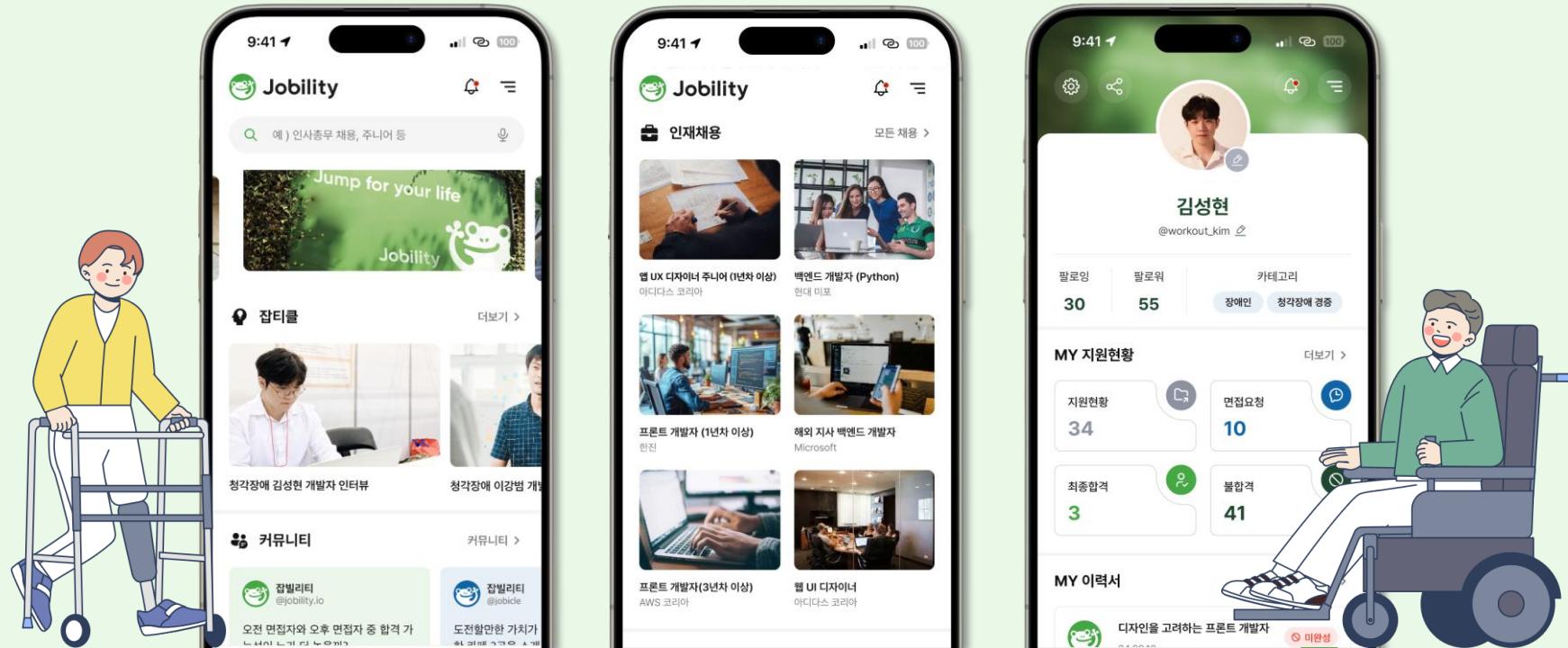




Digital Job Recruitment Platform for People with Disabilities

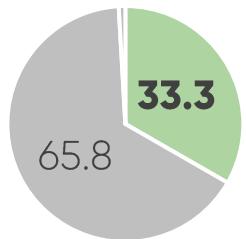


Low satisfaction due to information asymmetry

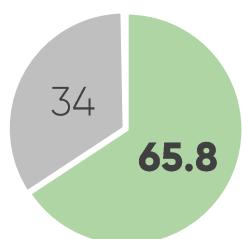
Information asymmetry in hiring

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

Private employment agency



Public institution

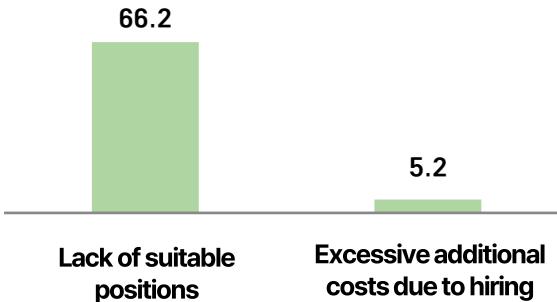


출처: 2022년 기업체장애인고용실태조사(한국장애인고용공단 고용개발원)

**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)

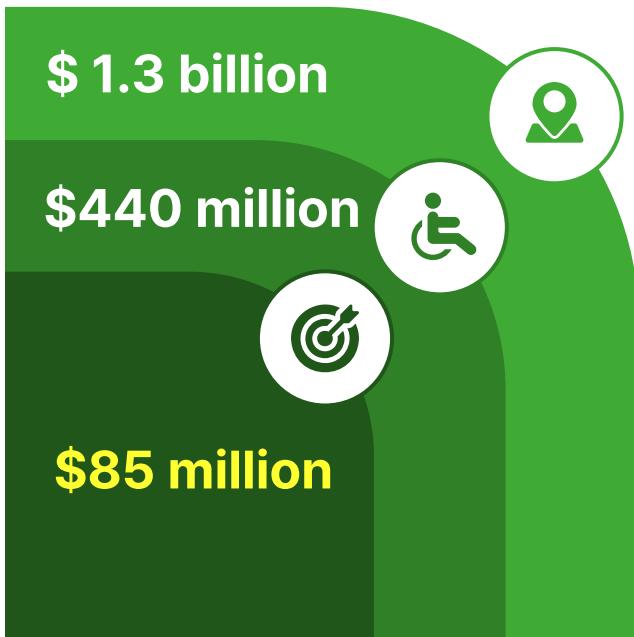
Low satisfaction → Early Corporate Retirement → Corporate Recruitment X



