Project

“Global Knowledge & Skills Exchange”

in the framework of GRP (Global Resource Planning)

Knowledge as well as finance,
seek after the place,
where it is comfortable

Vadim Lifanov

President
PDS ltd

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Presentation Structure

- The basic problems:
  1. **Business**: Problems of business effectiveness, connected with Human Factor,
  2. **Government&National Economics**: Migration Policy problems,
  3. **Global level:** knowledge and skills sales Instrument– Exchange!

- Solution: “Global Knowledge Exchange” forming
  1. Ideological solution side (Mechanism, Participants, Stages)
  2. Technological solution side

- Effect:
  1. For Business,
  2. For Government,
  3. For Mankind and every person

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The basic problems :
1. Business: Problems of business effectiveness, connected with Human Factor

- *… Transformation of the society and economy structure ….*

- Today society transforms, falls under economical and political influences. With this the parameters of the cost price in the world economy changes too.
- Today human resources, knowledge and skills, know how and goodwill, become the main factor in effective business organization. At the same time it represents both great expenses item and the source of income generation.
- Today exclusive knowledge and skills enable Companies to build up significant value added in several thousands times more then product cost price.

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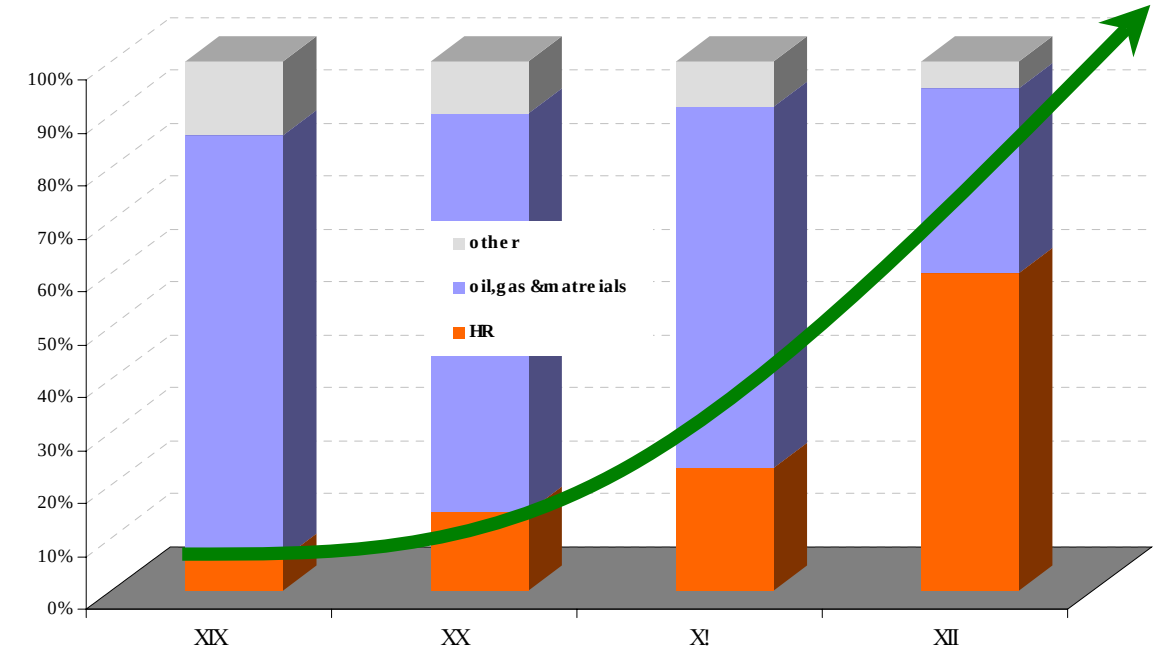
The basic problems :
1. **Business**: Problems of business effectiveness, connected with Human Factor

- *… conditions changes in economical prime cost structure…*

Averaged structural index trend for product prime cost can be demonstrated by the following diagram :



