

GENERATIVE HUMANS & AI IN EARLY CAREERS

In partnership with

Institute of Student Employers **ise.** blackbridge Cappfinity



blackbridge **Cappfinity**



#BNNews23





Caroline Dinenage



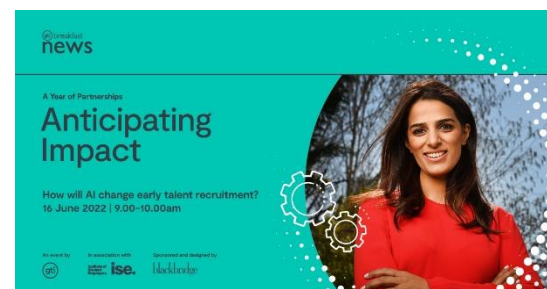
Sara McCorquodale



Josephine Fairley



Dame Tanni Grey Thompson



Priya Lakhani



Adam Gordon



Andria Zafirakou MBE



Terry Waite CBE



Chris Packham CBE

Employers

UK / IRELAND / EMEA / USA



Data-driven strategies



Candidate experience & pipeline insights



Screening, assessment and candidate care support



Student Research
cibyl



In the last 12 months...



Countries

16



Attraction Campaigns

600



Applications

448,000



Assessments

180,000



Video Interviews

62,000



Telephone Interviews

2,700



Assessment Centres

310



AC Candidates

4,300

Educators

UK / IRELAND / EMEA



targetconnect

Data-driven strategies

Maximising Student Outcomes

**Student
Research**

cibyl[®]

Employability development

Personalised advice and
guidance at each stage of
Career Readiness

Opportunities

Large and relevant range of
opportunities

Wellbeing and student support

Case management and risk
assessment

In the last 12 months...



Countries

5



Universities & Colleges

91



Students

1.8m



Careers professionals

4,500



Student skills evaluations

47,000



Pathways started

115,000



User visits

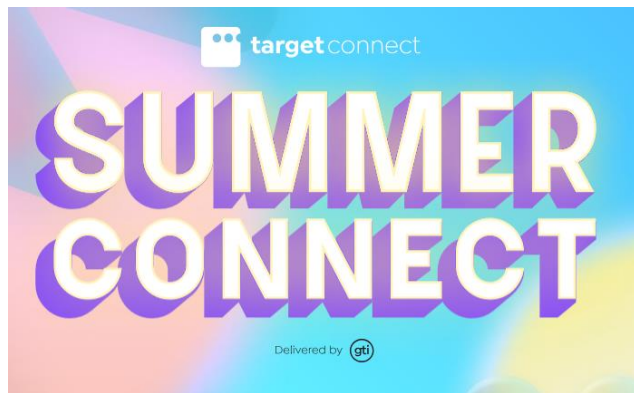
16m



Events posted

55,000

Early Careers and student community



Economic and Business outlook

Declan Curry

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Who uses ai in recruitment?

Stephen isherwood

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Which activities in the recruitment process are the most automated (92 organisations)

Ranking



To pre-screen
candidates



To analyse
video interviews



To screen
CVs

Which sectors use AI the most in their recruitment process?

(92 organisations)

Ranking



Finance &
professional
services

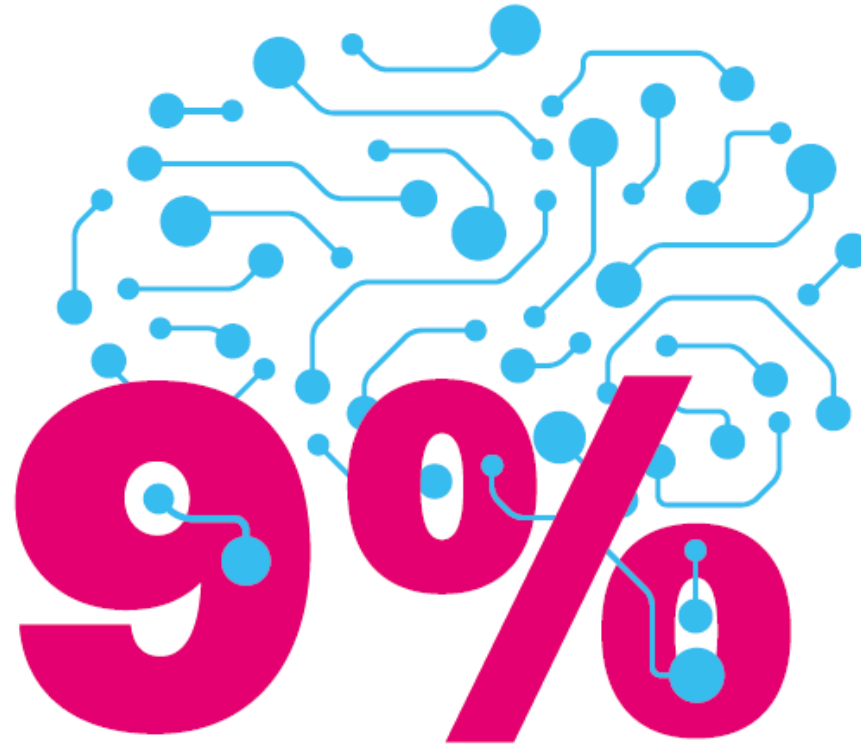


Digital
& IT



*Health &
pharmaceuticals
*Legal
*Energy, Engineering
& Industry

*= Equal



**of employers use
AI in the recruitment
process**



Why? Employers' reasons for using AI:

“It will help in the first stages of recruitment to make the process more agile and rank candidates”

“To reduce the initial volume”

“Free up time in the team for strategy that AI can't do, eg. automate the assessment centres, scheduling and on day attendance”

How the UK is harnessing AI and Data Science to build a better future

Viscount camrose

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Viscount Camrose, Parliamentary Under Secretary of State (Minister for AI)

AI in action.
Practical use cases for employment and graduate
outcomes

Tristan mathieson

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The psychology of candidate integrity

Nicky Garcea

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	Online	Interview	Group	Presentation
Cognitive Reasoning	✓		✓	✓
Business Curiosity	✓	✓		✓
Customer Centric	✓		✓	✓
Collaboration	✓	✓		✓
Relationship Builder	✓	✓	✓	
Drive	✓	✓		✓
Growth	✓	✓	✓	
Personal Responsibility	✓	✓	✓	

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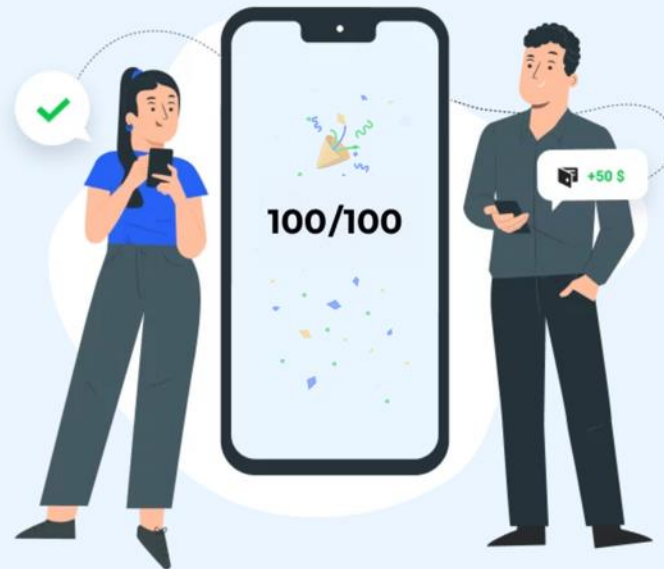
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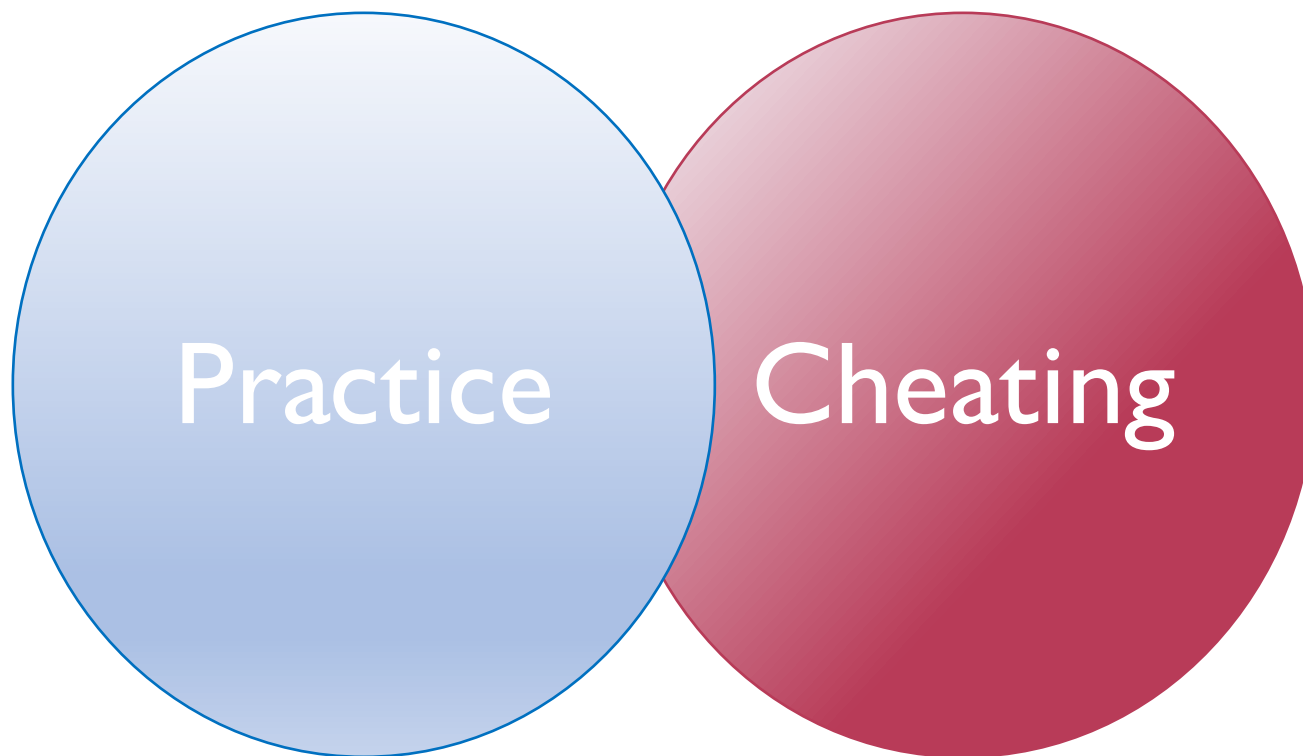
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Deter