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

| Category | Content | Cost | Period | Notes |
|----------------------------------|--|---|---|--|
| Recruitment Advertising Expenses | 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 |
| Recruitment Interview Expenses | 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 |
| Post-Service Management Fee | 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 |
| Total (Estimated) | 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**

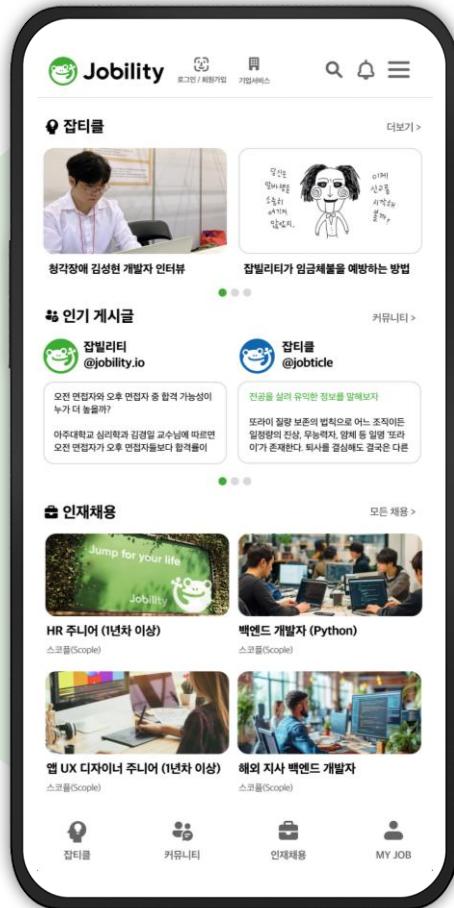
AI-powered ATS (Human Resource Management System) matching recruitment



