

Welkom terug bij het Demo_Day Seminar 2023

Dinsdag 6 juni 2023

#DemoDay23



tth

Demo_Day 2023

Host: Femke Marijne

#DemoDay23



AI-technologie in recruitment

Koen Roozen
Recruitercode



De Recruitercode

- een code opgesteld door vakgenoten
- het professionele referentiekader voor iedereen in recruitment
- geregistreerde recruiters staan voor bekwaam en integer recruitment

de code telt 7 artikelen

1 – De Recruiter bezit de volgende basiskwalificaties

2 – Integriteit

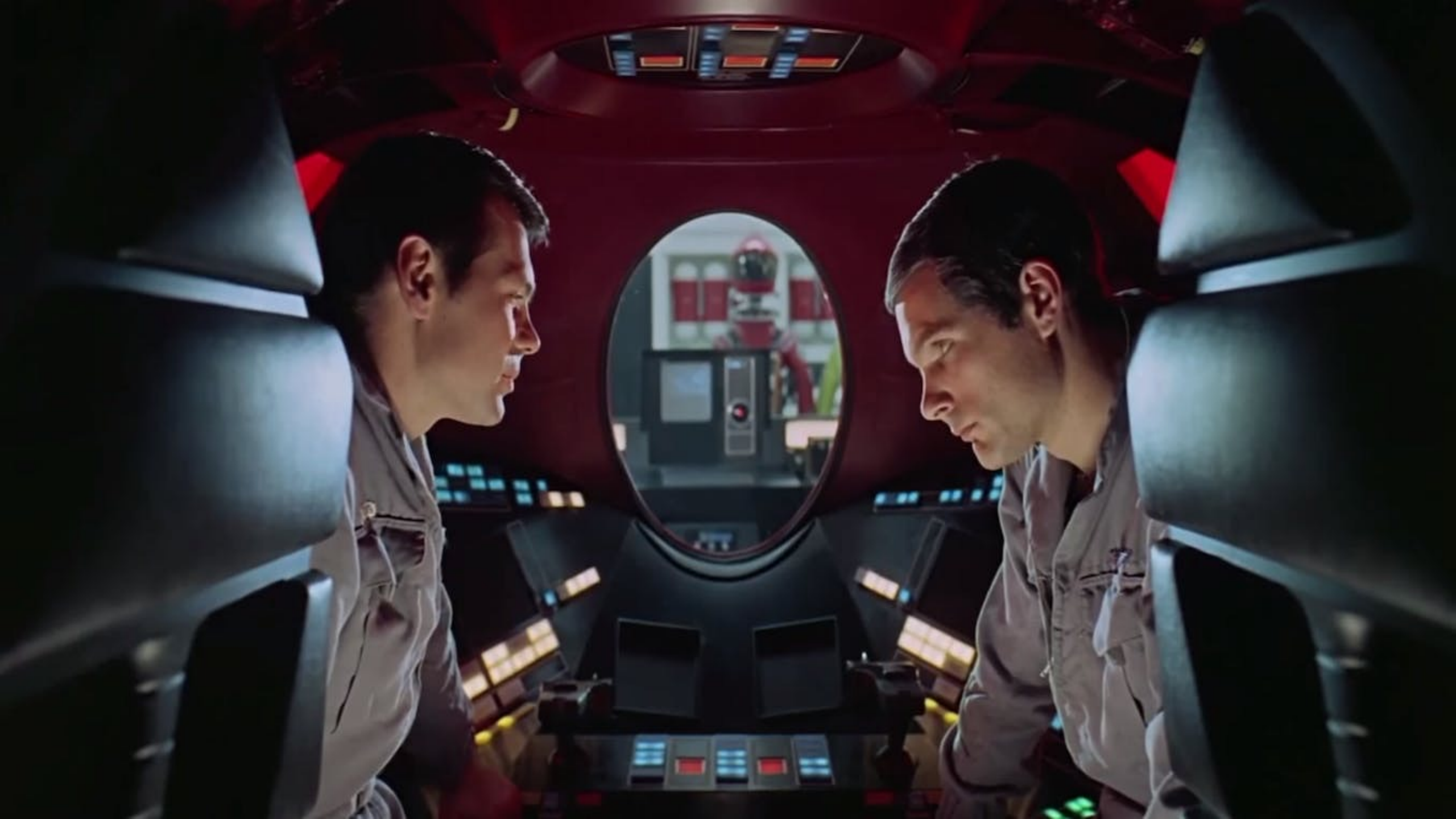
3 – Anti-discriminatie

4 – Communicatie

5 – Wet- en regelgeving en codes

6 – Omgaan met vertrouwelijke informatie en/of
persoonsgegevens

7 – Arbeidsvoorwaarden en onderhandelen

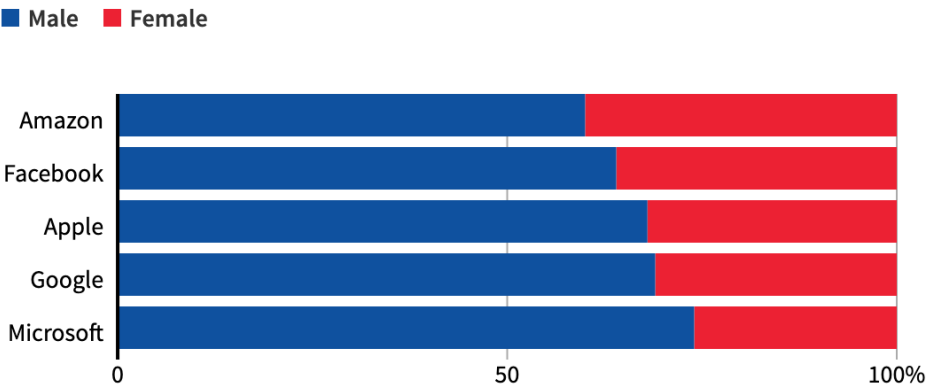


Amazon scraps secret AI recruiting tool that showed bias against women

