



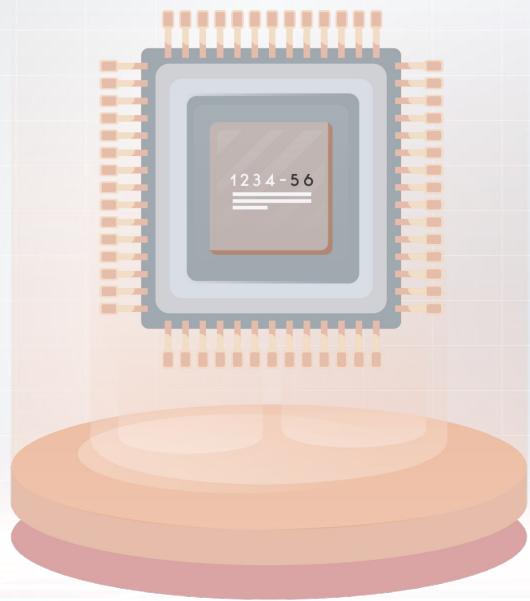
AI Weakening Recruitment

Rebecca Ruhnke

Introduction & Summary

Artificial intelligence has so much potential for good, but its flaws are plentiful and must be understood to survive in today's workforce.

- ❑ Misuse of AI leads to the disqualification of perfectly good job candidates
- ❑ AI functions on algorithms that have been created off human bias
- ❑ Corrupt use of AI leads to larger unemployment rate
- ❑ The report highlights risks associated with unregulated AI in the workplace:
 - ❑ Research reveals AI bias influencing hiring processes.
- ❑ Rapid integration of AI without proper policy is deemed unacceptable.
- ❑ The primary goal of the report is to underscore AI's threat to the American workforce.
- ❑ It aims to prepare individuals for potential AI misuse and strengthen criticism of the technology through education.



01

The Research

What's In The Paper

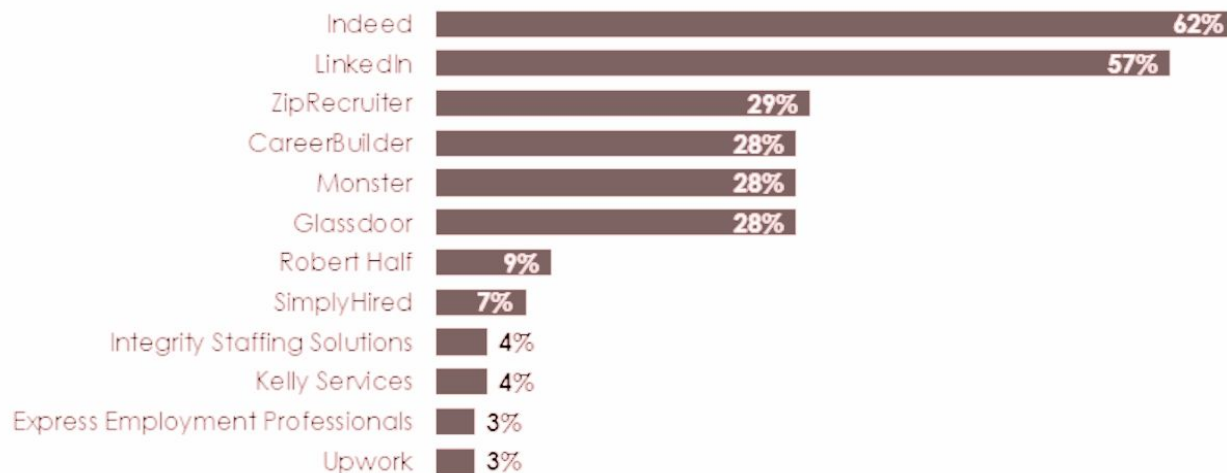
AI & Hiring Implementations

- ❑ AI is prevalent in job applications, such as in platforms like LinkedIn, Indeed, ZipRecruiter, and Glassdoor.
- ❑ Resumes and applications are first reviewed by AI algorithms before human recruiters see them.
- ❑ Companies heavily rely on AI in these platforms for recruitment, often without considering potential biases.
- ❑ Over Reliance on AI can lead to the exclusion of exceptional candidates due to algorithmic biases.
- ❑ Ignorance or misuse of AI can result in missed opportunities for companies and qualified candidates.

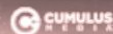
Active job seekers

Indeed and LinkedIn are the most used job sites among active job seekers

Q: How often do you use the following sources to find out about new job opportunities?
(% of active job seekers who selected frequently or occasionally)



Source: MARU/Matchbox National Study – February 2021, 969 total respondents
Q: How often do you use the following sources to find out about new job opportunities?