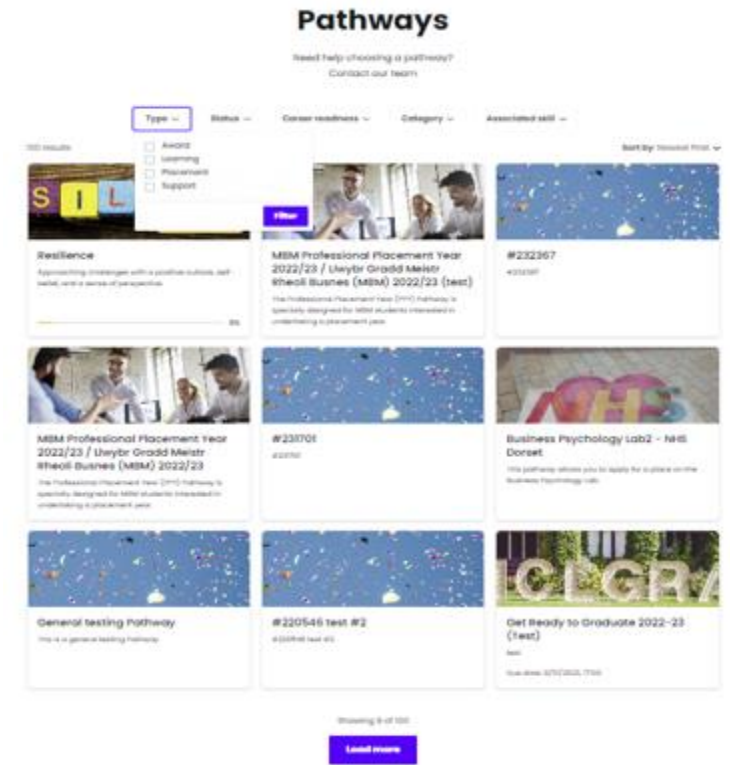
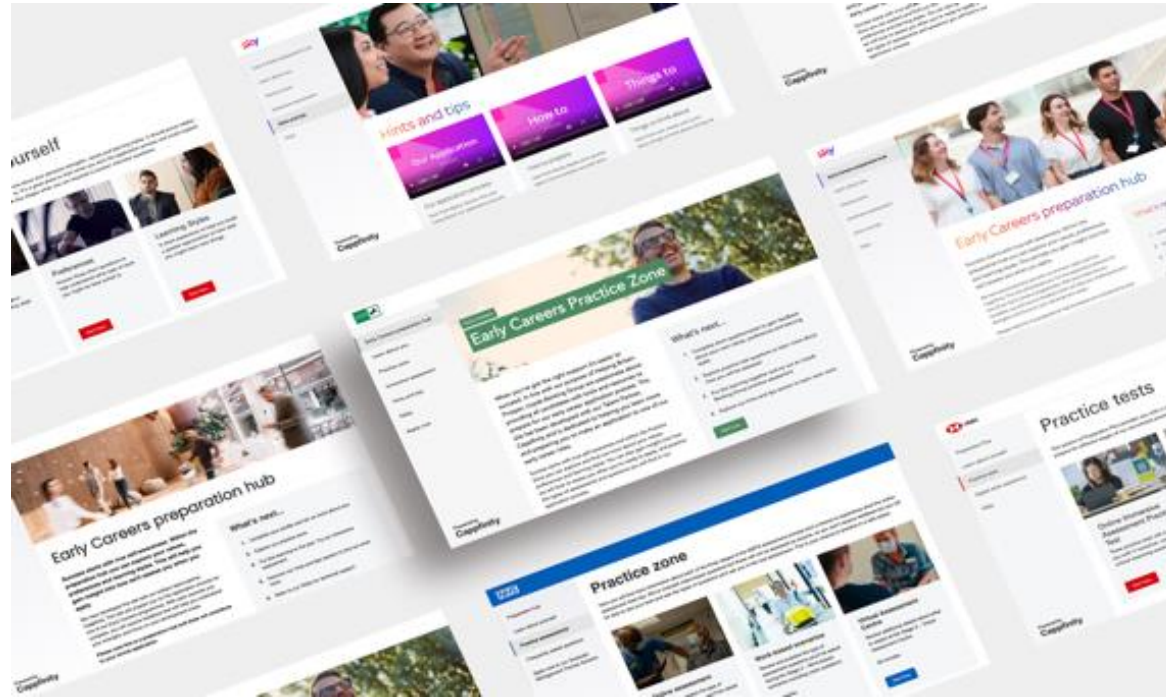
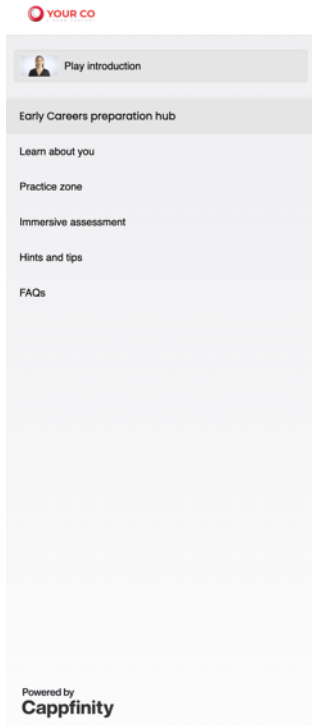
Design

