



Managing Talent in the AI- Era

Givery Technologies

Precise, Un-biased, AI-Augmented Skill Assessments – built to identify
& manage the next generation of talent

Leo Kobayashi

Head – *Global
Expansion*



#AI MASTER TALK '25

SoftBank

V@CORP



Vietnam Outlook 2025

**Vietnam is moving fast from being
'*Outsourcing Cost Hub*' → 'AI + Product Engineering Hub'**

Houses over 70k Digital Technology Enterprises

**Vietnam's ICT sector revenue to reach \$170 billion in 2025, a
11% Increase from 2024**

**Over 1.5 million people employed in ICT, but growth
outpaces workforce**



Market Realities – Vietnam

➤ **Skill Shortage and Mismatch**

57,000+ IT grads/year, but only ~30% have the 'needed' practical skills; 150,000–200,000 talent shortfall in 2025 viz a viz demand

➤ **Complex, Lengthy Recruitment Process**

Candidates expect personalized, swift communication; delays lead to candidate drop-off

➤ **High Recruitment Demand in Startups**

53% startups need to hire within first 3 months; huge competition for hires in startups

➤ **Intense Employer Competition**

Job seekers up 18%; Software jobs remain high paying; top candidates get multiple offers

Talent Migration Abroad

➤ 111% increase in international hiring of high-skilled Vietnamese talent in 2024; brain-drain risk

How Do We Address These Challenges?



**Precision in Evaluating
Candidate's IT Skills, At Speed**



**First-Level Analysis by AI
Augmentation – Shortlist Faster**



**Skill GAP Analysis Across the
Organisation, Across Roles – Best
Fit For The Role**



**Build Individual Skill Maps & Learning
Path for Up-Skilling & Re-skilling
– Retain Talent With Learning
Opportunities**

About Givery Inc.

- > **Established In 2009**
- > **With over 4000+ Marquee Clients**
- > **Solutions Impact Across 128 Countries**
- > **3 Digital Verticals**
 - *Human Capital Management*
 - *GenAI Labs & Agentic Automation*
 - *AI Enabled Digital Transformation*

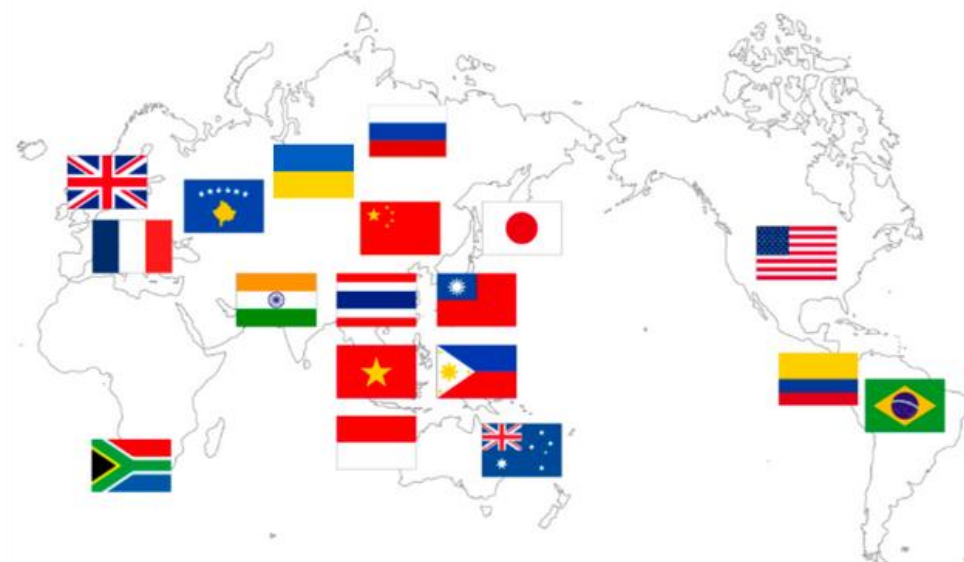
Our Clients Include the likes of;



Our Strengths

Global Development Team

A diverse environment with members from over 20 countries



Big Tech (GAFAM) Alumni

Multiple Global Specialists Across Domains



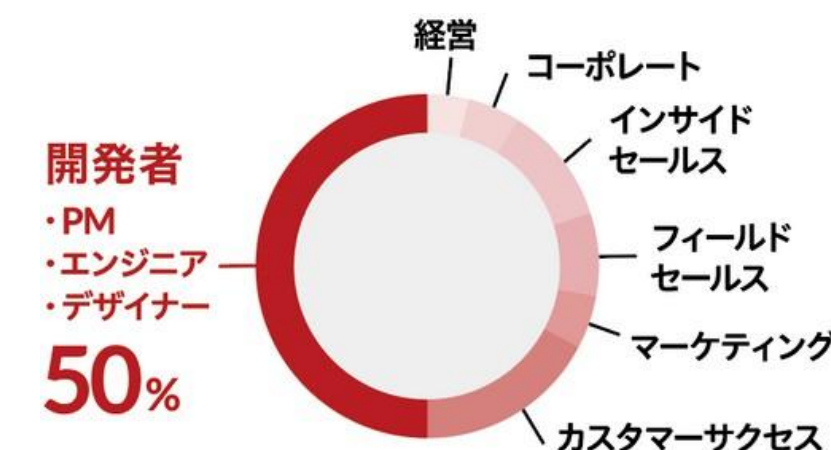
Strong in GenAI & NLP

Strengthening AI development capabilities with the participation of group company *Resola*



50% of All Employees Are Developers

AGILE In-house Development



TRACK – Empowering Engineering

Designed to cater to multiple-use cases and seamlessly blend into each other to create an 'AI enabled ecosystem' to directly impact talent management

Human Capital Management Solutions



Talent Acquisition

Track Job is a campus hiring & recruitment service using Hackathons & a job board to attract the best fresh talent.