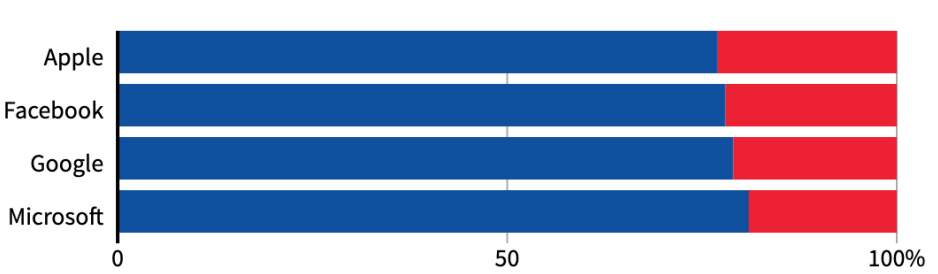
Dominated by men

Top U.S. tech companies have yet to close the gender gap in hiring, a disparity most pronounced among technical staff such as software developers where men far outnumber women. Amazon’s experimental recruiting engine followed the same pattern, learning to penalize resumes including the word “women’s” until the company discovered the problem.

GLOBAL HEADCOUNT



EMPLOYEES IN TECHNICAL ROLES



staan voor bekwaam en integer recruitment

**RUTTE
SCHIET OP!**

**HOE LANG
MOET IK NOG
WACHTEN?**

**HOE LANG
MOET IK NOG
WACHTEN?**

**HELP DE
KINDEREN!**

**1115 KINDEREN
VERDWOENEN**



Reyer Gerlagh (Djoemoe, 1969) is een econoom gespecialiseerd in de economische aspecten van klimaatverandering en was medeauteur van het IPCC- rapport van 2014.