Detect

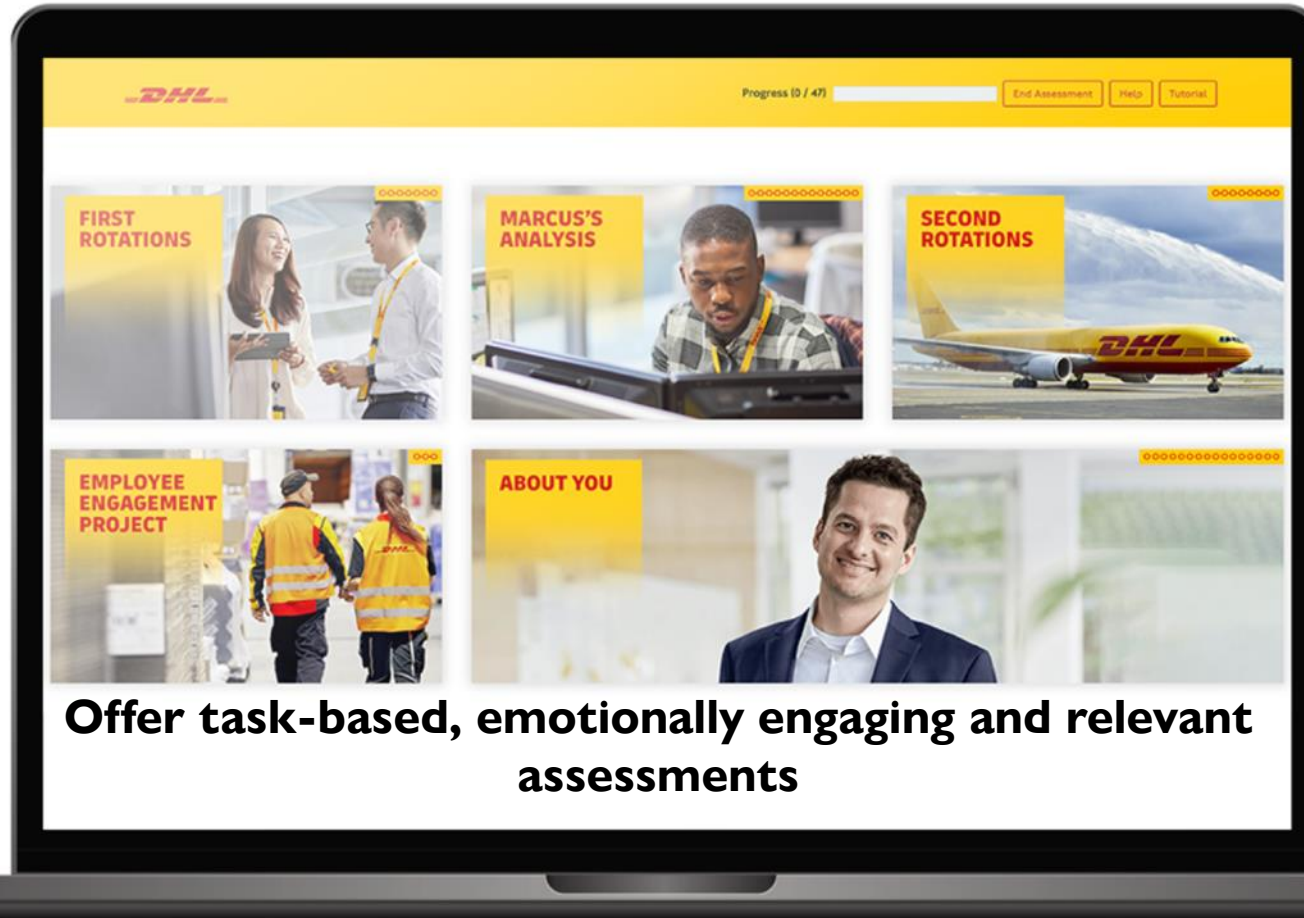
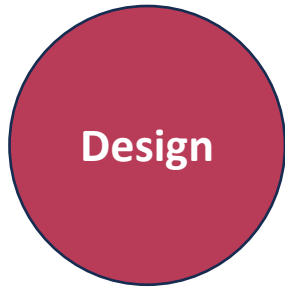


Candidate cheating occurs when a candidate deliberately takes steps to simulate their application, or uses a third party, human or AI, to complete the application on their behalf. However, different companies, countries and cultures have a variety of expectations around what is and is not acceptable, so it is important for companies to set out their own expectations, clearly and unambiguously.

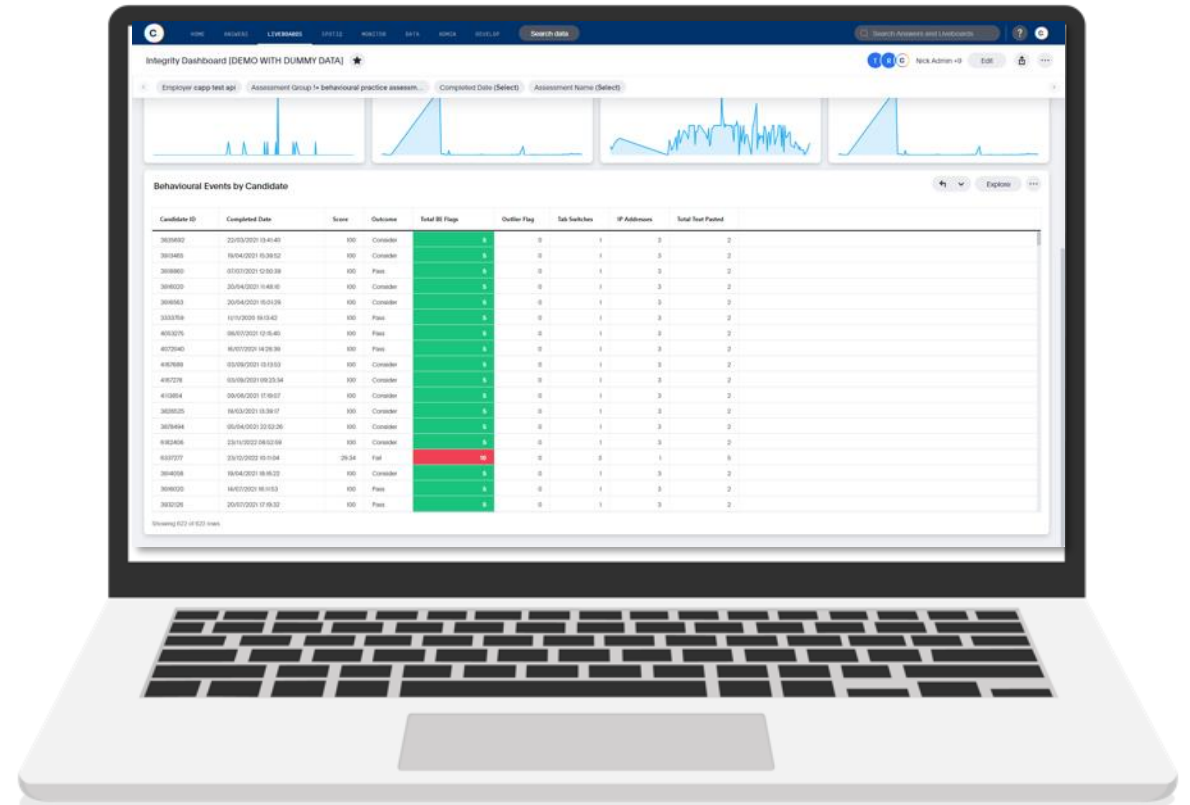
**Be clear and define what
cheating is**



Prepare build confidence in skills



50,000 candidates applied for roles in September 2023 their average scores are 1.5% times higher than the comparable mean scores of last year. This variation is entirely consistent with the typical historical variations we have seen across campaigns from year-to-year.



**Detect and act, know your next
action. Be prepared to evolve**

Student panel

Murtada dafalla, masharah powell, Heenal vyas,
josh searson

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Deploy responsibly - the opportunities and pitfalls of AI in Recruitment and Retention

Trish shaw

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Quiz time

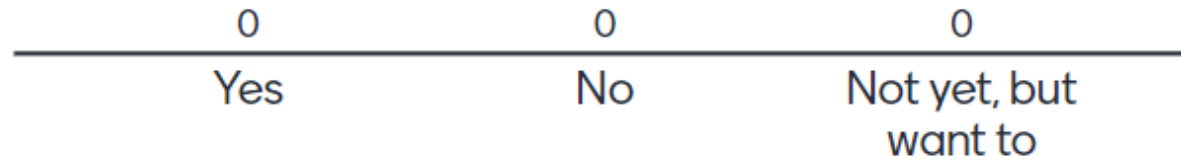
Go to Menti.com and type in Access code **7525 7909**

OR use the QR Code below:



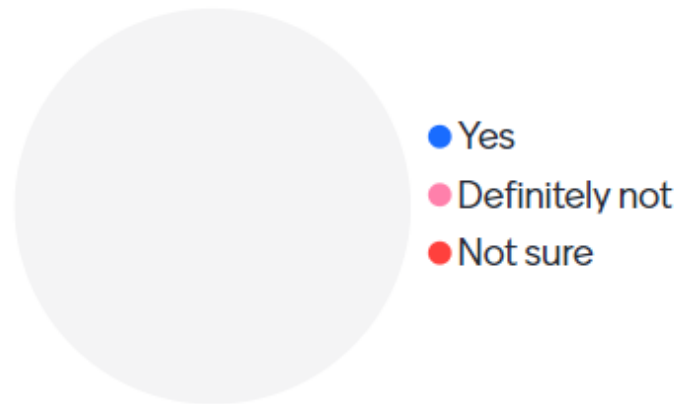
Recruiters: Have you used AI for talent acquisition?

