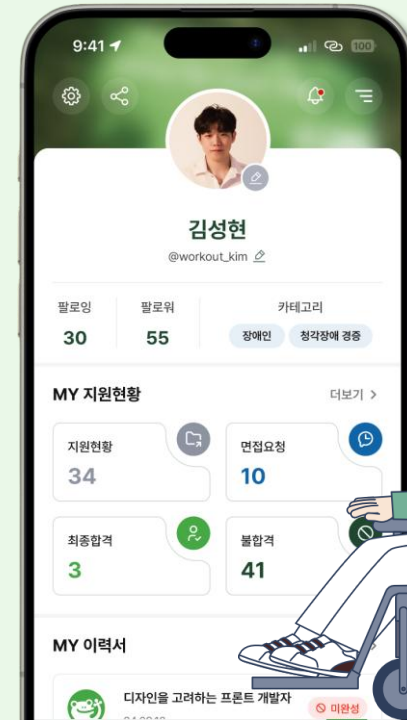
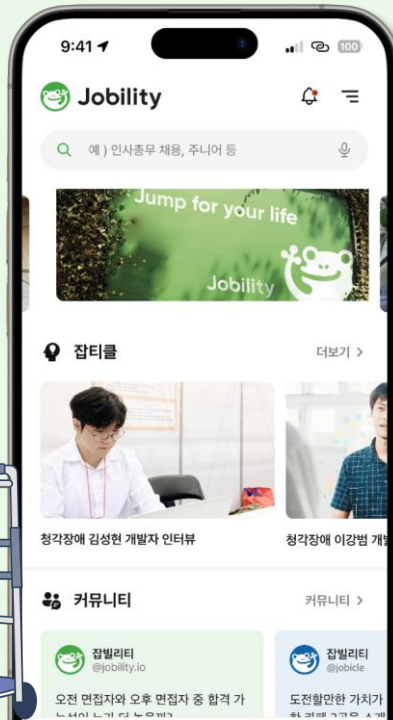




# Digital Job Recruitment Platform for People with Disabilities

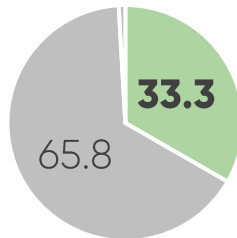


# Low satisfaction due to information asymmetry

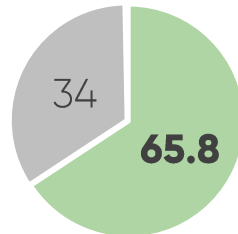
## Information asymmetry in hiring

**Job placement service satisfaction rate for workers with disabilities below 50%**

Private employment agency



Public institution

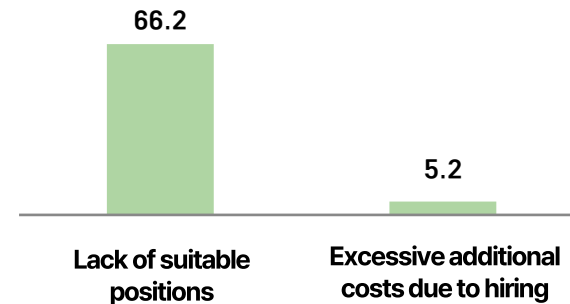


출처: 2022년 기업체장애인고용실태조사(한국장애인고용공단 고용개발원)

**60% or more with disabilities,  
using private institutions**

## Insufficient work capacity

**The primary reason for not hiring persons with disabilities**



출처: 2022년 기업체장애인고용실태조사(한국장애인고용공단 고용개발원)