10% **30%** **75%**

The weight of Human Resources purchase and maintenance in the product cost price

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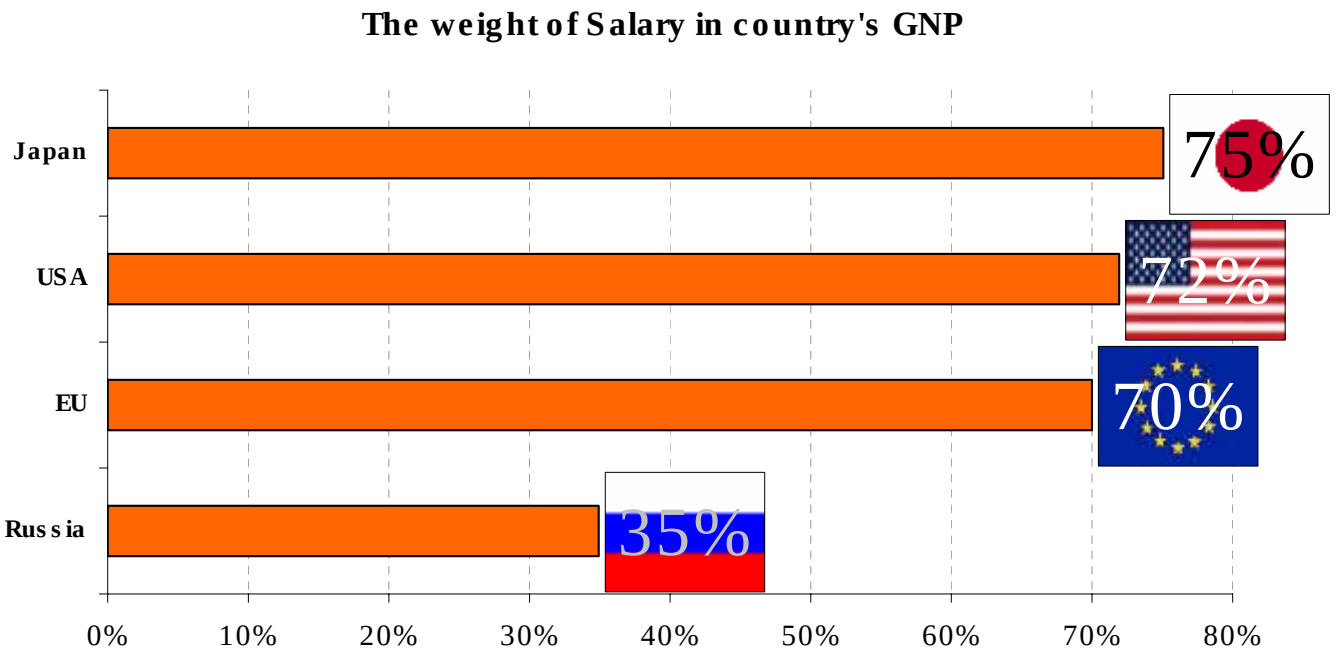
The basic problems :
1. **Business**: Problems of business effectiveness, connected with Human Factor

- *… and displaces its focus on the high share of human capital in economics …*

The statistics shows The weight of the salary in the GNP in Russia in 90s of the last age made up 30-40%. In EU - 70%, in USA- 72%, in Japan- 75%.



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The basic problems :
2. Government&National Economics: Migration Policy problems

- *There is the problem of Countries' Governments, cities, regions in achieving of the effective migration policy management and in satisfaction of the requirements for knowledge and skills, which could maintain harmony development of the region…*

FOR EXAMPLE, in Paris there is a need in 1000 sellers, 10 engineers in bioengineering, 500 specialists in nanotechnology, 10 000 general workers.

INDIGESTED MIGRATION POLICY
When people come and find the job themselves, but at that don't have enough skills and knowledge. Moreover these are the representatives of various cultural environments, religions, traditions, way of life, values (different value scale). And consequently there appear the problems with integration into the society and as a result the effectiveness and devotion to work is low. The knowledge and skills the newcomers have are not enough, it is important to understand how the potential personnel will be able to integrate themselves into the society. Meanwhile Paris pays for its current problems as well as for potential ones.

PDS HH system will nonstop automatically process the market of Eastern Europe making a deep automatic testing of candidates, comparing them with the required one, estimating them as per built-in relevance system, offering only 5-10 the most ideal complete dossiers among hundred thousands people.

…Today when we know that there are some knowledge and skills in the necessary branch, we wish to find them and to employ but we don't wish to waste our time and financial resources for training or retraining of the employee, we turn to the market. But traditional market doesn't guarantee the successful completion.