Mentimeter



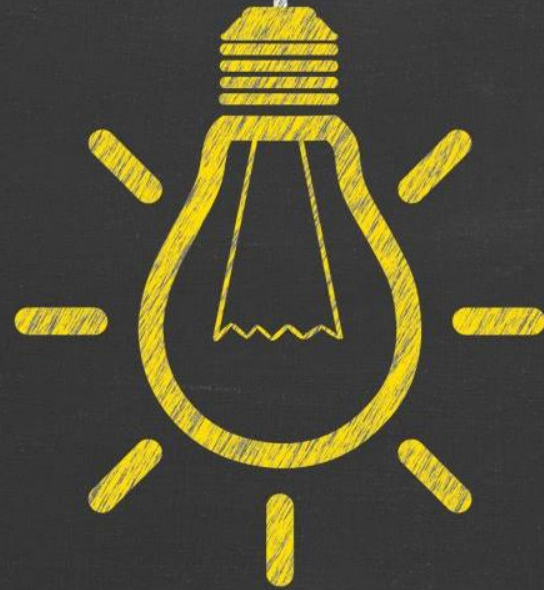
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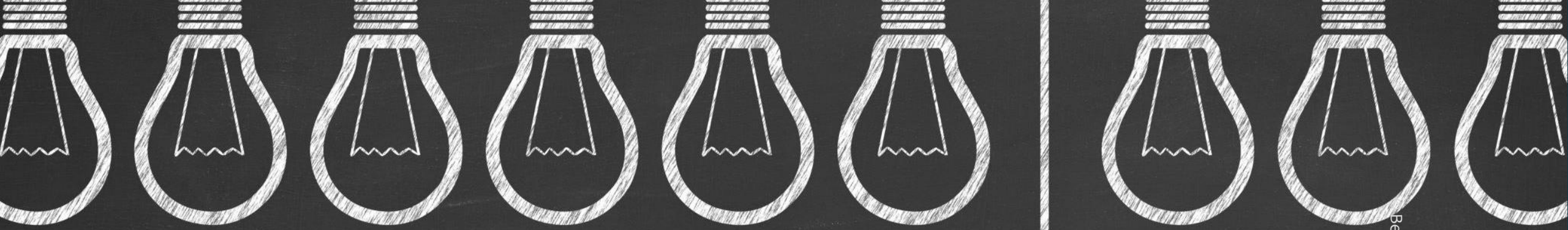
Applicants: Have you knowingly used a recruitment tool which used AI?



Login to edit this Mentimeter

What AI is happening in HR?







Risks?

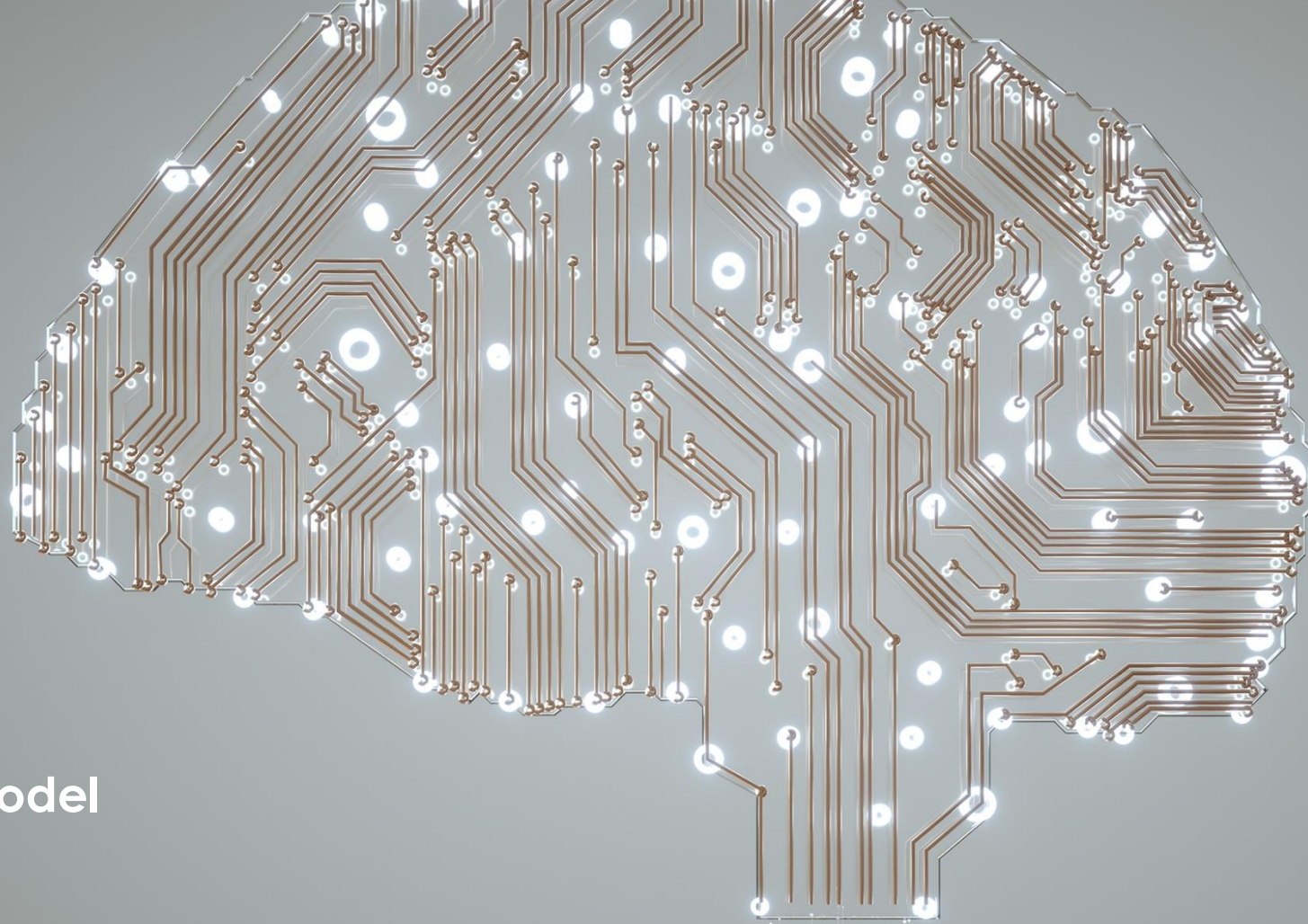
- Map
- Measure
- Manage
- Mitigate
- Monitor

Training Data



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AI System or Model

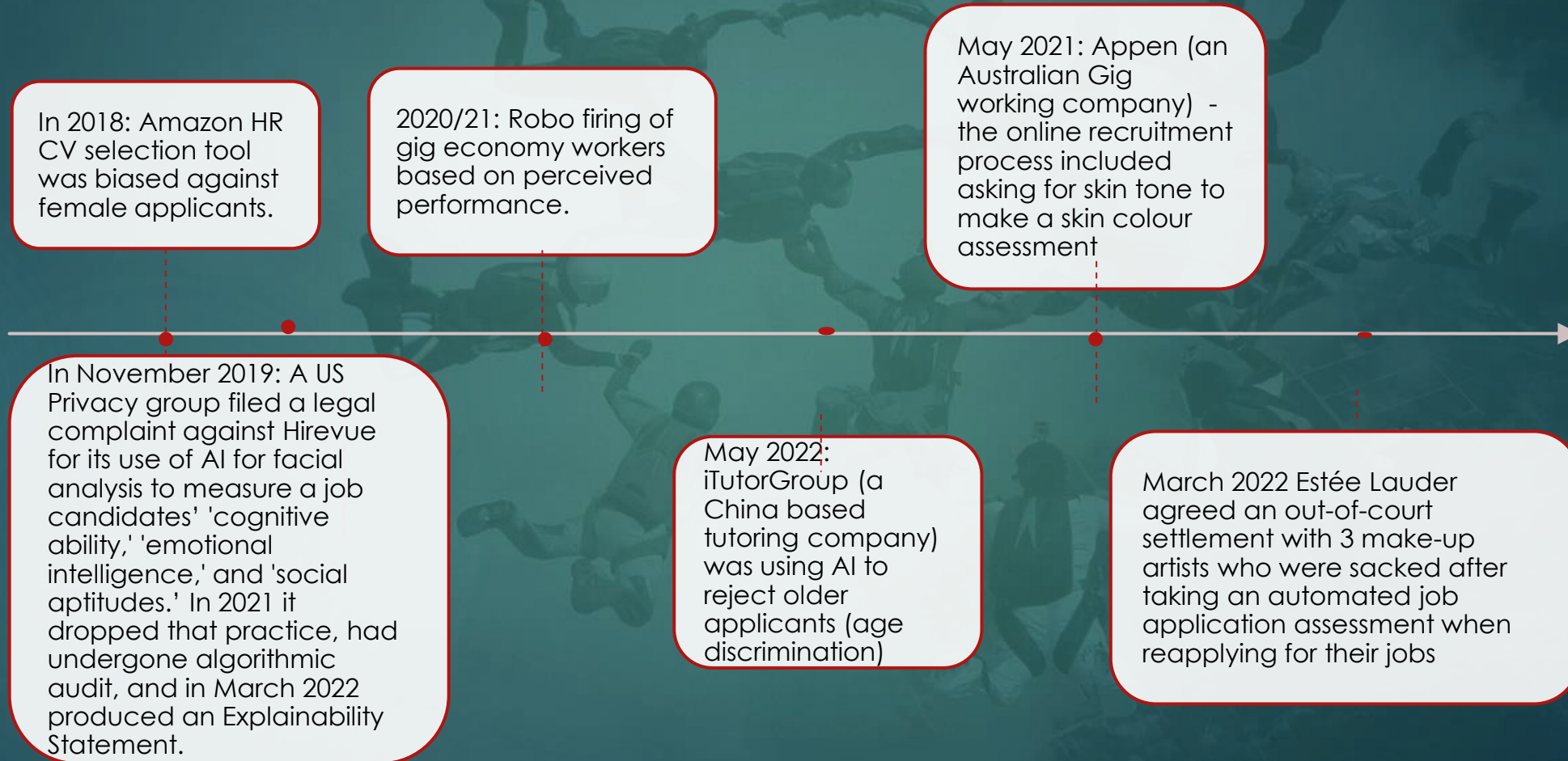




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PEOPLE

A few of the Use Cases



Deploying AI responsibly?



