Gain an in-depth understanding of DT, apply it to tasks, and improve innovation capabilities</p>	<p>SK Management</p>  <p>Acquire the management's perspective and insight on Deep Change</p>	<p>Innovation &amp; Design</p>  <p>Innovate the way of working and strengthen BM design capabilities</p>	<p>Global</p>  <p>Understand international affairs and improve globalization capabilities</p>
<p>Happiness</p>  <p>Strengthen capabilities for practicing happiness at the individual and organizational level</p>	<p>SV</p>  <p>Understand social issues and improve SV creation capabilities through business</p>	<p>Leadership</p>  <p>Foster leaders who lead change, innovation, and growth</p>	<p>Mgmt.</p>  <p>Improve management capabilities for executing Deep Change</p>	
<p>Future Semiconductor</p>  <p>Improve understanding of semiconductors within the group and discover relevant BMs</p>	<p>Green</p>  <p>Understand the energy paradigm shift and foster experts</p>	<p>SK Academy</p>  <p>Offer customized SK Values education and foster future business experts</p>	<p>Lifestyle</p>  <p>Light content for cultivating intellect, such as hobbies or book reviews</p>	



mySUNI content system proportion  
(As the year of 2023)

# Support for Autonomous Learning

Members can utilize their work hours to engage in various activities such as learning and teaching. A constantly accessible environment is provided through the Web/Mobile LMS system.

- ✓ Implement a 200-hour policy to establish a learning culture

200hrs Learning Policy	Ensure that more than 10% of annual working hours are allocated to members for learning
------------------------	---

- ✓ Present our vision with three business cards  
→ Secure competitiveness and support



Employee who creates greater happiness than yesterday

Student who voluntarily learns for greater happiness tomorrow

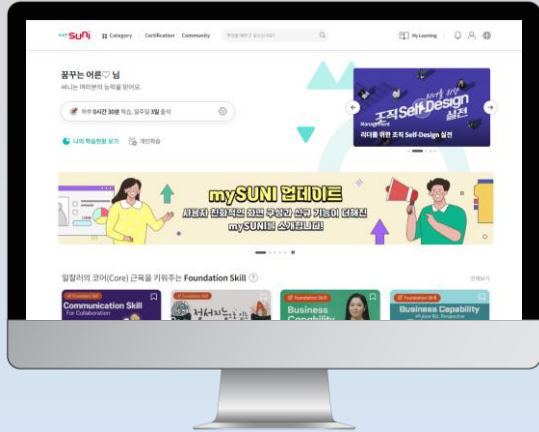
Teacher who shares experience and skills for the happiness of the group

- ✓ Support Always on Learning through building and providing LMS


Provide a consistent, connected, and Always on Learning experience on web and mobile

Support self-paced learning with a focus on micro-learning

| Current LMS main screen |



| Mobile App. |



※ Constantly upgrading to improve learning convenience

# Icheon Forum : Commitment

**Icheon Forum, a group-level communication space to encourage employees to engage in executing Deep Change**

**Establishing a discussion culture that allows SK to make “Deep Change” since 2017**

Metadiscourse from top management alone poses a limit to practicing Deep Change in the company-wide level



Increasing importance of the members' understanding of the concept, participation, and consensus building



➔ Global scholars, chief executives, and SK Group members gathered to discuss insights and solutions for deep change.



➔ Redesigned to incorporate engagement from SK people ☐

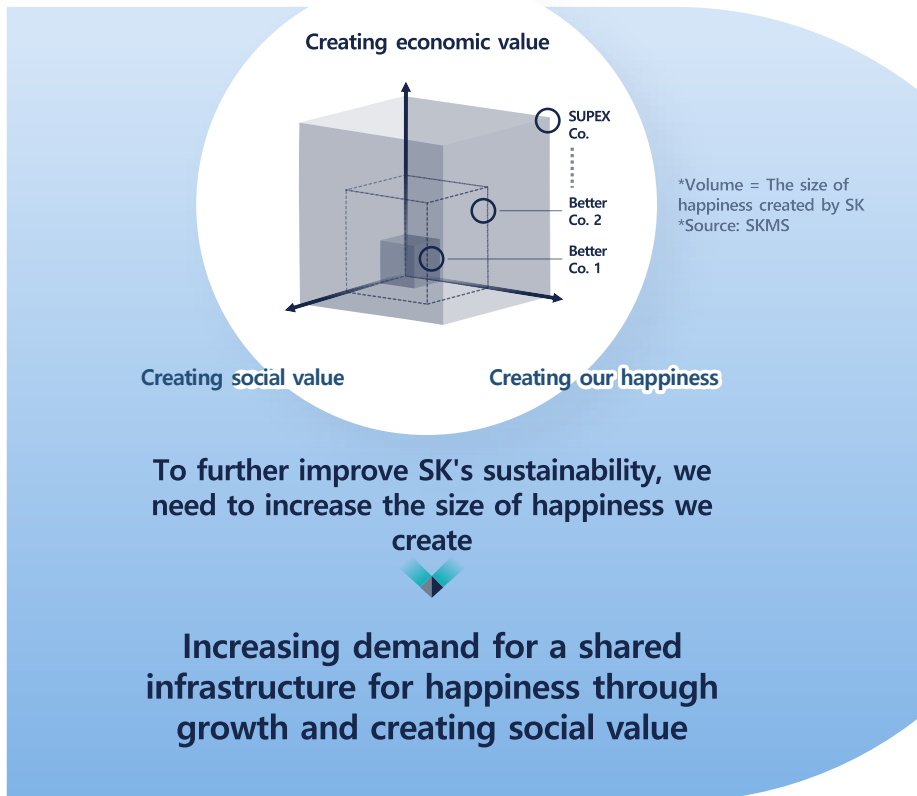


➔ Derive practical measures through open discussions and connect them to policy-making

# Social Value beyond SK

## Open an infrastructure to build a relationship capital with stakeholders and expand happiness

### Improve SK's sustainability



#### Pre-professionals

Operate an intensive training program centered on future common capabilities using mySUNI learning content and differentiated methodologies



 [Sunny C]

- Objective: Foster practical talents who will lead future changes
- Target/Scale: 000 pre-professionals  
(\*Completed pilot program operation for 200 people in 2022, to be expanded in 2023)
- Education content/services: Foundation Skill course, participation in the Icheon Forum, career mentoring...

