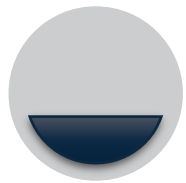


# InclunIA





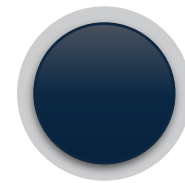
## Past

Idea & Context



## Project

Data & Model



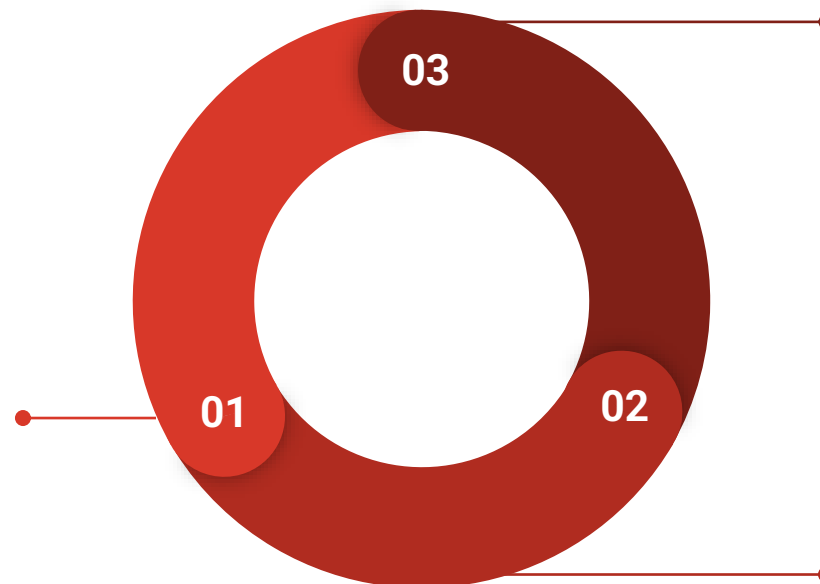
## Future

Roadmap &  
Next steps



## Context

- Selection process very manual
- Selection process slow and very time-consuming
- People dedication to administrative tasks vs. added value tasks



## Idea & POC

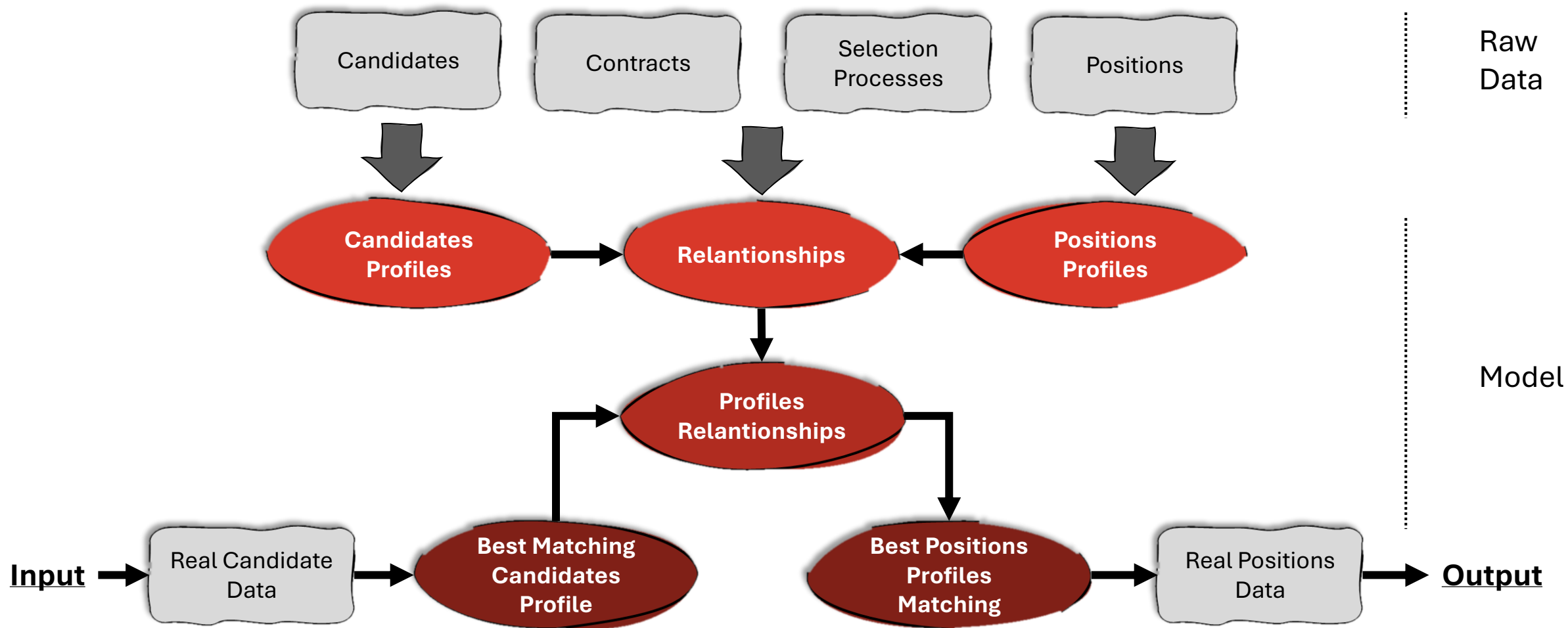
- Create AI model from scratch in-house (not generative)
- Use our own data
- Validate the proof of concept