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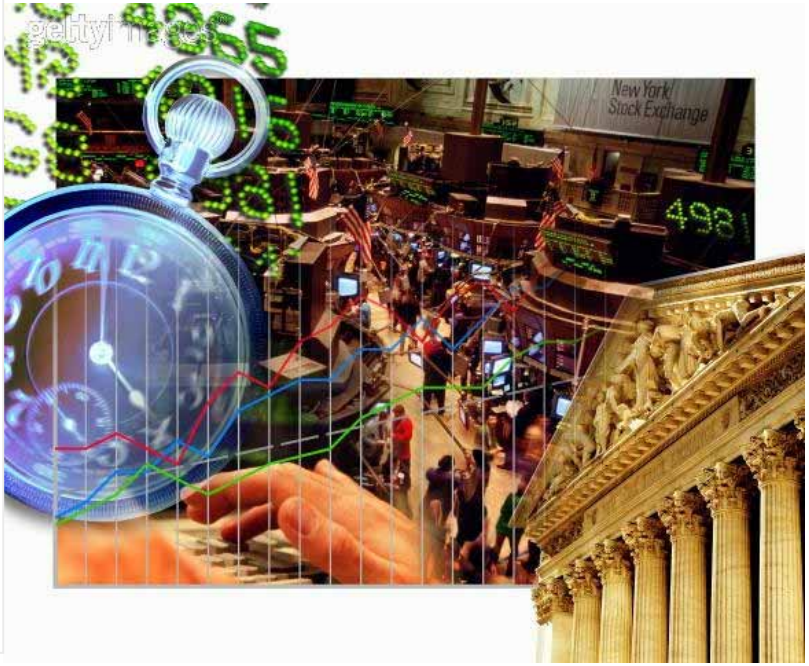
Fact of the matter :
3. Global: knowledge&skills sales instrument– exchange

- *All necessary planetary resources have their own established sales instruments.*
- *It's time to form NEW* ***instruments of knowledge sales***

- Modern economic process feels more and more the solemnity and **value of human knowledge** in a ***definite specific branch***, gained experience and skills.
- At present, some global instruments exist for purchase and sale of nearly all resources (metal, oil, gas, polymers etc.) But there are no instruments for the resources that constitute today, in the economics of the 21st century, the main item of expenses and profit generation – KNOWLEDGE AND GOODWILL.
- In fact a person itself looses its uniqueness as an object of production process, the **person is transformed into the CARRIER OF KNOWLEDGE AND SKILLS** and namely these features of the person become an independent value. An article of trade that is the subject of purchase-sale, rent, lease.



- **Knowledge and skills become an independent resource, goods**. And as any resource the Knowledge is unevenly distributed due to the number of objective and subjective reasons. There comes a time when knowledge needs to be redistributed and regulated by means of market mechanisms. **It's time to trade in knowledge.**
- Tomorrow an **intellectual rent** will be in the foreground.

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Progress in technique, new production technologies and implementation of informational technologies in all human spheres, including the education, results in an increase of professionally mobile people.

Therefore, today the knowledge and financial flows to the areas where they feel the most comfortable, become rational and correct.

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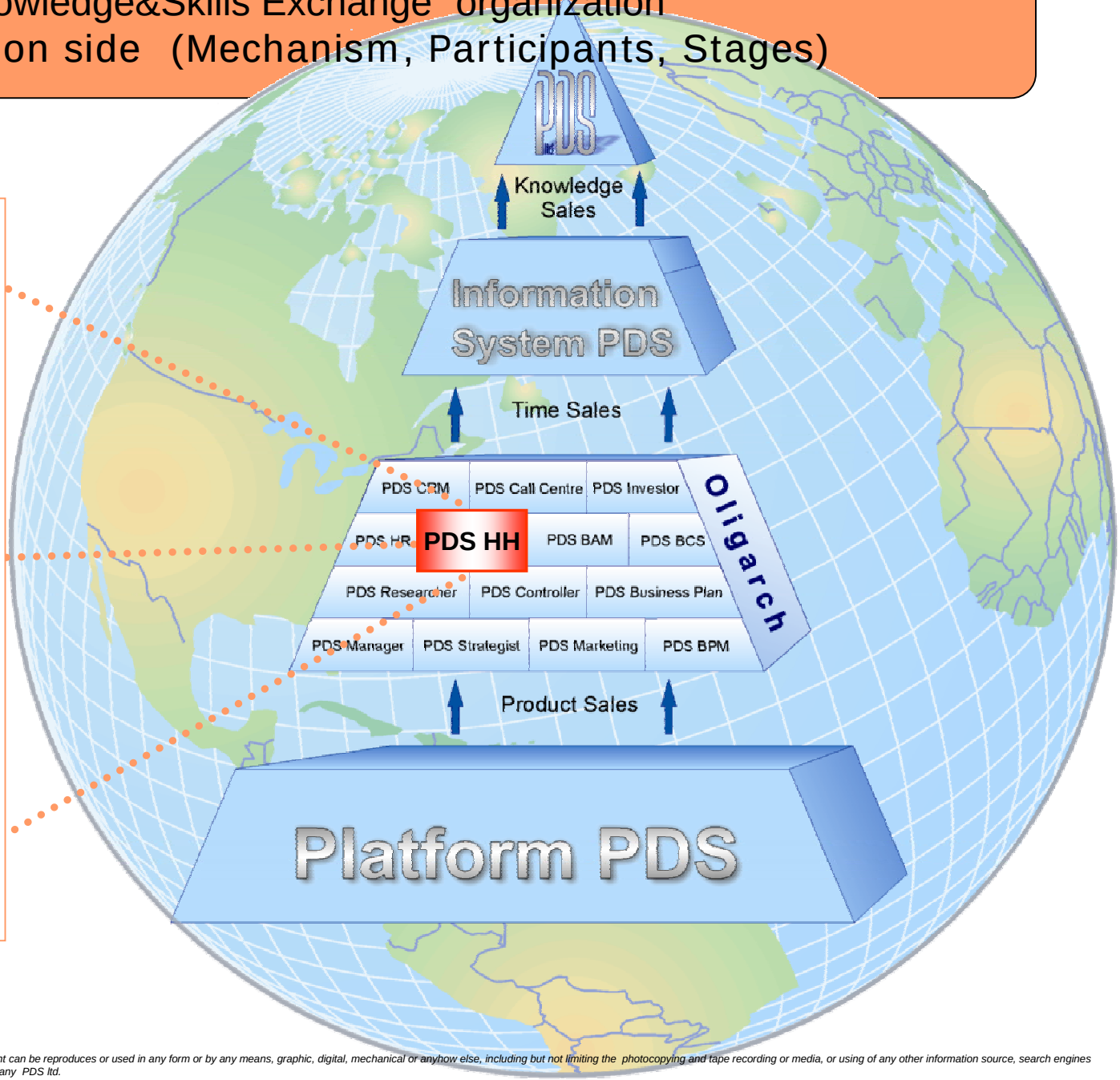
Solution: “Global Knowledge&Skills Exchange” organization
1. Ideological solution side (Mechanism, Participants, Stages)

