



Managing Talent in the AI- Era

Givry 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

VC 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



Strong in GenAI & NLP

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



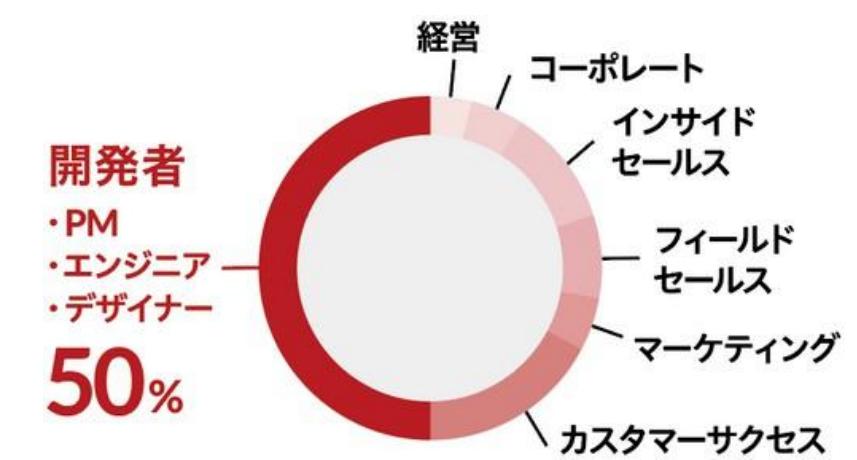
Big Tech (GAFAM) Alumni

Multiple Global Specialists Across Domains



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





View Outline Details

Applicant Funnel

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

Reviewers Name: Reviewer Name 01, Reviewer Name 02, Reviewer Name 03, Reviewer Name 04, ...

View Challenges Details

View Reviewers Details

View Settings Details

Settings

Delivery Type

Email / URL

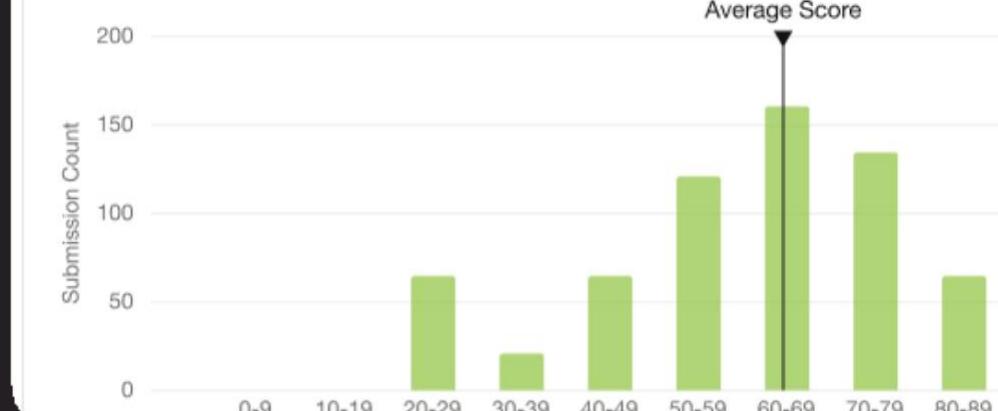
Others

URL Sharing

Auto Filtering

100% (1000) 75% (750) 45% (450)
Delivered Started Submitted

Overall Score Distribution



Score Range	Submission Count
0-9	0
10-19	0
20-29	60
30-39	20
40-49	65
50-59	120
60-69	160
70-79	135
80-89	60

Average Score: 60-69

```
main.c
1 #include <stdio.h>
2 #include <stdlib.h>
3
4 // If the problem requires more large line size, please modify this.
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 }
```

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

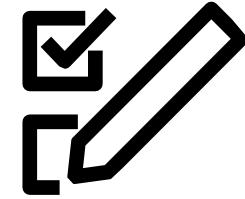
Detailed Dashboards and analytics to find the right fit with ease. Compare results with national averages!

Competency Assessment Across Domains

The ONLY holistic assessment platform!

