TALENT JOURNEY

Hackathons & Soft Skills

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22 May 2020

With the support of the Erasmus+ Programme of the European Union

Structure of the following two days

3.2.

’Theory’

Recognizing problems and creating problem statements

Brainstorming and chrystallization

4.2.

NABC pitching

Presentations

3.2. Problem day

What are soft skills?

Hackathon as a concept and best practises to run one

Design process

Example hacks

Remote hack begins

Recognizing problems and creating problem statements

First – join us 18.3.

We are organizing a hack online 18.3.

Focused on vocational school students and higher ed students

Opportunity to win cash, build networks, learn skills, land a summer job, project work… and so on!

Registration link: https://forms.gle/Pd4SpnfRTaoMCU2v5

'Theory'

What are soft skills?

Different definitions

4, 5, 7, 10?

Some examples: Creativity, team work, persuasion, adaptability, emotional intelligence, communication, critical thinking, friendly personality, interpersonal communication, problem-solving, work ethic, leadership, time management, punctuality, stress management, listening, public speaking, writing, research, learning, feedback…

Typical split: 4c's / 21ct skills

communication, critical thinking, creative thinking, collaboration

Typical challenges

- Knowledge and facts get outdated
- Skills enable you to stay up-to-date
- Employers require relatively high level of substance knowledge

Where should higher ed focus?

How all of this looks from our perspective?

What is a hackathon?

An event, where a group of people is solving preset challengens in groups.

The goals is to learn entrepreneurial attitude, ability to jump to new challengs and develop new. + teamwork

A hackaton is a great 'pedagogical model' for integrating substance and skills

Potential goals

- Actually solve challenges (not only for fun)
- Match people from different domains and potential talent for companies
- Provide exciting learning opportunities, reinforce skills, etc
    -> for example our 18.3. hack holds summer job and facilitated project work opportunities

First hacks (by us) in Pori, Finland

’Innovation Challenge’ 11/2019 with PoriES / Turku Boost

- 40 participants + 10 organizers / volunteers
- *Major corporate partners like Cimcorp*

5G hack (Cancelled due to ’rona) 3/2020 with local development company

- 47 registrations month before the event
- *Large amount of major corporates involved*

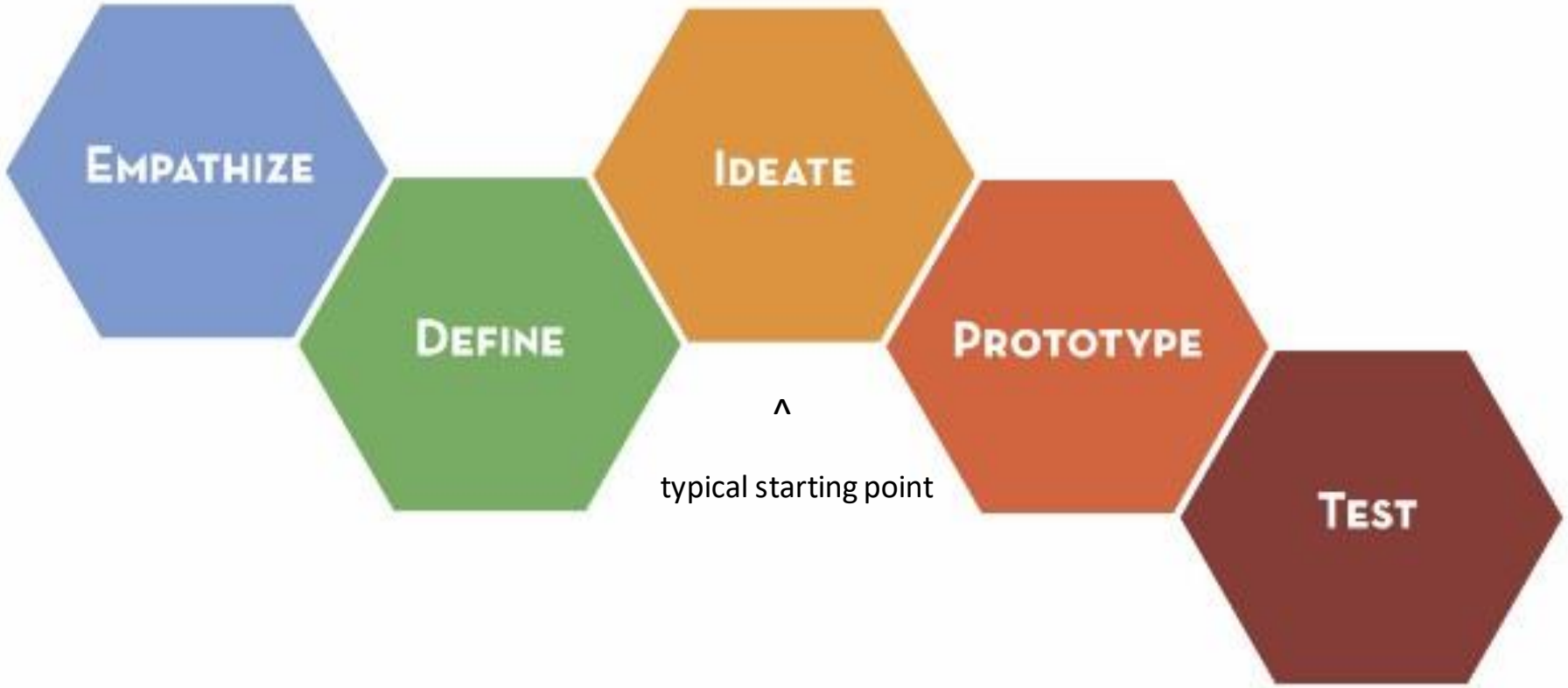
RoboAI Innovation Challenge with TalentBoost

