

FAHR: The use of “Artificial Intelligence” in Talent Assessment

The Federal Authority for Government Human Resources (FAHR) recognizes the importance of artificial intelligence and its significant role in various fields. It works tirelessly to invest in the creation of federal government-level human resources systems and solutions, benefiting the overall human resources system as a whole.

FAHR has released a new guide for the use of contemporary artificial intelligence approaches in talent assessment as part of its ongoing efforts to deploy and harness the usage of artificial intelligence in the creation and enhancement of human capital. Both people seeking employment in the federal government sector and those currently employed in it should refer to this guidance.

Ministries and federal entities can use the framework provided by the guide (Guidelines for the Use and Evaluation of Artificial Intelligence in Talent Assessment) to assess the effectiveness of the systems and technologies that integrate and use artificial intelligence to evaluate candidates for employment.

Artificial intelligence techniques could potentially eliminate any possibility of bias or suspicion in the evaluation process toward one person over another when used in job talent assessment processes for the purpose of making employment-related decisions in ministries and federal entities.

There are often two types of job talent assessment using artificial intelligence techniques: (pre-employment assessments and post-employment assessments).

In order to minimize any potential risks associated with the review process utilizing artificial intelligence tools, the FAHR proposed six key questions that might be asked in the guide. The guide also mentioned that there are a variety of assessment forms and methods, some of which just need basic technology, like the personal interview, while others require more complex technology, such as virtual reality simulations.

This occurs at a time where talent assessment, like many other businesses, is going through a period of expansion and innovation. Artificial intelligence techniques are used to accomplish this, helping to raise the standard evaluation ratings and improve the accuracy of assessments. Moreover, new assessments that collect previously inaccessible information from candidates, like audio and visual data, can be developed.

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