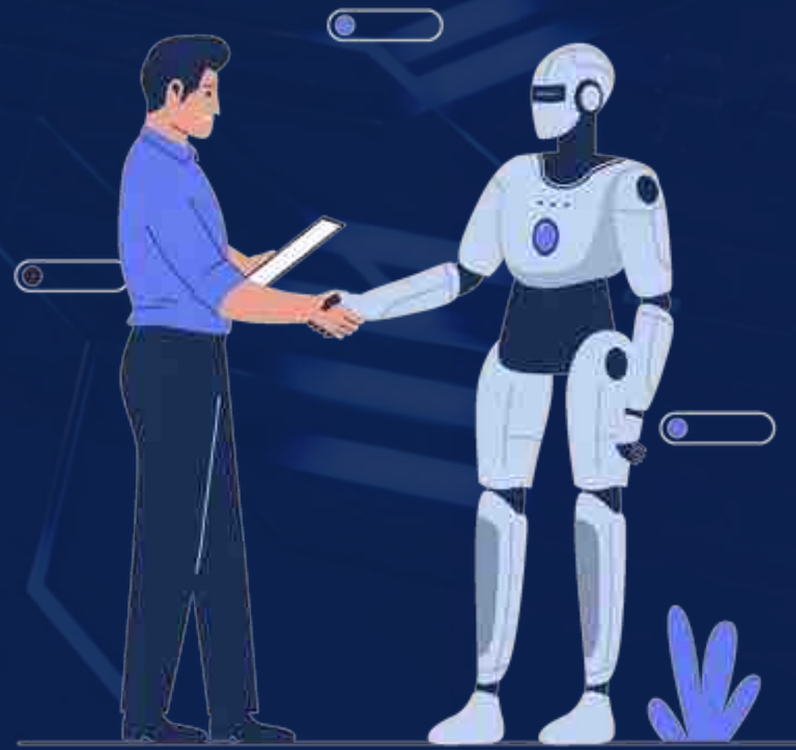
JOB SEEKERS AND HIRING MANAGERS DEPEND ON AI

-AT WHAT COST TO TRUTH AND FAIRNESS?

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AI TEXT-MINING IN HIRING



Introduction

- AI is widely used in hiring processes by both job seekers and employers.
- Raises concerns about fairness, bias, and authenticity in recruitment.

Problem Statement

- Job seekers use AI tools to craft resumes, raising truthfulness concerns.
- Employers use AI-driven Applicant Tracking Systems (ATS) for filtering.
- Risk of perpetuating biases and unfairly rejecting qualified candidates.

Challenges Identified

- AI-enhanced applications may misrepresent candidates' skills.
- AI screening tools may inherit biases, excluding diverse applicants.

HOW IS TEXT MINING APPLIED

STREAMLINING WORK

TIME & MONEY SAVED

- Less time for recruiters going through applications
- makes scheduling easier
- sending job descriptions and emails to candidates

GEN AI

- Phenom
  - creates shortlist of job candidates for hiring team
  - scores people based on skills, experience, and location
- Eightfold AI
  - identifies top talent in candidates
  - generates job descriptions
  - recommends job-posting platforms
- Edge
  - connects companies with remote talent around the world

TOOLS USED

- Natural Language Processing
  - extracts key phrases, skills, experience, and qualifications (maybe tokenization)
- Machine learning
  - learns algorithms to automatically understand what's considered a 'good candidate'

KEY INSIGHTS



- Generative AI streamlines hiring tasks like candidate shortlisting, resume creation, and onboarding.
- Job seekers use GenAI tools like ChatGPT for crafting resumes, cover letters, and preparing for interviews.
- AI can improve recruitment outcomes, but it also raises concerns about hidden biases and inaccurate resumes.
- • GenAI can help mitigate bias but must be carefully managed to avoid reinforcing existing biases.
- A balanced approach is necessary: combining AI with human judgment ensures fair, authentic hiring processes.

DISCUSSION QUESTIONS

Do you think AI tools are effective in identifying top candidates, or do you think they overlook important qualities that a human recruiter might recognize?

How can companies ensure that AI-driven hiring practices respect the privacy and rights of candidates?

Have you ever sent an application and immediately got a reply back asking for an interview?



THANK YOU

SOURCES

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