## Lack of solutions

- Lack of market solutions fitting our selection process methodology
- Lack of out-of-box platforms taking into account people with disabilities



# Conceptual overview





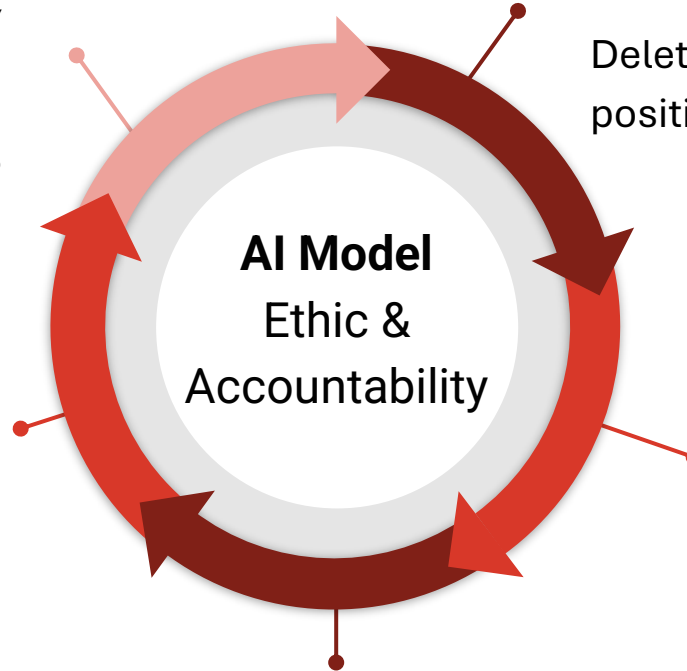
## Bias control & Ethics

### 5. AUDIT & ACCOUNTABILITY

How do we monitor the performance of the model?

### 4. PROFILES BIAS REDUCTION

Balance profiles weights to avoid profiles bias in positions and candidates



### 1. ANONIMIZATION by DEFAULT

Delete personal information data of candidates and positions before get into de model

### 2. COMPLIANCE with REGULATIONS

GDPR  
EU AI Law > Minimun Risk Model

### 3. TRANSPARENCY

¿How the model takes decisions?  
¿Could we explain them?



## Benefits



### Candidates

- Immediate results
- Better personal advice
- More options available



### Business Positions

- Faster response time
- Fair selection process
- More options available



### For Us

- Faster than current process
- More time for personal interviews
- Independent from skills of technical selection people





## What's Next? High level roadmap



### Capture of the hidden market

“Access offers we don’t have, to train the model and match them with candidate's profiles to determine market needs.”



### Clustering and inference

- 1 “Concentrate the capacities and skills into logical groupings by type of employment.”
- 2 “Infer the current courses in our company and the capacities and skills they activate.”
- 3 “Generate training recommendations.”



### Generation of training itineraries

“To be able to determine the themes of new training courses and training itineraries based on the market capture model and the characteristics of our job seekers.”



Thank **YOU!**