- 64 participants and 15 volunteers + stream viewers
- *Companies like Universal Robots and Orfer involved*

Next one: **Hack y/our future** remote hack on 18.3.

Typical result:

- 2/3 ’non-finnish speaking’
- Multiple hires and very positive feedback on the solutions
- Positive feedback on the experience



Design process + hackatons

Structure – how to plan one?

Everything starts from your goals

- Actually develop and create something? Software? How big is the task?
- Learn skills?
- Find opportunities?
- Network?
- Something else?
- Create buzz?

Develop

- software: long duration (2-5 days) (can be months!)
- Skills: medium lenght (1-2 full days)
- Network + small ideation (half a day)
- Mini hackathos, rapidfire pitching…

Remember

Big tasks, little time – difficulty+frustration increases

Small tasks, too much time – boredom increases

Facilitation is key!

+ provide food, coffee, work peace, atmosphere -> people should not feel there's nothing to do! A bit of pressure is good.

How we do it?

1 day design hack

- Snack + coffee always available
- Food every 3,5h
- Min 1,5h work peace periods with focus music – max 2,5h
- During ’work peace’ there’s constant mentoring circulation to support (mentors are also ’competing’)

Example structure
skills development / actual development

Schedule:

8:00 AM – 7 PM

Warmup

8 AM morning coffee + light breakfast and splitting into teams

8.30 welcome words and brief

8.45 Challenges are revealed by the challenge owners!

9 AM teams get a detailed brief of the challenge they'll focus on

9.45 AM Design thinking workshop

Work begins

10 AM brainstorming

11 AM Crystallization

Noon Working lunch

2 PM Pitching workshop

2.30 PM Work on your presentation begins

Pitching/presentation (can be done English and Finnish) Snacks provided!