#### Partners

Will open a learning P/F aimed at providing perspectives and acquiring basic knowledge/capabilities for BPs, including social

#### University

Prioritizing the provision of mySUNI's specialized courses to universities with demand



1st semester of 2022 Opened the course "Corporate Social Value and Social Innovation"

# Talent Development Performance

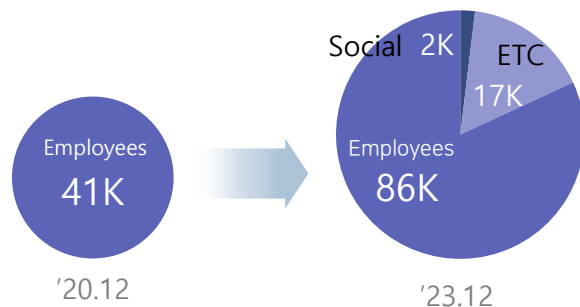
The number of users continues to increase, and the amount of learning time also shows significant growth

## User Increase

“ Continuous expansion of the user base ”

Annual growth in subscription volume

- Continuous growth in scale every year for three years
- Provide learning to external user such as college students and BP
- Establishing a separate LMS



## Learning Hours

“ Research and define the required skills, and design course based on skills ”

2~300K Learning Hours in a Year

- Maintain a consistent amount of learning
- Growth compared to the existing training center
- 3K Vs 86K persons

Persona-based recommendations

- Targeting based on history, job role, and preferences



# Differentiated Learning Methodologies (1/2)

Support the acquisition of necessary skills through hands-on learning so that they can be applied to work

## Hands-On based

“ Acquire actual experience and skills based on practice ”

### PBL (Project based learning)

Solve on-site issues & acquire skills

- Mentors support problem-solving.
- 2~30 AI/Data Project (in 2023)
- Various Projects (SV, Bio, etc)



### Guided Project

Simulation Virtually by On-line

- Hands-on courses
- Using real SK Data & Scenario
- Acquire skills through simulation



## Skill based

“ Research and define the required skills, and design course based on skills ”

### Foundation Skill

Define Foundation Skills (for SK)

- 4 areas (Biz. Acumen, etc.)
- Starting with Self Assessment
- Encouraging for Junior Talent



### Skill based Learning

Consider the job, tasks, skills

- Distinguish which skills are needed and to what level
- Link the course to the skills and their required levels



# Differentiated Learning Methodologies (2/2)

## Linking the Badge Program with HR systems and promoting voluntary social learning among participants

### Badge Program

“ Prove the types and levels of competency acquisition ”

#### Badge System

##### Build own Badge System

- 2 Types : Badge/Badge+(Certi.)
- Badge+ Needs Strict Process
- Each of them divided by 3 level.



#### Link with HR system

##### Using on Rewards/Mobility

- Utilize necessary conditions for the internal mobility
- Align with the Rewards (e.g. SKADA)



### Social-Cohort Learning

“ Research and define the required skills, and design course based on skills ”

#### Community

##### Social Spaces in various fields

- Knowledge Sharing Infra ('20.12~)
- More than 50 communities
- Articles, News, Discussions, etc.



#### Cohort Learning

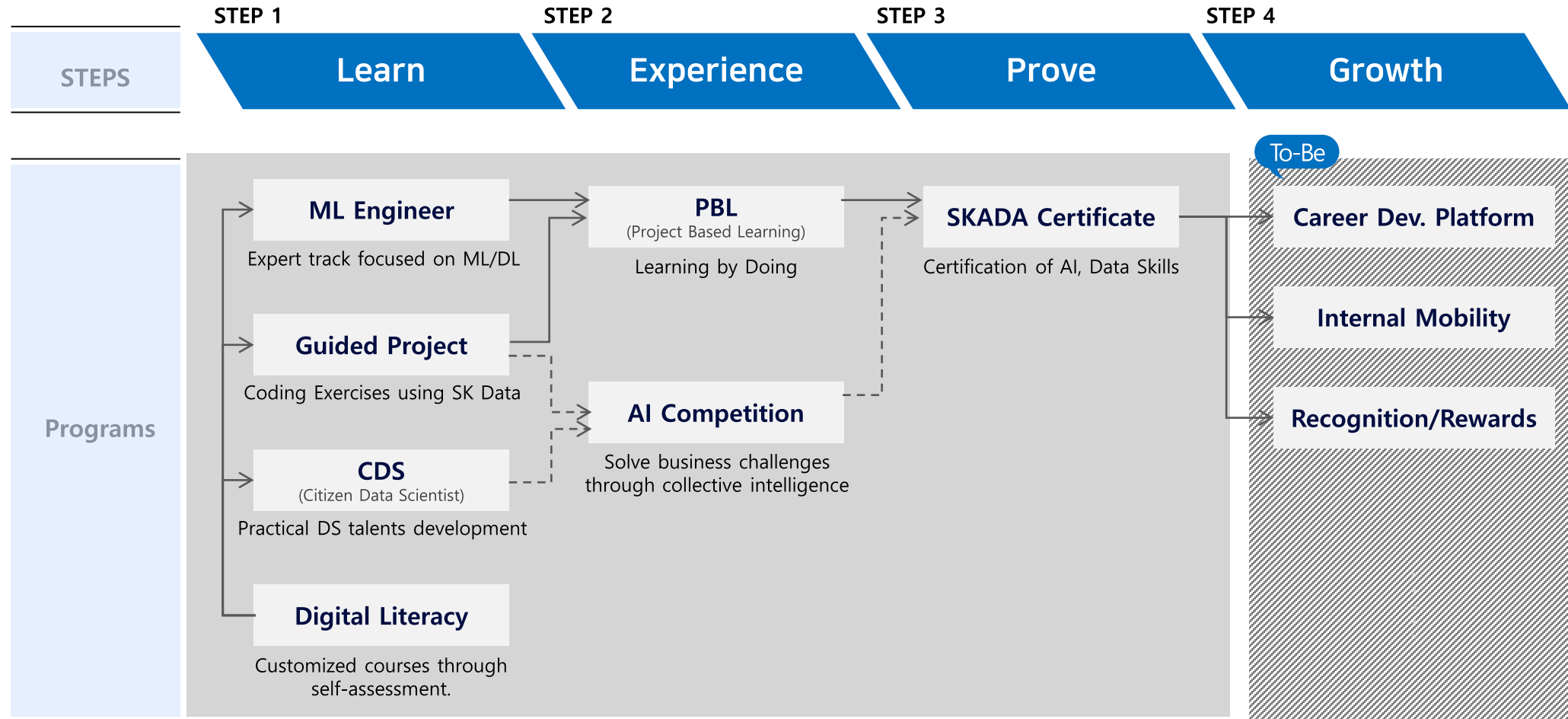
##### Cohort based on/off-line learning

- Active Learning with Facilitation
- Breakout, Discussion, Flip Learning



# AI/DT Talent Development Framework

Divided into 4 steps, we presented a development path for each stage and implemented tailored individual courses and learning systems accordingly