Built to run large volume tests and hackathons



Skill Assessment

Track Test is a holistic programming skills assessment platform to make hiring decisions based on real data.

AI Interview

An AI that interviews candidates to reveal soft skills, thinking ability, and business sense.



Learning & Development

Track Training is a skilling & Training platform / LMS designed to onboard, train, upskill and re-skill talent within the organisation.

Individual focussed learning paths helps employees self-pace their learning and gain new skills



Human Capital Augmentation

Track Skill Hub Builds capability – Skills. Create your own Skill Taxonomy, Test Employees, Identify GAPS and develop re-skilling opportunities all at one place.

End-to end Skill mapping for transformation at scale

Hire Genius. Every time



The AI-Era Coding Test Platform

Practical. Unbiased. AI-augmented



Number of Challenges
2 Quiz, 2 Development,
3 Algorithm, 1AI,
1 Function
⌚ Approximately 4 hrs

[View Challenges Details](#)

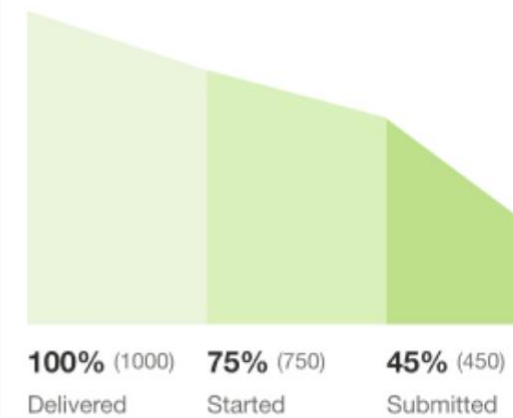
Reviewers Name
Reviewer Name 01,
Reviewer Name 02,
Reviewer Name 03,
Reviewer Name 04,
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[View Reviewers Details](#)

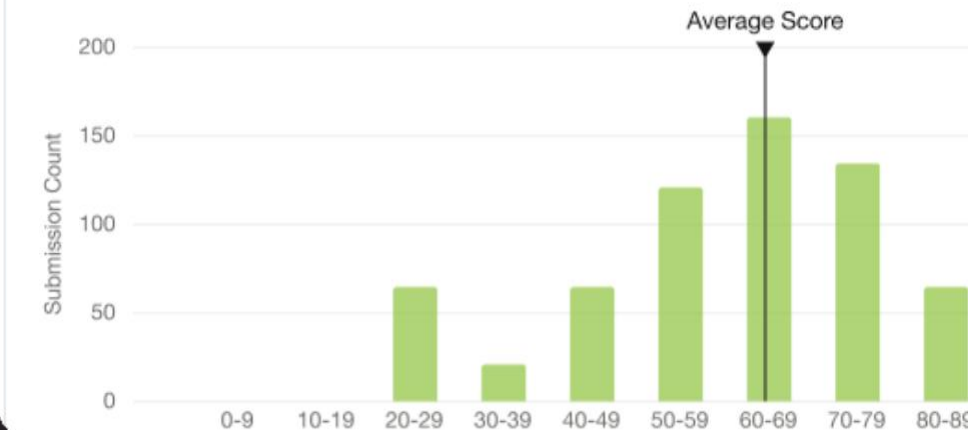
[Settings](#)
Delivery Type
Email / URL
Others
☒ URL Sharing
☐ Auto Filtering

[View Settings Details](#)

Applicant Funnel



Overall Score Distribution



```
main.c x
1 #include <stdio.h>
2 #include <stdlib.h>
3
4 // If the problem requires more large line size, please m
5 #define LINE_BUF_SIZE 1024
6
7 int main(void) {
8     // This is a sample code to use stdin and stdout.
9     // Edit and remove this code as you like.
10
11     static char line[LINE_BUF_SIZE];
12
13     int index = 1;
14     while (fgets(line, sizeof(line), stdin) != NULL) {
15         printf("line[%d]: %s", index++, line);
16     }
17     return 0;
18 }
19
```



Trusted by Leading Tech Teams Across Asia & Beyond



Track Test is trusted by top IT companies, digital innovators, and global enterprises to evaluate developer skills in real-world scenarios.

From startups to enterprises, companies rely on Track Test to assess engineering talent that's ready to co-create with AI.

- > **1Mn + Tests Conducted**
- > **Over 12000+ Challenges**
- > **Over 50+ Pre-Built Tests**
- > **Test Across 26+ Computing Languages**
- > **Across 128 Countries**



Redefining Coding Assessments in the AI Era



The AI-era coding test platform empowering accurate and practical developer evaluations

Real World Challenges

Evaluates job-relevant coding challenges beyond typical algorithm puzzles to reflect actual engineering capabilities

AI Tool Integration

Allow or restrict tools like Copilot and ChatGPT. Track usage via webcam and playback.

Developer-First UX

A clean, intuitive coding experience developers actually enjoy using.



Candidate Skill Report

Go beyond coding skills and assess the candidate on their thinking skills, aptitude and logical reasoning. Get detailed report on skills by challenge.