Low satisfaction → Early Corporate Retirement → Corporate Recruitment X

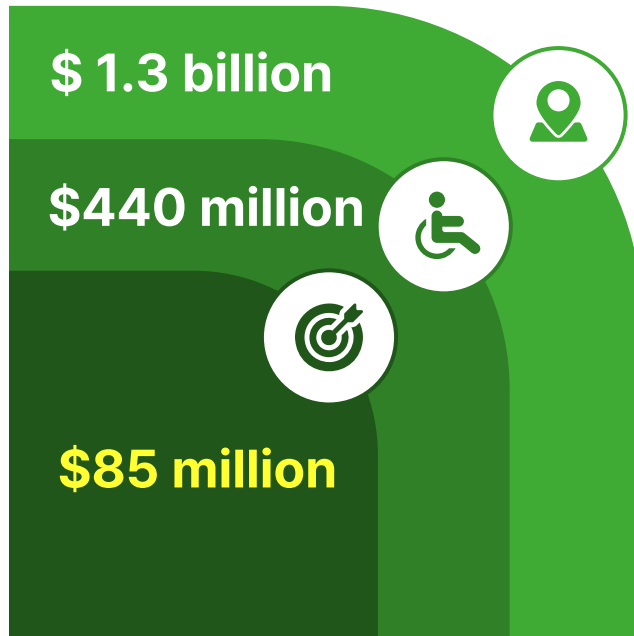
# Challenges faced by hiring managers for people with disabilities in the field



## Average annual cost burden for hiring 1persons with disabilities: 45,000 \$

Category	Content	Cost	Period	Notes
<b>Recruitment Advertising Expenses</b>	Posting Fees for Job Listings, Online and Offline Promotion	300–800 million won per person	Approximately 2 to 3 weeks	High cost of recruiting disabled talent suitable for Company Fit
<b>Recruitment Interview Expenses</b>	Document screening, coding/job-related test, interview accommodations (sign language interpretation, etc.)	500,000 to 900,000 won per person	Approximately 3 to 5 weeks	Including high-difficulty technical verification process
<b>Post-Service Management Fee</b>	Onboarding and Adaptation Management	10 million to 17 million won per person	3 to 6 months after hiring	Incentives and free support can reduce actual costs
<b>Total (Estimated)</b>	Total Cost of Hiring Digital Positions	18 million to 34 million won per person	Recruitment takes an average of 6 to 8 weeks to complete.	15–25% higher than standard hiring rates

# · Approximately \$85 million B2B disability HR market·



**SOM | \$85 million**

Target Digital Job Market (based on 20,000 people)



**SAM | \$440 million**

Disabled HR Market (Based on 100,000 full-time employees)



**TAM | \$1.3 billion**

Domestic disability HR market ... average annual growth of 6%

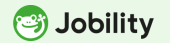
Category	Payment of fees	Recruitment (via Jobility)
Annual cost	$1,509,600 \times 4 \text{ people} \times 12 = 72,460,800 \text{ won}$	Annual salary (30 million) $\times$ 4 people + commission (2.1 million $\times$ 4 people) = 128.4 million won
2 years cumulative cost	144.92 million won (annually recurring)	256.8 million won (including two years' salary)
When applying the incentive	None	Employment Incentive (350,000–900,000 KRW/person/month) applied → Annual savings of 4.2–10.8 million KRW per person
Net Cost Conversion	0 (Simple cost)	Annual salary – Incentive bonus = ~85 million won/year