Westwood One

Biases & Discrimination

- ❑ Miranda Bogen's analysis "All The Ways Hiring Algorithms Can Introduce Bias" reveals how AI in recruitment can replicate institutional and historical biases.
 - ❑ "AI can 'replicate institutional and historical biases, amplifying disadvantages lurking in data points like university attendance or performance evaluation scores.'"
- ❑ Negative stereotypes picked up by algorithms can lead to cases of discrimination or unfair situations.
 - ❑ Racism, Sexism, Homophobia, Etc.
- ❑ Research shows examples of algorithms reproducing bias, such as targeted ads on Facebook for job positions.
 - ❑ "Broadly targeted ads on Facebook for supermarket cashier positions were shown to an audience of 85% women, while jobs with taxi companies went to an audience that was approximately 75% black."
- ❑ Efforts to 'de-bias' algorithms may not fully address underlying biases, according to Bogen.
 - ❑ "De-biasing a hiring algorithm built from that data is merely a band-aid on a festering wound."
- ❑ The ACLU article by Olga Akselrod and Cody Venzke "How Artificial Intelligence Might Prevent You From Getting Hired" highlights AI's pervasive use throughout the hiring process.
- ❑ AI tools are used to target candidates by measuring "personality traits through voice analysis of tone, pitch, and word choice and video analysis of facial movements and expressions."



Primary Reasons for AI Biases

TulipAI

Training Data Reflection

Example: Language model amplifying internet biases

Example: Model associating certain jobs with a specific gender due to biased data

Historical Biases

Example: AI associating certain professions more with men

Example: AI reflecting historical gender roles in outputs

Lack of Diversity in AI Development

Example: Model not tested against diverse datasets

Example: Biases from non-diverse developer perspectives

Ambiguities in Language

Example: AI misinterpreting a word's connotation

Example: Model making biased associations due to language nuances

Overgeneralization

Example: Model associating majority patterns with all data

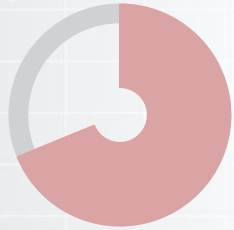
Example: AI making assumptions based on prevalent data trends

