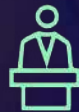


WEBINAR



ELISA

Evaluador Lógico Inteligente
para la **Selección de Aspirantes**



Iván Castellero
Business Development

Gustavo Cuervo
Education Ambassador

About us



GBM is a leading force in the tech services sector, driving innovation and solution marketing across Central America and the Dominican Republic.

Business solutions



Tech solutions



Solution factory



Innovation



Infrastructure



We believe in developing new talents in the region through hands-on projects and internship programs

Innovation Academy



Internship RI+D



CSR Programs



GBM Academy



Partnerships



New Business Challenges

Disruptive Technology in Business:

Cloud, Big Data, IoT, **Metaverse**, Blockchain, **AI**...



Emerging Professions:

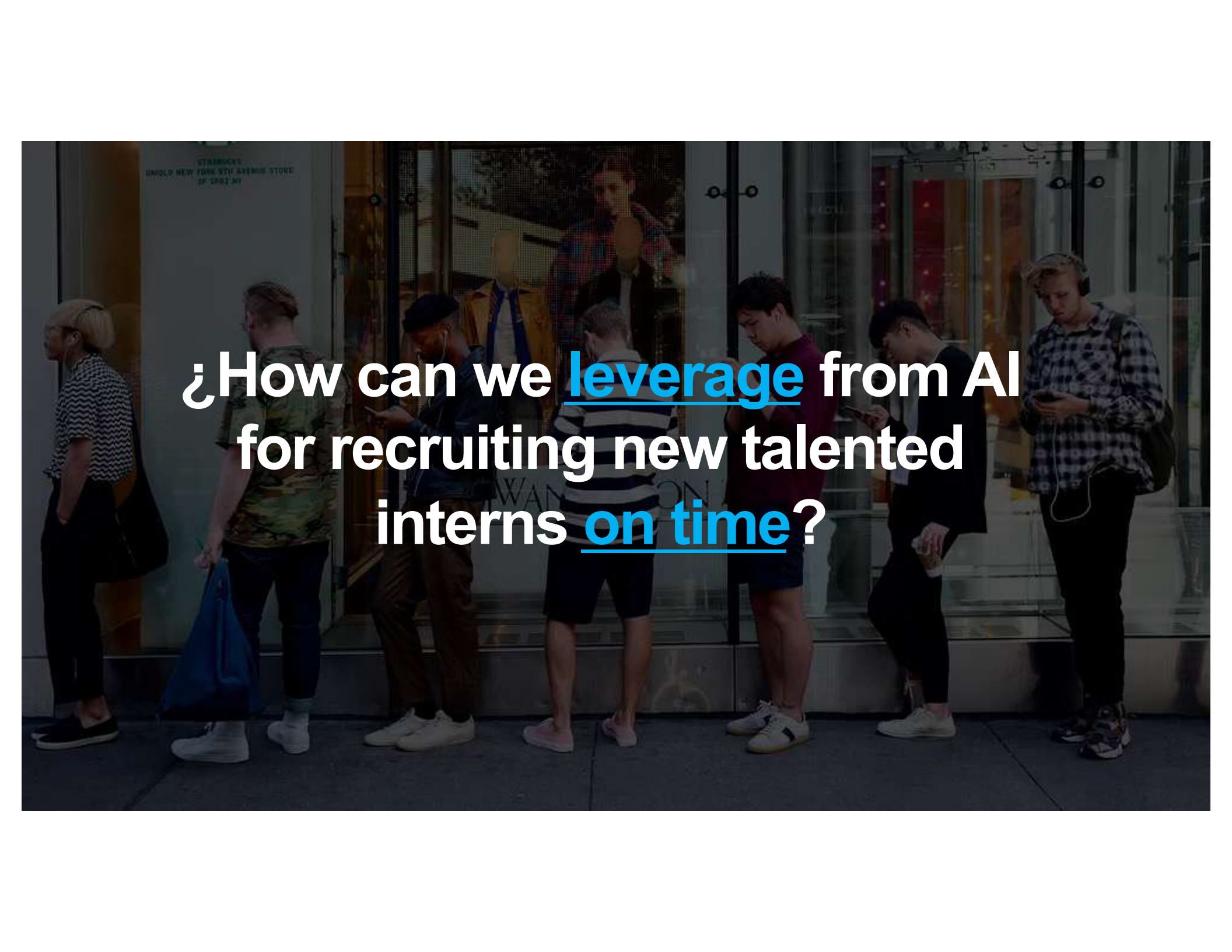
Growth Hacker, Digital Marketing, **Data Scientist**, Full Stack Developer, **Chief Digital Officers**, Social Network Anthropologists, **Human Factor Scientist**, among others...