**Hiring 4 people can save up to 43.2 million won/year**



**Starting from the second year + ROI conversion**

# AI-powered ATS (Human Resource Management System) matching recruitment



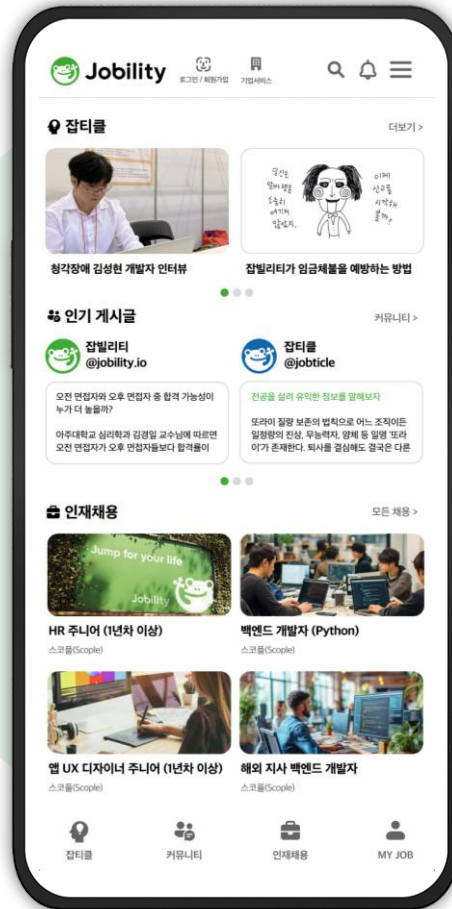
## Existing Talent Recruitment



**Hiring of Persons  
with Disabilities for 2 months**



**Retention rate for persons  
with disabilities below 30%**



## 잡빌리티

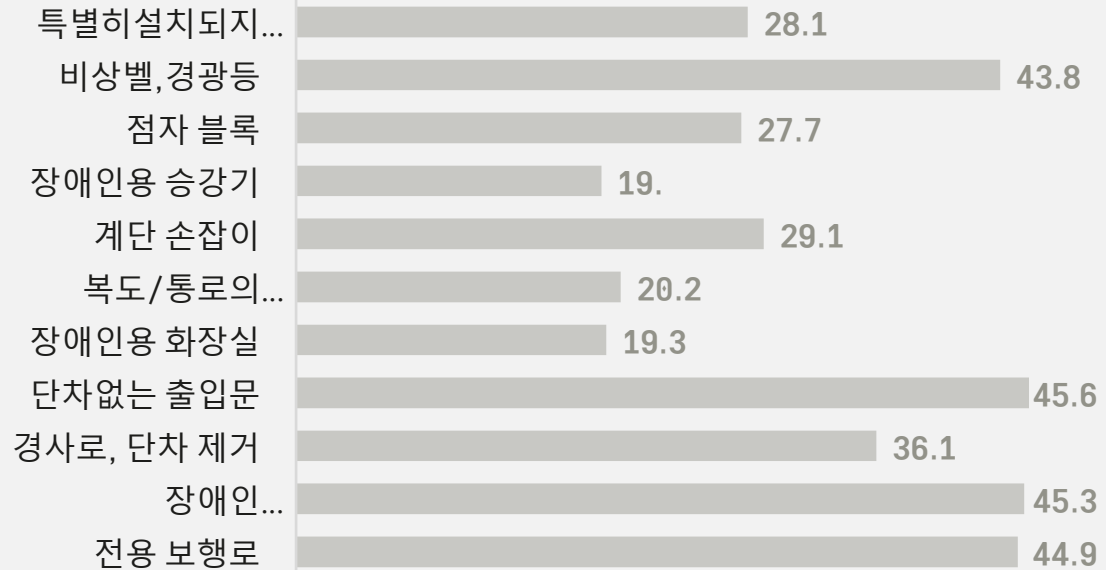
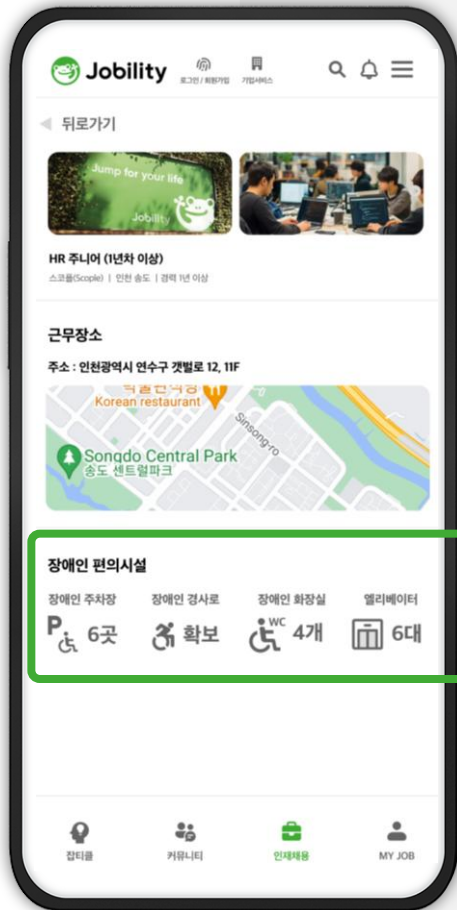