Anti-Cheating Features

Tab Switch, Copy-Paste, AI-Webcam & Code Playback ensure cheating is minimised & helps evaluate skills holistically

Dashboards & Analytics

Detailed Dashboards and analytics to find the right fit with ease. Compare results with national averages!

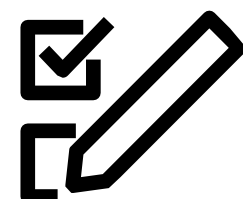


Competency Assessment Across Domains

The ONLY holistic assessment platform!

Measure Across Traits & Qualities

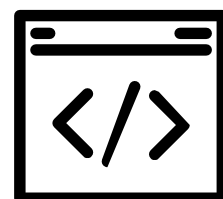
Knowledge



Quiz

Assessing necessary IT literacy and domain knowledge through multiple-choice, fill-in-the-blank, and descriptive questions.

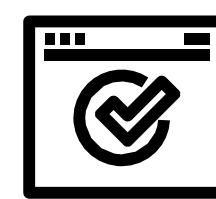
Practical Skills



Development

Implementation tasks where candidates fill in code gaps or correct errors in provided code snippets to meet specified requirements.

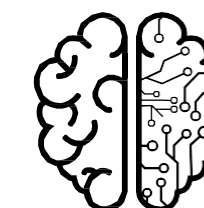
Programming Skills



Algorithm

Questions to write functions that provide the correct output based on given inputs, using any language to test programming abilities, data manipulation, monitoring, and algorithm implementation.

Applied Skills



AI

Tasks where candidates analyze large datasets using machine learning techniques to create highly accurate evaluation models.

Let's take a quick tour of the platform

Sign In

Organization Name

track-demo

Sign In

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Challenges - Track Test

Track Test

Track Test

Sample Test - Track Den

Submission Details - Tra

Track Test

track-demo-english.tracks.run/p/1416/challenges?spokenLanguages=en

Work

Track Test Demo English

Leo Kobayashi

Exams

Challenges

Questions

Settings

Help

Home / Challenges

AI

Function

DIFFICULTIES

Easy

Medium

Hard

CATEGORIES

Official

Custom

NEW

New!

TAGS

Web Development

Algorithms

App Development

Databases

Data Structures · Modeling

Security

Data Science

Programming Language Foundations

Artificial Intelligence

Mathematics

Low Level Stack

Challenges1043 items

Create New Quiz

Clear All

English

	ID	Title	Difficulty	Type	Company Usage	Default Time (min)	Score Distribution	Submission Count	Avg Score	Avg Time Taken (min)
🚩	11292	<div>New!</div> <div>Official</div> <div>Dice and Teleport 1 (Function Style)</div> <div><div>This challenge is about finding the smallest number of operations necessary to reach the goal in a board game in which the instruction to “advance X squares” is written in some of the squares. In order to get a perfect score on this challenge, candidates must be able to use very fundamental dynamic programming.</div><div><div>C</div><div>C++</div><div>C#</div><div>Java</div><div>JavaScript (Node.js)</div><div>PHP</div><div>Python3</div><div>Scala</div><div>Perl</div><div>Ruby</div><div>Go</div><div>Rust</div><div>Swift</div><div>Kotlin</div><div>TypeScript</div><div>Dart</div><div>Algorithms</div></div></div>	Medium	Function	1	90		0	0	-
🚩	11290	<div>New!</div> <div>Official</div> <div>Districts by Convenience (Function Style)</div>	Medium	Function	0	60		0	0	-

Prev

1

2

3

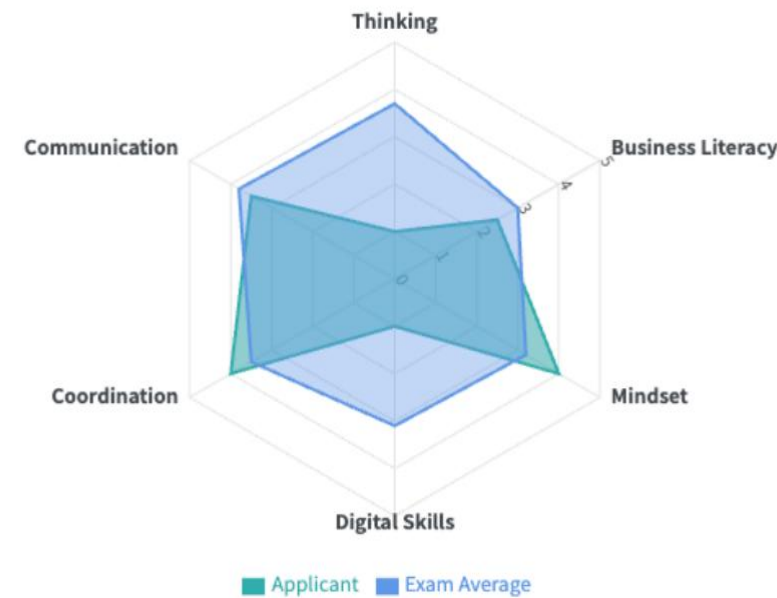
...

51

52

53

Next



Track AI Interview

AI-Powered Talent Assessment Platform

Fair. Accurate. Future-Ready.



Click the title in the recording list to switch videos.