- ▶ Find your principled approach
- ▶ Consider the “real world” impact your AI implementation and use is going to have by engaging with your stakeholders
- ▶ Do your due diligence on any AI you procure or use (including open source)
- ▶ Build competence, capability, capacity and budget to oversee AI deployments and monitor them
- ▶ Prevent the creation, amplification and reinforcement of unwanted and unjustifiable bias
- ▶ Be clear with your users and staff what AI is being used and how it works
- ▶ Be prepared to give an explanation for decisions made using AI
- ▶ Be accountable for both the good and the bad outcomes
- ▶ Respect privacy, human dignity and flourishing
- ▶ Listen to your feedback

Brief A-Z of AI Terminology

AI Lifecycle	The phases involved of an AI system including concept, design, data, development, deployment, operation and monitoring, and sunseting.	Hallucination	Where Generative AI produces an output which seems plausible, but which is not factually correct
Artificial Intelligence (AI) tool or AI system	An AI system is a machine-based system that is capable of influencing the environment by producing an output (predictions, recommendations or decisions) for a given set of objectives. It uses machine and/or human-based data and inputs to (i) perceive real and/or virtual environments; (ii) abstract these perceptions into models through analysis in an automated manner (e.g., with machine learning), or manually; and (iii) use model inference to formulate options for outcomes. AI systems are designed to operate with varying levels of autonomy. (OECD Definition)	Large language model (LLMs)	Machine learning model that can generate text based on patterns from massive datasets. LLMs work by predicting the next term of sequence of words to devised a sentence.
Algorithm	A software program that interacts with humans through conversational-style text or voice, as if it were a real person.	Machine Learning	A type of AI where the machine accesses data to acquire new learning without it being explicitly programmed (often within parameters)
Algorithmic Bias	A skewed (often adverse and unwanted) result produced in and by an AI system which can be introduced at a number of stages of the AI lifecycle (including but not limited to through the data used to train the AI tool, or through the coded instruction that tells the AI tool how to function) which if perpetuated can lead to the AI tool creating discriminatory content or decisions. Bias can be unintentional and unconscious or deliberate and conscious.	Predictive AI	An AI tool that analyses data to make predictions.
Chatbot	A software program that interacts with humans through conversational-style text or voice, mimicking a real person.	Prompt	A word, question or request you write for the AI tool to answer or solve. They can be simple or complex.
Extractive AI	An AI tool that extracts data from the dataset it has been trained on (but can't create data)	Statistical accuracy	How often the AI system produces the anticipated output
Generative AI	An AI tool that generates new, realistic content in the form of text, audio, computer code, data or images etc	Training data	Data used to train the AI tool
Guardrails	The rules that determine what an AI Tool can or cannot do. In the case of Generative AI, the AI Tool may be programmed not to give instructions or provide information in certain circumstances	Testing data or validation data	Data used to check the accuracy of the AI tool

Plotting Requirements and Responsibility

Description of AI Tool and its Intended purpose	Stakeholder(s) affected	Describe the requirements necessary to manage / mitigate / monitor the AI Tool	What if it goes right?	What if it goes wrong?	Consider who is best placed to manage / monitor and mitigate the AI Tool (RACI)

Patricia Shaw LLB (Hons), LLM, MIEEE, FRSA

CEO Beyond Reach Consulting Limited

Contact details:

- ▶ Email: Trish@beyondreach.uk.com
- ▶ LinkedIn: Patricia Shaw



How can Beyond Reach help you?

We're a Responsible AI and governance
Consultancy

Design and implement:

- ▶ AI/data ethics strategy
- ▶ AI/data ethics risk and impact assessment
- ▶ AI/data ethics public policy engagement
- ▶ Bespoke AI/data ethics Governance Operating Models

Provide:

- ▶ Expert advisor services
- ▶ Access to multidisciplinary and multi-jurisdictional experts and AI/data Ethics Advisory Boards.

CHATACLYSM! AI, Robotics, and the end of the world of work as we know it

Dr Paul Redmond

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CHATACLYSM! AI, Robotics and the end of the world as we know it!

Dr Paul Redmond

A.I. 'COULD WIPE OUT HUMANITY'

Threat 'as bad as nuclear war' MUST be tackled, say tech bosses

IS THIS THE START OF THE GREAT A.I. JOBS BLOODBATH?

WORKERS were given a chilling glimpse of the future yesterday after BT said it would replace 10,000 staff with AI.

The telecoms giant said it

By **Calum Muirhead**
Senior City Reporter

would cut the jobs through increased 'automation' over the next seven years as part of a wider programme of layoffs.

It sparked a fierce debate about

the effect the 'march of the robots' is having on jobs – and on customers' experience.

Many of the roles earmarked for replacement with computers are expected to be in BT's customer service department. It raised fears

Turn to Page 4



Doctors deploy AI to analyse cancer scans

The (robotic) doctor will see you now

Study finds patients are receptive to interacting with robots designed to evaluate symptoms in a contact-free way.

AI is already more creative than YOU: ChatGPT outperformed humans in creative thinking experiment

- Three chatbots were found to outperform 256 humans in creative thinking tests
- The task was to devise alternative uses for everyday objects

**Google AI will be able to go to meetings
for you – and help you out when you are
late**

A humanoid robot with a realistic human face and brown hair, dressed in a traditional light green and yellow kimono with a blue and white patterned obi, stands behind a white reception desk. It has its hands raised in a gesture. To its right, a woman with glasses and a young child are looking at the robot. The background shows a brightly lit indoor space with large windows overlooking a city street.

Robot receptionists to make NHS 'fit for the future'

3 Points

#1. Scalability

‘So long as the number of persons who can be reached by a human voice is strictly limited, it is not very likely that any singer will ever earn more than the \$10,000 earned in a season by Mrs Billington at the beginning of last century.’

Alfred Marshal, ‘Principles of Economics’ 1920



**Elizabeth Billington: \$10,000 in 1890
(\$1.5million in 2022)**



Taylor Swift: \$92,000,000 (2022)



“Ten years and 600,000 clients later ...”

The man behind The Body Coach

I started my journey 10 years ago from a gym to a park. Ten years and 600,000 clients later, I can hardly believe how amazing that journey has been.

I've learned a lot about why people succeed at getting and staying fit, healthy and happy. And I feel so lucky that I can put all that experience into this app.

My dream is for it to help millions of people, no matter how fit you are, to smash your goals and feel amazing.

Joe Wicks



Mrs Hinch earns more than £1million as UK's most successful home Instagram star—study says

MRS Hinch has been named as the UK's most successful 'homefluencer' in a new influencer rich list.

EXCLUSIVE: Mrs Hinch is really cleaning up as she earns more than £3 million in just a year

British cleaning icon Mrs Hinch enjoys 'fairytale' year as former hairdresser's earnings reach £5m in just two years - and there's more to come

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‘Technology will enable more professions to become SCALABLE. It will allow more individuals to serve more customers in more locations. These individuals will take business away from their peers.’

**#3. 'EVERY GENERATION IS
A NEW PEOPLE.'**

Alexis DeTocqueville, 1831



BABY BOOMERS
1942-1965



GENERATION X
1966-1980



MILLENNIALS
1981-1996



GENERATION Z
1997-2010

Generation Z was born into a world of ...

- **Ubiquitous computing**
- **Ubiquitous communication**
- **Ubiquitous information**
- **At unlimited speed**
- **About everything**
- **Everywhere**
- **From anywhere**
- **On all kinds of devices**

making it ridiculously easy to

- **Connect**
- **Organise**
- **Share**
- **Collect**
- **Collaborate**
- **Publish ...**

but ridiculously difficult to

- **Concentrate**
- **Engage**
- **Remember**
- **Prioritise**
- **Pay attention ...**

**#3. YOU'RE NOT PAYING
ATTENTION.**



“Homo Distractus”

2,617

No. of times per day the average smartphone user touches their phone.