Within the Global system ***PDS – Global Resources Planning*** *and*

global development of every system product, the instrument for knowledge and skills sales will be created on the basis of

PDS Head Hunter product



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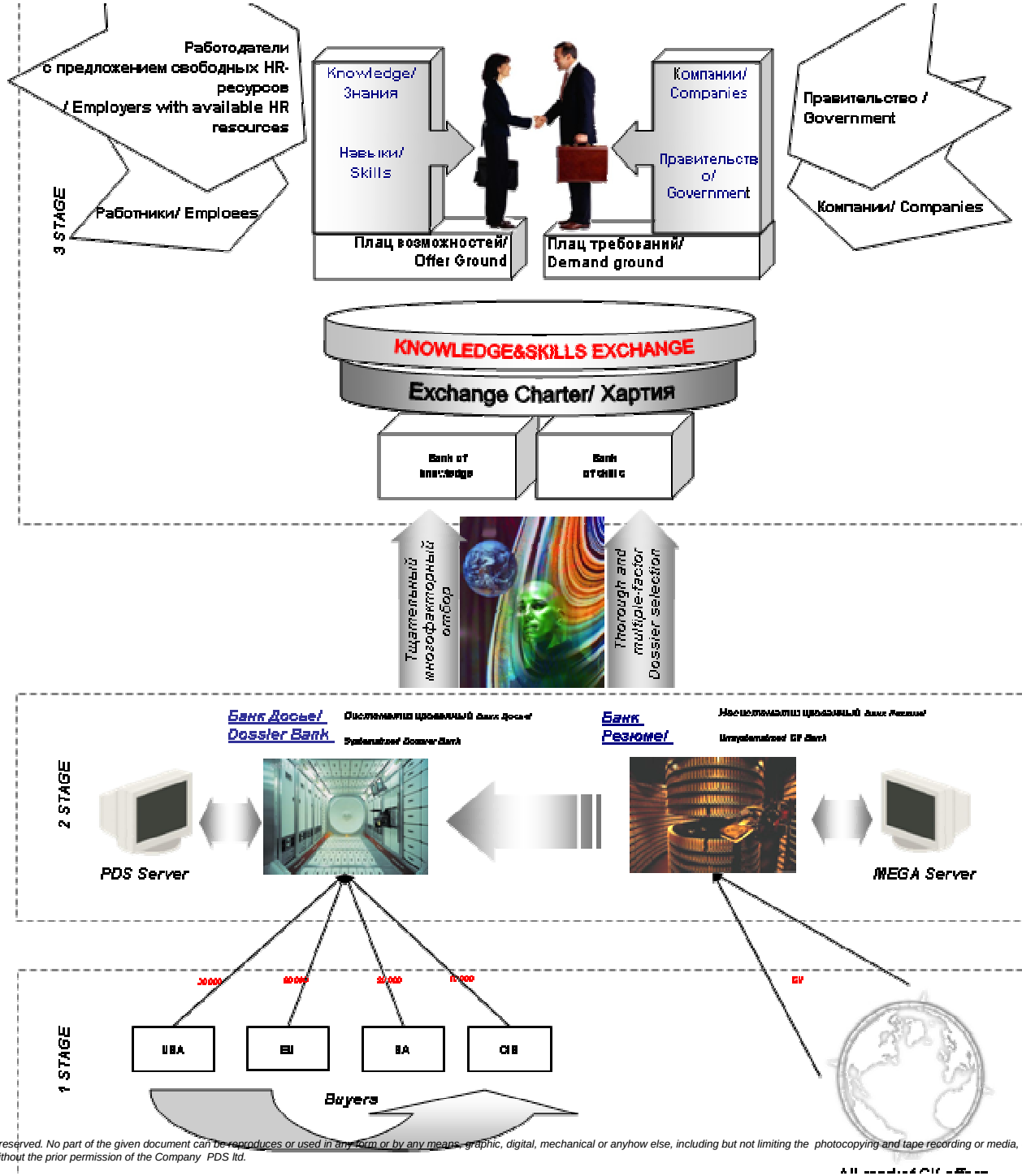
In General