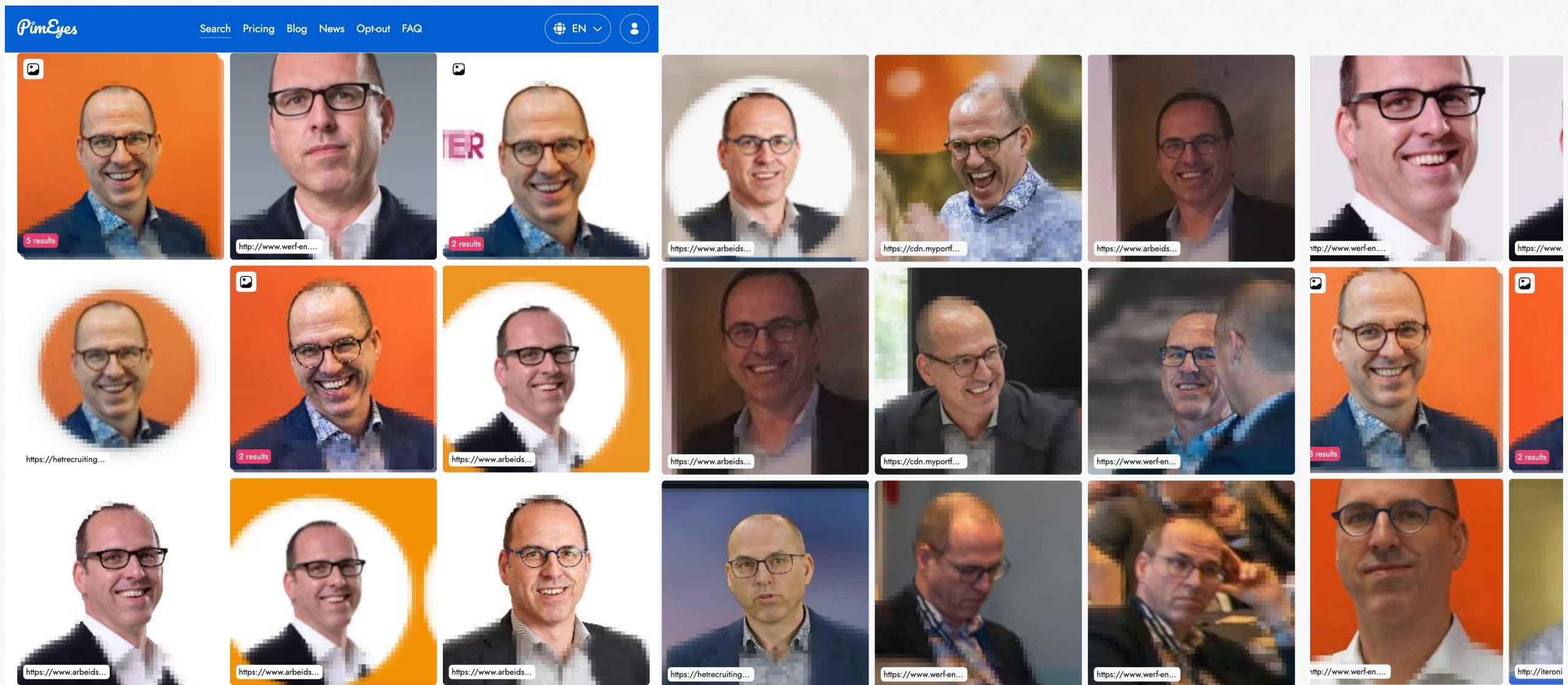
niemand is 100% objectief
iedereen wordt gestuurd door 'beliefs'



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⚡ GPT-3.5

⚡ GPT-4

ChatGPT **PLUS**

Send a message...



ChatGPT may produce inaccurate information about people, places, or facts. [ChatGPT May 24 Version](#)



AI Risico's in Recruitment (volgens ChatGPT)