Source: Dscout

50%

**Proportion of teenagers admitting to being addicted
to their smartphone**

Source: Common Sense Media

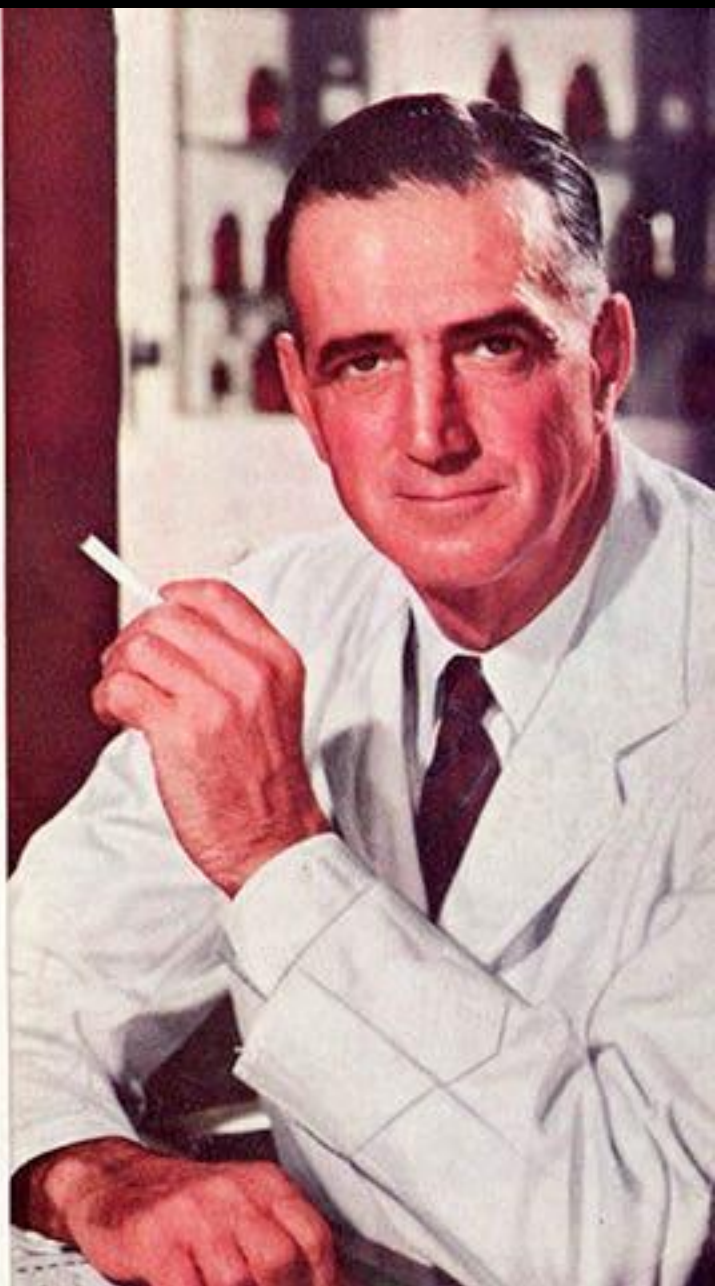
44%

**Proportion of Gen Z respondents who check their
social media profiles every hour.**

Source: [Juice.com](https://www.juice.com)

According to repeated nationwide surveys,

**More Doctors
Smoke **CAMELS**
than any other
cigarette!**





A large audience of people is seated in a dimly lit room, likely a conference or seminar. The room is filled with people, many of whom are looking at their smartphones. The lighting is low, with a blueish tint, and there are some bright spots from exit signs and door lights in the background. The text is overlaid on the image in a large, white, bold font.

‘Continuous Partial Attention’
‘Paying partial attention
continuously’

Linda Stone

A large audience of people is seated in a dimly lit room, likely a conference or seminar. The room is filled with people, many of whom are looking at their smartphones. The lighting is low, with a blueish tint, and the atmosphere appears to be one of distraction or disengagement. The text is overlaid in the center of the image.

‘... leading to an artificial sense of constant crisis.’

~~Knowledge is Power~~
~~Information is Power~~
Attention is Power

‘Attention is a commodity. A person has only so much of it.’



**Average amount of time
spent by office workers
on single tasks?**

3 MINUTES

23 MINUTES

FINAL POINT

A close-up photograph of a woman with dark, curly hair, looking off-camera with a wide-eyed, open-mouthed expression of shock or fear. She is wearing a dark top and a long, silver, chain-link earring. The background is blurred, showing a white wall and a dark red panel.

**THE HOTEL
INSPECTOR**

“We used to hire people for their skills and sack them because of their attitude.”

“We used to hire people for their skills and sack them because of their attitude.

Now we hire them for their attitude and train them the skills.”