Measure Across Traits & Qualities

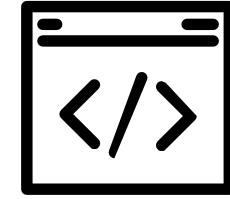
Knowledge



Quiz

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

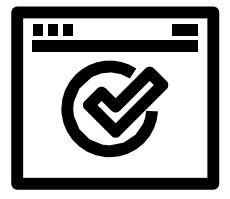
Practical Skills



Development

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

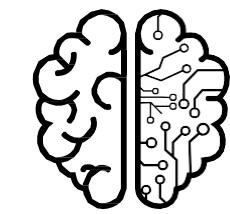
Programming Skills



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.

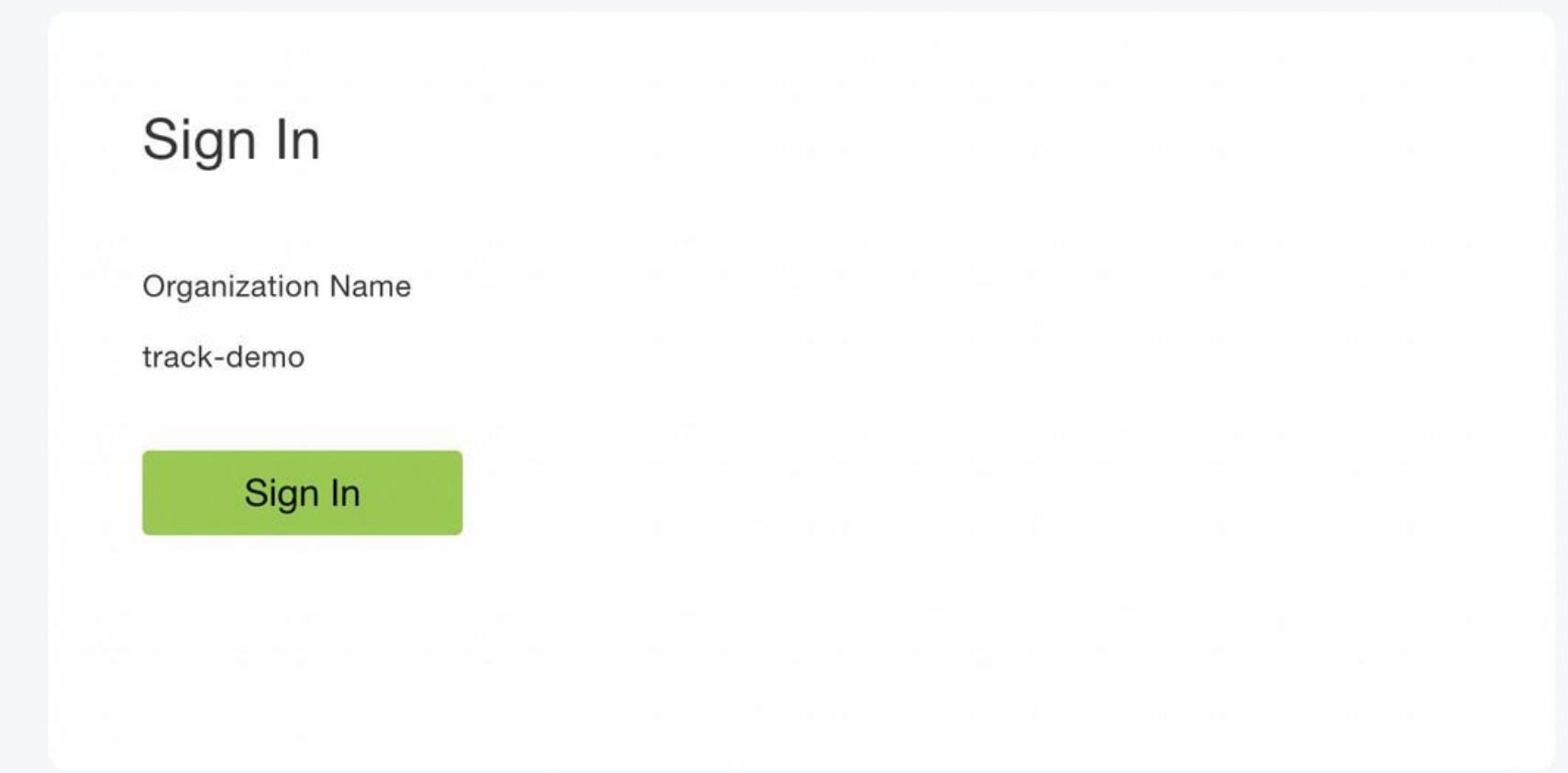
Applied Skills



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



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Challenges - Track Test | X | Track Test | X | Track Test | X | Sample Test - Track Den | X | Submission Details - Tra | X | Track Test | X | +

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

Work

Leo Kobayashi

Track Test Demo English

Exams

Challenges

Questions

Settings

Help

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

Challenges 1043 items

+ Create New Quiz

ID	Title	Difficulty	Type	Comp any Usage	Default Time (min)	Score Distribution	Submission Count	Avg Score	Avg Time Taken (min)
11292	Dice and Teleport 1 (Function Style)	Medium	Function	1	90		0	0	-
11290	Districts by Convenience (Function Style)	Medium	Function	0	60		0	0	-

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.

C C++ C# Java JavaScript (Node.js) PHP Python3 Scala Perl Ruby Go Rust Swift Kotlin TypeScript