Feedback Loops

Example: Biased user interactions reinforcing model biases

Example: Model becoming more biased over time due to feedback

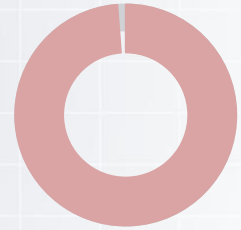
Companies & AI-Based Tools



70%

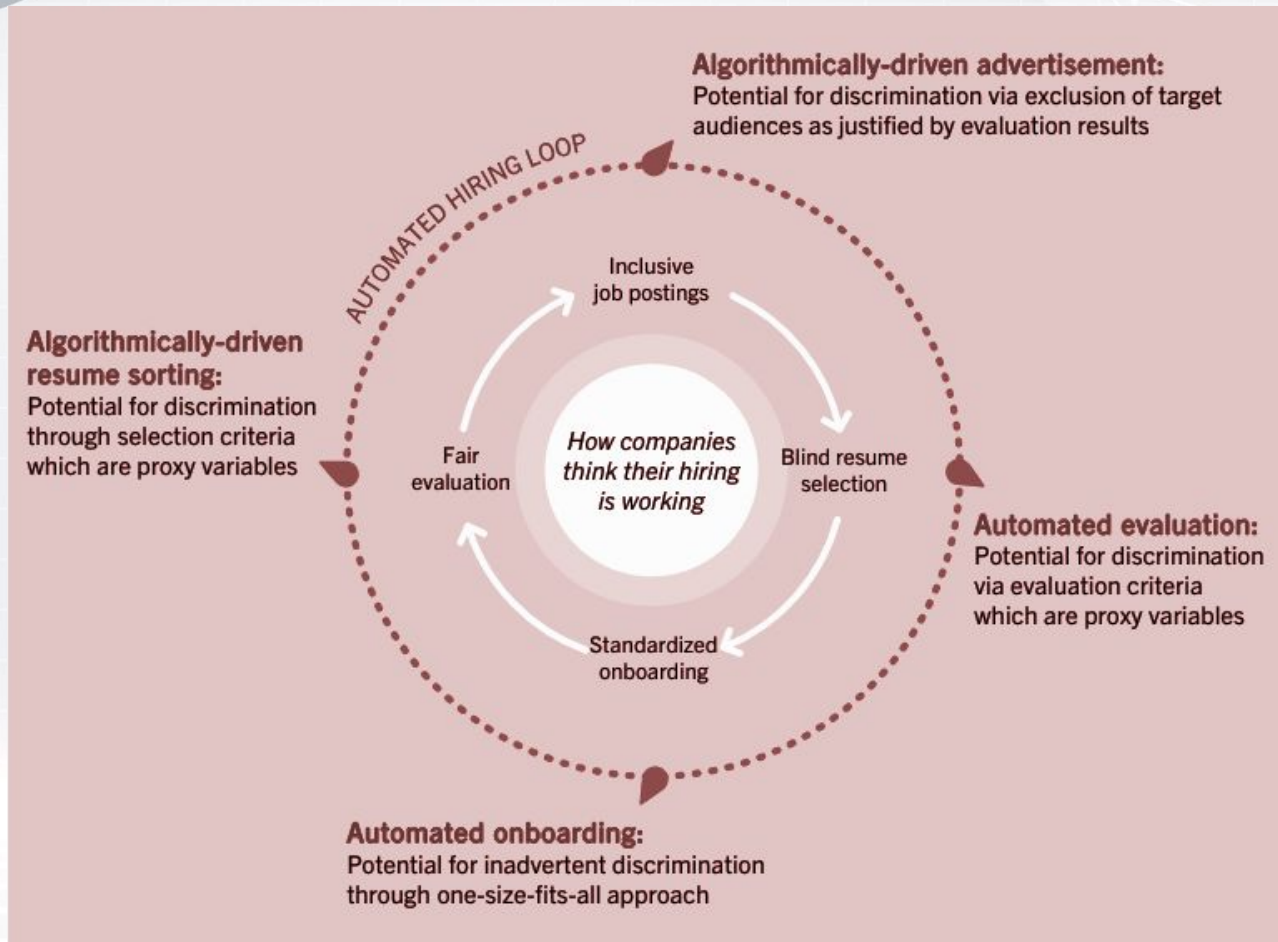
Of average companies

Venzke and Akselrod discuss how recent reports indicate that “70 percent of companies and 99 percent of Fortune 500 companies are already using AI-based and other automated tools in their hiring processes,” with growing use in lower-paying industries where Black and Latinx workers are disproportionately concentrated, like retail and food services.



99%

Of Fortune 500 companies



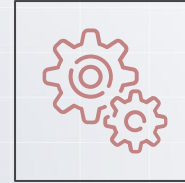
Should We Trust AI Recruitment Sites?

- ❑ Articles on AI bias in hiring have sparked discussions, with contrasting views presented on platforms like LinkedIn.
 - ❑ The existence of contradictory articles on a platform utilizing AI for resume scanning raises questions about transparency and truth in the hiring process.



LinkedIn Warns User of AI Biases

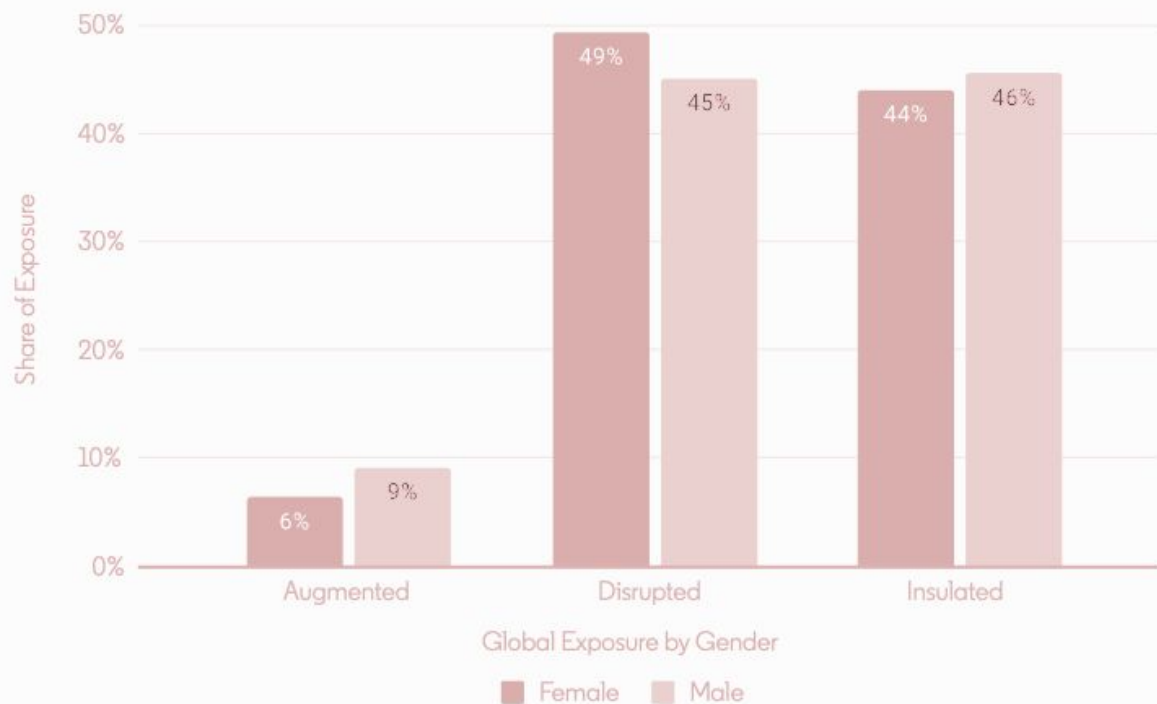
- ❑ Mark Geraghty discusses challenges and concerns regarding AI biases in job recruitment, emphasizing the need for trust-building measures.