Gebrek aan menselijke beoordeling

Vooringenomenheid en discriminatie

Technische fouten en onnauwkeurigheden

Vermindering van persoonlijke interactie

Privacy- en ethische overwegingen

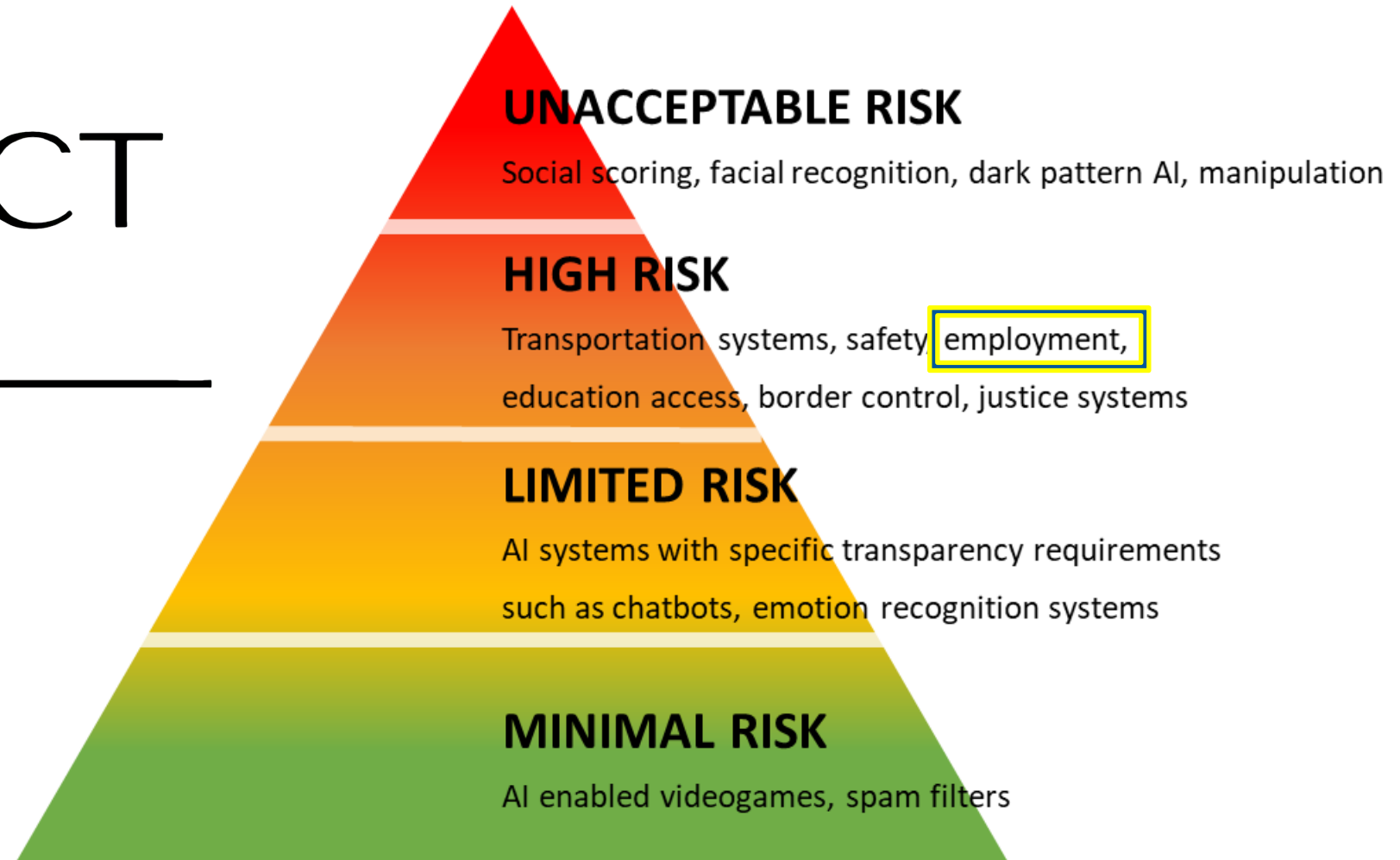
Kansen voor recruiters (volgens Recruitercode)

1. Zo weinig mogelijk inbreuk op persoonlijke levenssfeer (maximale privacy)
2. Altijd uitlegbaar aan sollicitanten
3. Betrouwbaar, valide en niet discriminerend
4. Transparant (mens = mens & AI = AI)
5. Passend binnen wettelijke kaders
6. Kritische houding bij aanschaffen en toepassen (ask the experts)

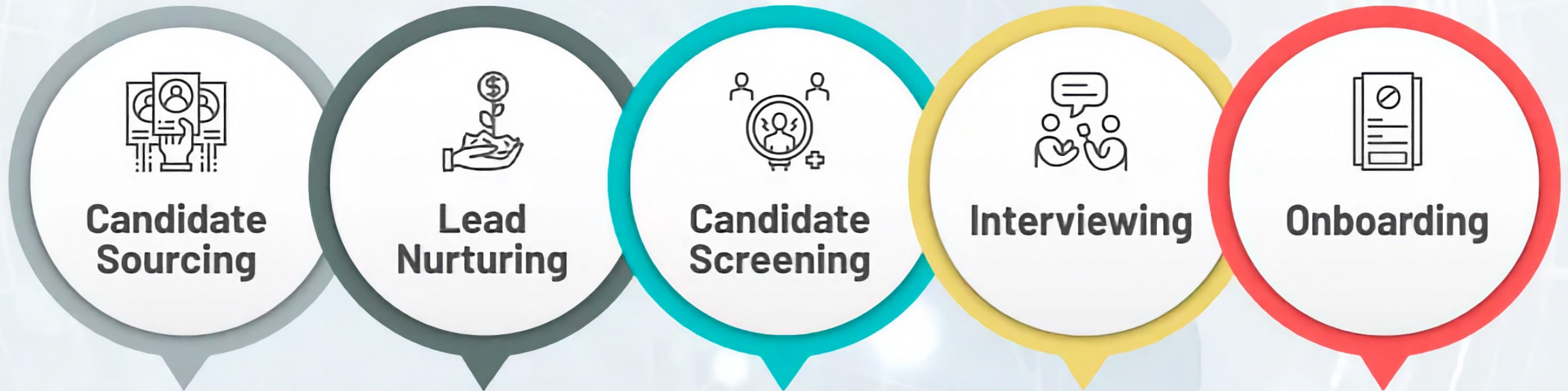
**WITH GREAT
POWER COMES
GREAT
RESPONSIBILITY**