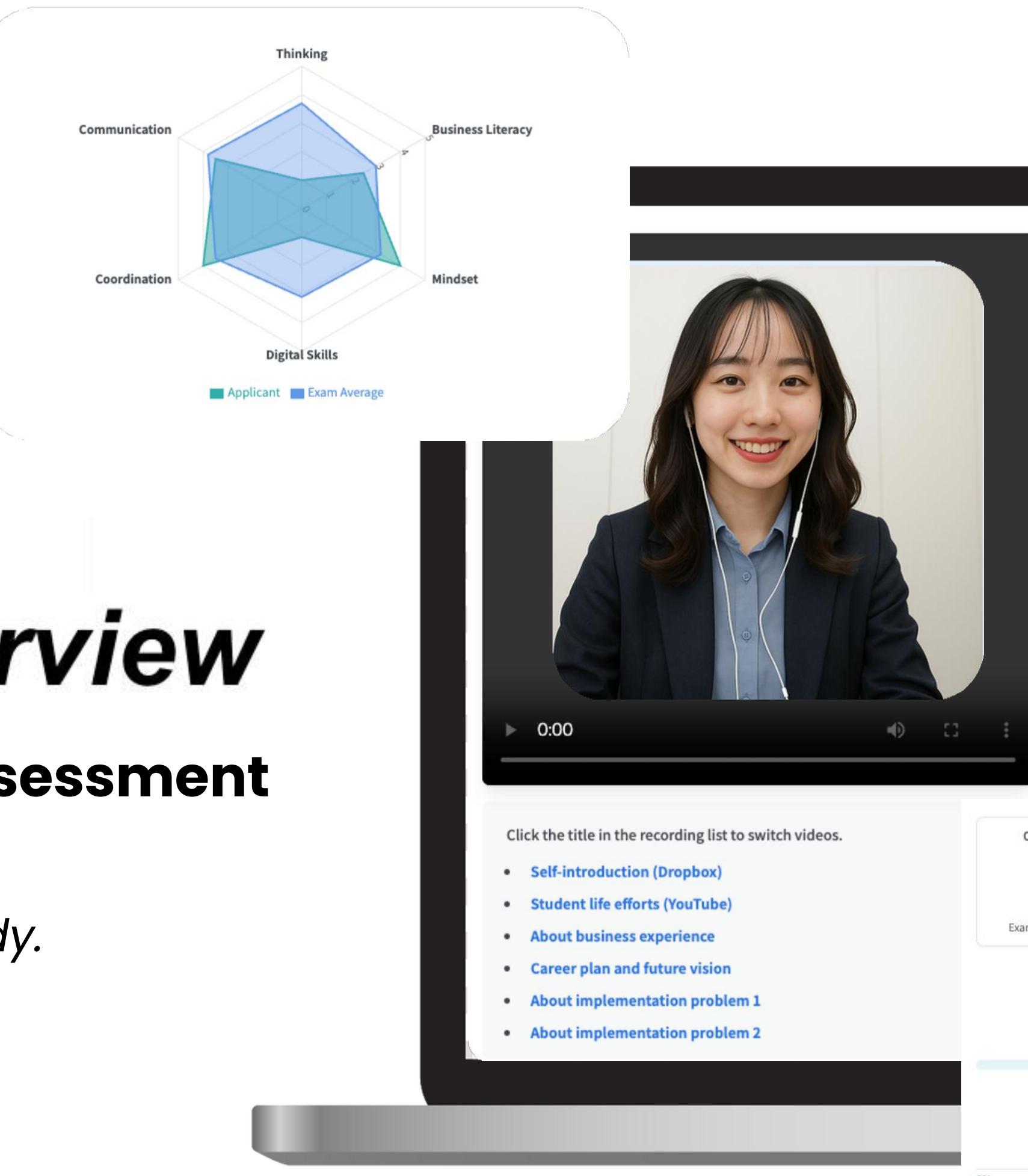
Dart Algorithms

Prev 1 2 3 ... 51 52 53 Next

FP Track AI Interview

AI-Powered Talent Assessment Platform

Fair. Accurate. Future-Ready.



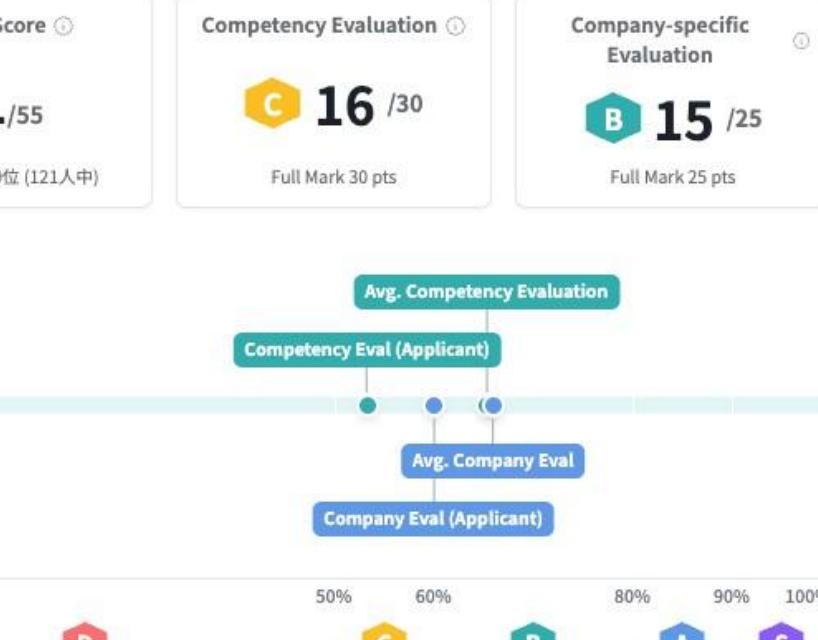
Answer Summary Transcript

1. Self-introduction

Anna Nakamura studied at a local school in Los Angeles, US higher education in Japan and returned in the summer of 2 University, where she is currently deepening her studies wh Initially feeling a gap in culture and language upon her return places where she can leverage her background. With a pers with practical experience in Japan, she considers her flexibi

2. What you focused on during your student years

Post-return Challenge: Adapting to the culture gap was the where self-assertion was emphasized, Japanese universities that was initially baffling. She became hesitant to speak up conveying her opinions. To overcome this, she began to act understand. As a result, she was able to build natural relations were not seen as "foreign" but as a "new perspective." This values.