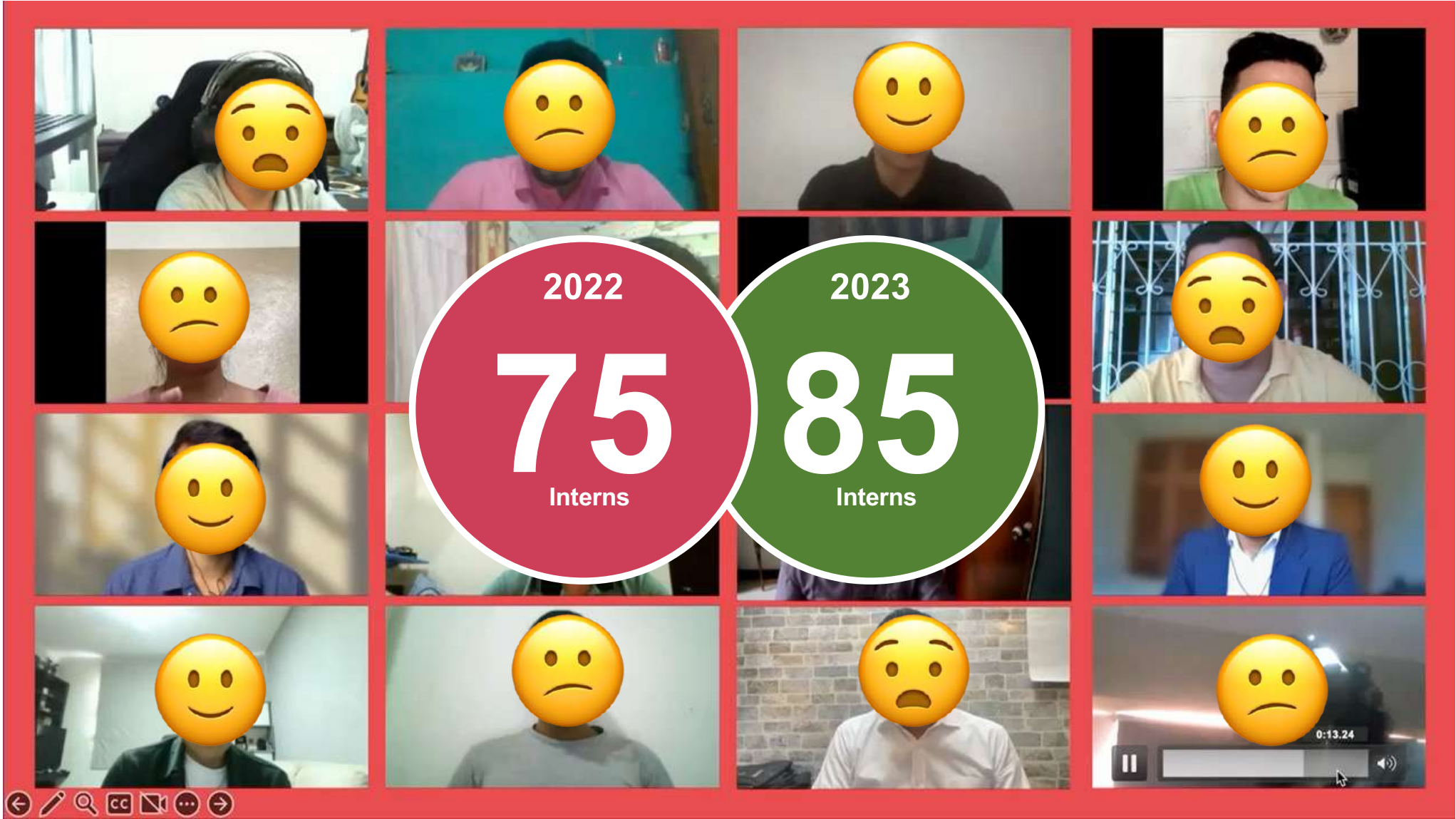
War for Talent:

Companies are facing massive gaps for **future skills**, and they will need to **re-skill or upskill** massive sections of their workforce to get ready...



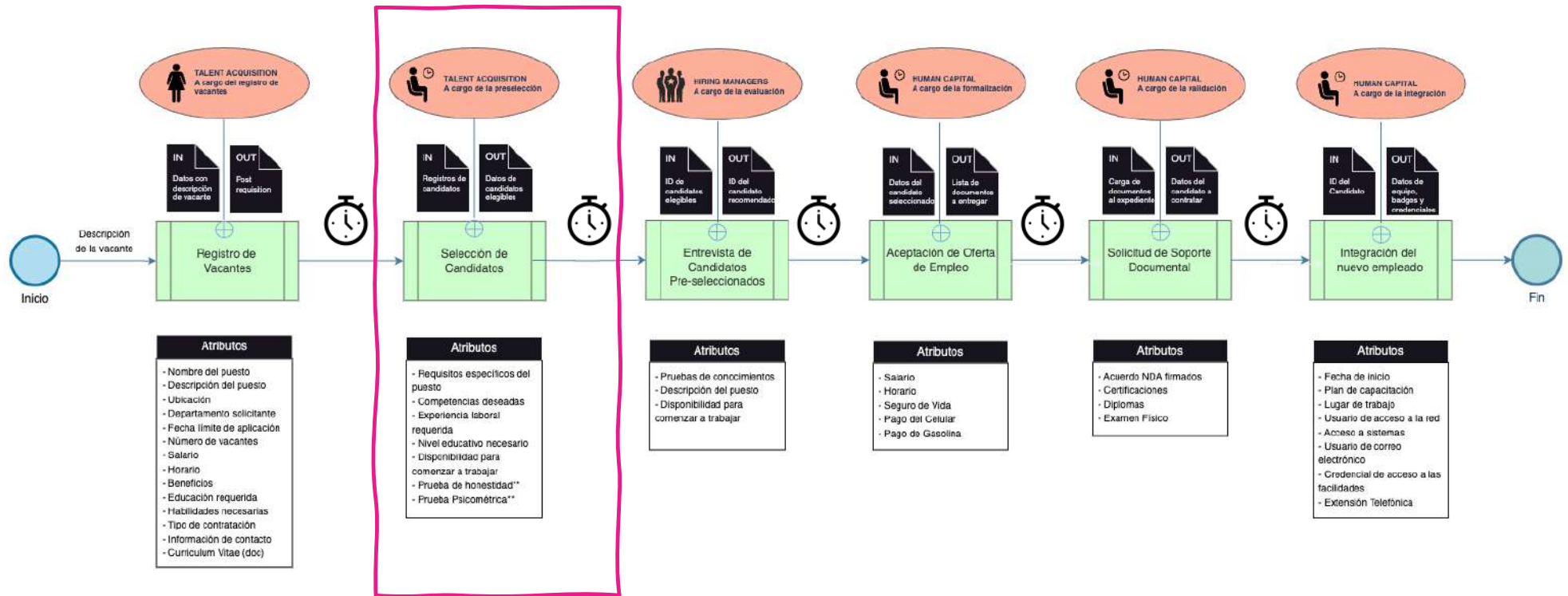
A group of seven young people are standing in a line outside a Starbucks store. They are all looking down at their smartphones. The store's glass entrance is visible in the background, with a sign that reads "STARBUCKS" and "1000 NEW YORK 5TH AVENUE STORE". The scene is dimly lit, suggesting it might be evening or indoors with low lighting.