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In General

Thus,
K&S Exchange will provide:

- Free flow of knowledge on the planet;
- Opportunity to search not only one or several employees but the entire groups; for example within the governmental programs realization;
- Global systemized creation of Knowledge Bank and Skills Bank of Earth;
- Keeping the millions of Dossiers including the biographical particulars, working experience, psychological portrait, professional portrait, specific test results, reference from employers, all information existing in Internet etc.
- Maximum protection of rights and interests of exchange participants;
- Realization of search here and now by means of multifunctional intellectual selection system.
- …

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Solution : “Global Knowledge&Skills Exchange” organization
2. Technological solution side

- *… HOW to select one the most appropriate and valuable carrier of Knowledge among the millions candidates?*

For these tasks solution the program complex PDS HH was created

- It will accept on it all “unskilled labour” on the ENTIRE LABOUR MARKET ANALYSIS. 100 thous. – 100 million carriers of Knowledge/skills. It will find the necessary candidates by professional qualities, skills, knowledge, psychological features of carriers. In other words, for all vacancies, it will automatically form the Dossiers of Knowledge/skills carriers available on the labour market. It will automatically rate their dossiers by relevance. By means of PDS Head Hunter you will see a non-stop selection
- PDS HH system is designed for search of *the best human capital* on the market, meeting the requirements of Company!
- The requests are formulated not *only by such standard parameters* as sphere of work, experience, age, knowledge of languages etc. But with the system *you will be able* to formulate the requirements to the management style, motivation of the candidate, aggressions level, sincerity level and moreover – you may create the parameters *YOU* are interested in.

The Actions order in the process of the search is the following :

1 You create the Profile of ideal employee, who is searched (experience, psychological characteristics, specify the importance of certain criteria and many other data) what data, could be required for candidate search