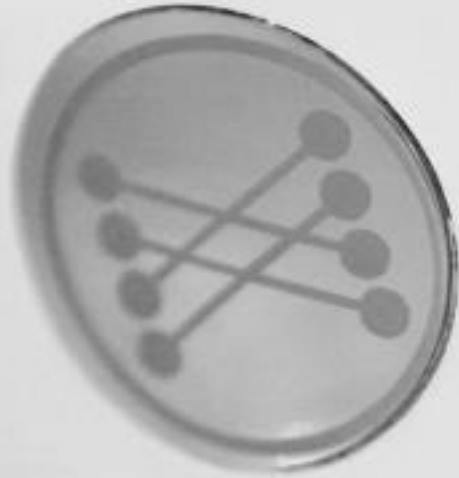
Paul.Redmond@liverpool.ac.uk

Not business as usual. AI and the future of jobs

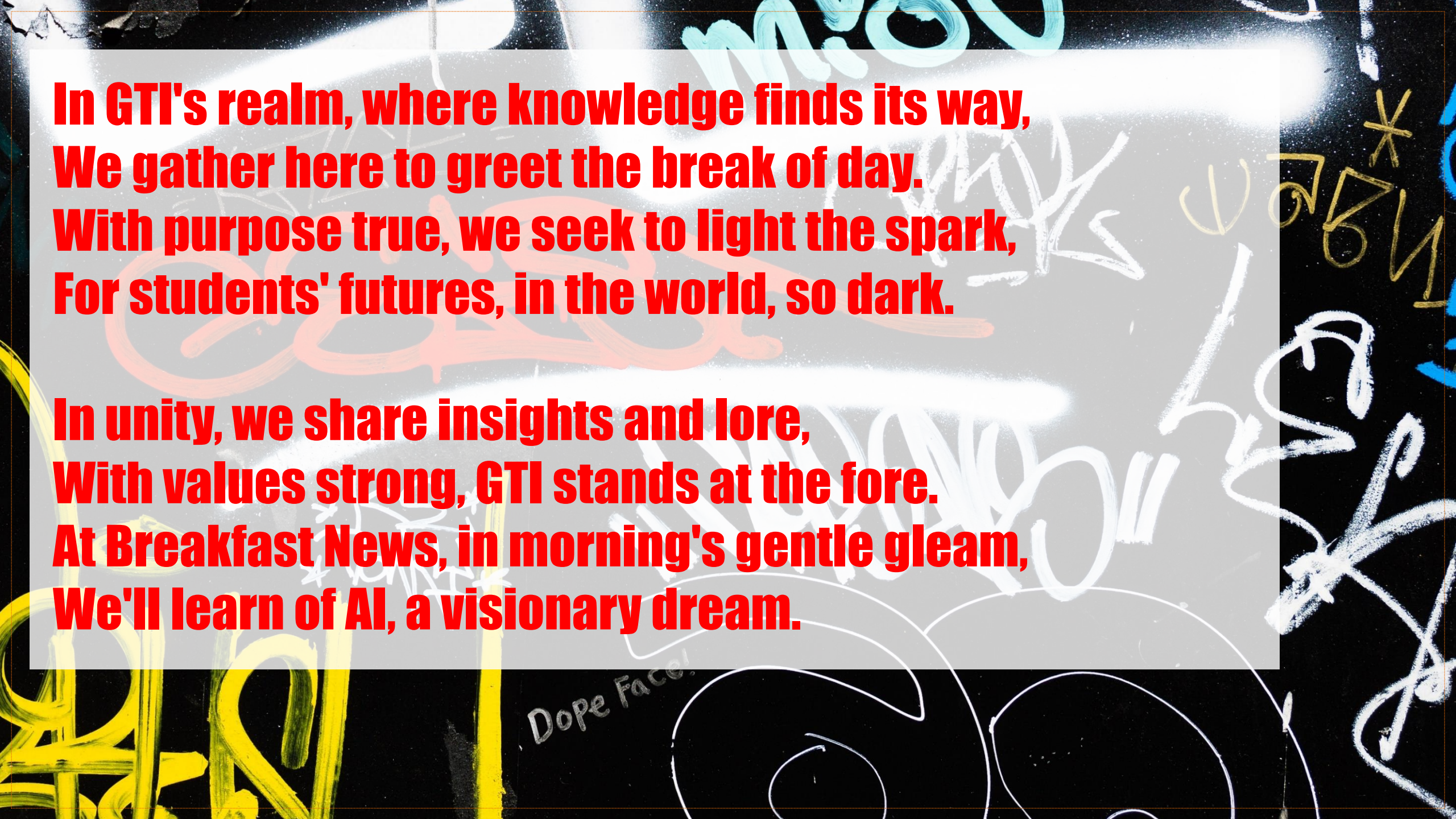
Jason Bradbury

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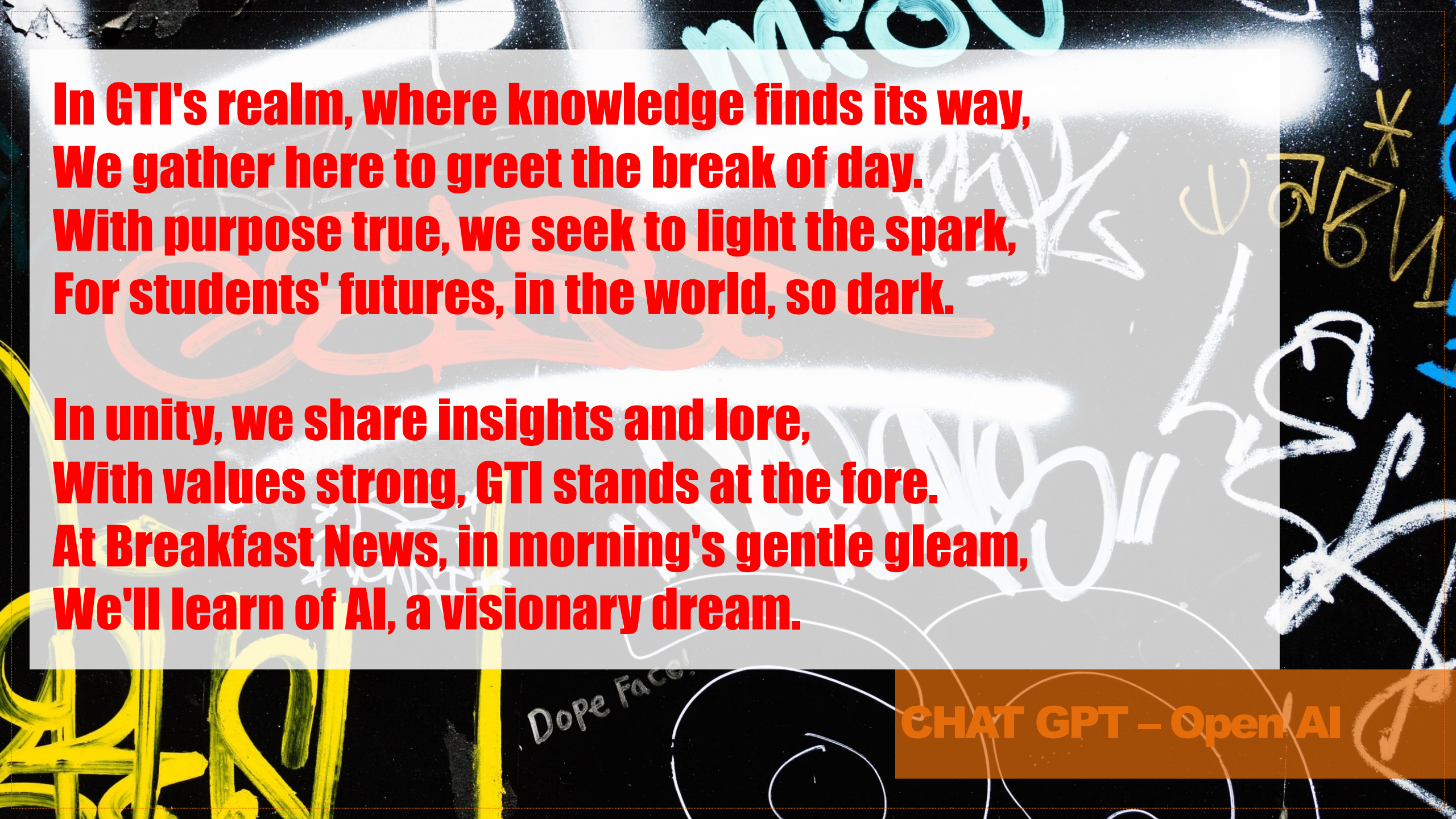


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**In GTI's realm, where knowledge finds its way,
We gather here to greet the break of day.
With purpose true, we seek to light the spark,
For students' futures, in the world, so dark.**

**In unity, we share insights and lore,
With values strong, GTI stands at the fore.
At Breakfast News, in morning's gentle gleam,
We'll learn of AI, a visionary dream.**



**In GTI's realm, where knowledge finds its way,
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With purpose true, we seek to light the spark,
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With values strong, GTI stands at the fore.
At Breakfast News, in morning's gentle gleam,
We'll learn of AI, a visionary dream.**

CHAT GPT – Open AI

sinclair ZX80

INTEGRAL FUNCTIONS
CHR B PEEK LSR
STP S CODE ARR
TL S RND

NOT	AND	THEN	TO	←	↓	↖	↗	HOME	REBOOT
1	2	3	4	5	6	7	8	9	0
NEW	LOAD	SAVE	RUN	CONT	REM	IF	INPUT	PRINT	
Q	W	E	R	T	Y	U	I	O	P
LIST	STOP	DIM	FOR	GOTO	POKE	RAND	LET	EDIT	
A	S	D	F	G	H	J	K	L	NEW LINE
	CLEAR	CLS	GOSUB	RET	NEXT		BREAK		
SHIFT	Z	X	C	V	B	N	M	.	SPACE











SET
TO
88

0

FM 105.7 MHz
FM 102.5 MHz
FM 101.3 MHz
FM 98.7 MHz

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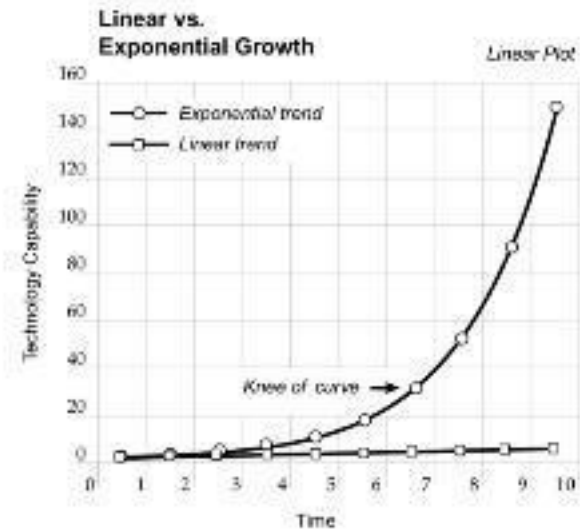


The Intuitive Linear View Versus the Historical Exponential View

When the first transhuman intelligence is created and launches itself into recursive self-improvement, a fundamental discontinuity is likely to occur, the likes of which I can't even begin to predict.