- [Self-introduction \(Dropbox\)](#)
- [Student life efforts \(YouTube\)](#)
- [About business experience](#)
- [Career plan and future vision](#)
- [About implementation problem 1](#)
- [About implementation problem 2](#)

Answer Summary

Transcript

1. Self-introduction

Anna Nakamura studied at a local school in Los Angeles, US for her higher education in Japan and returned in the summer of 2021 to University, where she is currently deepening her studies while working. Initially feeling a gap in culture and language upon her return to Japan, she found places where she can leverage her background. With a perspective from abroad, and with practical experience in Japan, she considers her flexibility a strength.

2. What you focused on during your student years

Post-return Challenge: Adapting to the culture gap was the biggest challenge where self-assertion was emphasized, Japanese universities were different from that which was initially baffling. She became hesitant to speak up and convey her opinions. To overcome this, she began to act on her own and to understand. As a result, she was able to build natural relationships. She was not seen as "foreign" but as a "new perspective." This was a valuable experience.

Overall Score ⓘ

31/55

Exam Rank 89位 (121人中)

Competency Evaluation ⓘ

C 16/30

Full Mark 30 pts

Company-specific Evaluation ⓘ

B 15/25

Full Mark 25 pts



Why Traditional Interviews Fail in the AI Era



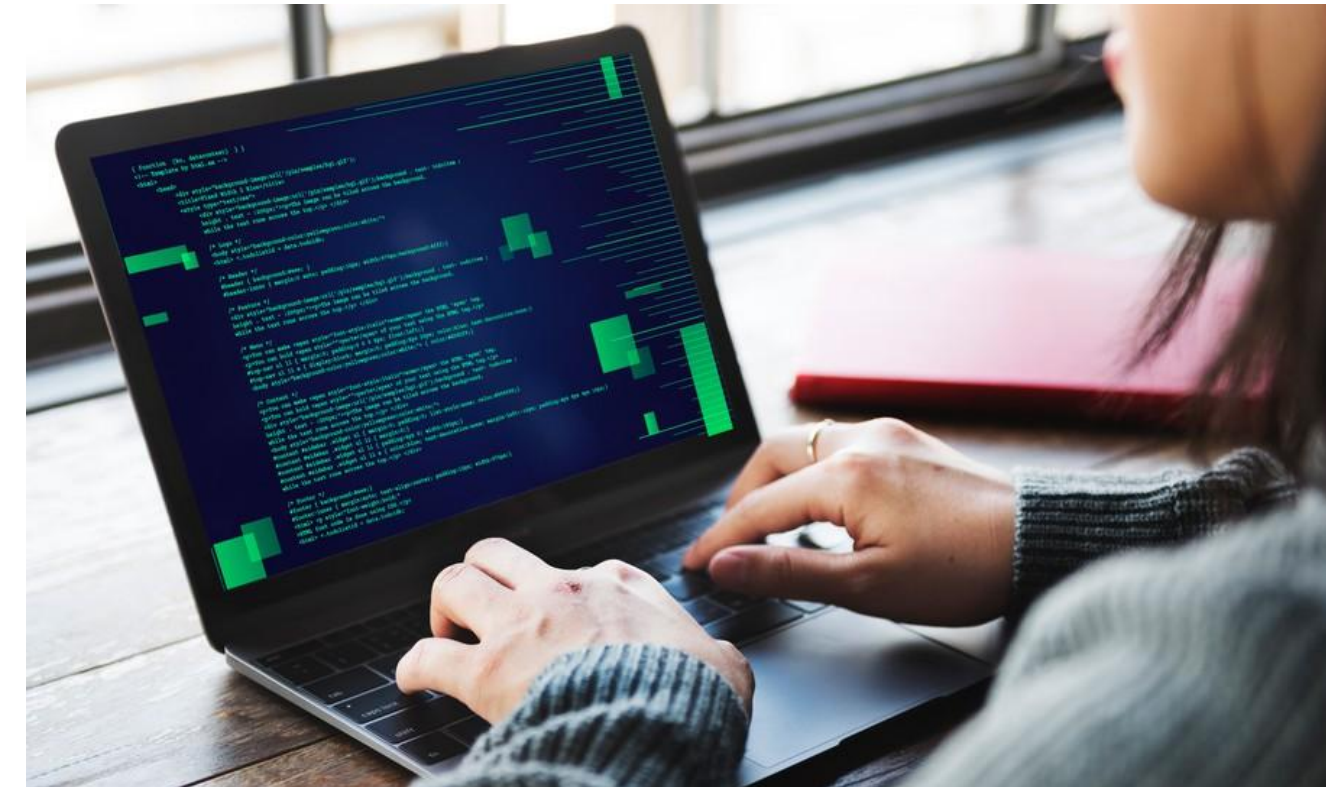
PAST



We still judge candidates by impressions rather than true capabilities.

Traditional interviews are too subjective—driven by gut feeling, loose questions, and human bias—failing to reveal how candidates truly think and grow.