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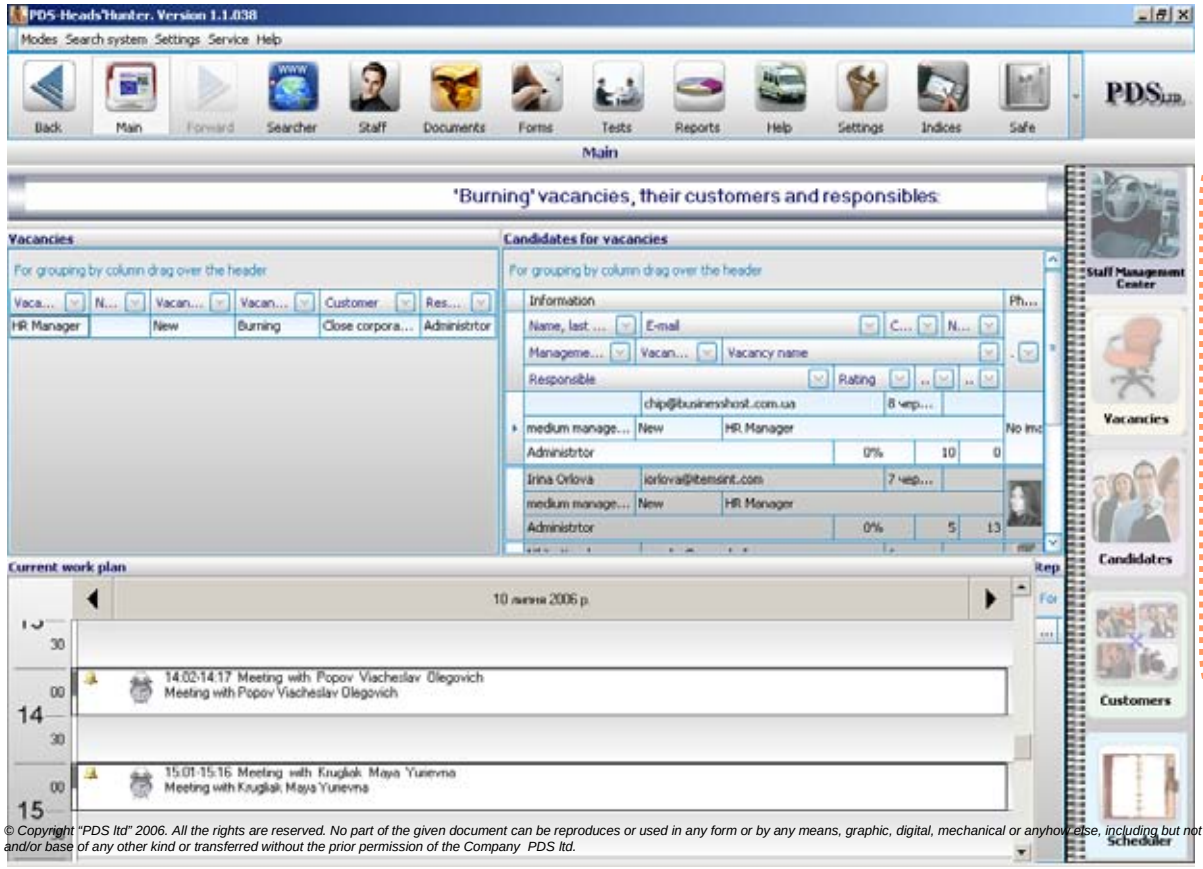
Solution : “Global Knowledge&Skills Exchange” organization
2. Technological solution side

System enters the **search regime** (there are several – passive, active, mixed)
1) system automatically **posts the advertisement** about the vacancy
a) on the websites;
b) in the newspapers, magazines… printings (there is an opportunity to choose what exactly region you want to search);



2

2) system automatically **select and delivers** to your computer **CVs** from all job placement websites both multi- specialization and one-specialization, as well as from all the country (-ies) and from separate regions you need;

3) mixed type of regime – both first and second regimes work together – **search + ads**.

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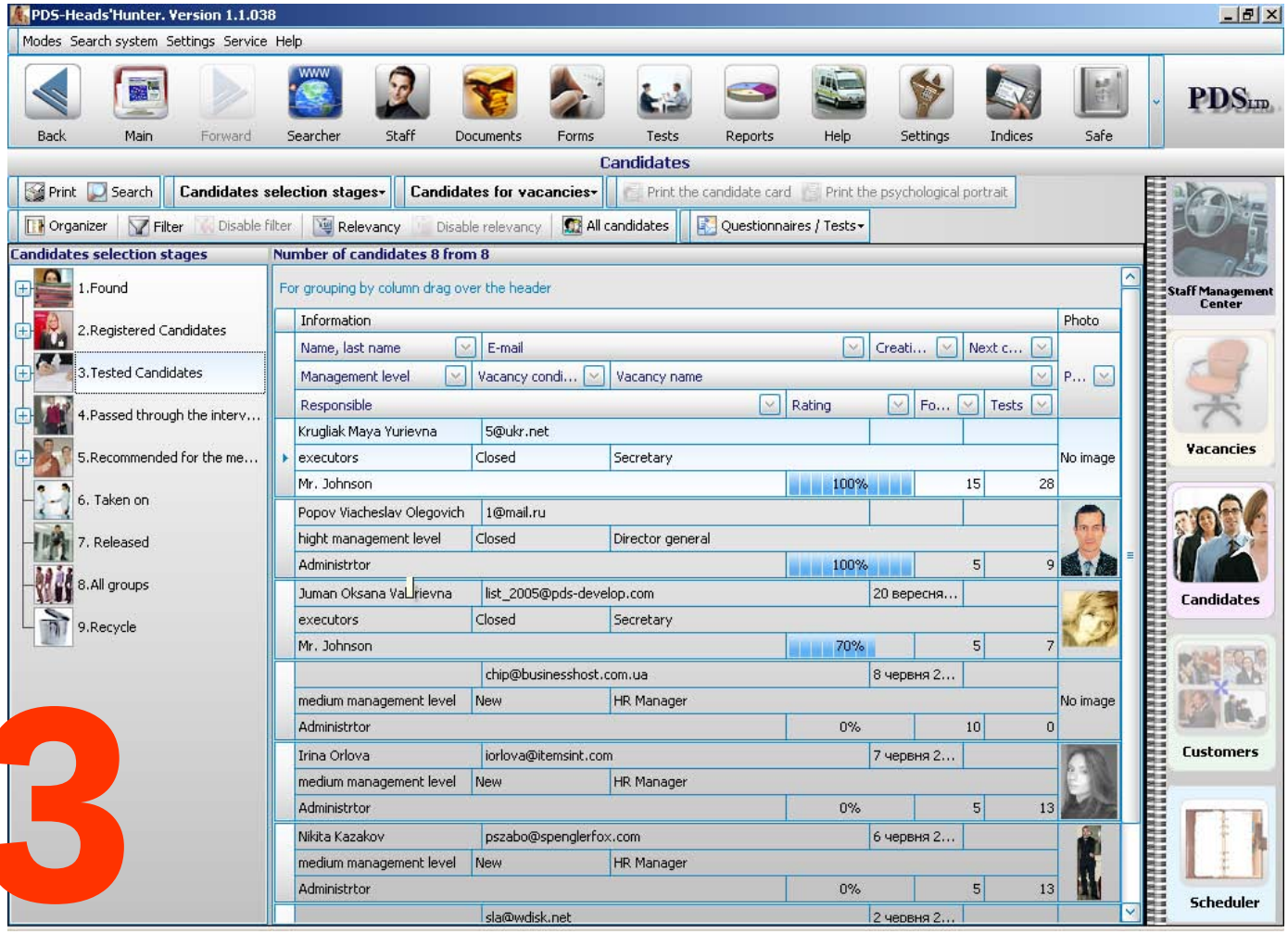