Existing Talent Recruitment

Hiring of Persons with Disabilities for 2 months

Retention rate for persons with disabilities below 30%

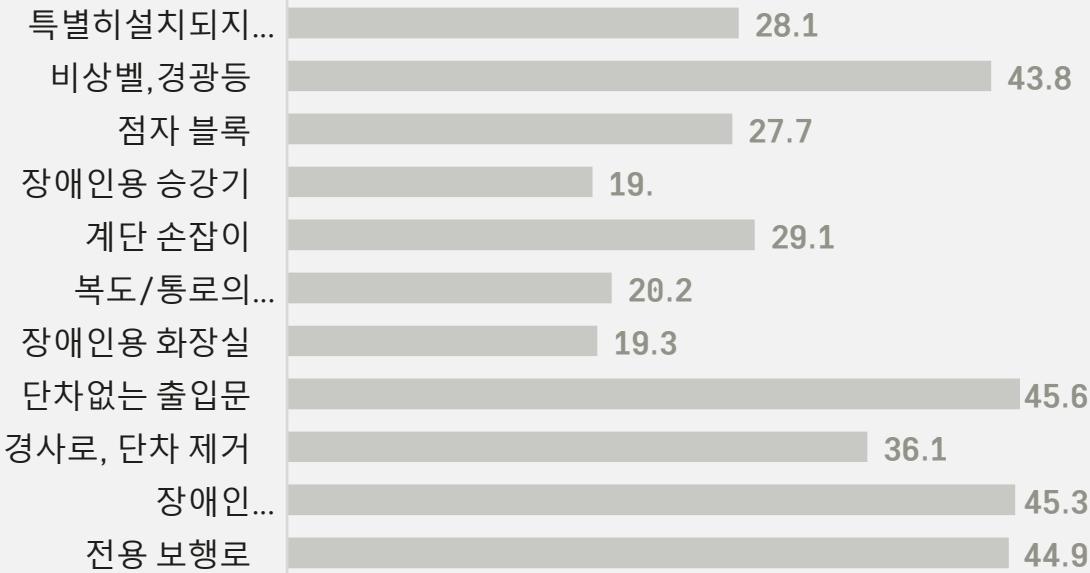
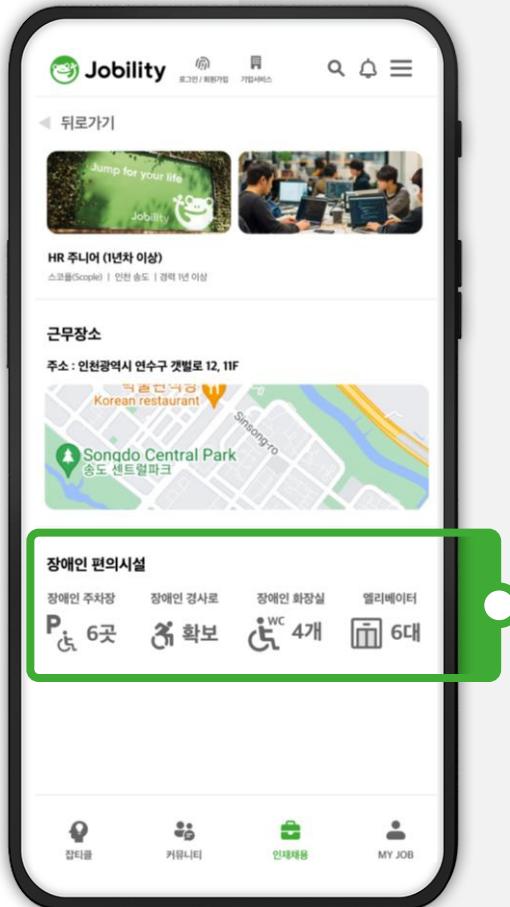


