AI and ML Issues and Solutions for the Recruitment and Talent Acquisition Sector
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Issue	Solution
Failure to recognize "fairness" in terms of our societal norms	The adoption of heterogenous engineering as in drawing boundaries including people and social systems and other areas to our models to replicate fairness in the real world and business practices
Inability to reapply or adjust an algorithm to a different situation	Use complex and critical thinking about issues and data when dealing with user scripts and do not generalize users and identify users that can not be transferable to other algorithms
Inability to recognize and understand social concepts	Come together as data-driven people and identify keywords or items that can become flexible and pick out groups that need more attention or help to create equity within the data set and algorithms
Algorithms can have biases from the original creator of the data which can lead to preferences in hiring practices toward certain groups	Identify that all models and datasets aren't going to be completely unbiased as all things have a bias in them but we can do our best to self-regulate and weed out biases and implement more diverse data to the AI. We can introduce and implement fairness-aware machine learning processes to help regulate and clean out biases in different algorithms
Having data that is vulnerable or sensitive to a candidate can be a risk to security and privacy	Make sure your company or business is up to date on data protection regulations and laws within our state or the country, We can use different control and encryption tools to protect data and update security tools to protect job candidate data and information
Using AI when reading over an application or resume can lead to a	Allow there to be options for human interaction and provide chatbots that are

negative candidate experience and miss out on things only a person could understand	able to support applicants
Without letting the applicant know that use of AI or ML is being used, applicants can be rightfully wary and doubt the operations and conducts of the company	As a business, you should be upfront about your uses of AI and/or automation and it should be displayed in the job application and company website as a precaution. We also need to design our AI so that we are able to provide explanations and transparency in their decision-making within the recruitment and job application process
With poor quality in data or the misuse of data, decisions about job candidates and applicants can be majorly affected	We can use proper data cleaning and maintenance methods and proper validation processes to maintain and improve data quality. All data should be updated and reviewed on a regular basis and by a person
ML models can be overregulated and overfit to data which can create generalizations on applicants' profiles	We can use cross-validation and regularization methods to make sure overfitting of the data does not happen. As humans, we have to make sure our data and training data for our ML is a proper representation of our candidate pool
ML models have to be continuously monitored and can lack effectiveness over time leading to unfair treatment of different job candidates in the talent acquisition process	We can implement a monitoring process to track ML models and their performance so hiring managers and data managers can be aware of performance changes and incoming new data
The inability to opt out of the use of an automation system in the recruitment and job application process	Allow an option for all human interaction so they can guarantee that the job application process is as smooth and fair as they would like.