# AI/DT Talent Development Achievements

**Courses reflecting the latest technology trends, ranging from Cloud and Data education to Gen. AI**  
**Many members are showing high interest in AI and Data courses and are actively learning.**

## Data Analysis ('20~)

### CDS (Citizen Data Scientist)

Solving real-world data problems

- 4 Levels
- No-Code / Python / Gen. AI /Deep Learning
- More than 60K Completions



### Specialized Course in Data Analysis Learning

Guided PJT Course

- Simulation w/ SK real Data/PJT

PBL (Problem based Learning)

- Company Join, 20~40 ea/year, w/mentor

AI Competition (like Kaggle)

- SK real Problem, Prize (\$50K), 1~2 months

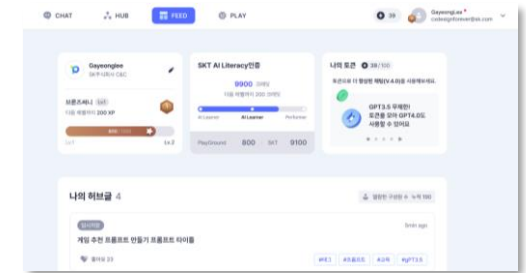


## Gen AI ('24~)

### Play Ground

A system utilizing Gen AI for mutual knowledge sharing

- Learning by Quiz,Game
- Learning Prompting by Scenario
- More than 10K Subscribers



### Gen AI Course Pack

Gen AI Literacy

- 8 Course, 14 Hrs, 16K Learners
- Basic Knowledge, Prompting, Tools

Data Analysis w/ Gen AI

- 6hrs, Using Python (w/Gen AI)

Digital With Me (w/Gen AI)

- 56hrs, Problem Solving (w/Gen AI)



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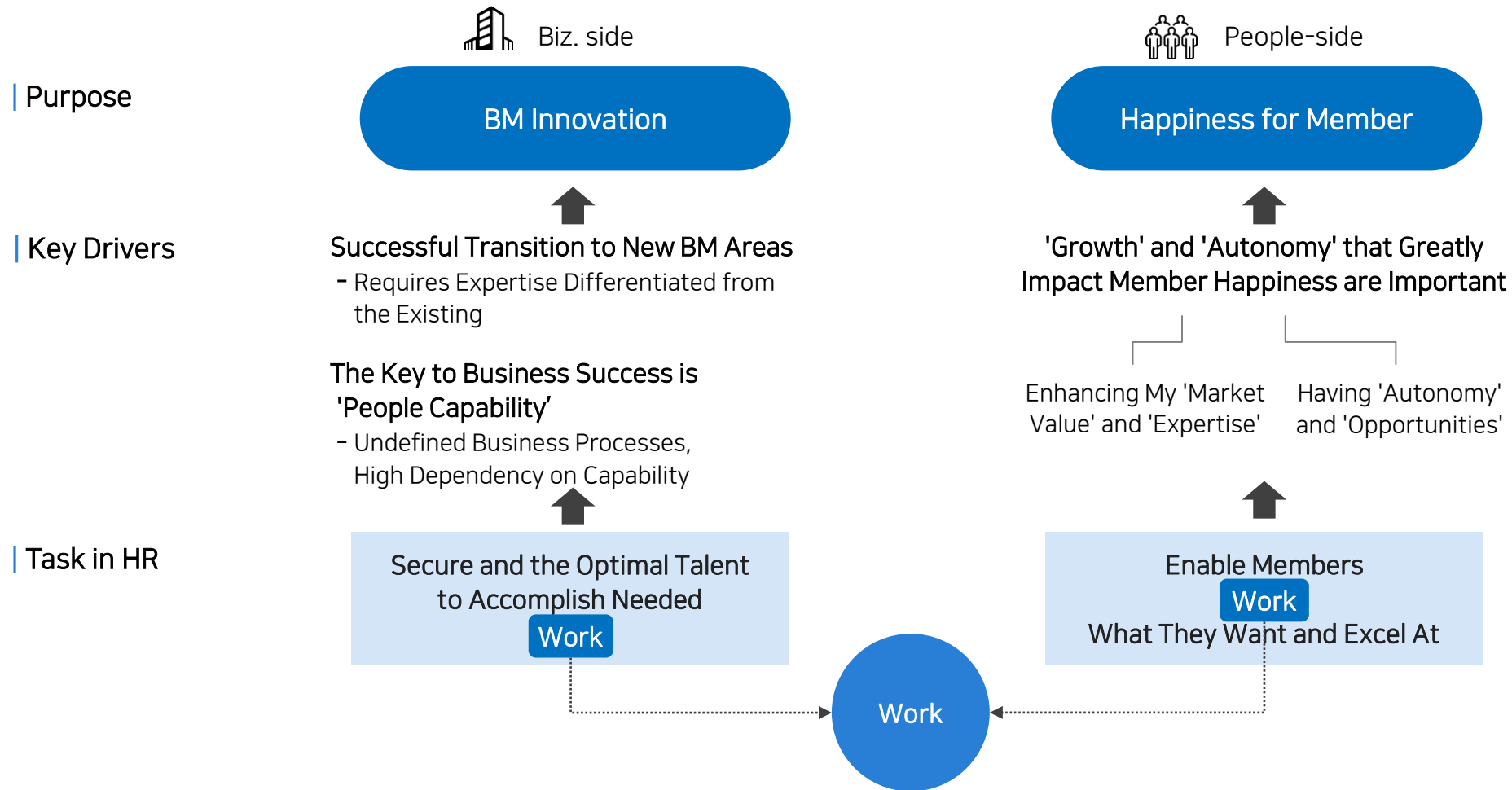
Talent Development & Methodologies

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Expansion to Career Platform