¿How can we leverage from AI
for recruiting new talented
interns on time?



Critical findings in the current recruitment process

70%



Critical findings in the current recruitment process



Opportunities for automating the process to make more **agile and efficient**.



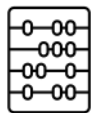
The greater the number of candidates, the most likely it is to overlook **the best** prospects.



The current methodology is based on the interviewer's **perception**.



Some **bias** was detected in the candidate selection process.

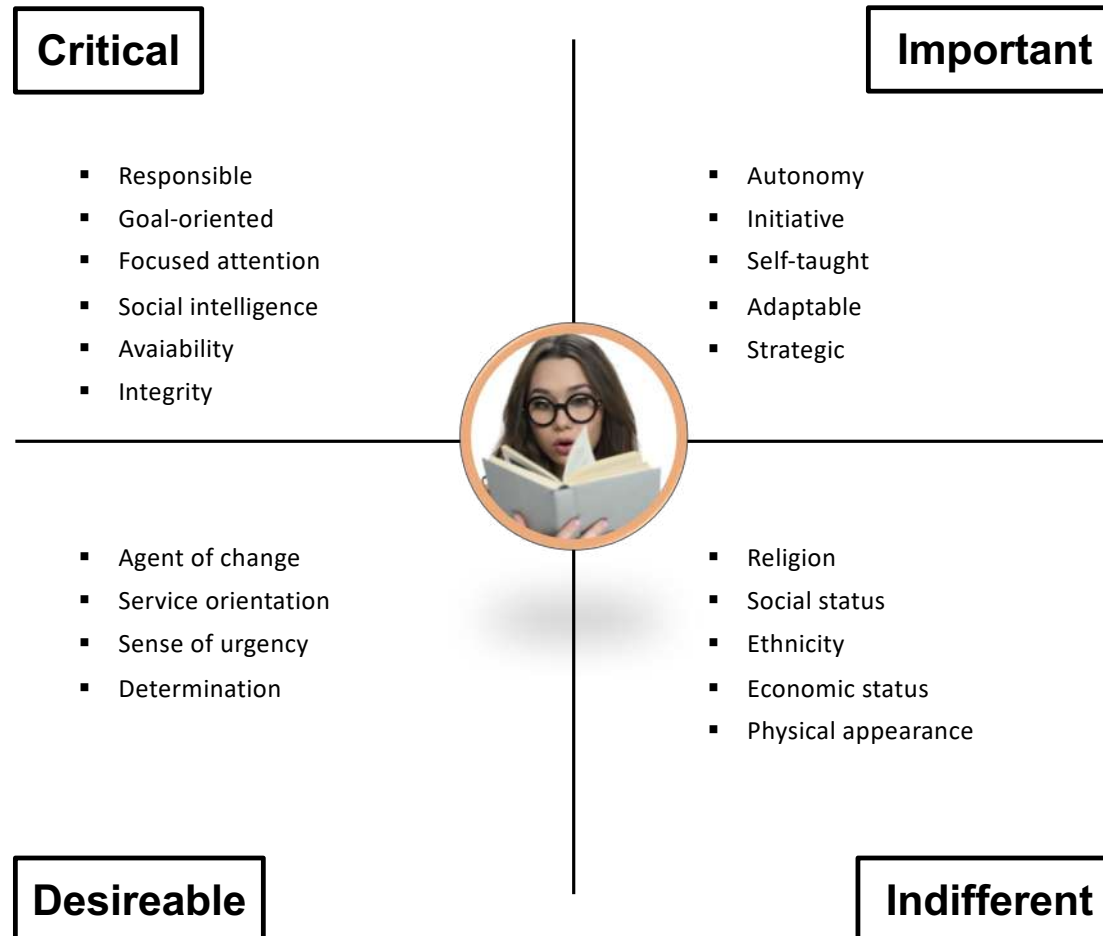


Lack of quantitative elements to ensure the **impartiality** of the selected candidates.