The permanent **process of candidates delivering** goes and they satisfy all your requirements and if the second regime is turned on, then additionally **candidates call you** and **send their CV**. The speed of the system is **25 CV per minute.**

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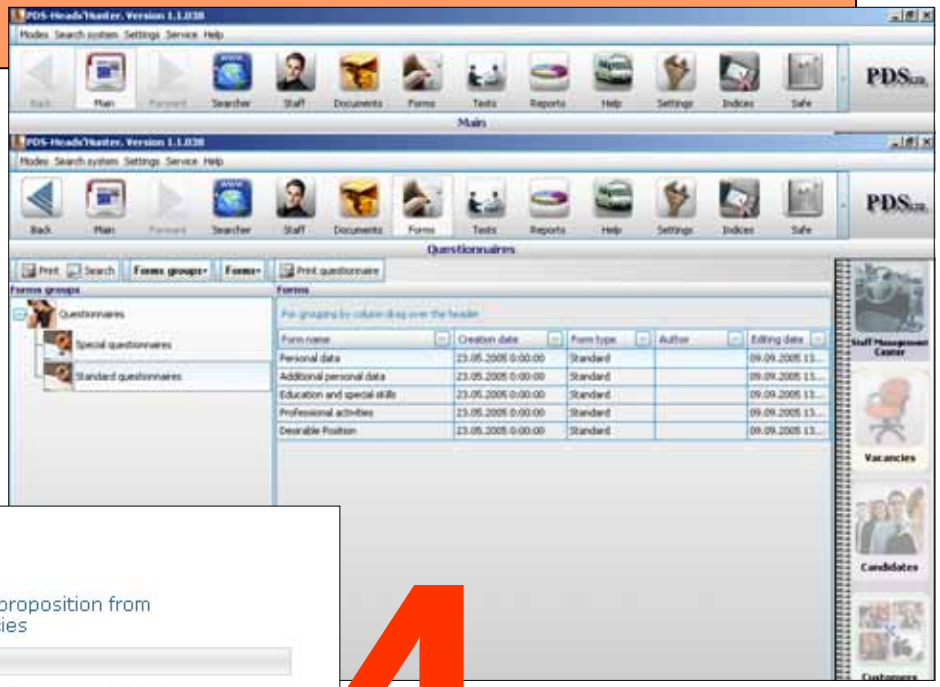
Solution : “Global Knowledge&Skills Exchange” organization
2. Technological solution side

You look through and select (at request) the candidates, mark the necessary and push the bottom “**Send tests and Questionnaire**” (you can send to all of them). System has 6 questionnaires and 13 tests. Candidate fill in them and you receive the full **Profile for Candidate**



Dear Candidate !
PDS ltd is turning to you!