# SK Focus on 『WORK』

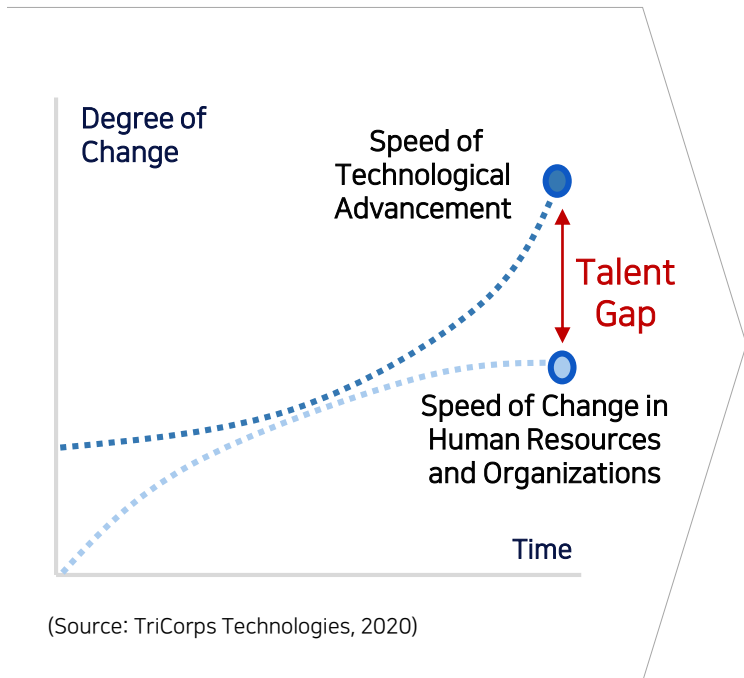
The focus of Human Capital Management changes to drive Business Model (BM) innovation and member happiness is on "Work"



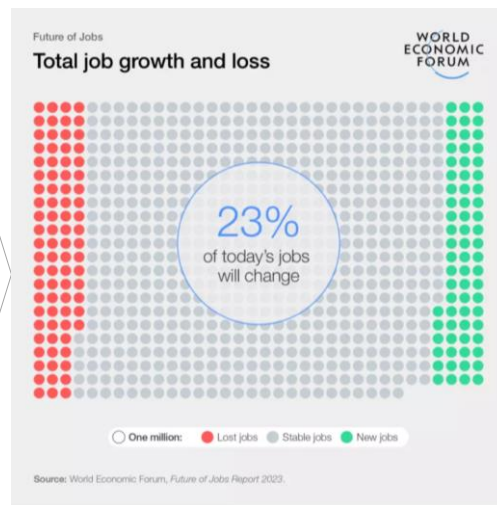
The Common Denominator of BM Innovation and Pursuit of Happiness

# [Appendix] Future of Work

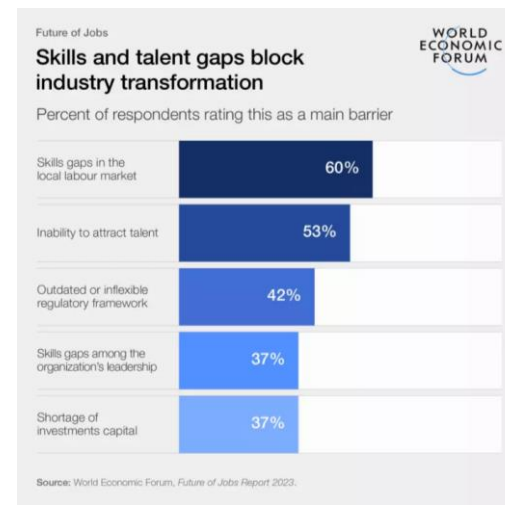
## The Acceleration of Job Change Due to Technological Evolution and the Resulting Talent Gap Act as Major Hurdles to Business Innovation, Making Re-skilling a Social Issue



### People are Unable to Keep Up with the Speed of Tech. Advancement...



*Each Year, 23% of Jobs Disappear and New Ones are Created...*



*The Biggest Issue in Industry Transformation is the Skill Gap*



*Due to Changes, 44% of Skills Will Require Re-skilling Within 5 Years*

(Source: World Economic Forum "Future of Jobs Report, 2023)

# Management discussions on talent utilization strategies

## Discussions among management in talent utilization, leading to implementation strategies of mySUNI

### '2022 Group CEO Council

- Topic A
- Topic B
- ✓ Resource Allocation for Mgmt. System 2.0

### Need for efficiency and flexibility in talent utilization

"Can you answer what the Human Resource of our company is if asked "

"Can you say where they are allocated

"We need to systematically define and allocate Human Resources in alignment with the Financial Story

"It's time to rethink the design, rather than continuing with what we've always done.."