**Fast Matching Within  
2 Weeks**



**65% or more employed for  
6 months or longer**

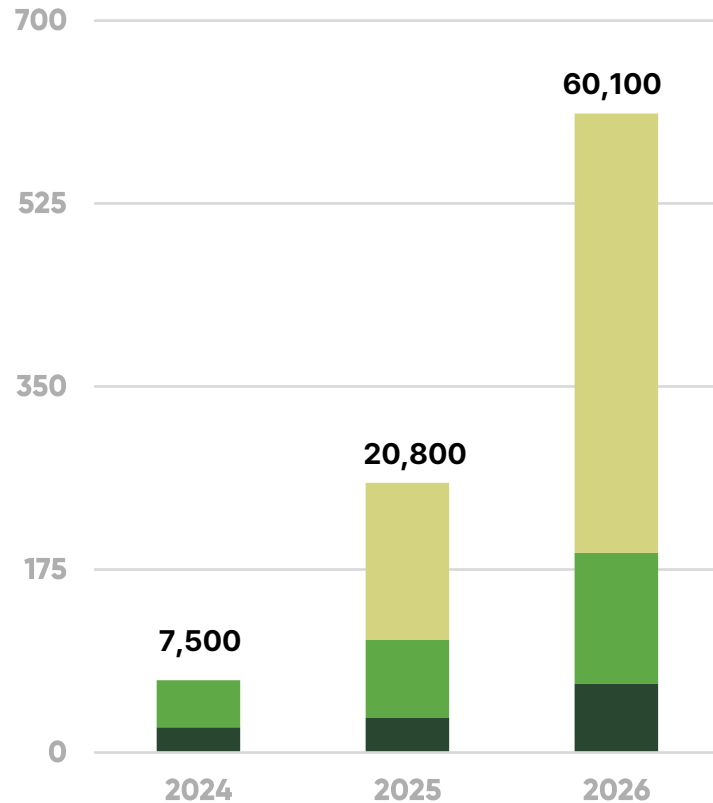
## Convenience facilities installed at the workplace (multiple responses)



**Ministry of Employment and Labor Disability Access Facilities 6,400 API holdings, data utilization**  
 → **Focus on 'work environment' and 'access facilities'**



# Jobility, growing at 110% annually



## Funding Acquisition Plan

R&D	500 million	Sales	490 million
labor costs	400 million	Investment	100 million
Marketing expenses	100 million	policy funds	400 million
Other Operating Expenses	100 million	Government support	200 million
Estimated cost: 1.1 billion won		Funding Goal: 11.9 billion won	

# Maximize sales to 90% of the previous year's level

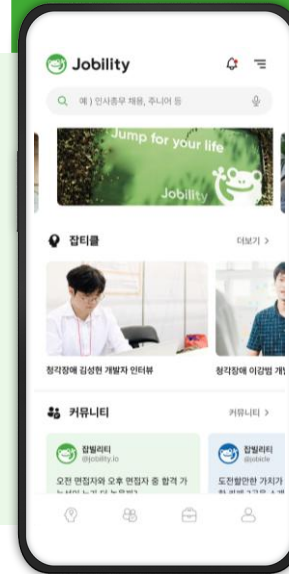
## Stage 1 Recruitment Agency Fee



» Recruitment Agency Service for Hiring People (Headhunting)

Headhunting 20%

## Phase 2 Post-Management Revenue



» Health and Psychological Support for People with Disabilities Content Advertising Campaign