GBM Values

Courage
Transparency
Reliability
Discipline



GBM Values

Courage

Transparency

Reliability

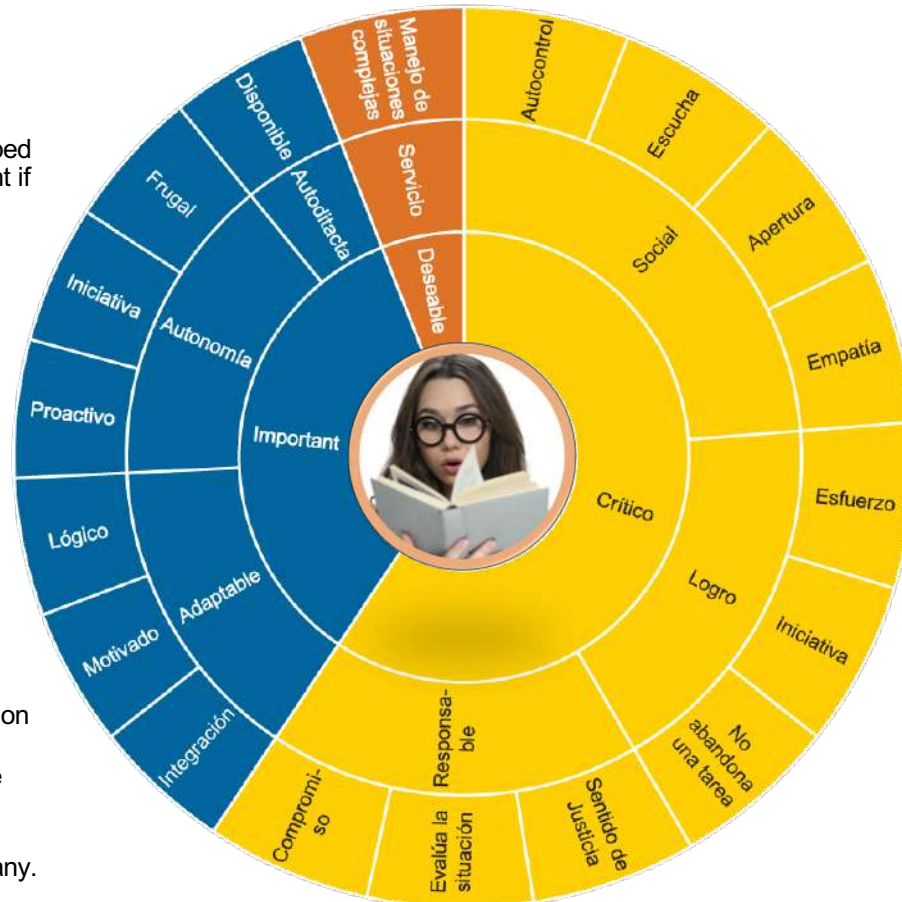
Discipline

Desireable:

Can be developed after recruitment if needed.

Important:

These imply a smoother transition and quicker adaptation to the roles and responsibilities within the company.