4 PM All teams pitch their ideas to the challenge owners

5 PM best two pitches from each challenge pitch on the 'main stage'

6 PM Winners revealed and prize ceremony!

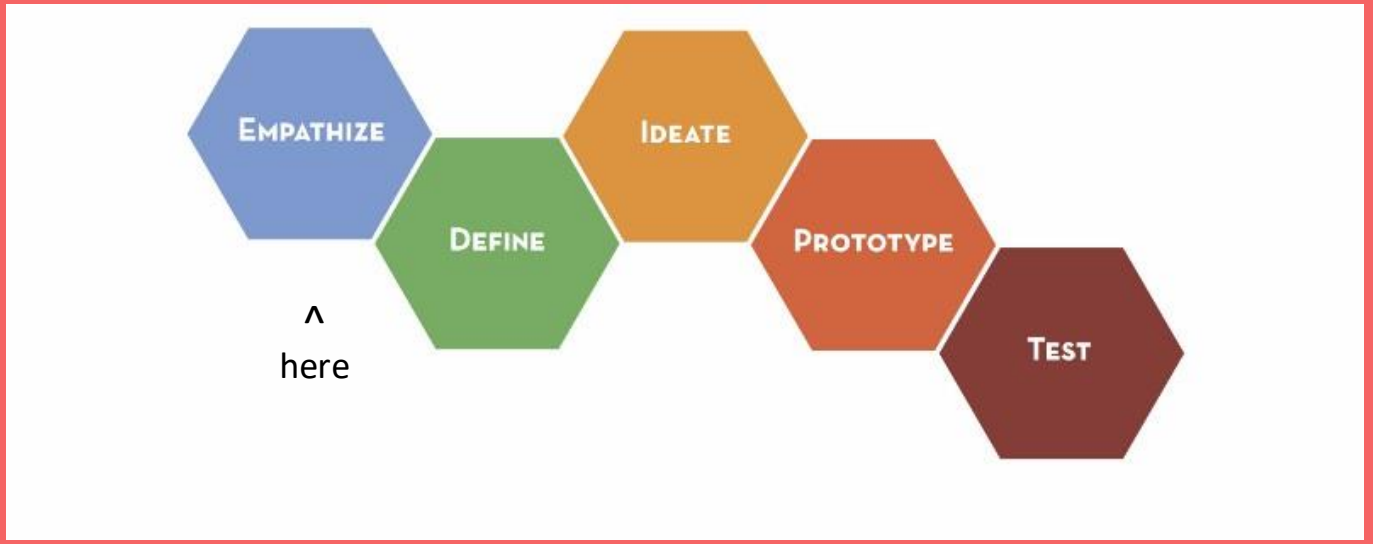
7 pm The event ends

Building industrial-strength APIs

	Mon Feb 23	**Tue** Feb 24	**Wed** Feb 25	**Thu** Feb 26	**Fri** Feb 27
13:00	**Theory I** • The world of APIs • Anatomy of an endpoint call • API design	**Theory II** • Backend architecture • Storage • Scalability	**Theory III** • Client SDKs • Browser • Mobile • Authentication	**Theory IV** • Business model • Marketing • Launching a company	**Hackathon III** Final team presentations • Explain • Demonstrate • Defend • Project
14:00	**Practice I** Build simple conversational assistant • "What's the time in X?" • Speech recognition • Geolocation • Speech synthesis • JS app hosted in Nitrous.IO box	**Practice II** Build own API • Design • Implement • Test • Document	**Practice III** Present API • Explain • Demonstrate	**Hackathon II** Build killer API/app • Design • Implement • Test • Iterate • (Pull all-nighter?)	
15:00			**Hackathon I** • Form teams • Brainstorm ideas for API and/or app • Begin prep work		**Hackathon IV** Voting and awards • Most intelligent API • Best UI/UX design • Overall grand prize

Online hack begins!

Our online hack starts from..



Warmup!

Go here: https://flinga.fi/s/FJGK67F

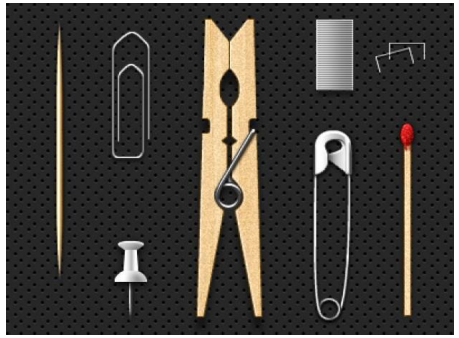
Come up with an alternative us for…

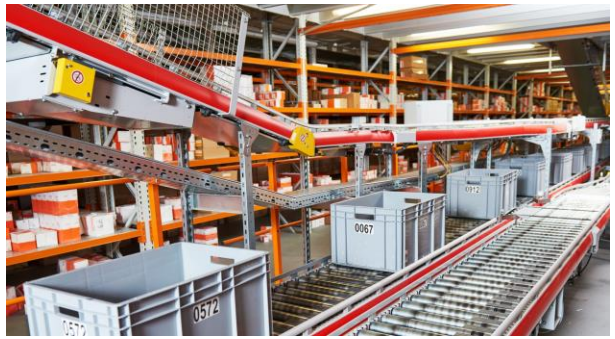
Come up with advantage for a bad idea..