잡빌리티

Fast Matching Within 2 Weeks

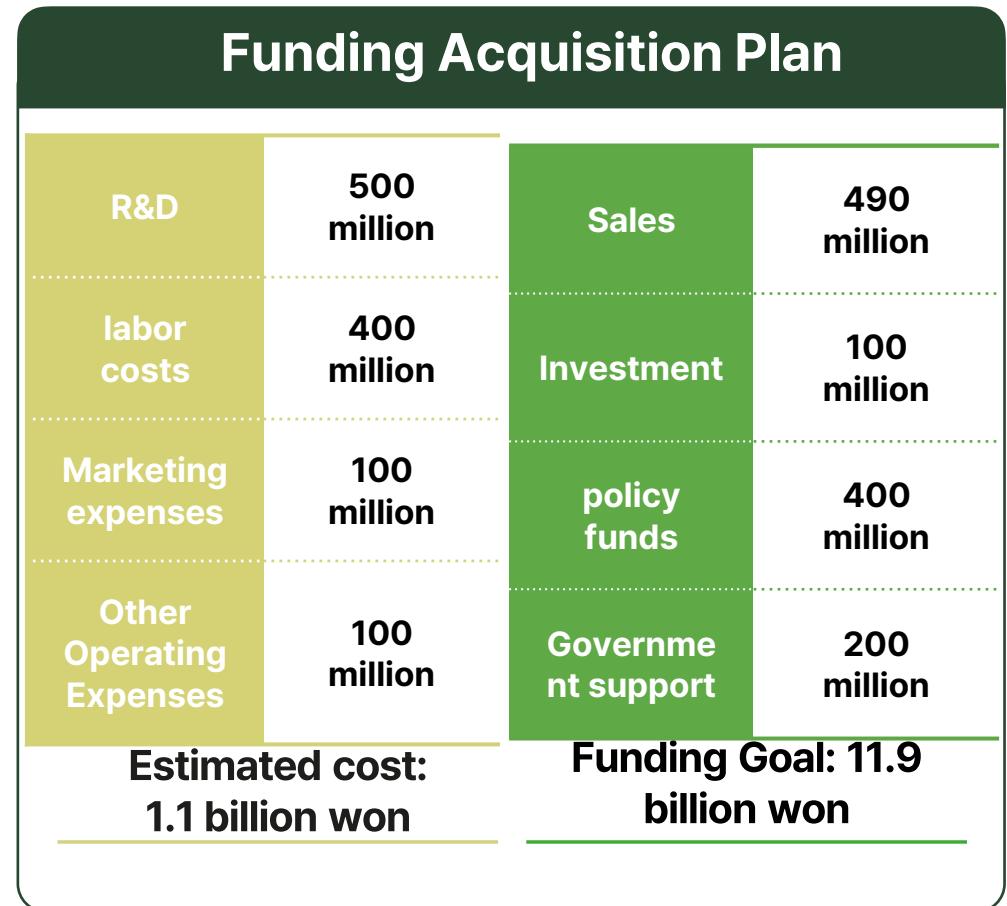
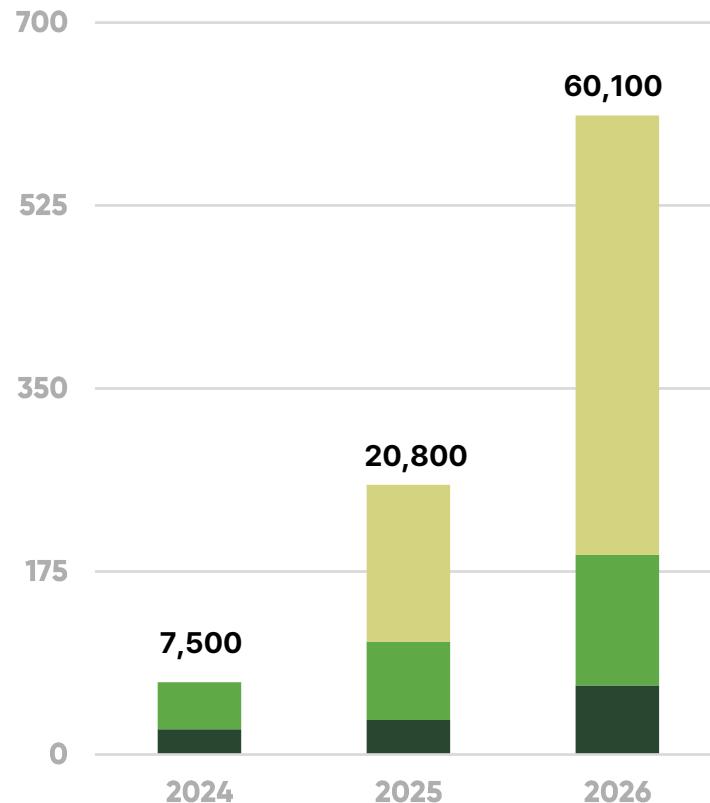
65% or more employed for 6 months or longer

