




# **Seneca Engineering Competition 2025**

## **Problem Brief**

# 1. Background

Hiring is becoming more competitive than ever.


In Canada, job seekers face rising costs of living, unstable work terms, and unclear expectations in job postings. Meanwhile, employers struggle to attract the right talent in a crowded market.

 Transparent, accurate job postings now matter more than ever.

## 1.1 New Requirements in Ontario

Starting in 2026, Ontario will require employers to follow new transparency rules when posting job opportunities. These include clearer standards around:

- **Expected pay ranges** (Range of expected compensation must not exceed \$50,000 annually)
- **Use of AI in hiring** (Any use of AI to screen, evaluate, or select candidates must include a statement in the posting disclosing this use)
- **Disclosure if posting is for an existing vacancy or not**
- **Removal of requirement for Canadian experience**

 Employers who fail to meet these requirements may face legal and ethical consequences.

Source: [Workers for Workers Four Act, 2024](#)

## 2. The Challenge

Competitors are tasked by the Ontario government to extend their website with a tool that empowers both employers and job seekers to verify, create, or evaluate job postings for transparency and compliance with new employment standards.

This means that users (both employers and job seekers) are able to verify a job posting, create a job posting that meets the requirements and evaluate its compliance. Overall, helping organizations meet new transparency laws while giving applicants confidence in what they're applying to.

The tool that is built could set the standard for ethical hiring across Canada.

### 2.1 The Tasks

- Enable users to check job postings for fairness and transparency, identifying missing information or potential compliance issues with Ontario's new employment standards
- Allow organizations to create or modify job postings through your tool, generating clearer listings that meet policy expectations and improve hiring transparency
- Provide overview or guidance for users on next steps in reporting or learning about compliance issues in job postings



## 2.2 Dataset

Competitors are provided a dataset of job postings to support analysis, generation, or enhancement of job postings during the competition. Using the dataset is completely optional and is not expected to train a model to complete this challenge.

The dataset can be seen in the [GitHub Repository](#) made public during the competition.

The two types of data formats available:

### 1. Structured CSV Data

Contains fields such as:

- Job title
- Description
- Salary (may be missing)
- Location
- Employment type
- AI usage in the hiring process
- Requirements
- Benefits
- Employer name

### 2. Raw Job Posting Text Files

Contains individual job postings as text files. Some are valid, while others contain missing, vague, or unclear information