

ADB

# Skills-gap assessment and development for Industry 4.0.

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Asian Development Bank, Manila, Philippines

#ADBSkillsForum



**Leveraging  
Technologies for  
Labor Market  
Information**

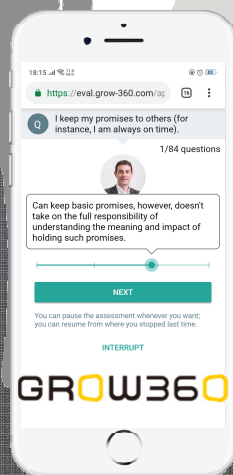
**28 August 2019**



## Skills and Jobs in the Age of Digital Disruptions

*“Technological change and shifts in job roles and occupational structures are transforming the demand for skills at a faster pace than ever before. [...] Technology-related and non-cognitive soft skills are becoming increasingly more important”*

*World Economic Forum | Future of Jobs | 2018*



Skills

Competency  
(soft skills)

Personality traits

**Occupational Skills are Facing a quick depreciation in the context of 4IR**

**Competency, or soft skills like creativity, flexibility, teamwork allow talents to navigate new information and make decisions effectively**

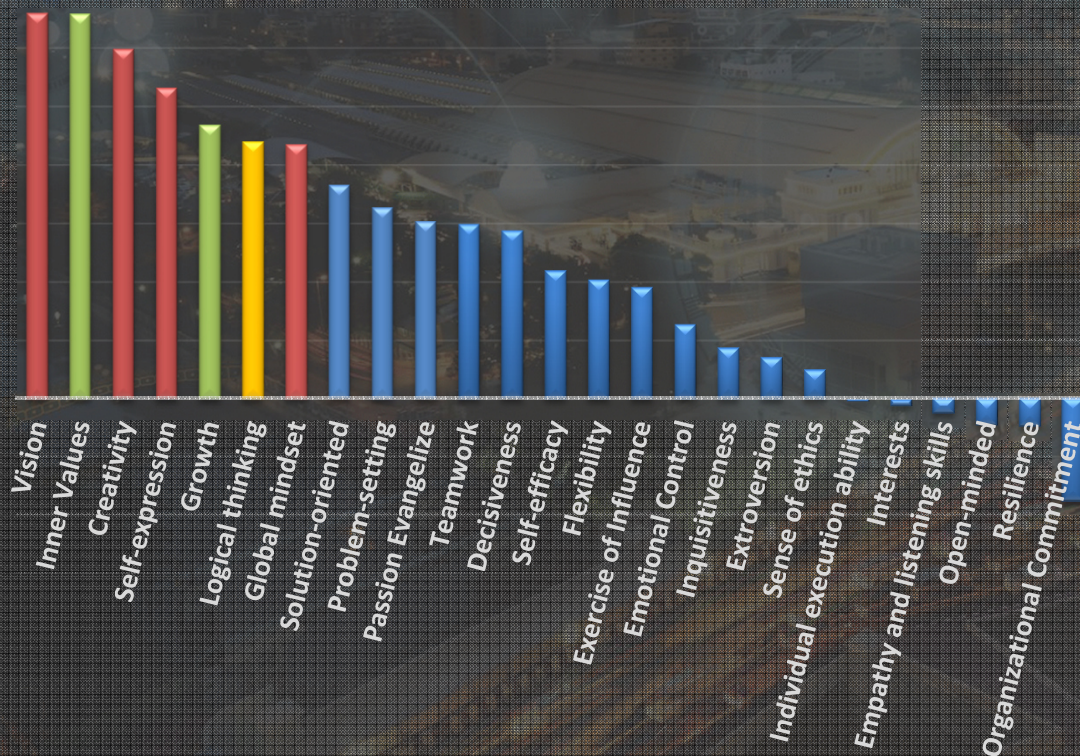
**Personality traits, which reflects peoples' characteristics, potential or intrinsic abilities**





## Skills and Jobs in the Age of Digital Disruptions: Identifying skills in high growth sector

### MaaS Industry's High Performers Employees' Competency line-up



### Japanese MaaS industry

- Employees assessment
- Collecting data of High Performers and Low Performers
- Definition of a High Performers model

### Japanese MaaS industry High Performers' core soft-skills:

- Vision
- Inner values
- Creativity
- Self-expression
- Growth
- Logical Thinking
- Global mindset