Minimum 500,000 won



# Top Client for Referring Talented Individuals with Disabilities, Partnership Management History

 Government Support 5



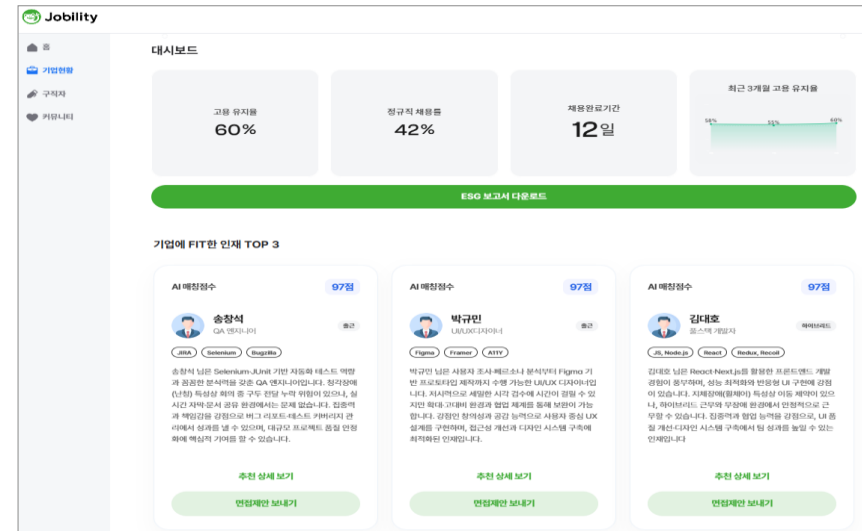
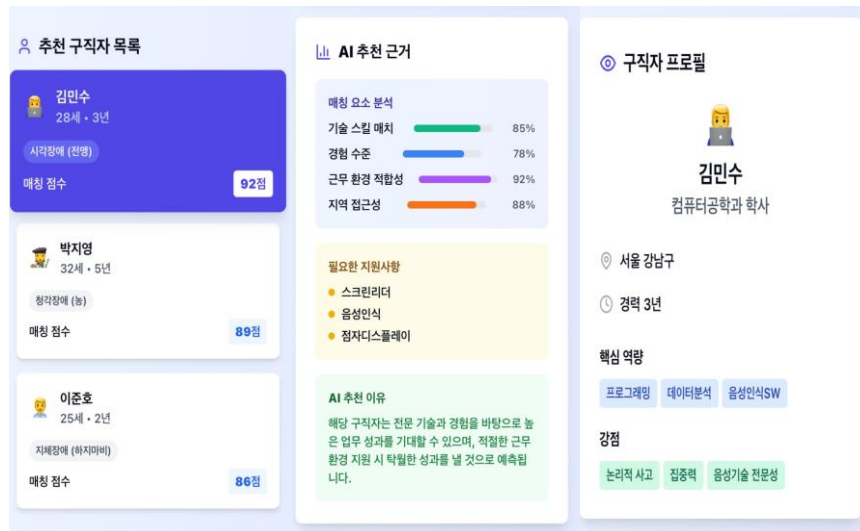
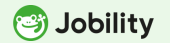
 Affiliated Organizations 6



 Contract Customers 40+



• Job satisfaction 65%, Tenure 6 months or more •



Digital Job, JD (Job Description)  
Based 3 Recommendations



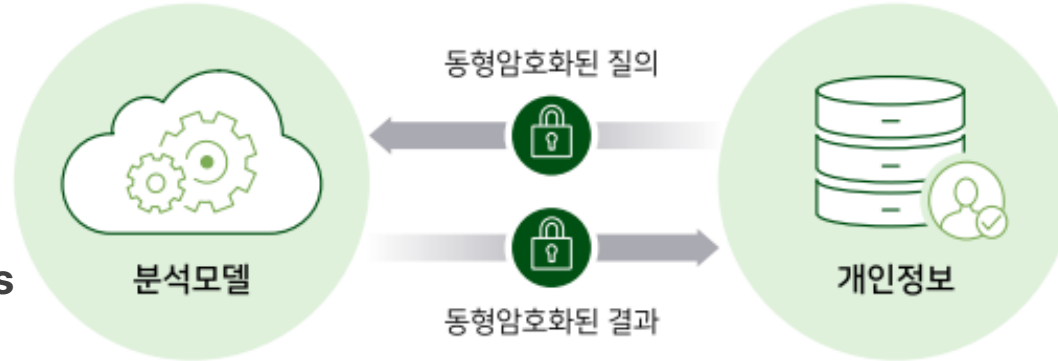
Employment Retention Rate +  
Post-Management Focus

# Disability Type - Job Recommendation Model Patent (Utilizing ATS)

10-2024-0167977

01

15 Types of  
Disabilities to Enter  
for Recommendations



02

Resume-Related  
Personal Data  
Scaling

Group 1-3  
Classification

덧셈 연산 보존



Enhanced privacy through  
encrypted data using  
homomorphic encryption  
technology