FUTURE

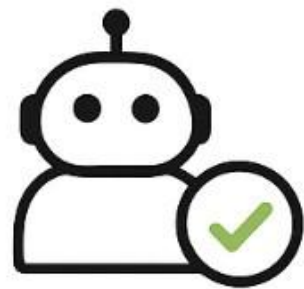
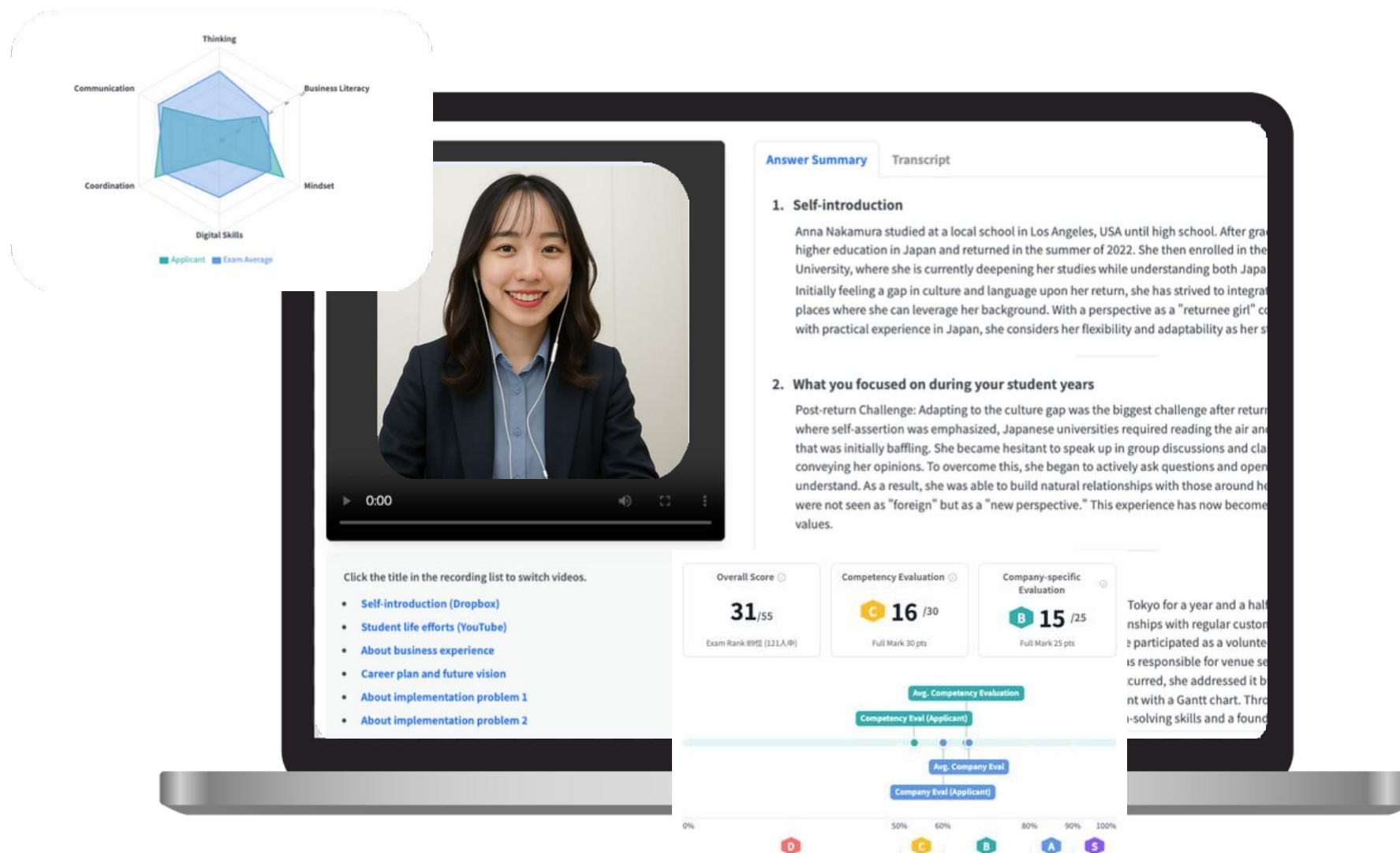


We deliver precise and fair assessments of how candidates think, grow, and contribute

Track AI Interview analyzes conversations to reveal cognitive skills, motivations, and cultural fit—free from bias or guesswork

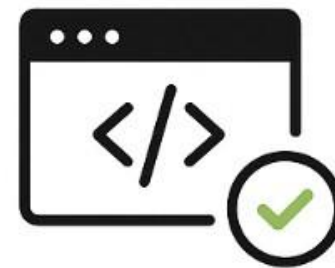
Built To Identify Abilities, Mindset, Attitude & Skills

Custom-Built To Suit Organisational Expectations



Conversational AI

Uncovers problem-solving and growth mindset in AI-driven dialogue.



Unbiased Design

Designed to detect bias and deliver fair, transparent assessments



Customizable

Tailored to your roles, criteria, and unique company culture

Exclusive Features

Get deep insights early with AI interviews tailored to your needs



- **Available 24/7**
- **Automated Recording, Transcription, Scoring**
- **Custom question creation**
- **Custom reports tailored to your criteria**