THE AI ACT



AI in Recruitment







Hung Lee
@HungLee

'Negative Content' Breakdown

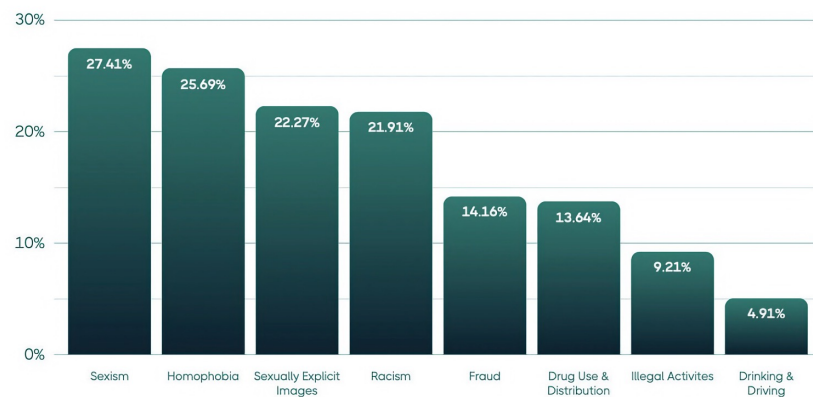
Out of 9708 sampled job seekers who underwent social media background screening (with consent), instances of negative content was distributed as follows 📊

Sexism in the lead, followed closely by Homophobia

[Tweet vertalen](#)

NEGATIVE CONTENT BREAKDOWN

We will begin by breaking down a high-level overview of the data in order to gain a deeper understanding of the overall effects of social media screening. The first area which will be covered is to do with the negative content breakdown, and this demonstrates which were the most common occurrences of negative content found online in all 9708 data subjects.



10:16 a.m. · 22 nov. 2021

Sexism

Homophobia

Sexually Explicit
Images

Racism

Fraud

Drug Use &
Distribution

Illegal Activities

Drinking &
Driving

NO

Send an Email

SUBJECT

Interested in this BDR role?

Attributes

EMAIL BODY

B **I** **U** Normal x_2 x^2

Hi {{prospect.first_name}},
Found your profile on LinkedIn and based on your past experience at {{company.name}} I thought you'd be interested in a role I'm hiring for.
The role is for a Business Development Representative with Salesforce. We're based in San Francisco and base salary starts at \$85,000.
Are you open to having a 15-minute chat about this on the 6th July?
Best,
{{inbox.name}}

Attributes

Create step

Cancel

Automated sourcing

geautomatiseerde
connectieverzoeken &
bericht sturen

YES

NO

**Ben jij de unicorn die ik
zoek, Wim?**

BOOOM ZOECT JOU!



Interesse?