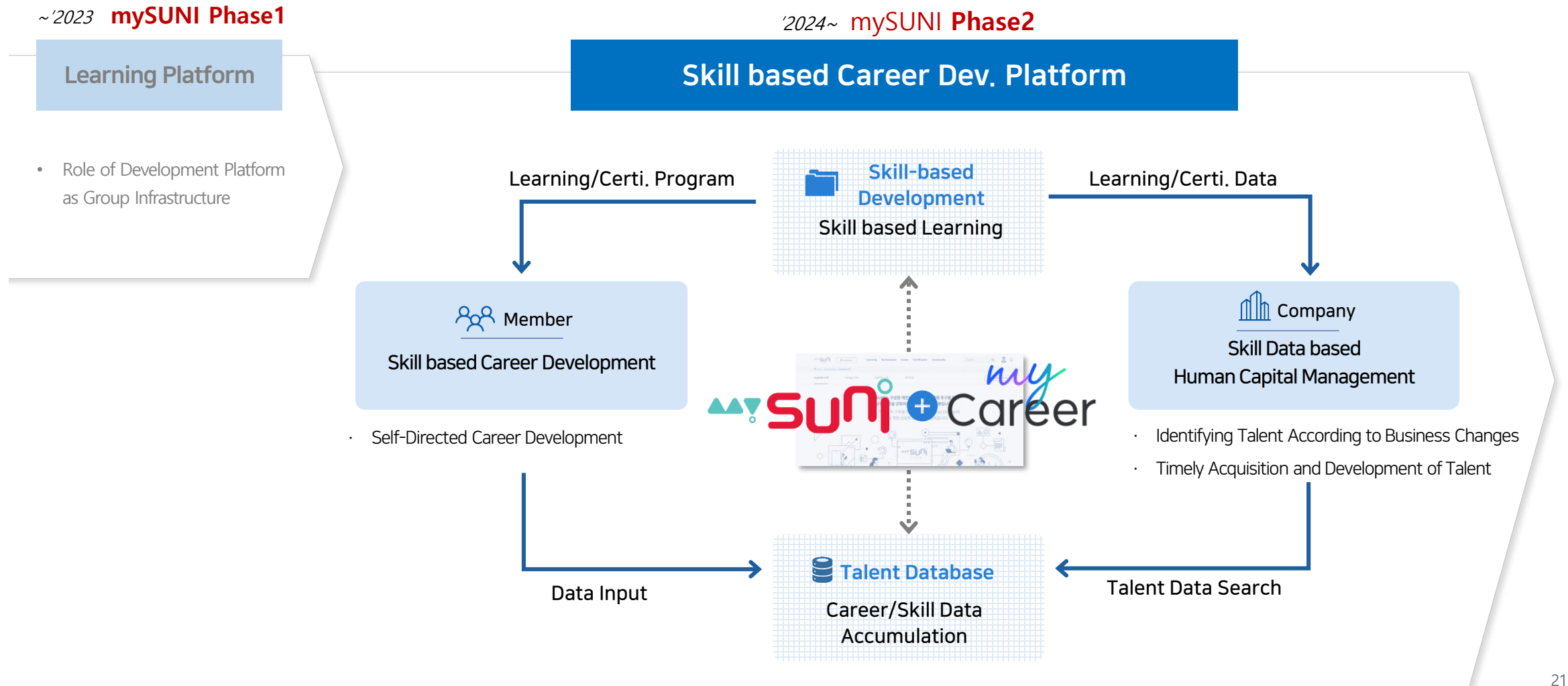
### '2023 Group Strategy Discussions

### Key Questions for Optimizing Human Resources

- ✓ What capabilities are needed to successfully execute the business?
- ✓ Do we know who has the necessary capabilities and where they are located?
- ✓ How will we secure and develop the necessary people and capabilities?
- ✓ How should the management of people (HR system) be realigned?

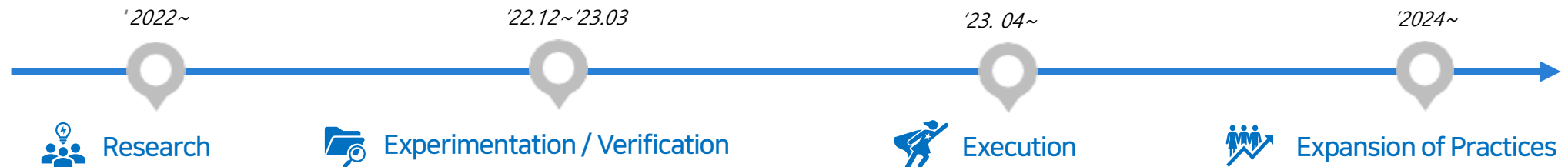
# The Role of mySUNI in Optimizing Human Capital

## Establishing the 'myCareer' Platform to Support Practical Career Growth and Optimize Human Capital



# The Journey to Establishing myCareer

**Building and Continuously Enhancing the Platform Based on Research and Experimentation in the Absence of a Skill-Based Approach in Korea**



## Activities

- ✓ Skill Trend & Case Study
- ✓ Skill Solution Research
- ✓ SaaS Vendor Pilot
- ✓ Self-Building an SK's Platform

Platform Open('23. 12)



- ✓ Expansion of Member & Company
- ✓ Discussion on HR Integration Strategies

## Key Questions

- What is Skill Approach?
- How about Value?
- Who Does?
- How to Construct the Platform?
  - In-House Development?
  - SaaS Adoption?
- What Services are Needed?
- Differentiation Points?
- Core Features?
  - For the HR Integration
  - For the Engagement
- What Value Proposition is Needed?
- Hurdles for Company Adoption?

# myCareer Structure and Key Features

## Features and Services for Value Delivery Suitable for Members and Leaders/HR

### Member Module

#### Career Profile

- Analyzing My Work Experience and Presenting Skills Profile.
  - The More Information Entered, the More Accurate the Career Suggestions



#### Career Planner

- Job/Skill-based Career Path and Learning Recommendations
  - Analysis of Skills Required for Job
  - AI-Based Learning Design Support



#### Career Coach

*Open in the second half of 2024*

- Managing/Coaching for Career and Skill Development
  - My Growth Report
  - 1on1 for Career Development
  - Leader Feedback/Assess for Skill



### Leader/HR Module

#### Market based Talent Intelligence

- Check the Company's Skill Inventory
- Check the Supply-Demand Status of Skills in the Market/Competitors
- Right Talent Search



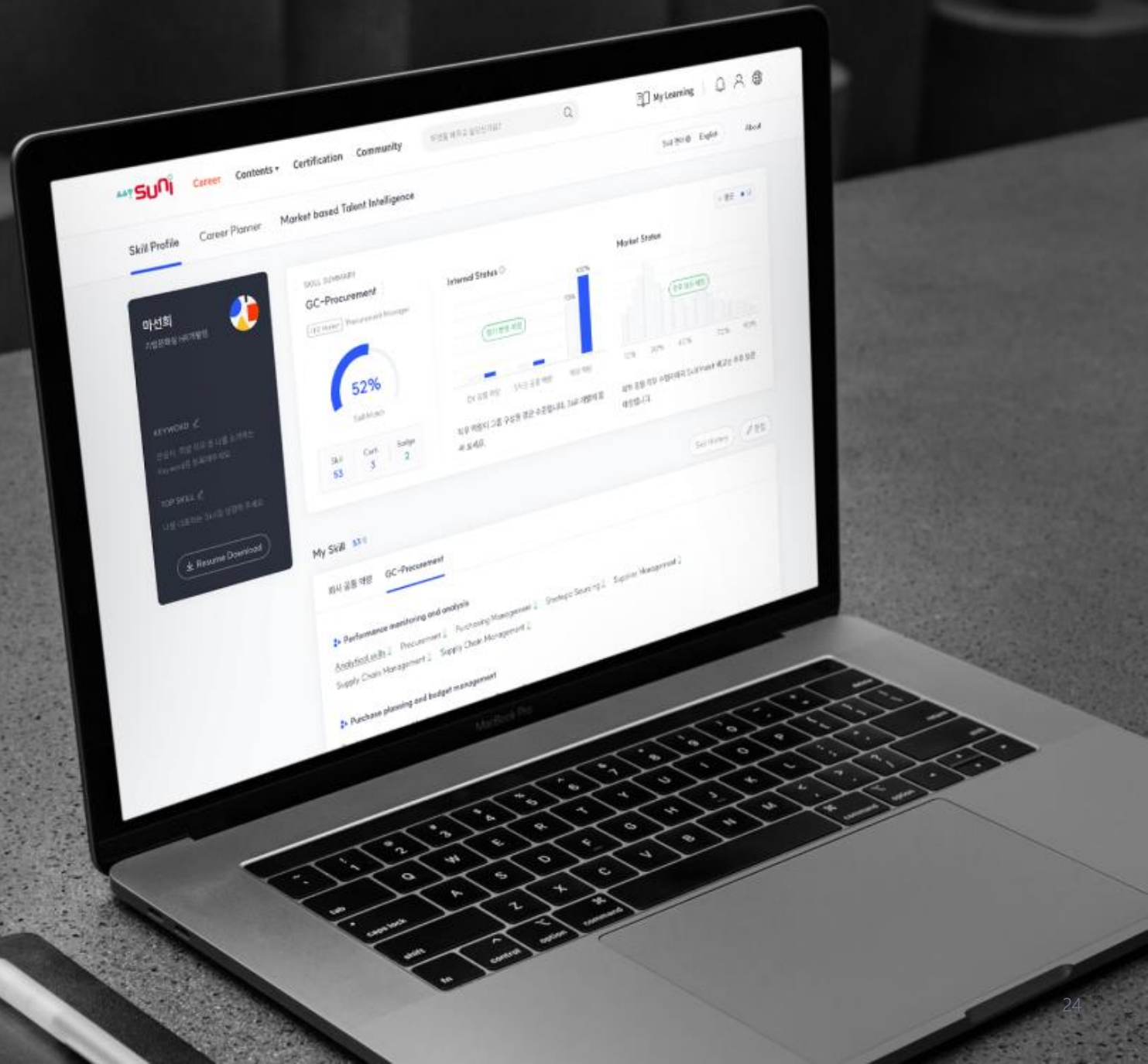
**Provide AI-Generated Automatic Recommendations**