기계학습모형(GAN) 적용방식



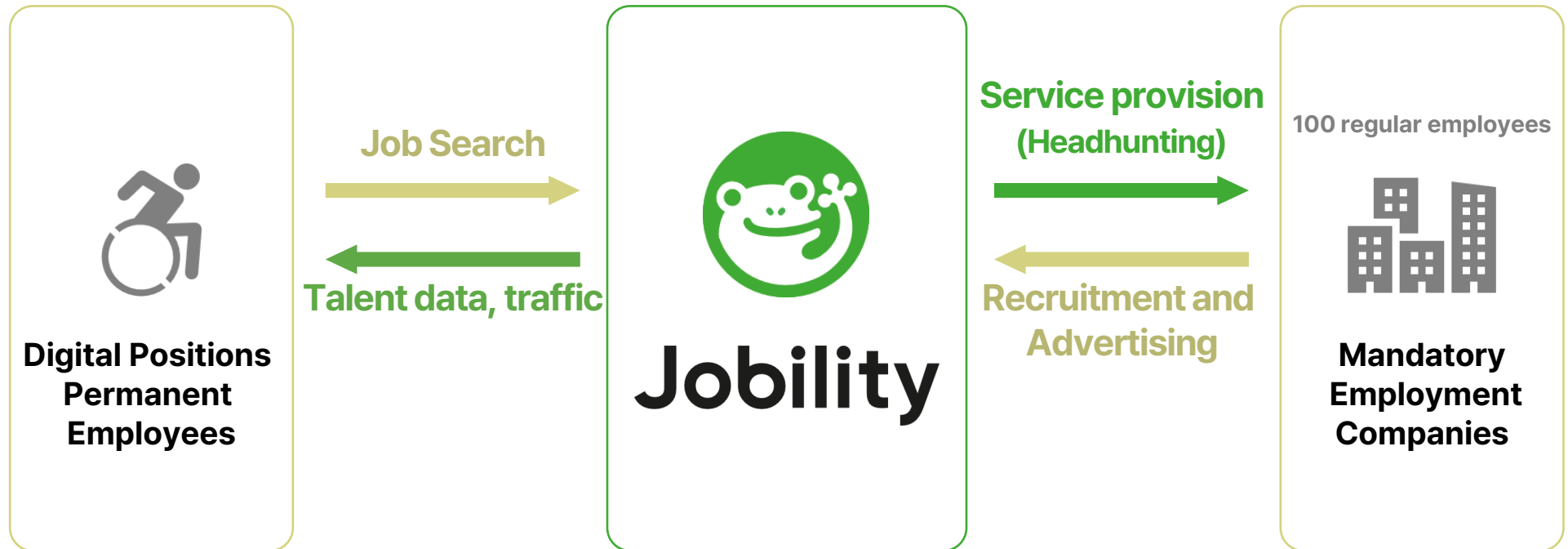
Differential Information Protection  
Technology using virtual data  
generation through replay data