DALL-e

bewerkt benaderings-
bericht gericht aan Wim*

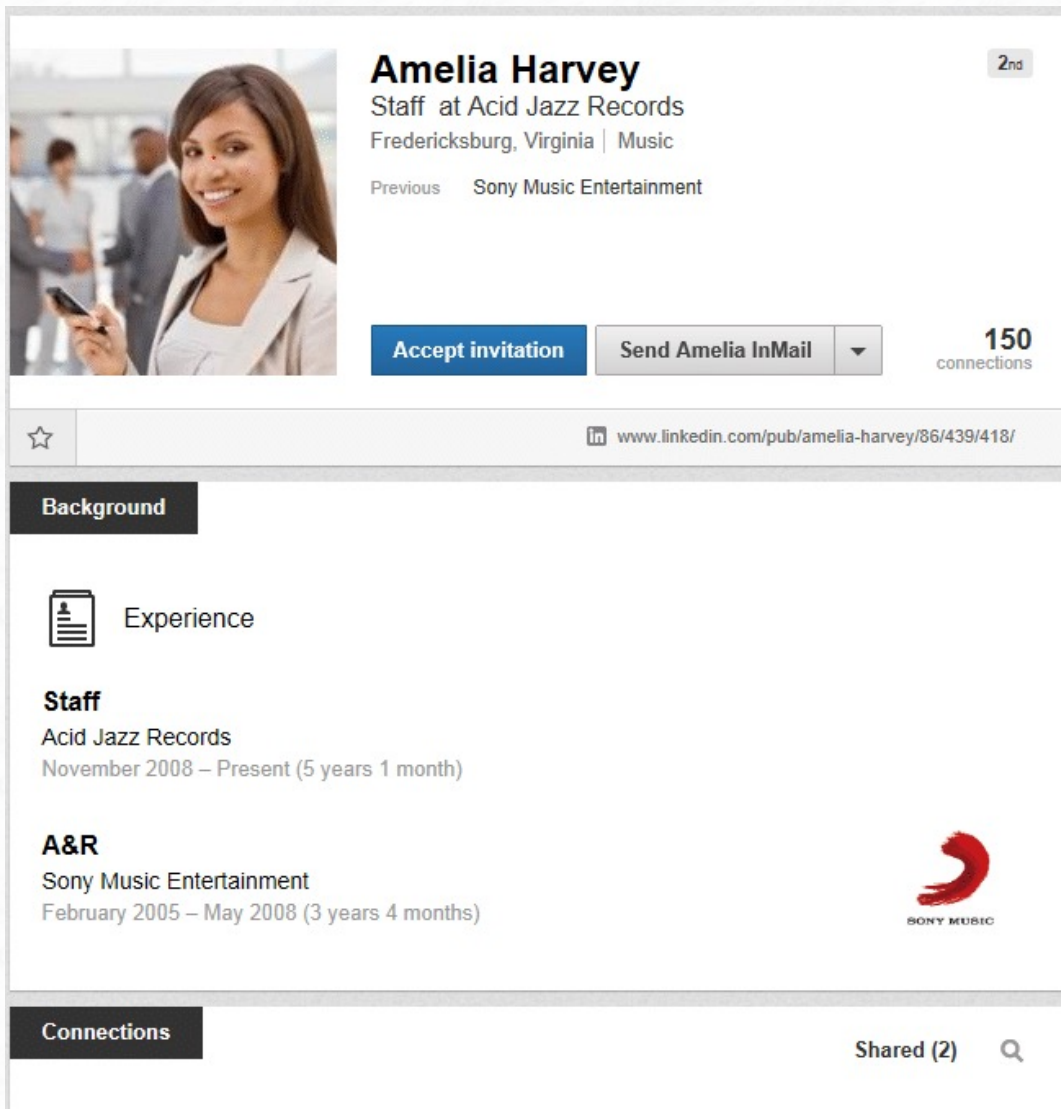
YES

NO



staan voor bekwaam en integer recruitment

*gebruikt met zijn toestemming



Amelia Harvey 2nd
Staff at Acid Jazz Records
Fredericksburg, Virginia | Music
Previous Sony Music Entertainment

[Accept invitation](#) [Send Amelia InMail](#) 150 connections

☆ www.linkedin.com/pub/amelia-harvey/86/439/418/

Background

 Experience

Staff
Acid Jazz Records
November 2008 – Present (5 years 1 month)

A&R
Sony Music Entertainment
February 2005 – May 2008 (3 years 4 months)



Connections Shared (2) 

LinkedIn

kandidaten benaderen met
een fake profiel

YES

NO



Automated chats

kandidaten chatten met
chatbot

YES

NO

A graphic for an AI-powered video interview. On the left is a close-up of a man's face. To his right, on a dark blue background, is the text 'THE INTELLIGENT WAY OF INTERVIEWING' in white, with 'INTELLIGENT' being the largest. Below this is 'MORE INSIGHTS THAN A FACE TO FACE INTERVIEW'. At the bottom right is the Zappyhire logo. White lines with dots connect various facial features of the man to the text: forehead to 'THE', eyes to 'INTELLIGENT', nose to 'WAY OF', mouth to 'INTERVIEWING', and chin to 'MORE INSIGHTS'.

AI POWERED VIDEO INTERVIEW |

THE INTELLIGENT WAY OF INTERVIEWING

MORE INSIGHTS THAN A FACE TO FACE INTERVIEW



AI powered video interview

kandidaten selecteren o.b.v.
bijvoorbeeld micro expressies

YES

NO

meedoen?

spreek ons aan

of scan de code

<https://recruitercode.nl/>



Afronding

Stel vragen na afloop aan de sprekers

Bezoek Recruitercode achterin gang F



Bedankt!

Fijne Demo_Day middag met demo & drinks!

#DemoDay23