# my Career

myCareer is a personalized career service platform that leverages market data and AI technology to extract your existing skills and support tailored growth paths.

Starting myCareer



# [Appendix] ① Skill Analysis: Analyzing Employee Career to Recommend Relevant Skills



Please check the skills you possess from the following skill set required for the selected role.

선택하신 Skill은 역량 분석과 학습 및 Career 추천에 활용됩니다. 최소 10개 선택해주세요.

선택한 직무 GC-HRM 1

목록에 없는 Skill은 프로필 생성 완료 후 추가 및 수정할 수 있어요

급여/복리후생

규제 요구 사항 준수 + 복리후생 관리 ✓ 인적 자원 관리 ✓ 전략적 경영 + 복리후생 프로그램 설계 + HR 전략 ✓ 인사 관리 +

보상 전략 (Compensation Strategy) + 인센티브 보상 + 시장 조사 + 경쟁 정보 + 홍보 전략 + 전략 모드

규정 집행 + 규정 준수 권고 + 전략적 마케팅 + 분석 능력 + 법률 자문 제공 +

HR Technology

IT 프로젝트 관리 ✓ IT 성과 관리 + IT 서비스 관리 ✓ IT 프로젝트 구현 + HR 정보 관리 ✓ IT 운영 +

인사 정보 시스템 (HRIS) ✓ IT 컨설팅 + IT 하드웨어 지원 +

선택 Skill을 추가하기(8/10) 2

- 1 Check Your Current Role (Linked with HR Database) and Select the Skills You Possess from the Skillset Required for That Role
- 2 Automatically Generate Profile Based on Selected Skills (Next Page)

# [Appendix] ② Career Profile: Generate a Profile Based on the Configured Skill Information

**HR담당\_Comp...**  
커리어서비스HR

KEYWORD [# 프로젝트의 신](#) [# 공학박사](#)

TOP SKILL

데이터 분석

데이터 시각화

**SKILL SUMMARY**

**1 GC-HRM** (대표 Market: Human Resources Ma...)

**9%** Skill Match

Skill: 35, Certi.: 5, Badge: 0

**Internal Status 2**

DY 공통역량: 5%, S직군: 9%, GC-HRM: 9%

직무 역량이 구성원 평균보다 높습니다.

**Market Trend 3**

**Hot Skill**

- HR Analytics
- 비즈니스 전략 협상
- 직원 경험

**Disappearing Skill**

- 문서 작성
- 원가 관리
- 규제 준수

**My Skill 35개** (편집)

회사 공통 역량 GC-HRM

- 급여/복리후생
  - 시장 조사
  - HR 프로젝트 관리
  - 분석 능력
  - 법률 자문 제공
- HR Technology
  - IT 서비스 관리
  - 인사 정보 시스템 (HRIS)
- Succession Planning
  - 직원 경험
  - 분석 능력
  - 인사 정보 시스템 (HRIS)

- 1 My Skill Match Rate Compared to the Skillset Required for My Current Role
- 2 Identify My Position by Comparing My Skill Match with Other Employees in the Same Role Within the Company
- 3 Provide Information on Emerging and Declining Skills in the Market Related to the Role, Compared with My Possessed Skills
- 4 Detailed Skill Information for Each Task in My Current Role

# [Appendix] ② Career Profile : Skill Analysis Including Career History

## HR Technology

IT 서비스 관리 | 인사 정보 시스템 (HRIS)

## Succession Planning

직원 경험 | 분석 능력 | 인사 정보 시스템 (HRIS)

### 1 Project

2024.01 ~  
진행중

#### HR Data 분석

HR Data 분석

- HRIS 구축
- HR DB 추출 및 분석
- 활용 방안 모색

비즈니스 분석, 인사 정보 시스템 (HRIS)

2023.01 ~ 2023.01

#### 고객 관리 프로젝트

고객 관리 프로젝트

- 고객 관리 프로젝트
- 고객 분석
- 데이터 관리

### 2 Badge & Certificate

2024.04.08

#### 매경TEST

매일경제신문사

비즈니스 관리

2024.04.08

#### 중국법률직업 자격증

중국 사법부

1 Reflect Skills Based on Analysis of Project Experience

2 Incorporate Certification Information to Determine Skill Possession

# [Appendix] ③ Career Planner : Recommend Careers and Learning Paths Based on the Profile

HR담당\_Company 공통님이 Career Profile에 등록하신 내용을 기반으로 새로운 Career를 추천해 드립니다.

 HR담당\_Company 공통  
커리어서비스HR  
현재직무 GC-HRM

● Up Skill ● New Skill

현재 직무 기반 Skill을 매칭하여 추천드리는 Career 입니다.