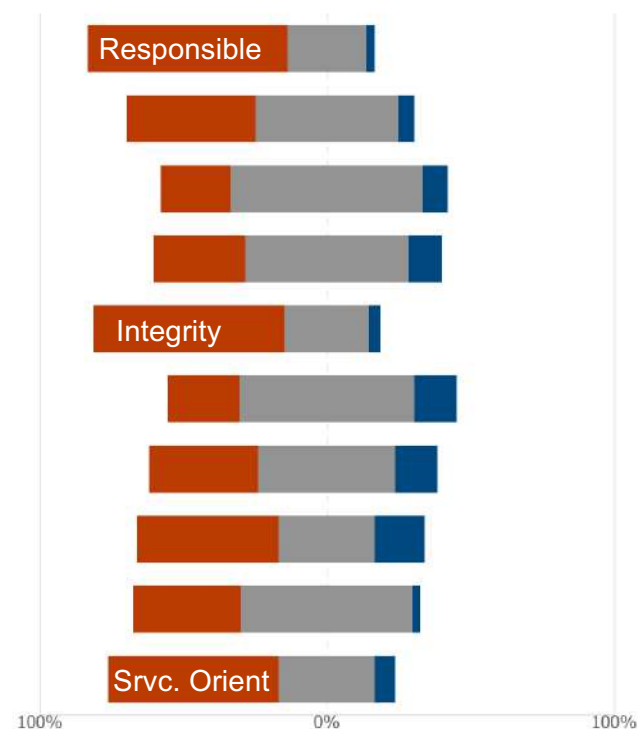


Critical:

These are considered the most relevant elements that should be assessed in a candidate's profile..

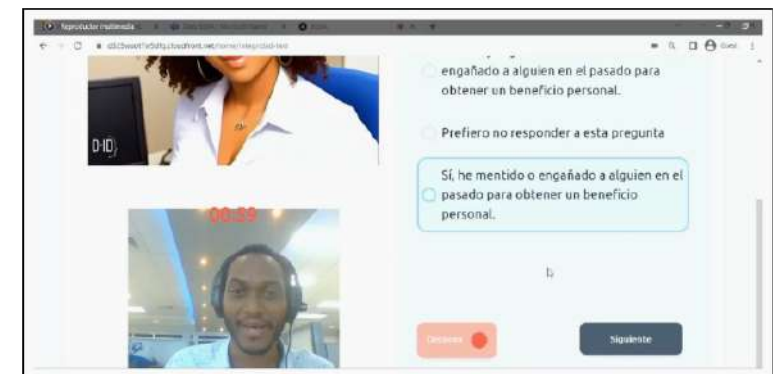
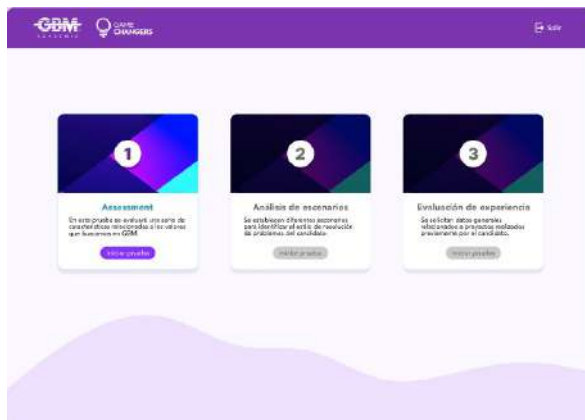
Survey for GBM leaders

Collection of group criteria to weigh the **values** of intern individuals in the company



Development of the ELISA prototype

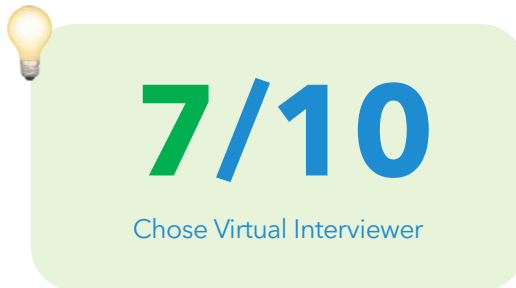
“Evaluador Lógico Inteligente para la Selección de Aspirantes”



In order to analyze behavioral patterns during the interview by comparing their answers with our **values, integrity, and required experience**. The resulting weighting seeks to identify the top 10 candidates for each advertised position.

We are in the initial testing phase with GBM volunteers, and then we will start controlled interviews at identified universities to feed the model and generate conclusions.

UX Test Results



Most chose the option to proceed with a **Virtual Interviewer**, however, it must be taken into account that it is **not the preference of all users**.

Those who chose a VI **where not sure what to expect**, so they didn't know whether they where satisfied with their decision yet.