LinkedIn Says There's Nothing To Worry About

- ❑ Kristen Fife's article on LinkedIn, "No, AI is Not Scanning Your Resume" contradicts the notion of AI scanning resumes for rejection, acknowledging inherent bias in AI.

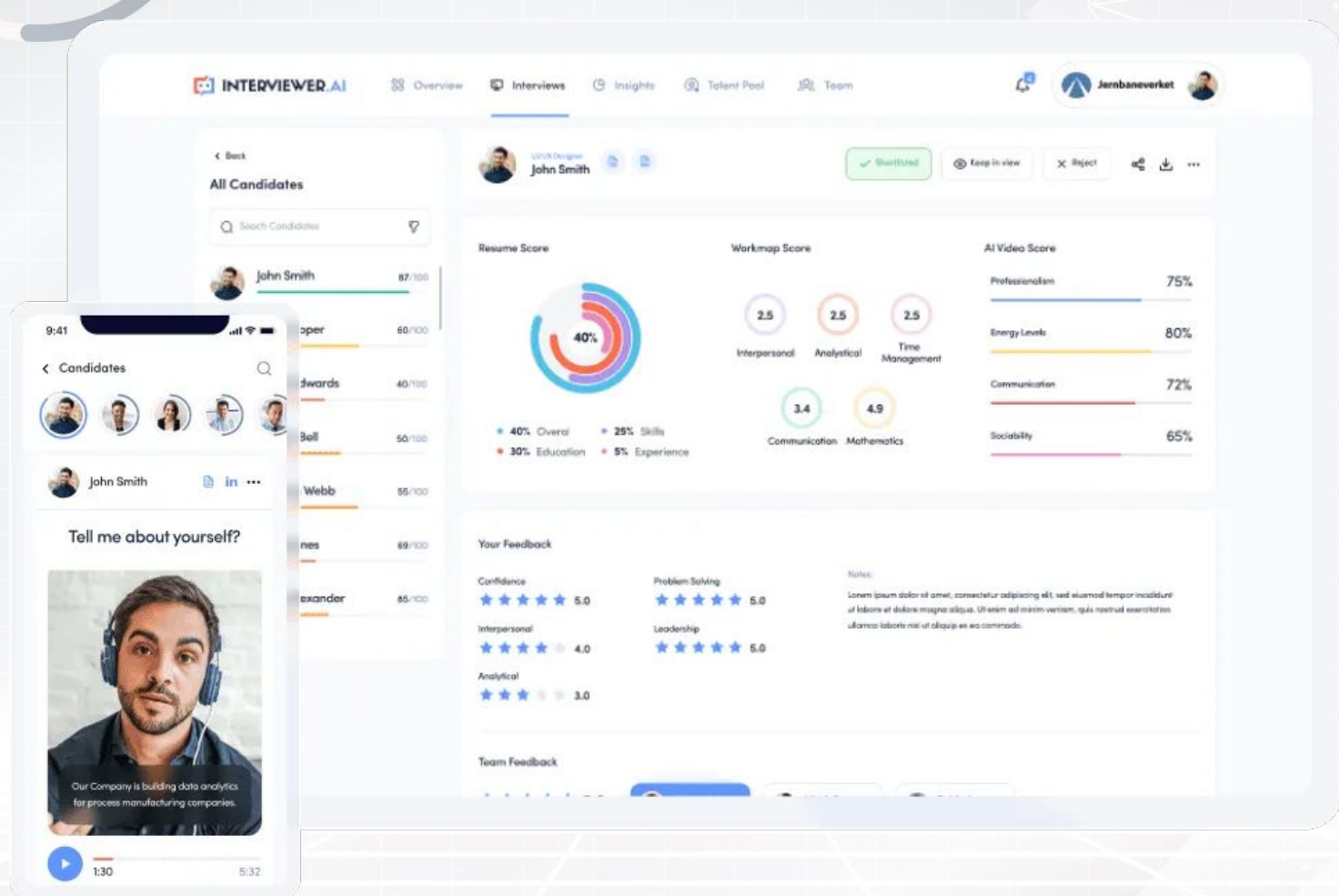
Women are more likely to see their jobs disrupted by AI, according to LinkedIn