Why Traditional Interviews Fail in the AI Era

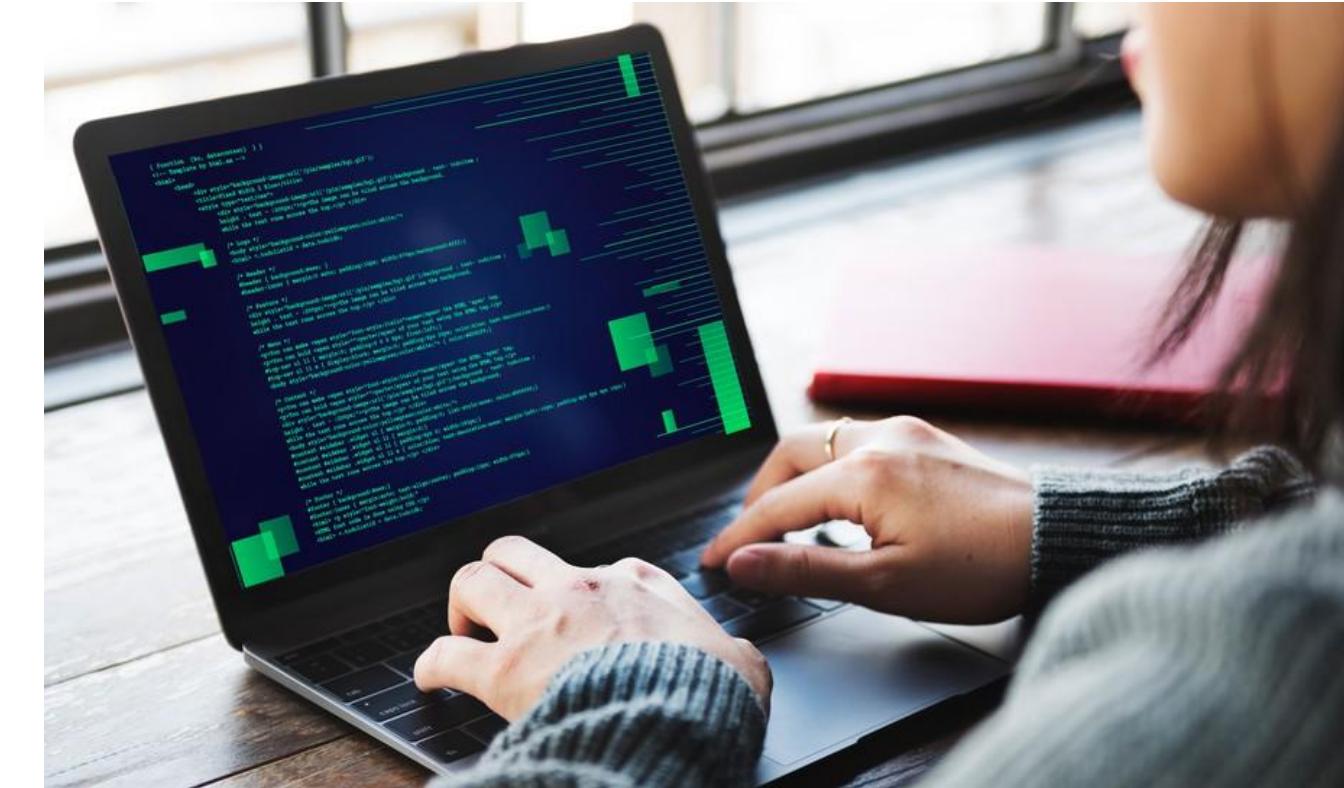
PAST



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

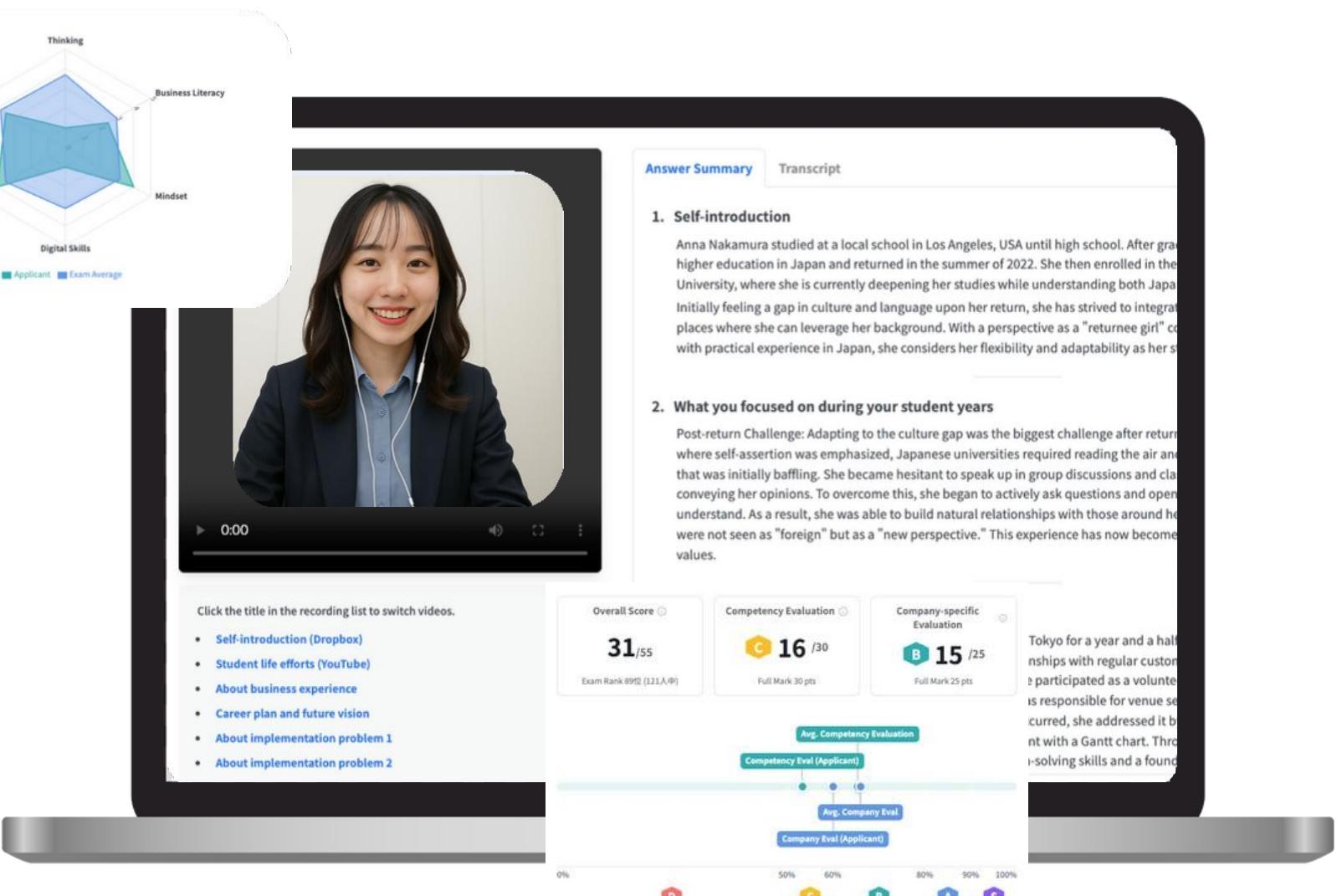


We deliver precise and fair assessments of how candidates think, grow, and contribute

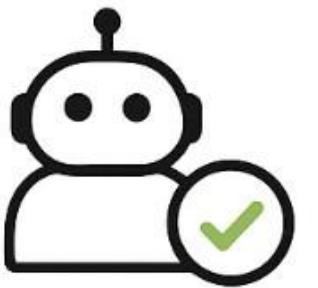
Track AI Interview analyzes conversations to reveal cognitive skills, motivations, and cultural fit—free from bias or guesswork