Alt + bad








Identify problems in these pictures (smart manufacturing / logistics perspective)

please take a screenshot

2/9/2021

Creating a problem statement

Create a Flinga!
Flinga.fi

Story / context

Absolute and/or relative measures of the problem

Aka ”twenty million tonnes of waste annually”

No solutions

Desired outcome, if relevant

F.ex.: a use for all of this plastic

+ readiness to answer questions and to help with the emphatizing

Problem statement

Design a package that 'adapts' to different forms and sizes and which can be used by machines (automation) to create the container and pack the goods.

Criteria:

- The packaged goods are solid. Size / form can be from an earring to a fridge or waterjet.
- Material cannot be plastic
- The package needs to sustain normal logistics handling
- The package needs to offer some level of protection
- An info sticker needs to be possible to put on the packaging (receiver etc info)
- The material needs to be safe to handle by humans without special arrangement
- Storing the packaging or material can't require any special arrangements to a certain extent
- The material needs to sustain typical weather conditions, like humidity, light rain for a small duration etc

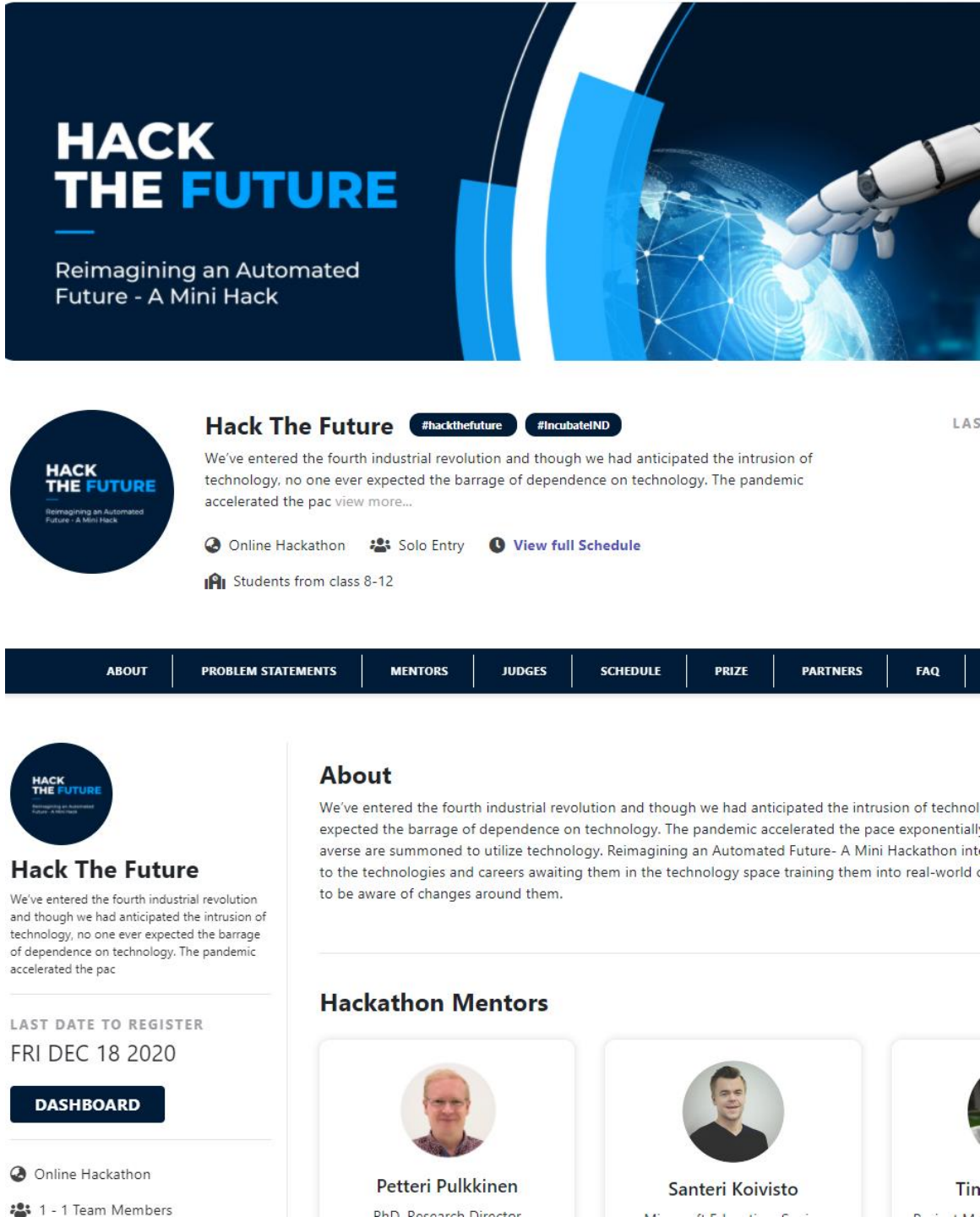
Hacks/Master Classes to ’lure’ talent

Mini-hack online for Indian highschoolers.

Part of SAMK student recruitment ’growth hacking’.

https://incubateind.com/hack/hackthefuture

9.2.2021



Tomorrow

Crystallization / prototyping work

NABC pitching!

9.2.2022

TALENT JOURNEY

Thank you!

See you tomorrow!

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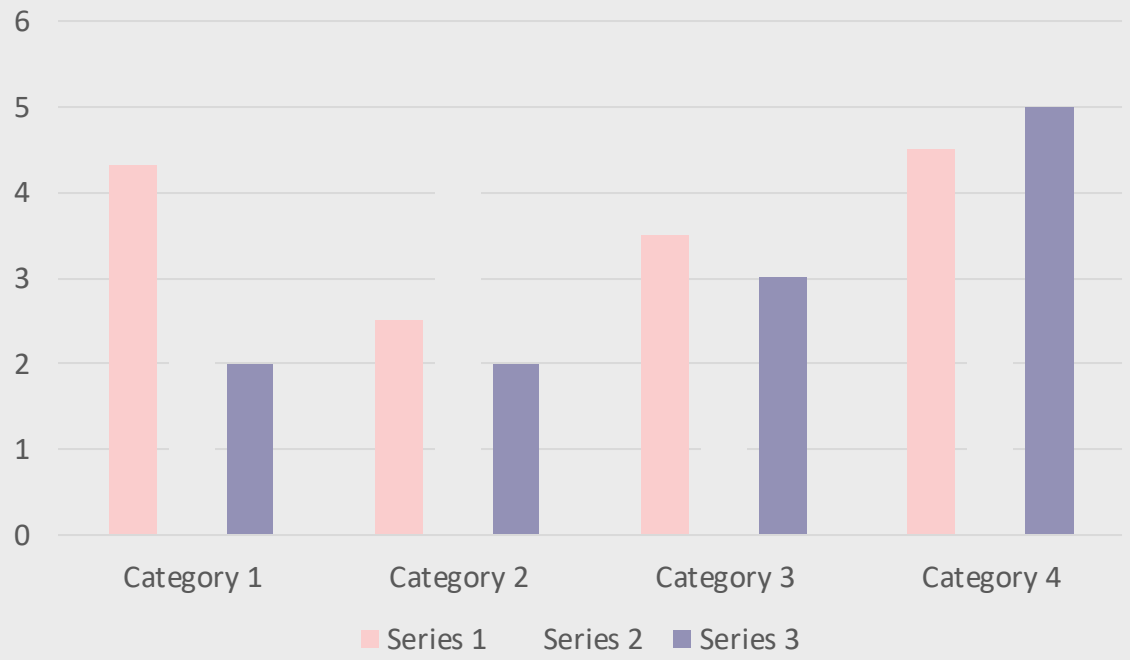

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