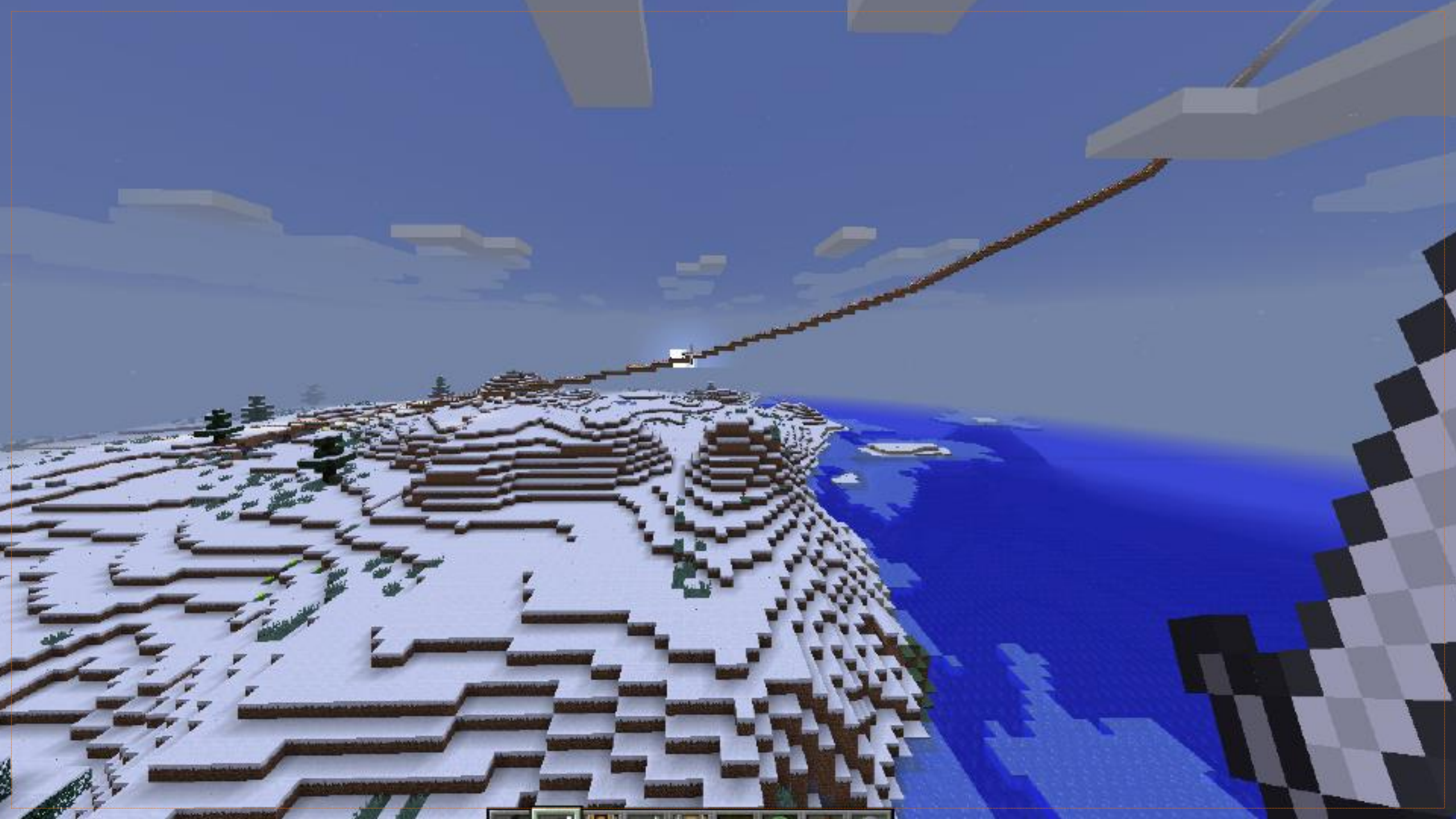
—MICHAEL ANTISSIKOV

In the 1950s John von Neumann, the legendary information theorist, was quoted as saying that “the ever-accelerating progress of technology . . . gives the appearance of approaching some essential singularity in the history of the race beyond which human affairs, as we know them, could not continue.”²³ Von Neumann makes two important observations here: *acceleration* and *singularity*. The first idea is that human progress is exponential (that is, it expands by repeatedly *multiplying* by a constant) rather than linear (that is, expanding by repeatedly *adding* a constant).



Linear versus exponential: Linear growth is steady; exponential growth becomes explosive.

The second is that exponential growth is seductive, starting out slowly and virtually unnoticeably, but beyond the knee of the curve it turns explosive and profoundly transformative. The future is widely misunderstood. Our forebears expected it to be pretty much like their present, which had been pretty much









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places

- Packs
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- Add Folder...

21 25 29 33 37 41 45 49 53

0:45 1:00 1:15 1:30 1:45



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arn about new ts in Live 11.

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Instruments

arn about the built-in

ices

on about all of your button below.

g up your audio n below.

Live, consult the

Groove Name

Base Quantize Timing Random Velocity

Drop Clips or Grooves Here

Groove Pool Global Amount 100%

snare · snare.wav 44.1 kHz · 24-Bit · 2 Ch

Start (Set) End (Set)

1. 1. 1 87. 2. 3

Loop

Position (Set) Length (Set)

1. 1. 1 1. 0. 0

Signature Groove

Warp Follow Gain

Beats

Preserve

Transients

100

BPM 92.54

0.00 dB Pitch

5 9 13 17 21 25 29 33 37 41 45 49 53 57

CLOSE



LIVE FEED
BOOKS
ABOUT



MORE JASON

© 2012 Jason Brabbury



3 DAYS AGO
6 seats

+ SHARE

SOLAR POWER

SELF DRIVING

ALWA



High Level AI Classifications:

Machine Learning: Includes everything from basic algorithms to deep learning and reinforcement learning (Pattern Recognition)

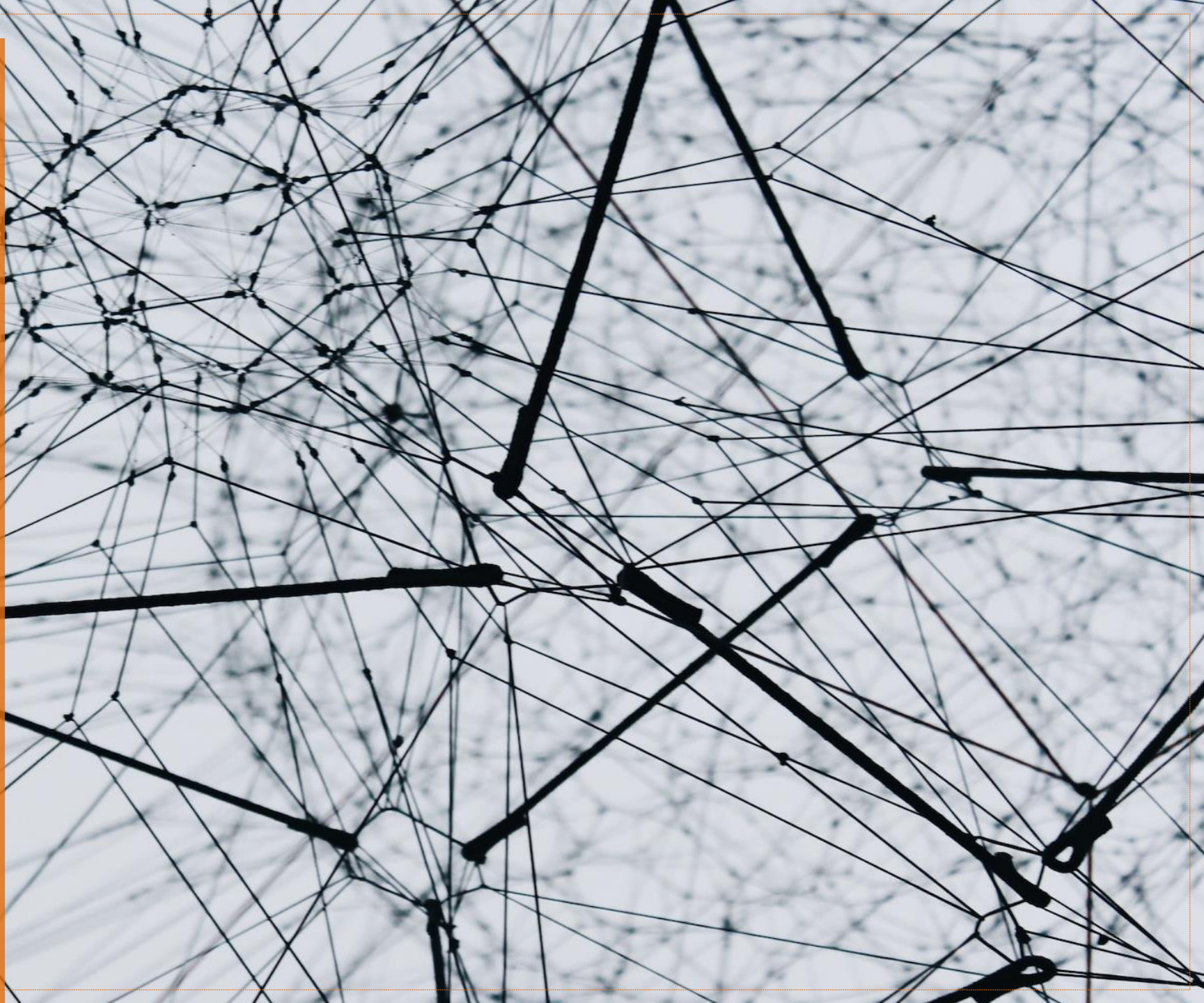
Natural Language Processing (NLP): Deals with understanding, generating, and translating human language.

Computer Vision: Involves processing and understanding visual data.

Robotics: Entails AI systems that interact with the physical world.

Knowledge-based Systems: Involves systems that mimic human decision-making using domain-specific knowledge.

Predictive Analytics and Decision Systems: Uses AI to predict future events and make recommendations.



High Level AI Classifications:

Machine Learning: Includes everything from basic algorithms to deep learning and reinforcement learning (Pattern Recognition)

Natural Language Processing (NLP): Deals with understanding, generating, and translating human language.

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Knowledge-based Systems: Involves systems that mimic human decision-making using domain-specific knowledge.

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Recruitment

UPSIDE DOWN Q&A

INCLUSION
WELL-BEING
RETENTION

Data Privacy

AI Best Practice

AI Bill of Rights

ALGORITHMIC
BIAS

PROGRAMMING
FOR DIVERSITY

Unlocking the AI black box

BESPOKE
RECRUITMENT

CV's for software or humans?


HUMAN ALTERNATIVES



“We need to move from thinking about ‘humans in the loop’ to ‘computers in the group’”

Prof Thomas Malone MIT

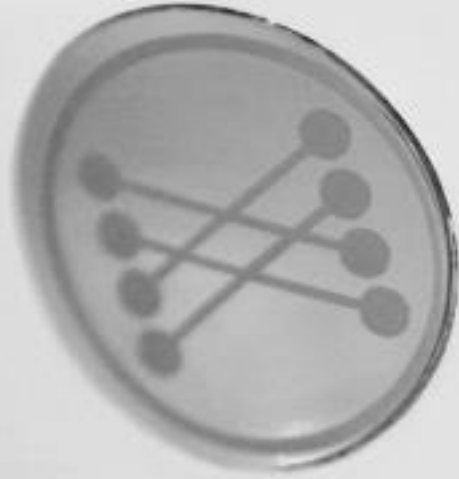
Superminds: How humans and machines can work together



“We invented fire, repeatedly messed up, and then invented the fire extinguisher, fire exit, fire alarm and fire department.”

Max Tegmark

Life 3.0



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