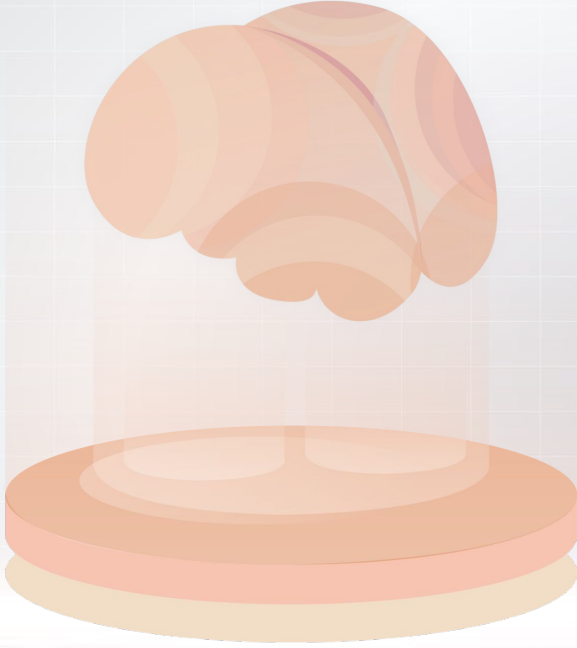


Sums may not add up to 100% due to rounding.
Source: LinkedIn Economic Graph Research Institute

The Interview Process & AI

- ❑ AI video scanning for interviews perpetuates human disconnect in the hiring process.
- ❑ Alaina Demopoulos' article "The Job Applicants Shut out by AI: 'The Interviewer Sounded like Siri.'" in The Guardian discusses how AI biases lead to discrimination and diminish the human element in hiring.
- ❑ Julia Pollak, chief economist at ZipRecruiter, mentions the use of AI in writing job descriptions and decision-making.
 - ❑ "Pollak said that a manager might also ask an AI program to give them a list of reasons why they should, or should not, hire a final-round candidate."
- ❑ Algorithms are trained to include biases, with examples like Amazon's scrapped hiring algorithm favoring men and penalizing resumes with the word 'women.'
- ❑ Interviewee Ty's experience with an AI interviewer highlights the eerie and frustrating aspects of AI-driven interviews.
- ❑ The AI system asked questions but didn't allow Ty to complete their answers.
- ❑ Michael G, founder of Final Round AI, suggests that AI blurs boundaries in hiring, making it difficult to define cheating.
- ❑ He emphasizes the value of candidates who can effectively use AI tools.
 - ❑ AI's ability to track facial expressions and conduct interviews raises ethical concerns about its use in the hiring process.