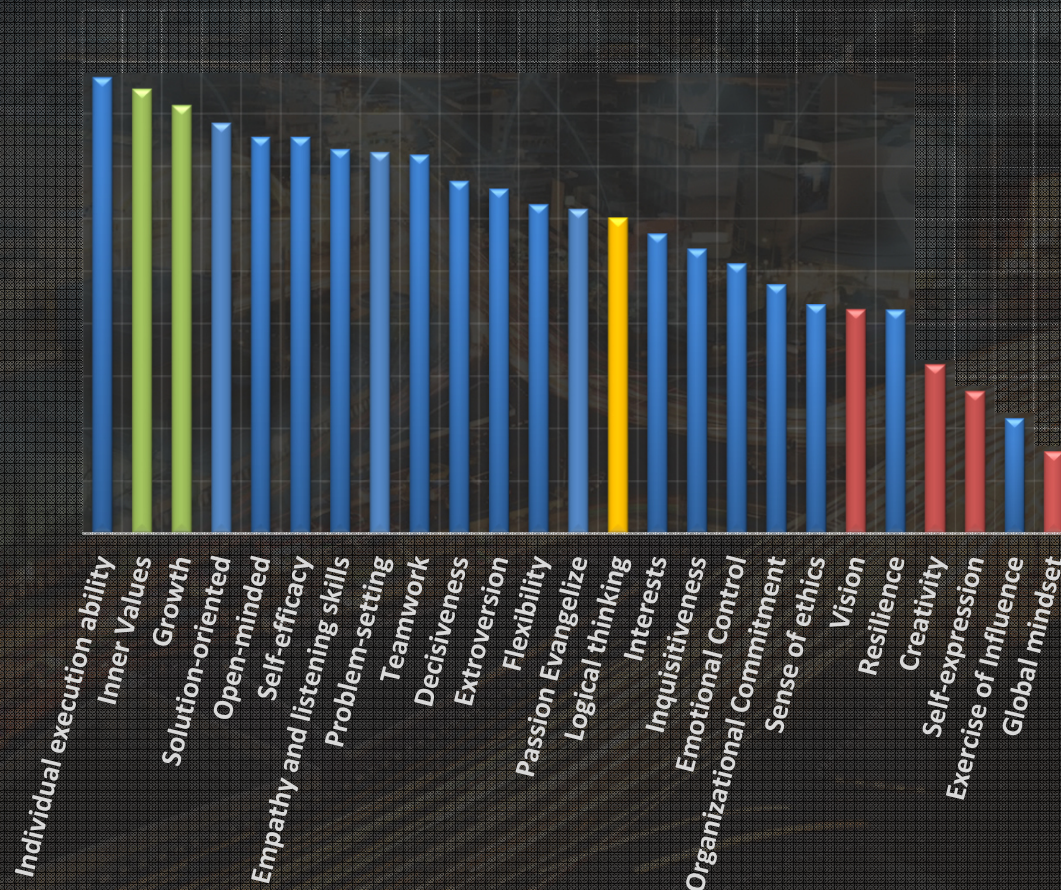


## Skills and Jobs in the Age of Digital Disruptions

### Assessing gaps

- Japanese Students in Higher Education
- Sample size  
>6,000 students, 2019
- Comparative study between MaaS industry's HiPo soft-skills and Students' soft-skills shows significant gaps:
  - **Match:** Inner Value and Growth
  - **Close gap:** Logical Thinking
  - **Significant gap:** Vision, Creativity, Self-expression, Global mindset

Students in Higher Education  
Competency line-up







## Nurturing natural growth potential

Research works in psychology have proven correlation between ones' personality traits and soft-skills abilities.

AI and Big-Data analytics can be used to define ones' potential given two factors:

Intrinsic abilities (personality traits data) and current peer rating (peer feedback data)







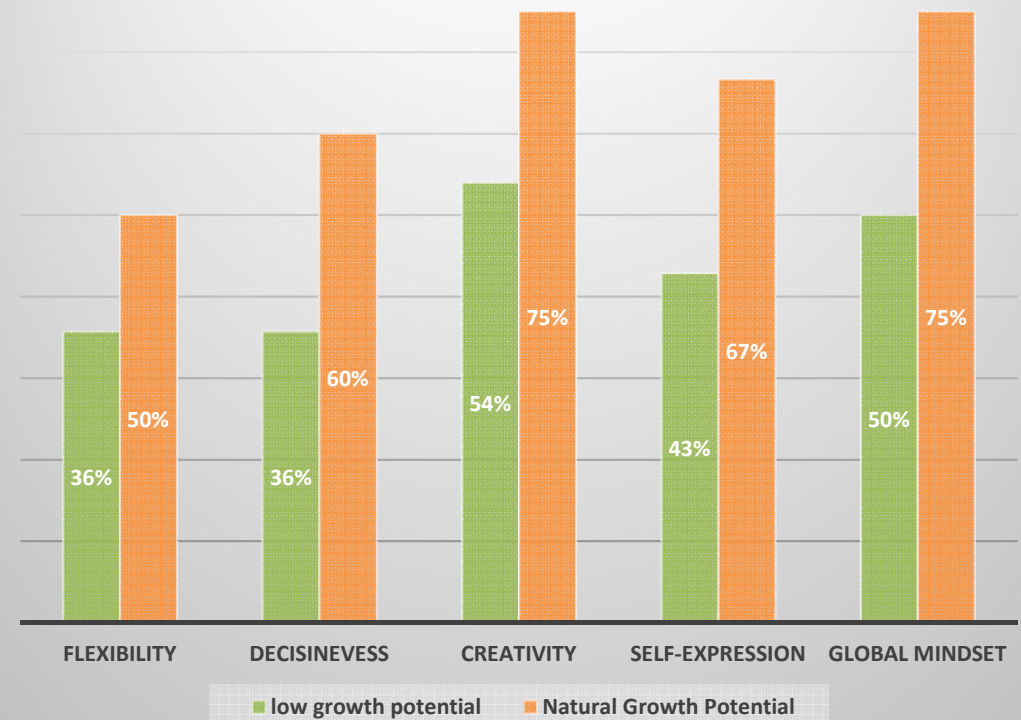
## Case: In-house training assessment effectiveness assessment