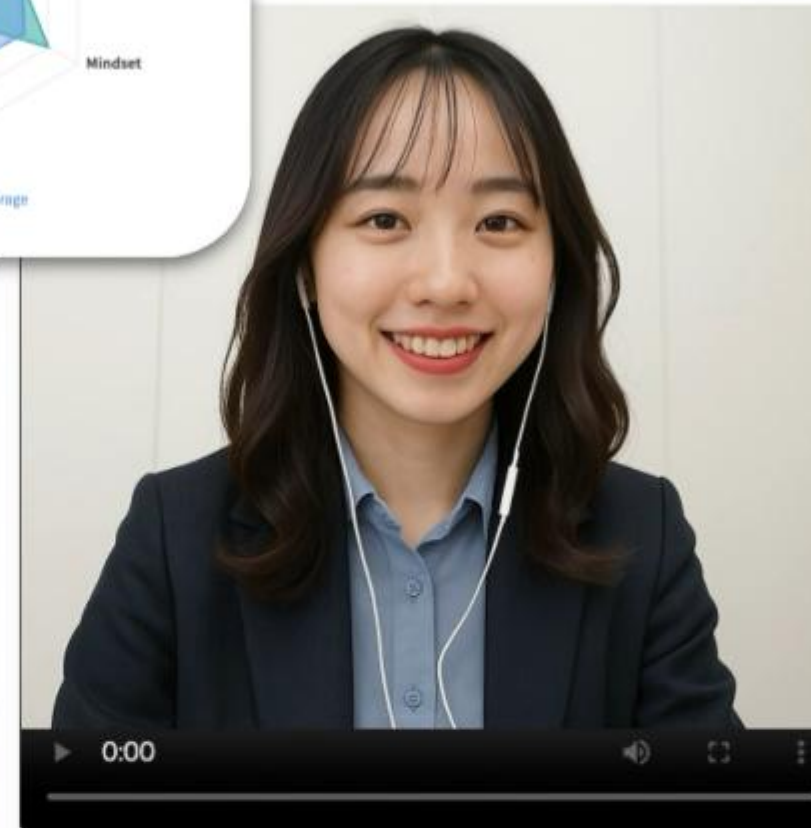
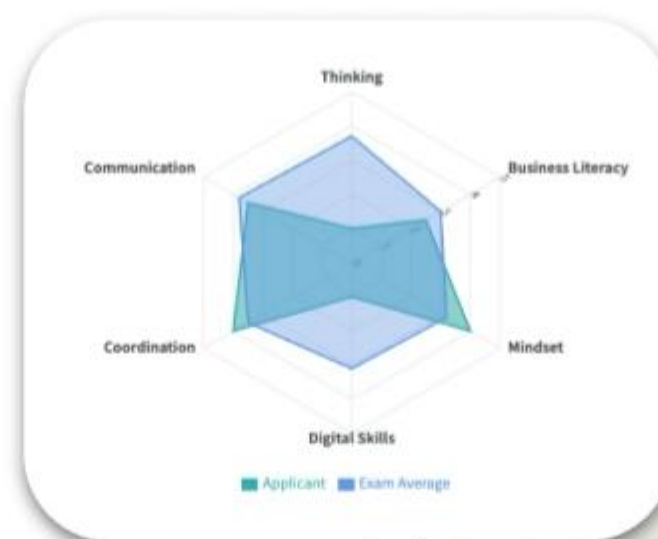
Reduce Screening Workload by 75%

Improved Candidate Experience & Reduced Drop-outs



Track **AI Interview**

Talent Assessment Platform
Fair. Deep.Future-Proofed.



Click the title in the recording list to switch videos.

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- [About implementation problem 2](#)

[Answer Summary](#) [Transcript](#)

1. Self-introduction

Anna Nakamura studied at a local school in Los Angeles, USA until high school. She then moved to Japan for higher education in Japan and returned in the summer of 2022. She then started at Gakko University, where she is currently deepening her studies while understanding Japanese culture. Initially feeling a gap in culture and language upon her return, she has found various places where she can leverage her background. With a perspective as a foreigner, she contributes with practical experience in Japan, she considers her flexibility and adaptability as valuable assets.

2. What you focused on during your student years

Post-return Challenge: Adapting to the culture gap was the biggest challenge. In Japan, where self-assertion was emphasized, Japanese universities required students to actively convey their opinions, which was initially baffling. She became hesitant to speak up in group discussions. To overcome this, she began to actively ask questions and listen to others to understand. As a result, she was able to build natural relationships with Japanese students. Her opinions were not seen as "foreign" but as a "new perspective." This experience has greatly increased her confidence and values.

3. About your business

After returning to Japan, she realized the importance of responsiveness and communication. She is currently calmly assessing the business environment and aims to contribute to the event aimed at new business cooperation with local companies within the student community.

Overall Score

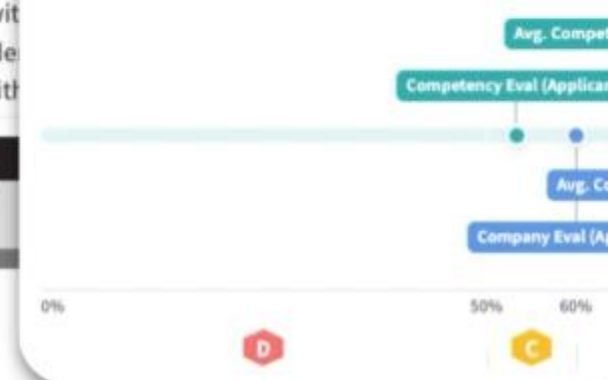
31/55

Exam Rank 89位 (121人中)

Competency Evaluation

C 16 /30

Full Mark 30 pts





Navigate Through The Future:

Define. Reskill. Retain

The 'All-in-One' Skill Development Platform For Enterprises



Why is 'Re-skilling' Required?