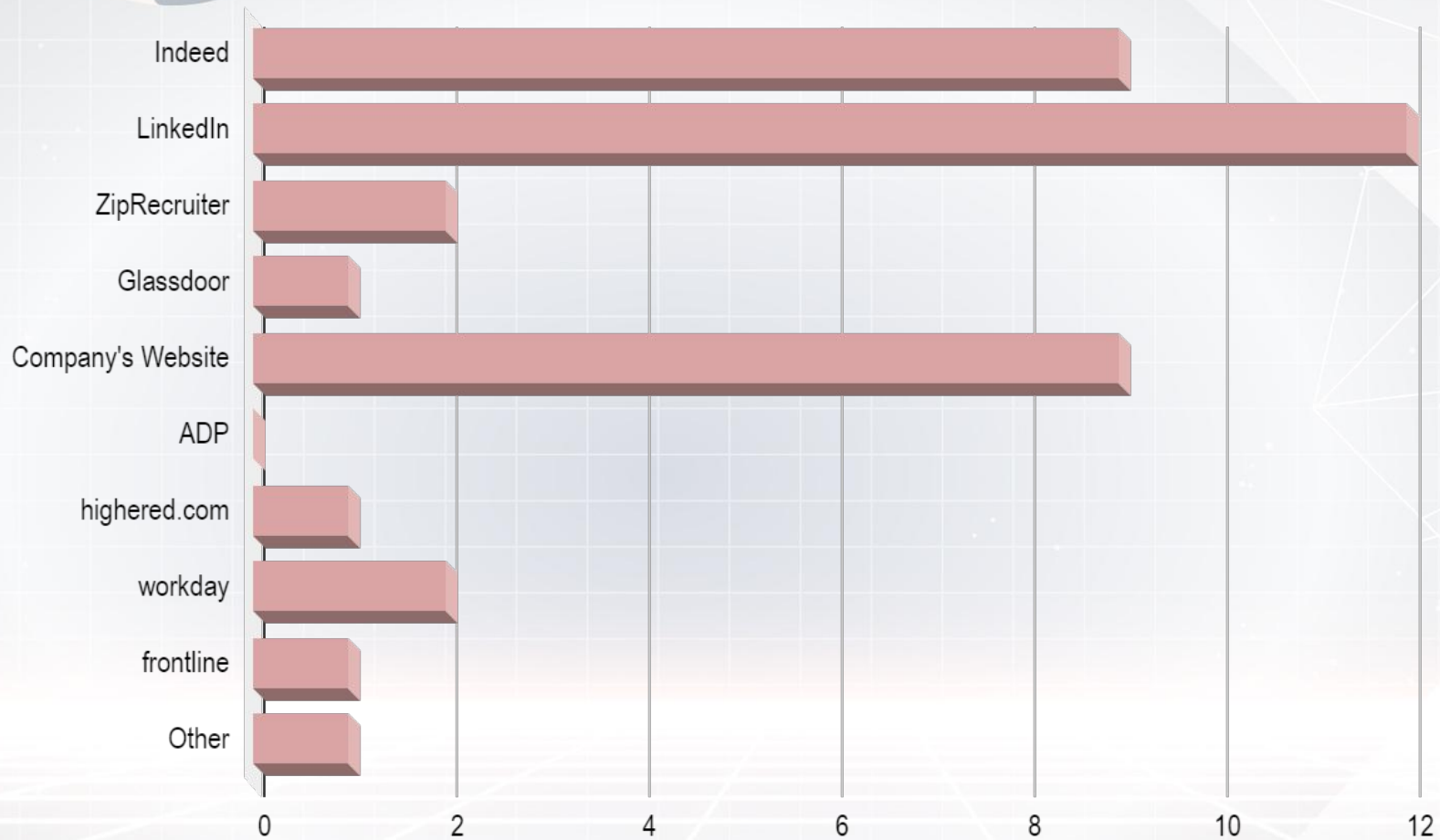


A stylized illustration of a human brain in shades of orange and red, resting on a multi-tiered, circular pedestal of the same color. The background features a light gray grid pattern with faint, abstract geometric shapes and lines, including some circular patterns on the left and right sides.

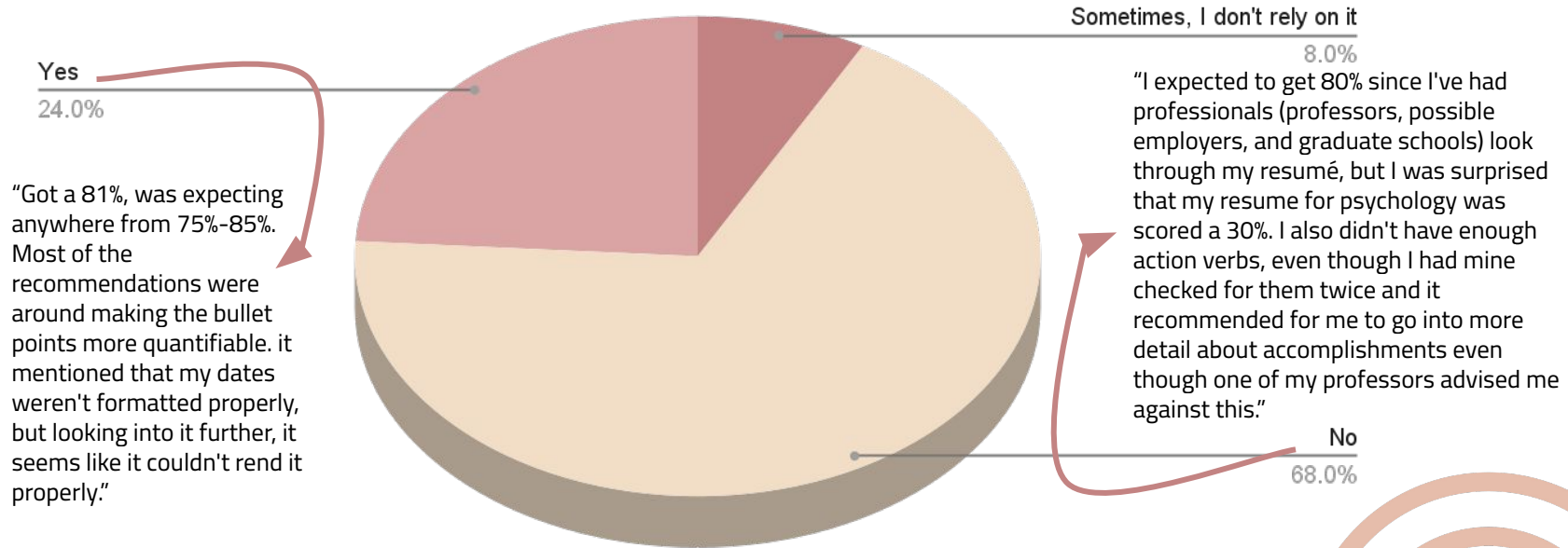
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The Survey Data