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



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



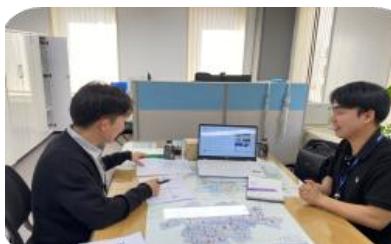
Affiliated Organizations

6



Contract Customers

40+



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

△ 추천 구직자 목록

| | | |
|---|--|---|
| 김민수 28세 · 3년 시각장애 (동양) 매칭 점수 92점 | 박지영 32세 · 5년 청각장애 (농) 매칭 점수 89점 | 이준호 25세 · 2년 지체장애 (화지마비) 매칭 점수 86점 |
|---|--|---|

AI 추천 근거

| |
|---------------|
| 매칭 요소 분석 |
| 기술 스킬 매치 85% |
| 경험 수준 78% |
| 근무 환경 적합성 92% |
| 지역 접근성 88% |

구직자 프로필

김민수
컴퓨터공학과 학사
서울 강남구
경력 3년
핵심 역량
프로그래밍, 데이터분석, 음성인식SW
강점
논리적 사고, 집중력, 음성기술 전문성

Jobility

대시보드

| |
|-----------------------------|
| 고용 유지율 60% |
| 정규직 채용률 42% |
| 채용원료기간 12일 |
| 최근 3개월 고용 유지를 54%, 51%, 49% |

기업에 FIT한 인재 TOP 3

| | | |
|--|---|--|
| AI 매칭점수 97점 송창식 QA, 엔지니어 Java, Selenium, PostgreSQL | AI 매칭점수 97점 박규민 UX/UI 디자이너 Python, Frontend, AI/ML | AI 매칭점수 97점 김대호 프로젝트 관리자 Node.js, React, Redux, React |
|--|---|--|

송창식님은 Selenium, JUnit 같은 기초 프레임워크 테스트 엑셀과 풍부한 면접이라는 점을 AI가 추천해준 것입니다. 정작 면접은 전문적인 면접으로서는 적어 누락된 면접이나, 보시기 전에 면접을 통해 면접관에게 문제를 제기해보면 좋습니다. 면접관은 면접으로서 성과를 낼 수 있으며, 대규모 프로젝트 커버지지 관리에서 성과를 낼 수 있으며, 대규모 프로젝트 팀을 관리하는데 면접관의 역할을 할 수 있습니다.

박규민님은 React, Next.js를 활용한 프론트엔드 개발 경험이 풍부하여, 성능 최적화와 반응형 UI 구현에 강점이 있습니다. AI는 박규민님의 면접에서 문제를 제기해보면 좋습니다. 면접관은 면접으로서 성과를 낼 수 있으며, 대규모 프로젝트 커버지지 관리에서 성과를 낼 수 있으며, 대규모 프로젝트 팀을 관리하는데 면접관의 역할을 할 수 있습니다.