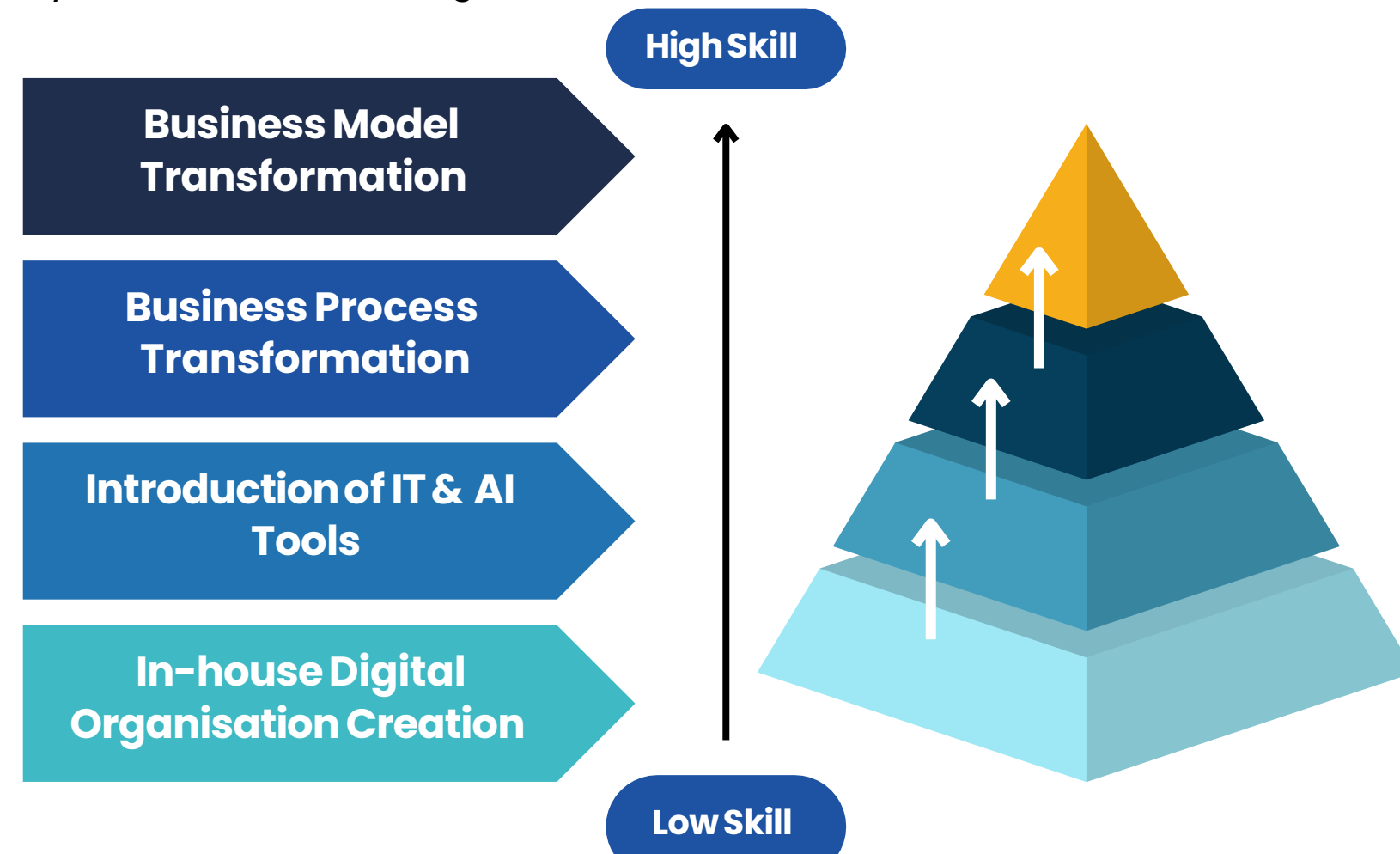
The timing for re-skilling increases, can mainly be divided into two patterns

1

Capability Enhancement

Want to raise the overall capability of the entire company/organization

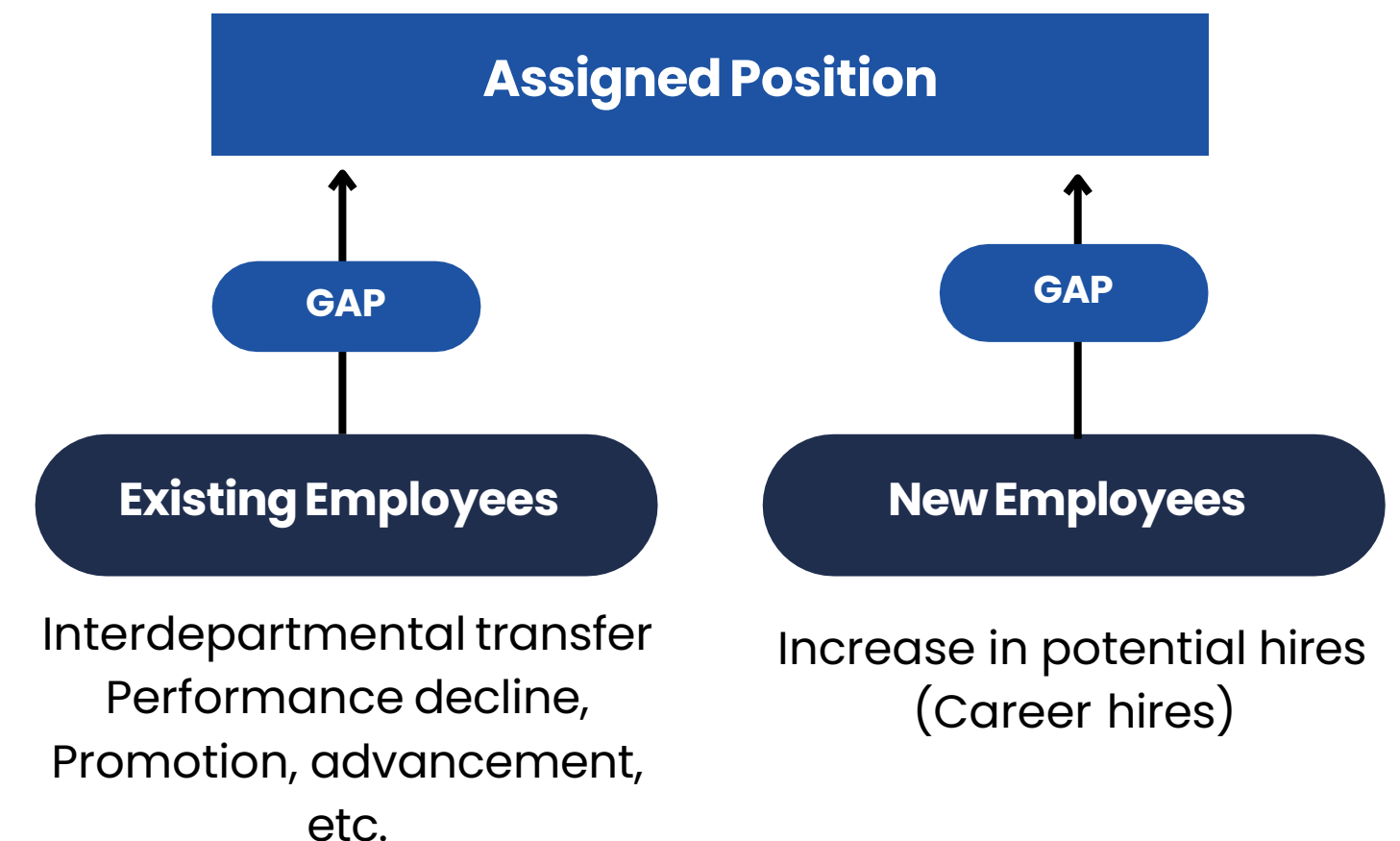
Organisational Changes Caused by Environmental Changes