Your Mind, Your Responses

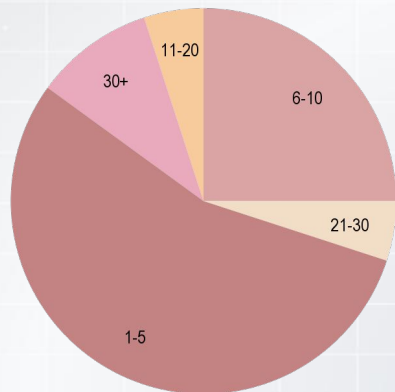


Used AI to Help with Build Resumes & Cover Letters

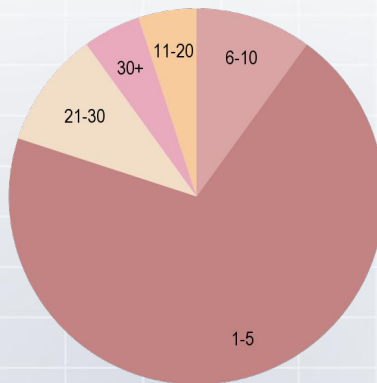


Link Between Using AI & AI Resume Scoring [resumeworded.com]

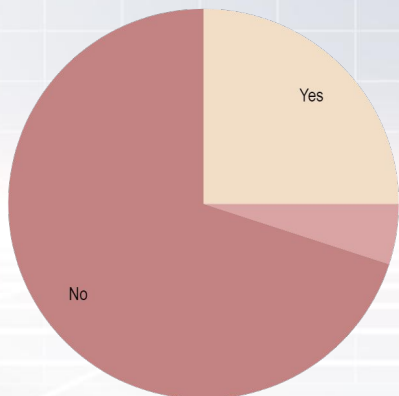
How many jobs did you apply for?



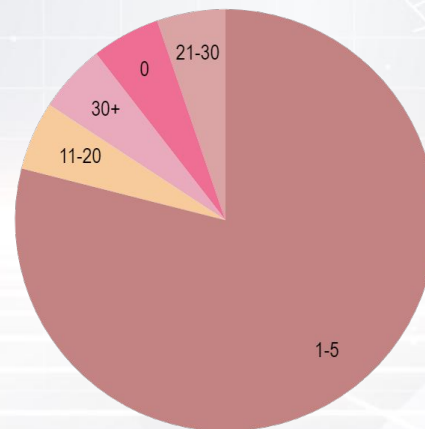
How many of the job positions you applied for used more than one of the sites listed above for recruitment?



Did you apply for the same position on 2 or more of these sites?