**GC-HRD** ⓘ  
15% Match  
**Pick**

이수과정  
학습과정 ○ | Badge ○ | Certificate ○  
획득 Skill

Certificate의 Skill을 매칭하여 추천드리는 Career 입니다.

**GC-법무** ⓘ  
15% Match  
**Pick**

이수과정  
학습과정 ○ | Badge ○ | Certificate ○  
획득 Skill

- 1 Automatically recommend roles and related learning activities that I can pursue outside of my current role
- 2 Set the recommended roles as my career goals and manage progress

# [Appendix] ③ Career Planner : Check the detailed skill status of the desired career

### Skill Match Progress

시작 5%    현재 14%    완료 시 33%

Skill you have 8  
이미 보유한 스킬

Skill to learn (Up Skill) 6  
레벨업이 필요한 스킬

Skill to learn (New Skill) 67  
새로 획득해야 할 스킬

### Learning Path Progress

현재 0%    완료 시 100%

1
^ Career Skill 집기

GC-HRM Career에 필요한 Skill을 확인하실 수 있습니다.

**급여/복리후생**

규제 요구 사항 준수 +
복리후생 관리 +
인적 자원 관리 +
전략적 경영 +
복리후생 프로그램 설계 +
HR 전략 +
인사 관리 +
보상 전략 (Compensation Strategy) +
인센티브 보상 +
시장 조사 +
경쟁 정보 +
홍보 전략 +
전략 로드맵 +
HR 프로젝트 관리 +
규정 집행 +
규정 준수 권고 +
전략적 마케팅 +
분석 능력 +
법률 자문 제공 +

**HR Technology**

IT 프로젝트 관리 +
IT 성과 관리 +
IT 서비스 관리 +
IT 프로젝트 구현 +
HR 정보 관리 +
IT 운영 +
IT 관리 소프트웨어 +
인사 정보 시스템 (HRIS) +
IT 컨설팅 +
IT 하드웨어 지원 +

**Succession Planning**

승계 계획 +
인재 관리 +
인적 자원 관리 +
교육 프로그램 개발 +
인재 전략 +
인재 전형 +
HR 코칭 +
조직 행동 +
행동 계획 및 마일스톤 (POA&M) +
HR 전략 +
전략적 경영 +
인사 정책 +
인재 개발 +
직원 경험 +
HR 정보 관리 +
분석 능력 +
인사 정보 시스템 (HRIS) +

**Global HR**

인적 자원 관리 +
노동법 +
HR 전략 +
HR 정보 관리 +
전략적 경영 +
채용 전략 +
조직 관리 +
HR 프로젝트 관리 +
직원 성과 관리 +
조직 전략 +
전략 로드맵 +
인사 정책 +
홍보 전략 +
전략적 마케팅 +
채용 +
경영 지원 +
비즈니스 감각 +
고용법 +
인사 정보 시스템 (HRIS) +
엔드-투-엔드방식 채용 +
HR 소프트웨어 +

**HR 분석/보고**

인적 자원 관리 +
인사 분석 (HR Analytics) +
인사 정보 시스템 (HRIS) +
조직 분석 (Workforce Analysis) +

- 1 Detailed Skill Match Status for the Role Set as Career Goal
  - Skill you have: Skills that I already possess
  - Skill to learn (Up Skill): Skills I possess but need to upgrade
  - Skill to learn (New Skill): Skills I do not possess

# [Appendix] ③ Career Planner : Recommend learning activities related to the desired career

**Skill Match Progress**

시작 5%      현재 14%      완료 시 33%

● Skill you have 8    ● Skill to learn (Up Skill) 6    ● Skill to learn (New Skill) 67