2

Skill Gap Resolution

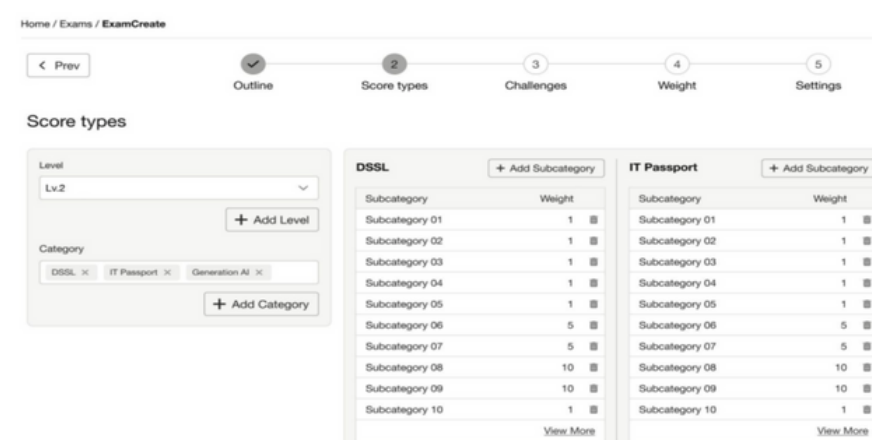
Want to fill skill gaps and make personnel effective during periods of workforce mobility



Track Skills Taxonomy

Create a unique skill taxonomy and define skills by job category, aligned to the digital transformation strategy of the company

Creation of the Skills Taxonomy



Based on standards like Digital Skill Standard (DSS), reverse-engineer from the ideal DX organization to create a unique skill taxonomy

If you already have a skill map, you can use it

Definition of Skills Requirements for DX Personnel

GraphRAG	実務者
プロンプトエンジニアリング	実務者
RAG	初級者
リソース最適化(オートスケールチューニング)	初級者
ストリーミングパイプライン (Kafka等)	初級者
回帰・多変量解析・主成分分析	初級者
AIエージェント	実務者
自律エージェント	実務者

Systematically organize the skills and skill levels required to meet DX personnel requirements (jobs) by job category

It is also possible to manually adjust the outputs organized by generative AI afterwards

Visualisation of Skill Maps, Definition of Learning & Practical Requirements

DXロール	テクニカルスキル				ビジネススキル				ソフトスキル		
	プログラミング	クラウド技術	データ分析	AI/ML	業務知識	マーケティング	財務知識	業界知識	コミュニケーション	リーダーシップ	問題解決力
ビジネスアーキテクト (戦略立案)	2	3	4	3	6	5	5	6	5	6	6
デジタルエンジニア (技術実装)	6	6	4	5	3	2	1	3	4	3	5
データサイエンティスト (データ分析)	5	4	6	6	3	3	2	4	4	3	5
UX/UIデザイナー (ユーザー体験設計)	4	2	3	2	4	5	1	4	6	4	5
プロジェクトマネージャー (進行管理)	3	3	3	2	5	4	4	5	6	6	6
デジタルマーケター (デジタルマーケティング)	3	2	5	3	4	6	3	5	5	4	5

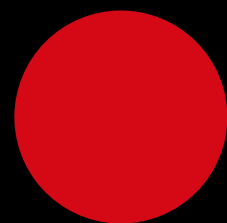
Not only skill acquisition through classroom learning and training, but also performance in practical experience can be incorporated as achievement requirements

Set performance requirements to fulfill the skill requirements



Schedule a demo and future-proof your HCM Practices today.

Empowering Talent Management in The AI Era with innovative human capital solutions



**For
Consultation;**

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