

TALENT TO
DENMARK

THE PRO'S AND CON'S OF AI IN RECRUITMENT

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THE EUROPEAN UNION

The European Social Fund
Investing in your future



The process of identifying the correlations of a huge amount of data by leveraging ML (machine learning) algorithms and predicting the possible outcome to empower the decision-making process

Ziguart, 2020

PRO'S OF AI IN RECRUITMENT

- Pressure on talent attraction teams due to global and local competition opened the doors for AI in recruitment

Time to Hire

Quality of Candidates

Resources

CON'S OF AI IN RECRUITMENT

"Even the most sophisticated software in the world would not be able to learn the human instinct a HR professional might have for the right candidate "

-Kimberly Young

Filter out based on CV set up

AI Can learn Bias

Human is forgotten

SO, HOW TO DO IT THE RIGHT WAY?

Balance AI with Human interactions

Integrate with your current ATS

Research

Use it as a tool not a solution

Where do you need the help?

Don't be afraid to try

Copenhagen Capacity's AI Journey

- Matchmaking Algorithm
- CV Analysis
- Candidate Communication
- Better Data



COPCAP TODAY

CV Screening AI Algorithm

Human
Screening of
AI

Pilot testing

Data

Talent Database

Future

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THANK YOU!

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