이미 보유한 스킬      레벨업이 필요한 스킬      새로 획득해야 할 스킬

**Learning Path Progress**

현재 0%      완료 시 100%

▼ Career Skill 펼쳐보기

**Learning Path** mySUNI에서 Skill 향상을 위한 Learning Path를 추천해 드립니다. ↻ Learning Path 추천 다시 받기

**🎓 학습과정 (5)**

Lv.3

**[Course 2. 분할 전략의 성공적인 의사결정을 위한 재무...**

- 재무 회계
- 의사결정
- 비즈니스 전략
- 기업 재무

Lv.1

**황이석 교수의 Financial Acumen \_ 하편(Section...**

- 관리
- 구매
- 의사결정
- 비즈니스 전략
- 전략적 사고

Lv.1

**게임으로 경험하는 두려움 없는 조직**

- 커뮤니케이션
- 리더십
- 직원 몰입도
- 게임플레이

Lv.1

**변화하는 행복의 조건**

- 동기 부여 리더십
- 직원 몰입도
- 금속 배선

**🎓 Certificate (4)**

**코치인증자격**

한국코치협회

**정보처리기사 1급**

한국산업인력공단

**정보처리기사 2급**

한국산업인력관리공단

**품질경영기사**

한국산업인력관리공단

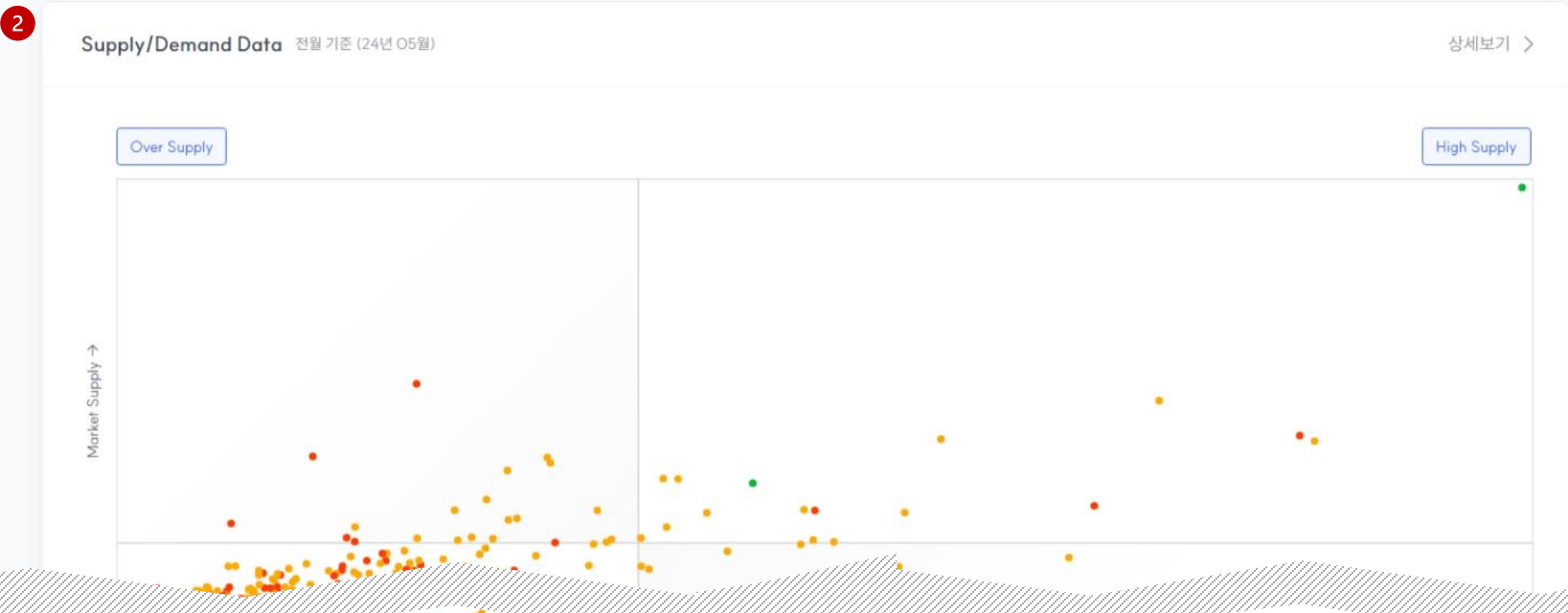
- 1 Check and manage the skill match progress for the role set as a career goal
- 2 Systematically recommend learning activities and certifications related to the skills needed for the career goal
  - Consider required skills, skill level, number of completers, and satisfaction level
  - Allow learners to proactively modify and supplement the recommended learning and certifications based on their needs

# [Appendix] ④ Market based Talent Intelligence : Overview of the company's skill

Career Profile Career Planner **Market based Talent Intelligence**

Skill 언어 English About

Dashboard Internal View Supply/Demand Data Global Player Skill Data Global Player Hiring Trend Employee Search



- 1 Overview of member participation status and the company's overall skill possession status
- 2 Compare and analyze the skill demand/supply data of benchmark companies
  - Provide insights into our company's skill gaps or surplus skills
  - Serve as a reference for HR decision-making in recruitment and development



# [Appendix] ④ Market based Talent Intelligence : (Continued)

Low Demand ← Market Demand → High Demand

● 회사 내 Skill 부재 ● Skill 보유 50% 미만 ● Skill 보유 50% 이상

**SUMMARY**  
 우리 회사가 시장과 비교해 초과 보유한 Skill은 Sustainability Strategy, Sustainable Development, Management 등입니다.  
 우리 회사가 부족한 Skill은 Environmental Management, Innovation, Corporate Management 등으로 추가 채용 및 구성원 교육이 필요합니다.  
 우리 회사가 보유하지 않은 Skill은 Foundry, Organization Skills, Coordination 등입니다.

1 View detailed supply/demand skills of benchmark companies

2 Identify roles with high demand based on recent recruitment data from benchmark companies

- Use this information as a reference for HR decision-making regarding organizational design and job transitions in our company

## 1 Global Player Skill Data 전월 기준 (24년 05월) 상세보기 >

Top Supply Skill ①		Top Demand Skill ①	
1	● Management	-	● Management
2	● Onepoint Project	-	● Manufacturing
3	● Operations Management	-	● Foundry
4	● Foundry	-	● Operations Management
5	● Training	-	● Organization Skills

● 회사 내 Skill 부재 ● Skill 보유 50% 미만 ● Skill 보유 50% 이상

**SUMMARY**  
 경쟁사에 가장 공급이 많은 Skill은 Management, Onepoint Project, Operations Management 입니다.  
 경쟁사가 가장 많이 확보하고자 하는 Skill은 Management, Manufacturing, Foundry 입니다.  
 우리 회사가 현재 가장 많이 보유한 Skill은 Sustainability Strategy, Sustainable Development, Management 입니다.

## 2 Global Player Hiring Trend 전월 기준 (24년 05월) 상세보기 >

A사 B사 C사 D사

**SUMMARY**  
 경쟁사가 추가로 채용이 필요한 직무는 Chemical Engineer, Chemist입니다. 경쟁사 채용 인원이 가장 많은 직무는 Eastman, DuPont 'Chemical Engineer', BASF Technical Specialist, Covestro Process Engineer입니다.

# Utilization Cases by Member Companies

Each member company utilizes myCareer in line with their HR tasks and Human Capital strategy

## Chemical/Bio Company A

- Developing Global-Level Competencies
- Differentiating Compensation Based on Digital Skills
- Organizational Design Based on Skills

## Asset Mgmt. Company B

- Comparison and Analysis of Skill Levels with Competitors
- Gaining Insights from Business Model Changes

## ICT Company G

- Accelerating Up/Re-Skilling in Line with Business Innovation
- Linking with Internal Mobility Programs

## Material Company D

- Utilizing Skills in Major HR Decision-Making
- Supporting Differentiated Career Development and Learning Experiences Based on Skills

## Manufacturing Company E

- Structuring Company Roles Based on the Market
  - Redefining Company's Roles Based on Market/Competitor

## Holdings Company F

- Integration of Workforce Data and Skill Map
  - Assessing and Analyzing Current Talent Pool
  - Setting Talent Target Goals

Continuously Expanding

Continuously Expanding

# User Feedback

## Identifying the Potential for Differentiated Career Dev. Experiences and Efficient Human Capital Management

### Members



#### Thinking Positively About New Dev. Approaches and Supporting Self-Directed Growth

- Check my skills and recommend appropriate training/jobs
- Review my competencies/career
- Understand my current position compared to peers/market
- Limited job-related training recommendations, which is disappointing

### HR/Company



#### Expectations for Developing Human Capital Mgmt. Strategies Through Skill Data

- Opportunity to check company-wide skill data
- Ability to uncover insights in a changing business/organizational environment
  - Explore skills relevant to tasks, compare with market/competitors, etc.
- Usable for talent development/acquisition goals
  - Based on market and competitor comparison, gap analysis against targets

The Future Envisioned by 



## We Continue Our Deep Change Journey

Sustainable growth , Action for Happiness

Members



Voluntary Growth Through  
Work and Self-Directed Learning



Company



Achieving the Financial Story  
Through Human Capital Management