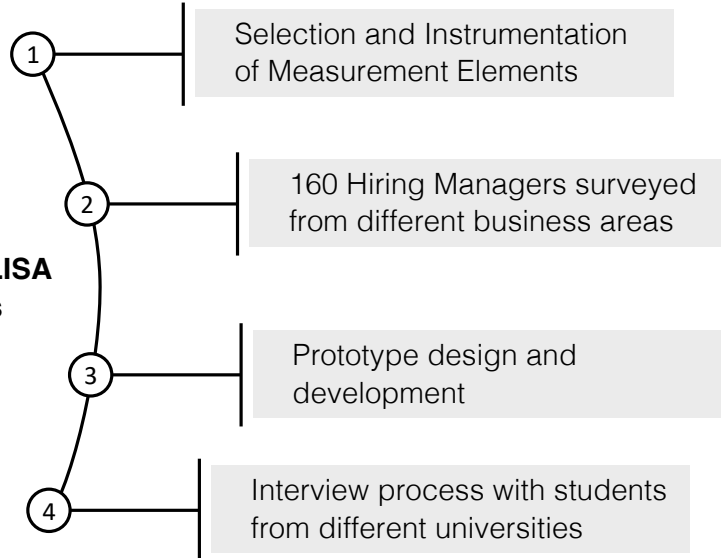
Assumption #1: Users wish to get an interview with a Virtual Interviewer

Timeline and Data Results

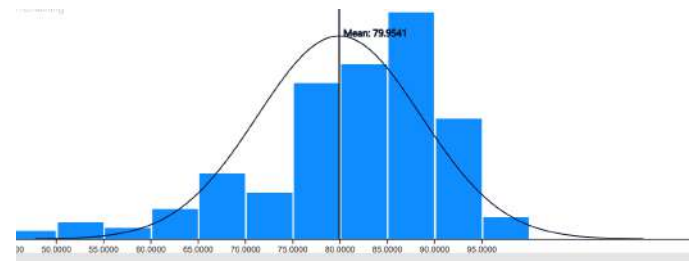
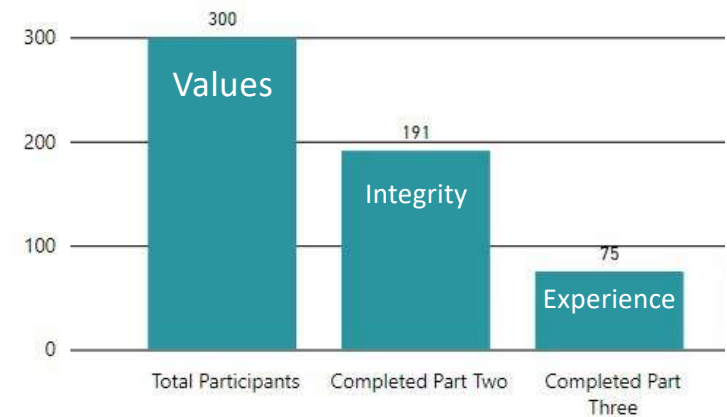
[PowerBI View](#)