Built To Identify Abilities, Mindset, Attitude & Skills

Custom-Built To Suit Organisational Expectations

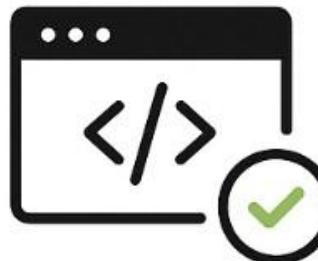


The screenshot displays the FP Track platform's user interface. At the top, a radar chart shows the applicant's performance across six dimensions: Thinking, Business Literacy, Mindset, Digital Skills, Coordination, and Communication. Below the chart is a video player showing a smiling woman in a professional setting. The video player interface includes a timestamp (0:00), volume control, and a list of video titles: "Self-introduction (Dropbox)", "Student life efforts (YouTube)", "About business experience", "Career plan and future vision", "About implementation problem 1", and "About implementation problem 2". To the right of the video player is an "Answer Summary" section with a transcript of the applicant's self-introduction. Below this is a "Competency Evaluation" section showing scores: Overall Score (31/55), Competency Evaluation (16/30), and Company-specific Evaluation (15/25). A detailed description of the applicant's experience with a company is provided. At the bottom, a horizontal bar shows the applicant's competency evaluation across various levels (D, C, B, A, S) compared to the average (Avg. Competency Evaluation) and company-specific evaluation (Avg. Company Eval, Company Eval (Applicant)).



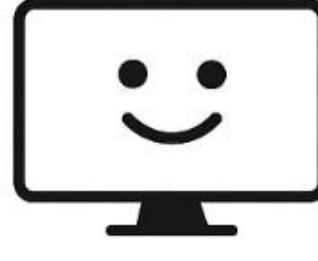
Conversational AI

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



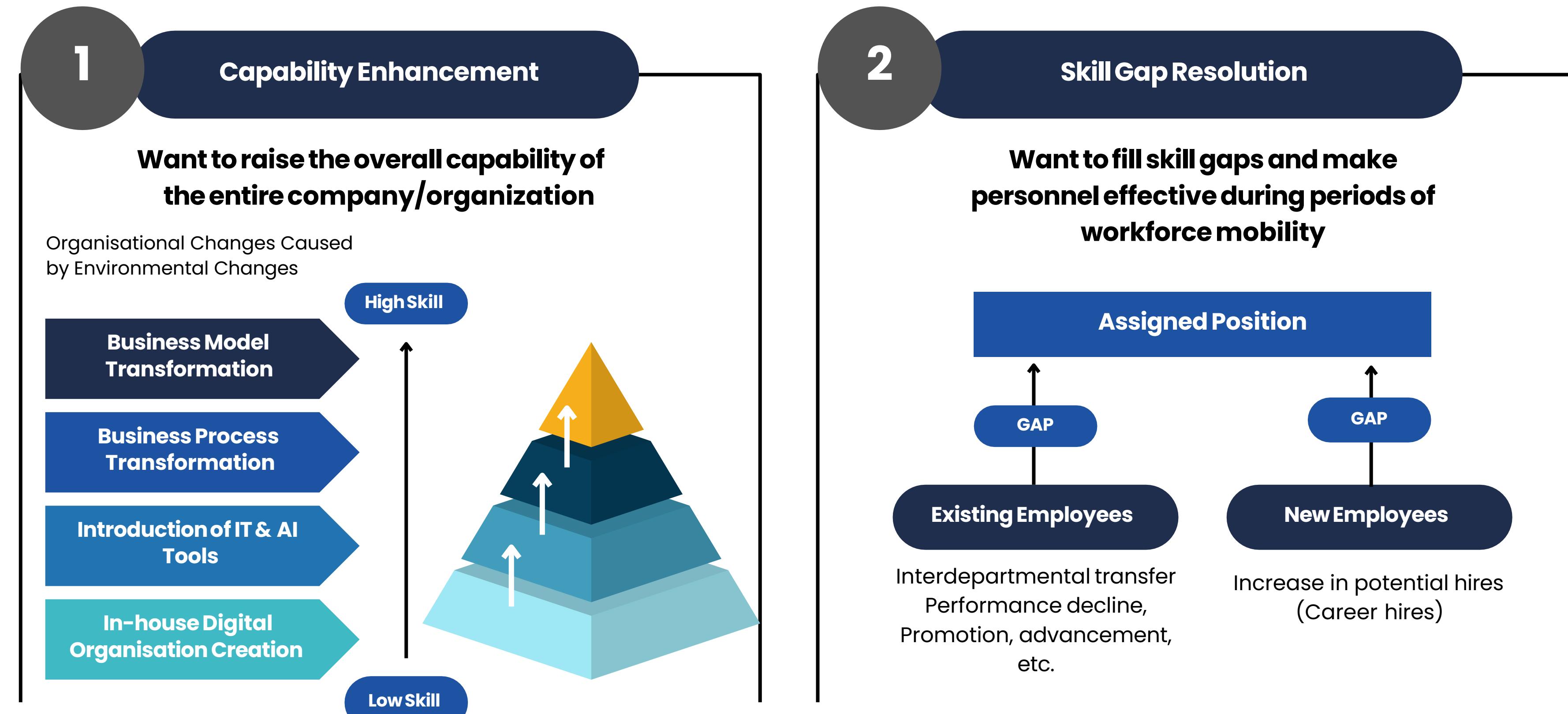
Navigate Through The Future:

Define. Reskill. Retain

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

Why is 'Re-skilling' Required?

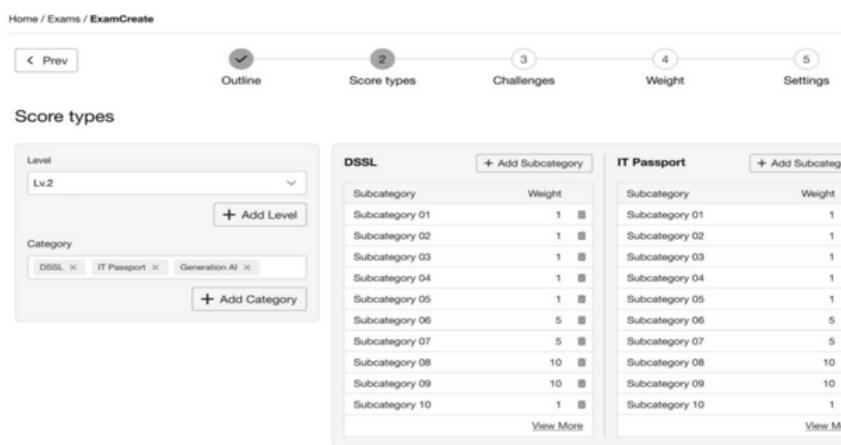
The timing for re-skilling increases, can mainly be divided into two patterns



Track Skills Taxonomy

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

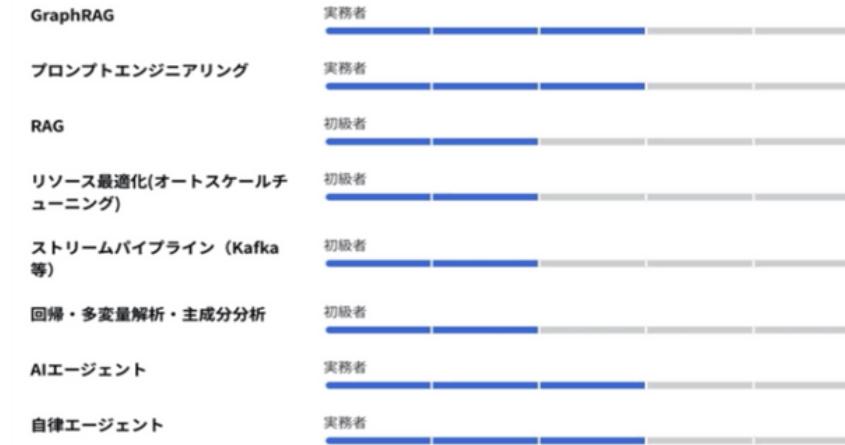
Creation of the Skills Taxonomy



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



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	戦略策定	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 (技術立地)	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 (実行管理)	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	

スキルレベル定義

- レベル1: 基礎知識がある
- レベル2: 指導の下で実行できる
- レベル3: 独立して業務遂行できる
- レベル4: 他人を指導できる
- レベル5: 組織の基準を定義できる
- レベル6: 業界をリードできる

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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