프라이버시 보호기술 적용\*



Virtual data possessing statistical  
properties similar to the original  
data

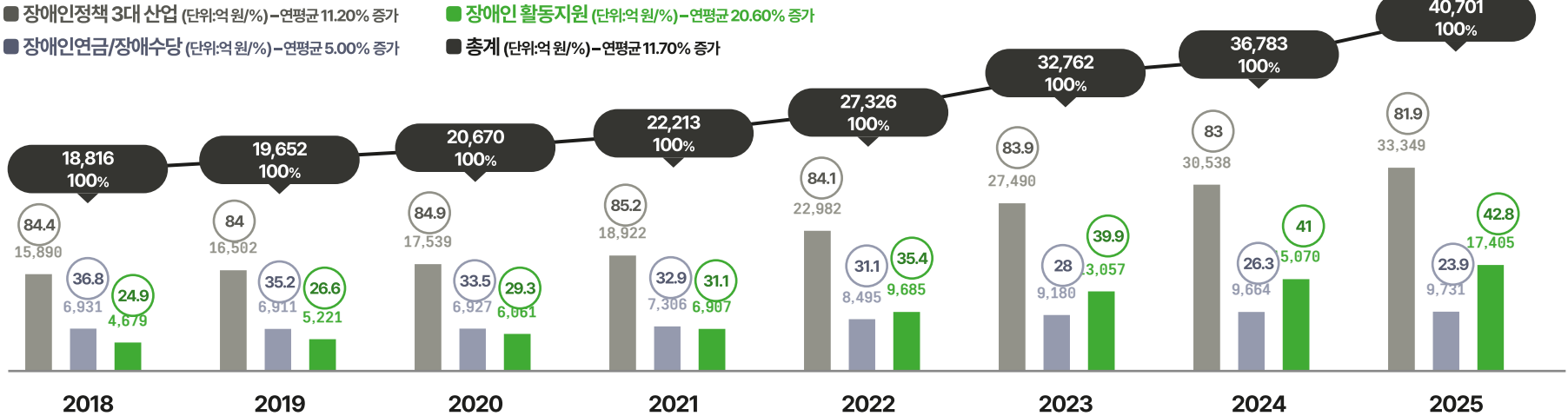
# Profit Business Model



# 260 trillion won budget for disability employment and health promotion welfare

## Changes in the Composition of Disability-Related Expenditures in the Ministry of Health and Welfare Budget

### Increase in Digital Workforce Due to Annual Growth in Digital Education Budget for Persons with Disabilities



### Voucher Program Target (KRW 45 billion increase compared to previous year)

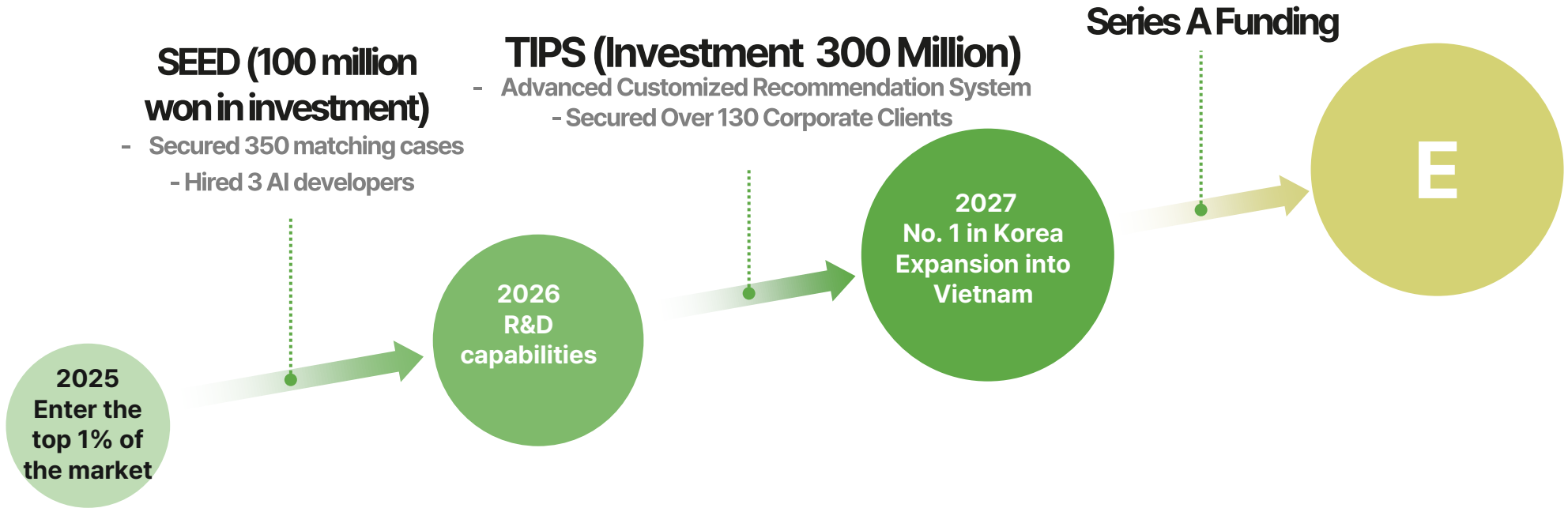
Employment Incentive  
: 401.4 billion won

Supported Employment  
Training Allowance  
: 1.1 billion won

Employment Success  
Package  
: 27.5 billion won

Employment Improvement  
Incentive:  
1.9 billion won (newly  
established)

# Jobility Growth Roadmap



## 2025 Second Half

### Market Entry 1% Completed (1 year)

- Secured 50 corporate clients.
- Secured 2,100 job seekers with disabilities.

## 2026

### Company valuation: 2 billion KRW (funding raised)

- Achieved 500 million won in sales, expanded ESG services
- Advanced ATS through TIPS program

## 2027

### Global market entry

- Achieved 1.5 billion won in sales, securing the top domestic market share
- Linked with KOICA CTS and IBS projects



# 800 billion overseas market (Vietnam employment)



## Vietnam Local Customer Verification Interview



**Vietnam Population \***

**Disability Rate 98.86 million \***

**7%\* Disability rate**

**Vietnam's disabled population**

**\* Working-age population:**

**2.23 million**

**Vietnam's disabled employment market**

**size: 874 billion won**



**30% of Hanoi's youth with disabilities are employed,  
but companies utilize  
Facebook and online platforms for hiring**

**→ Low employment effectiveness  
due to misinformation and accessibility barriers.**



Selected for global conference,  
executing government projects



## Scople

### Company Introduction

Scople is a company that brings together disabled developers, disabled startups, and promoters of non-profit organizations for the disabled to precisely solve the social inconveniences experienced by the disabled as they work together in the community.