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Digital Job, JD (Job Description)
Based 3 Recommendations

Employment Retention Rate +
Post-Management Focus

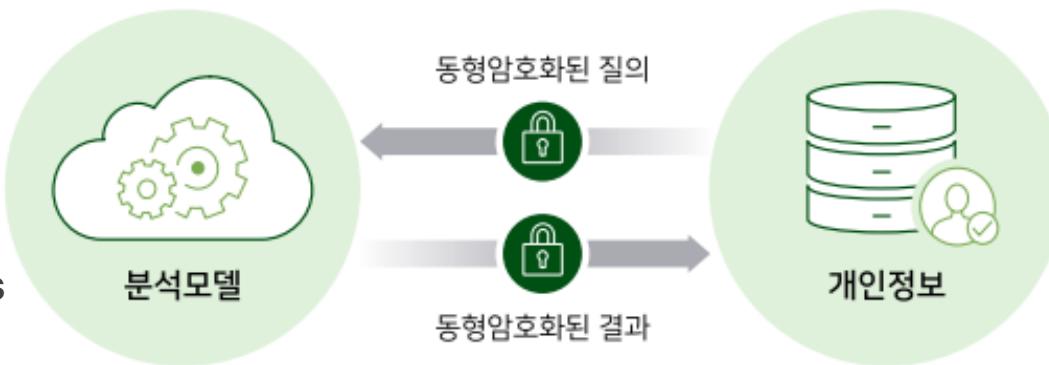
Disability Type - Job Recommendation Model Patent (Utilizing ATS)



10-2024-0167977

01

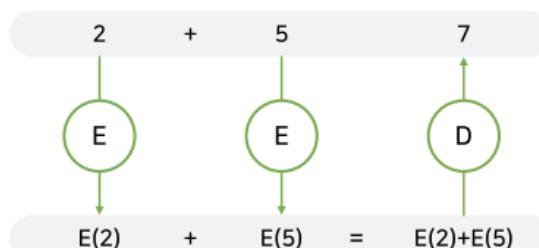
15 Types of
Disabilities to Enter
for Recommendations



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



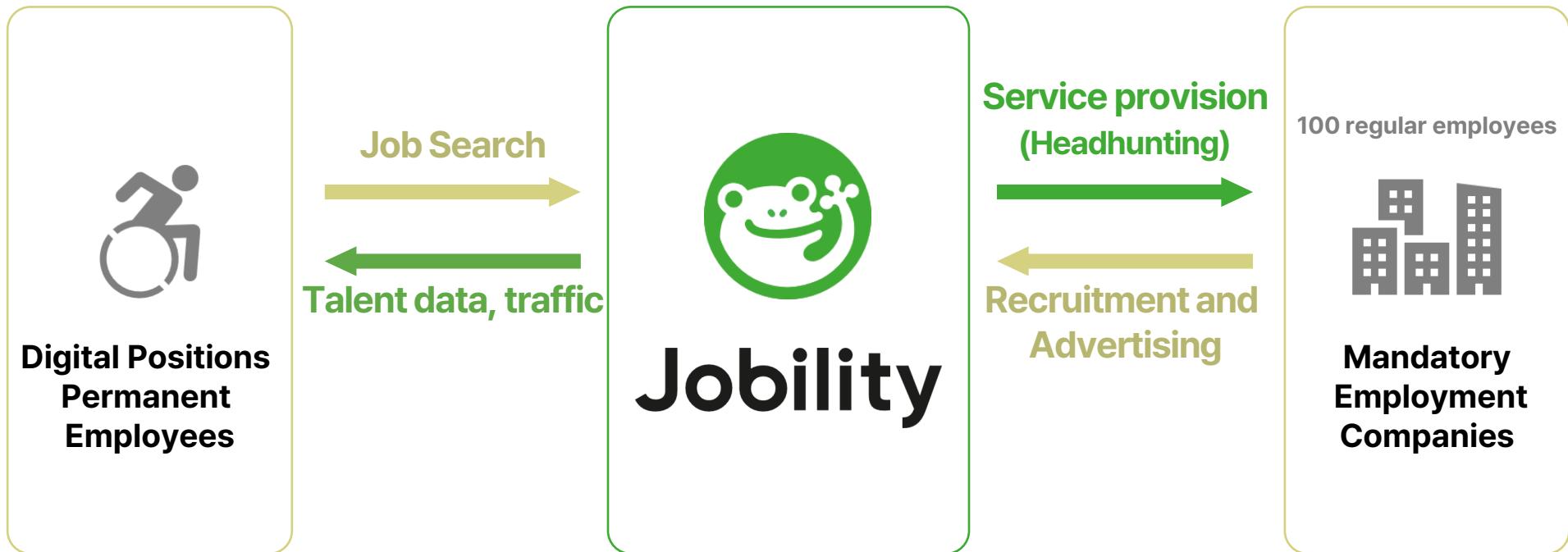
Differential Information Protection
Technology using virtual data
generation through replay data