### Training effectiveness monitoring in a large trading Corporation (Japan)

- Personality and Competency assessment before the training program starts
- Growth monitoring just after the training and 3 month after the training
- Higher growth in competency has been measured for members with pre-existing potential

Training pattern and personality profile are also correlated: Conscientiousness is a success factor for this specific training

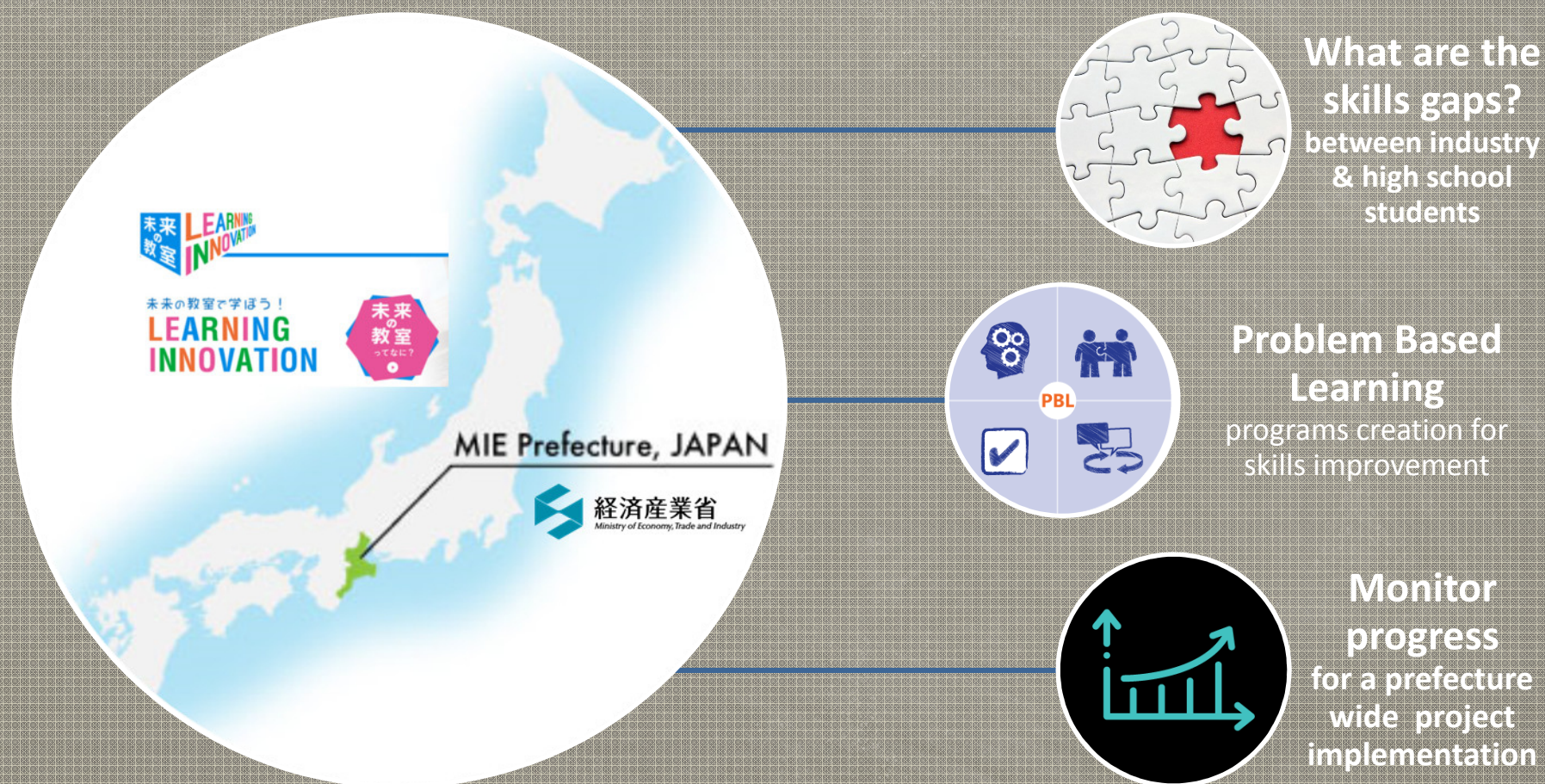
### Training effectiveness measurement







## Case: “Future Classroom project”, Japanese Ministry of Economy, Trade and Industry







## Ai GROW platform: solution for education institutions



### Students assessment platform

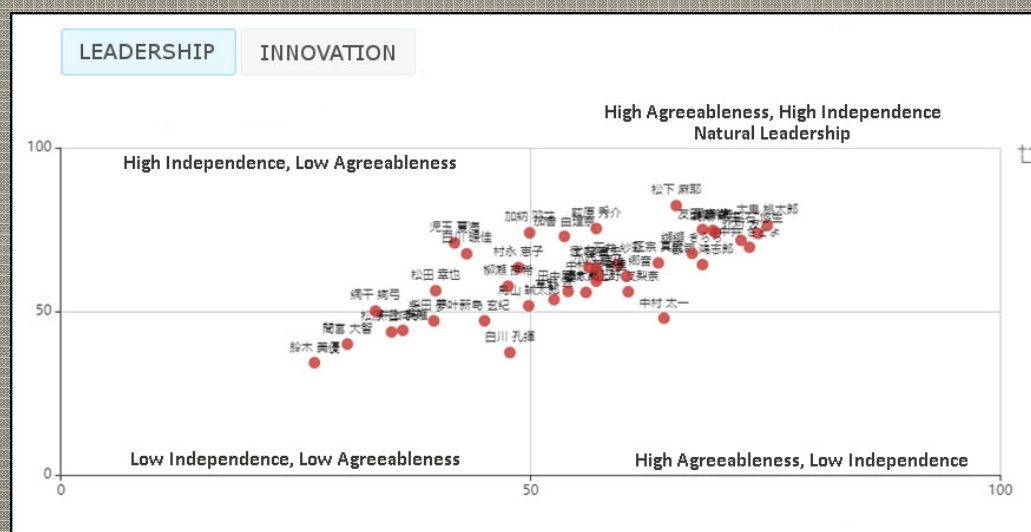
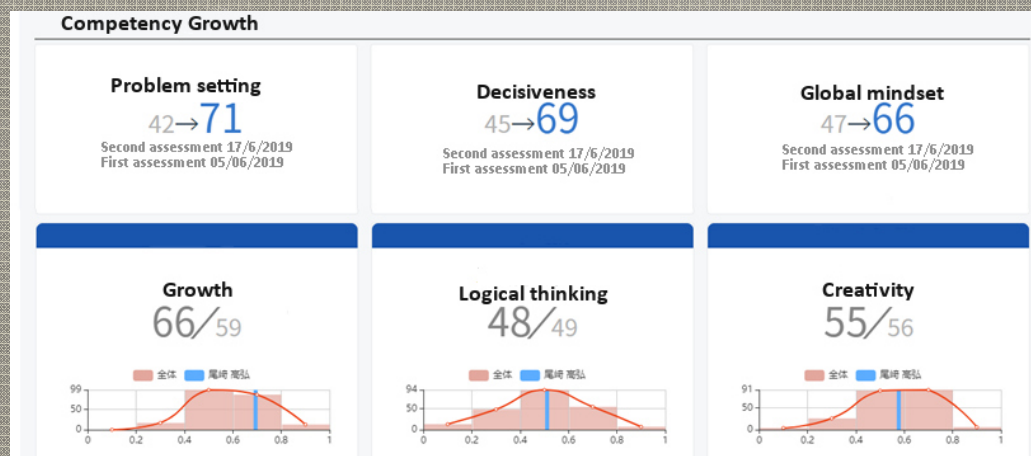
- 3 steps test, on smartphone or tablets
- 40 to 50 mins are necessary completion
- Test can be carried out during regular classes, or extracurricular classes.
- Versatile: compatible with all classes, grades, from high school to University

### Classroom management tools

- Students potential visualization: Leadership / Innovation abilities, based on personality traits
- Classroom constitution features: Depending on class purpose and target
- Growth visualization/ Benchmarking features

### Students insights

- Individual feedback report
- Benchmarking features







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HR tech, Ed tech based on the capacity data of **500,000** people Big-Data over  
**35,000,000** data points reveal potential for Individuals  
 (students, employees) and organizations

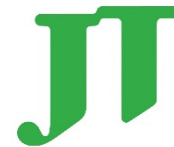
**GROW360**

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Thank you!  
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