Based on the experience of the actual disabled person in the team, we strive to solve the inconvenience we experience and face in the 'working environment'.

In order to improve the 'working environment' essential for the disabled to stand on their own feet, we are creating a recruitment platform and community that shares experiences and information such as employment/retirement/transfer.

Together, we are looking for talented people to solve the problem of hiring the disabled in Vietnam with technology.

### Giới thiệu về doanh nghiệp

SCOPE là một nhóm được thành lập bởi các lập trình viên là người khuyết tật, các startup của người khuyết tật, và những người sáng lập các tổ chức phi lợi nhuận dành cho người khuyết tật nhằm giải quyết các bất tiện xã hội mà người khuyết tật phải đối mặt trong cộng đồng một cách chính xác.

Dựa trên kinh nghiệm thực tế của các thành viên là người khuyết tật trong nhóm, chúng tôi nỗ lực để cải thiện những bất tiện mà họ gặp phải trong môi trường làm việc.

Chúng tôi đang xây dựng nền tảng tuyển dụng và cộng đồng, nơi mọi người có thể chia sẻ kinh nghiệm và thông tin về việc tìm việc/ nghỉ việc/ chuyển việc nhằm cải thiện môi trường làm việc thiết yếu cho sự tự lập của người khuyết tật.

Chúng tôi đang tìm kiếm nhân tài cùng chung tay giải quyết vấn đề tuyển dụng cho người khuyết tật tại Việt Nam bằng công nghệ.

 0th year of business history YEAR OF ESTABLISHMENT	 Start-up CORPORATE TYPE	 3 people NUMBER OF EMPLOYEES	 50 million won REVENUE
Thời gian hoạt động 0 năm Năm thành lập	Start up Loại hình công ty	3 người Số lượng nhân viên	50 triệu KRW Doanh thu

RECRUITMENT JOB	QUALIFICATION REQUIREMENTS	WORKING CONDITIONS	BENEFITS
A front-end web developer	More than 2 years of related experience	A full-time job	Four major insurances, annual and annual allowances
Vị trí tuyển dụng	Yêu cầu trình độ	Điều kiện làm việc	Phúc lợi
Lập trình viên web Front-end	Từ 2 năm trở lên	Nhân viên chính thức	Bảo hiểm 4 loại, nghỉ phép năm, tiền phụ cấp ngày nghỉ

Website&Social Media  
Trang web và trang mạng xã hội

• <https://www.jobility.io/>

K-Uncorn Global Conference in Vietnam Dictory book

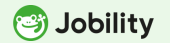


Vietnam Project Expansion  
(Planned at 300 million won)



Scheduled to sign an MOU with the  
Director-General of the Ministry of  
Labor and Social Affairs of Vietnam

# The words of a father with a disability who wanted to work sparked the beginning of Jobility.



## Internal Team

### Shin Hyun-woo (Sales)

#### \* Disabled family



- Graduated from Yonsei University
- Total of 4 years of HR
- Experience in indirect employment of individuals with developmental disabilities and disability foundation network

### Kim Sung-hyun (Development)

#### \*Hearing impairment



- Graduated from Ajou University
- 7 years of AI R&D experience- Member of the Association for the Deaf and holds a disability networking position

### Yang Hyun-seok (Planning)

#### \*Disability organizations



- Sports organization for persons with disabilities
- 7 years of experience in marketing and planning for persons with disabilities- Experience in designing AI platforms

## Advisory Board



Recommending and Promoting Job Opportunities for People with Disabilities in Incheon



Promotion and Coordination with Disability-Related Organizations/Agencies



Domestic non-profit organizations, connecting with companies seeking to hire



Vietnam Business Legal/Market Advisory



장애인 자립은 ‘잡’으로 부터!

Believe in your JOB!