프라이버시 보호기술 적용*



Virtual data possessing statistical
properties similar to the original
data

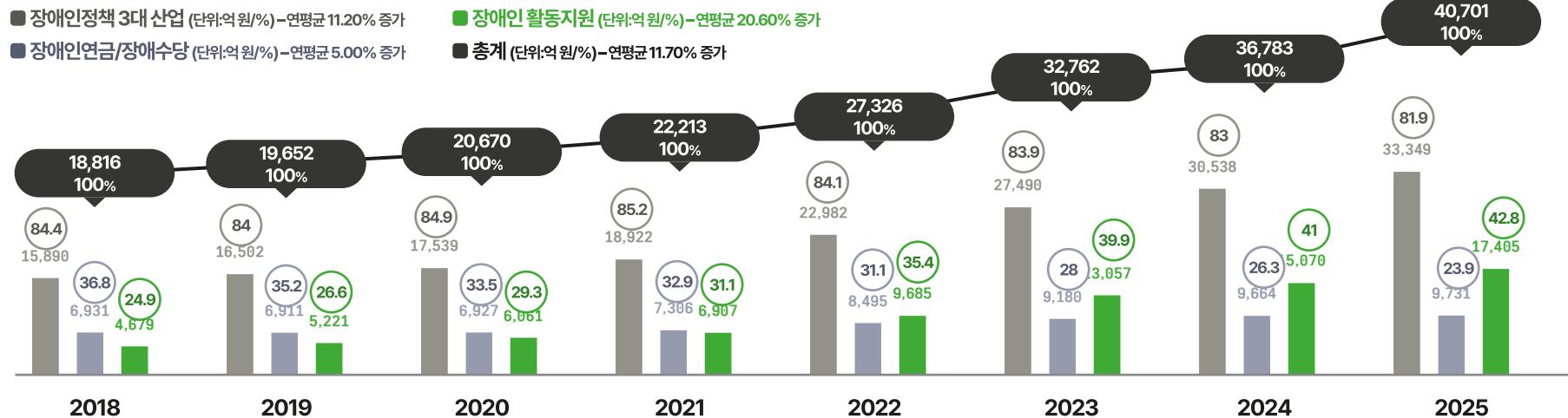
Profit Business Model



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



SEED (100 million won in investment)

- Secured 350 matching cases
- Hired 3 AI developers

2025
Enter the top 1% of the market

TIPS (Investment 300 Million)

- Advanced Customized Recommendation System
- Secured Over 130 Corporate Clients

2026
R&D capabilities

2027
No. 1 in Korea
Expansion into Vietnam

Series A Funding

E

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.

Business Roadmap Expansion (Vietnam Entry) ·



Selected for global conference,
executing government projects



Jobility 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.

SCOPLE 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 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/nghi 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 | Start-up | 3 people | 50 million won |
|------------------------------|-------------------|---------------------|----------------|
| YEAR OF ESTABLISHMENT | CORPORATE TYPE | NUMBER OF EMPLOYEES | REVENUE |
| Năm thành lập | Start up | 3 người | 50 triệu KRW |
| Thời gian hoạt động | Loại hình công ty | Số lượng nhân viên | 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-Unicorn Global Conference in Vietnam Directory 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



Recommend and Promote 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!