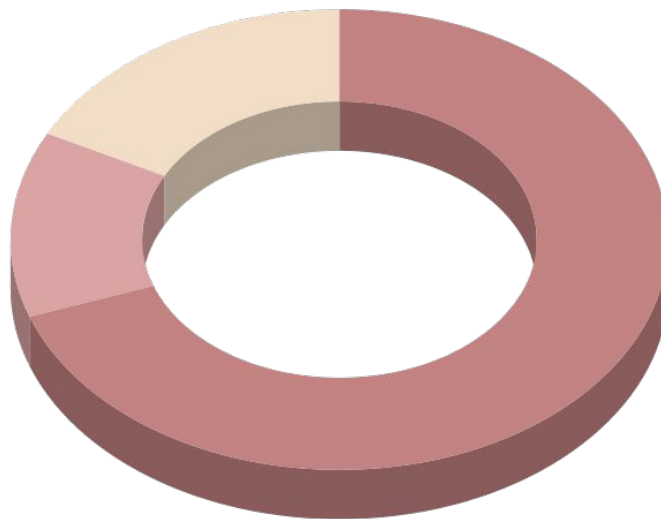


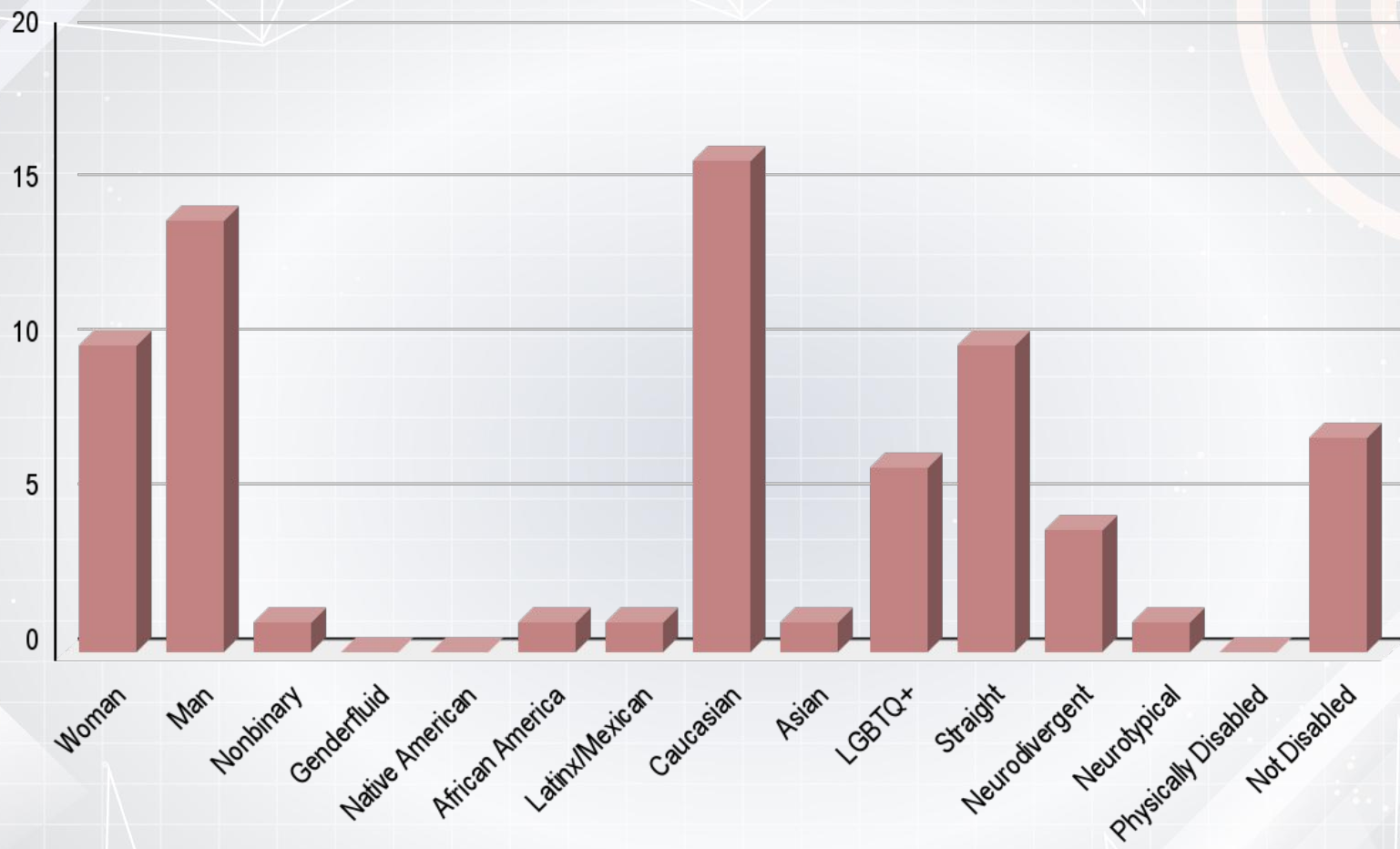
How many of the job positions you applied for used both the recruitment websites listed above AND their company website?



Overall Experience

- Could be better. Lots of work but there's eventually a reward.
- Horrible. I'm constantly overwhelmed. Too much work for little reward.
- Easy! Doesn't take me long to get an interview.





Conclusion & Recommendations

- ❑ The usage of AI throughout the workforce is not slowing down any time soon. It touches every aspect of our working lives, from:
 - ❑ The Recruitment Process
 - ❑ The Application Process
 - ❑ The Interviewing Process
 - ❑ The Onboarding Process
 - ❑ Equitable Opportunities in The Workplace

As I conclude this report, my main objective of this research was to draw attention to the threat that it poses to job seekers as well as recruiters and to help our colleagues get ready for the increasingly common abuse of artificial intelligence that they may encounter when looking for work or even at their current jobs. As I close, hopefully, I encouraged readers to consider the valid criticism of AI and its harmful consequences.

- ❑ To change these practices, it is vital that people
 - ❑ Get familiar with AI
 - ❑ Have one Resume scanned and approved by AI to be submitted through AI
 - ❑ Have one Resume that encapsulates the human element to be submitted directly to a human
 - ❑ Online practices and courses to learn how to properly use it
 - ❑ Ask companies if they use AI in their practices and avoid those that use them unethically and/or confront them
 - ❑ Create laws and regulations to create a safer environment surrounding AI

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