Timeline: 6 months

+300 ELISA interviews

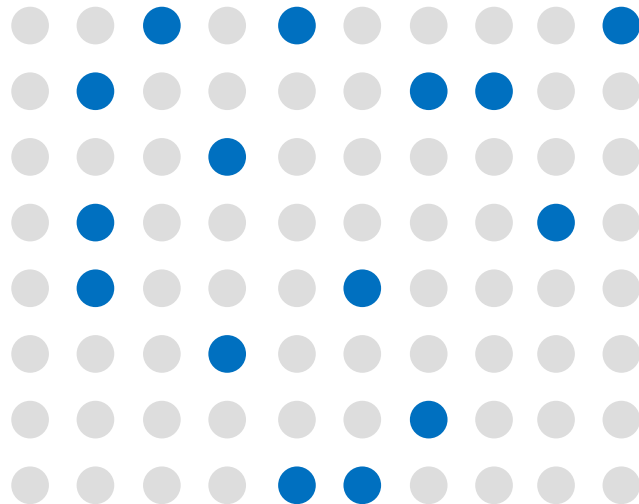


Number of participants by level of completion of ELISA



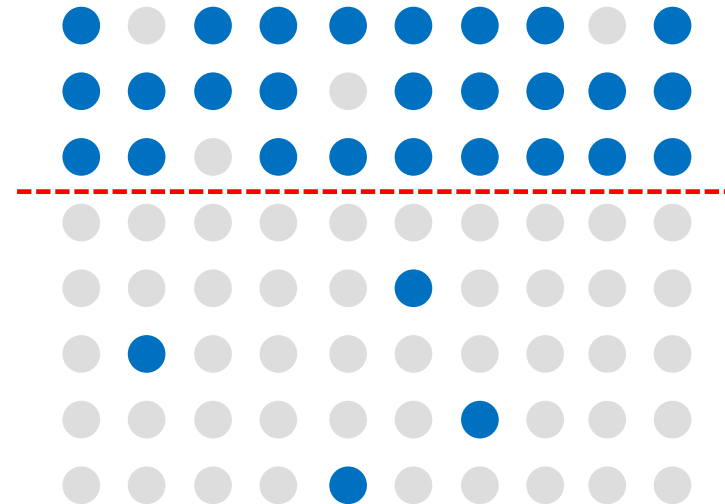
Objectives and goals

CANDIDATE SELECTION WITHOUT ELISA



WITHOUT ELISA, selection is based upon interviewer's perception and doesn't have quantitative data.

CANDIDATE SELECTION WITH ELISA



WITH ELISA, allows to establish a more robust and effective procedure with quantitative data.

Future works

New capabilities to be included in ELISA roadmap.



Generative AI Assessment

- Read transcription of candidate
- Identify principal terms and relationship
- Read from sources of knowledge
- Generate an **individual** assessment for candidate



Voice Stress Analysis

- Take sound transcription
- Process transcription in a voice model
- Identify **patterns** about the stress during specific answers.



Dynamic Learning Path

- Read candidate skills
- Compare and evaluate necessary skills for job
- Lookup on elearning course catalog
- Generate a list of link to **specific** courses



CV Semantic Analysis

- Read PDF document and generate principal terms
- Identify relation of terms with selected job
- Generate a **% of affinity** with candidate and selected job



New Question:

¿What are the necessary skills for HR?



New Learning Workshop: Data Analytics Foundation for HR



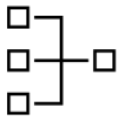
Duration: 16hrs
Content: Definitions, labs and homework

- ☒ **Data Analytics introduction**
- ☒ **Data analysis process flow**
- ☒ **Statistics, Principal Graphics**
- ☒ **Machine Learning Concepts**
- ☒ **Patterns, dispersion, correlation**
- ☒ **Communication skills and tools**
- ☒ **Python basic commands**

RAI (Responsible Artificial Intelligence)



Purpose: The purpose of this policy is to establish guidelines for the **ethical and safe** use of Artificial Generative Intelligence (AGI) technologies available on the market. We intend to promote the efficient and creative use of the AGI, protecting the data of organization, our customers and collaborators.



Scope: This policy applies to **all employees, contractors, interns and third parties** who use or access external AGI tools on behalf of our company.



Responsible Use: IAG tools must be used in a professional and ethical manner. Its use to **insult, infringe, defame or offend** in any way the rights of others is strictly prohibited. They should not be used to create content that is offensive, inappropriate, misleading, encourages identity theft or any other unlawful behavior.



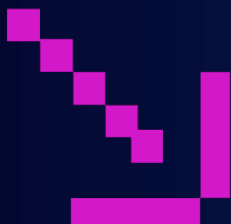
What did we learn?

1. Artificial intelligence can **support** the process to identify a number of potential candidates with necessary skills.
2. Exploring new knowledge is the way: **"code is the new english"**.
3. Re-learning is not easy. But achieving it depends only of **ourselves**.
4. It is necessary to establish **responsible** policies for Ai.





**THE BEST WAY TO PREDICT
THE FUTURE IS TO CREATE IT...**



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