You have kindly agreed to pass the tests for the possibility of proposition from Our Company the most interesting for you vacancies

Communicative inclinations level

Tests structure

1. **Do you have the aspiration for the learning of people and for the becoming acquainted with the different people?**
   - YES
   - NO
2. **Are you suffering long from the offence, which was caused by somebody of your friends?**
   - YES
   - NO
3. **Do you have a lot of friends with whom you are communicating constantly?**
   - YES
   - NO
4. **Is it true that it is more pleasantly and easy for you to spend the time with books or doing something else than with people?**
   - YES
   - NO
5. **Are you getting easy into contact with people who are significantly older than you?**
   - YES
   - NO
6. **Is it difficult for you to come into new companies or collectives?**
   - YES
   - NO

4

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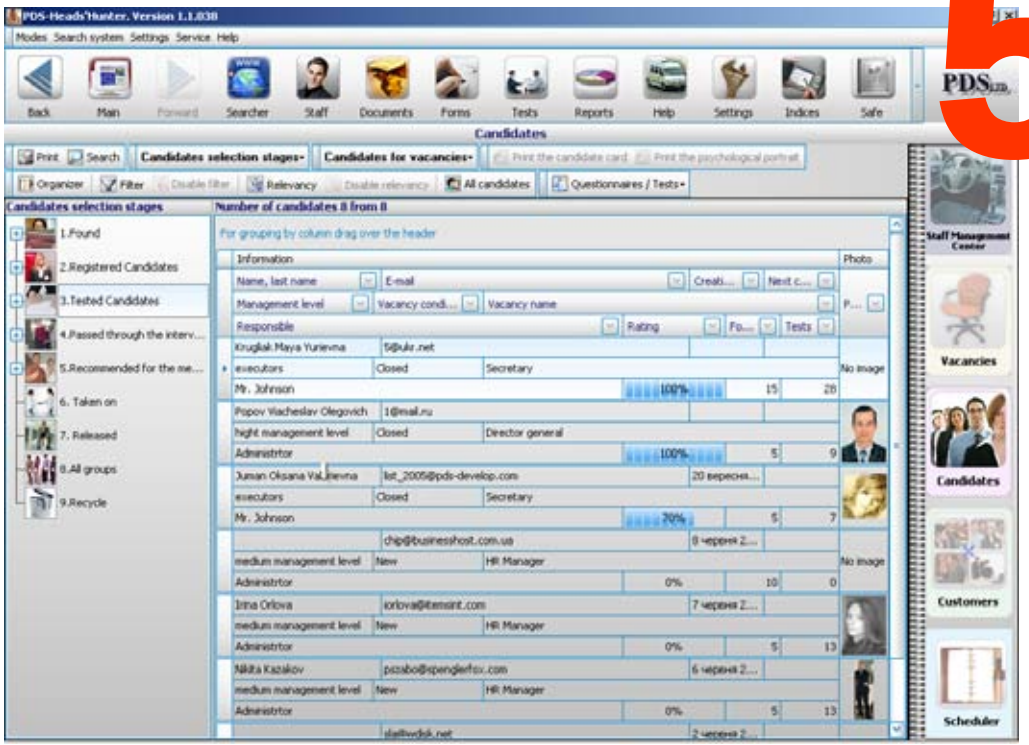
Solution : “Global Knowledge&Skills Exchange” organization
2. Technological solution side

5

The last stage - system forms up by the degree of correspondence of the results of the testing and questionnaires (Profile for Candidate) to specified requirements(Profile of ideal employee). And you will have at once ranking of the candidates - who gives the best fit to you. Thus, System works over the whole Internet and selects the BEST Candidates for you!



•At the all stages according to given schedule integrated search system will independently
•search for people,
•will automatically delivery new human resources to you,
•select them,
•do tests and questionnaires,
•and range the best till the vacancy will be closed.

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- About the Charter

- Based at the worked out Charter of the Exchange functioning, the trilateral treaty is realized.
- The Charter is the code of conduct that is accepted by the process participants (for example, the procedure of knowledge, social security, fair competition)

- About the File Bank

- The bank keeps all the files of the potentially free human resources,
- as well as those that are interested and agreed to change their job, who was caught into the field of attention of the system Recruiter during the human resources monitoring,
- The files are formed by the system participants themselves.

- About the File

- The File contains the full information about the candidate :
- work experience, education, personal data, employers' references, psychological portrait, testing results, questionnaire results, horoscope, information about the candidate collected in the Internet, information about the company during the period when the candidate worked there.

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Effect: from “Global Knowledge&Skills Exchange” formation

Thus, Knowledge&Skills Exchange

will provide multi-factor, market-directed mechanism of Knowledge and skills cross-flow

from the places of their surplus to the places of their need,

from the places, where it is uncomfortable for them – to the more comfortable ones,

from the places, where they are not required – to where they are effectively can be used.

It is based on intellectual software complex PDS Head Hunter, which is the Instrument and mechanism of Knowledge&Skills Exchange efficiency at the same time.

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