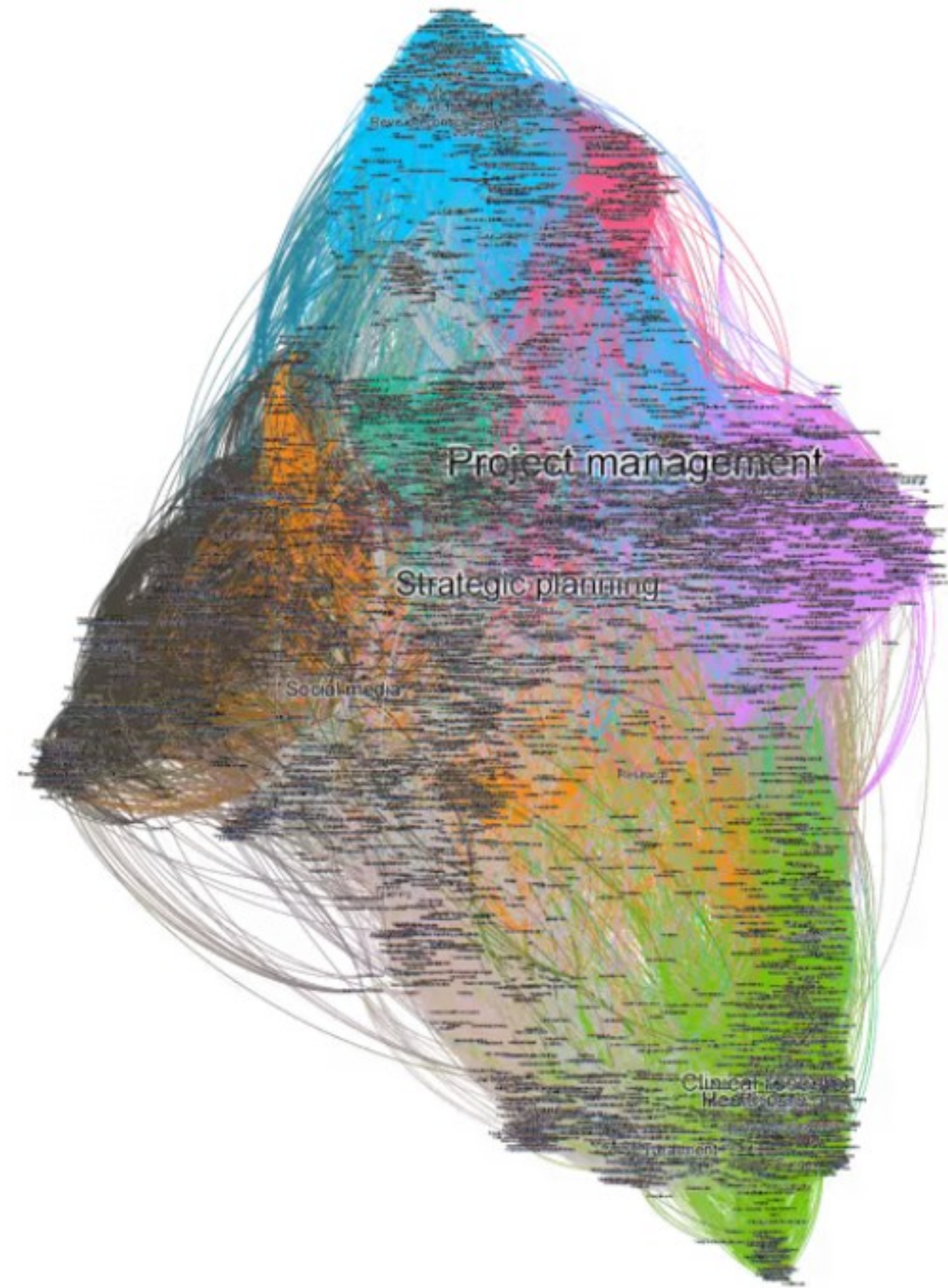


De AI transformatie van HR

Laurens Waling
Chief Evangelist, 8vance

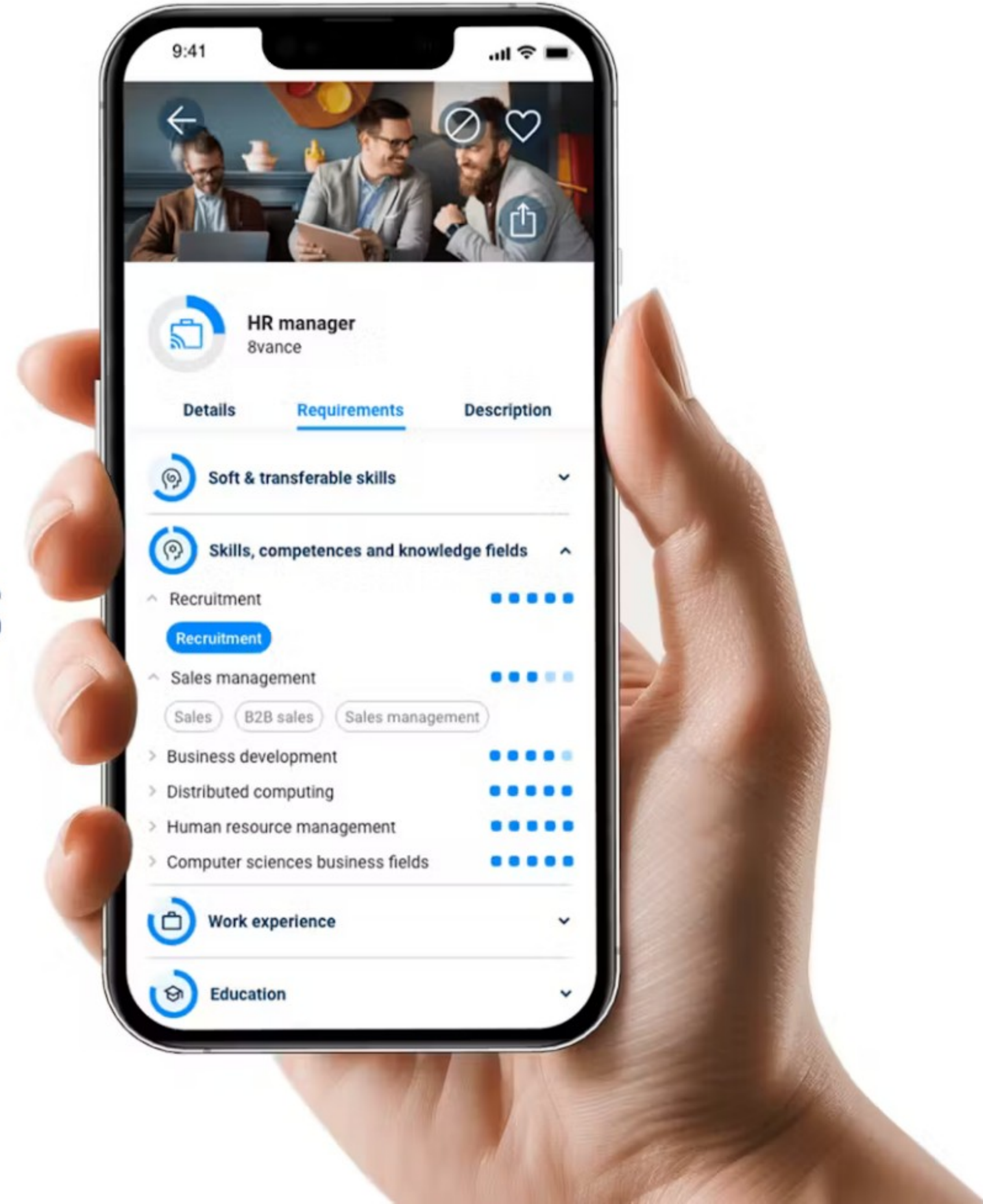




Samenhang in skills



Gap analysis



Skills

143821 Agile testing 3.1
14367 Hospitality 539284
458723 Planning 53728
1.2 Excel -0.8
Time management 2.9

Ambition

143821 Requirements engineer 2.3
458723 Technical 1 IT 1.5

Education

214222 Business & Data analytics 2.8
1.5 Bachelor -7

Soft skills

2 7642767 Analytical 3 6642767
7313932 Communication 1 7313932
688932 Trustworthy
1 Customer focused

Experience

3.4 39521533 Software tester
1.2 32468342 Barkeeper

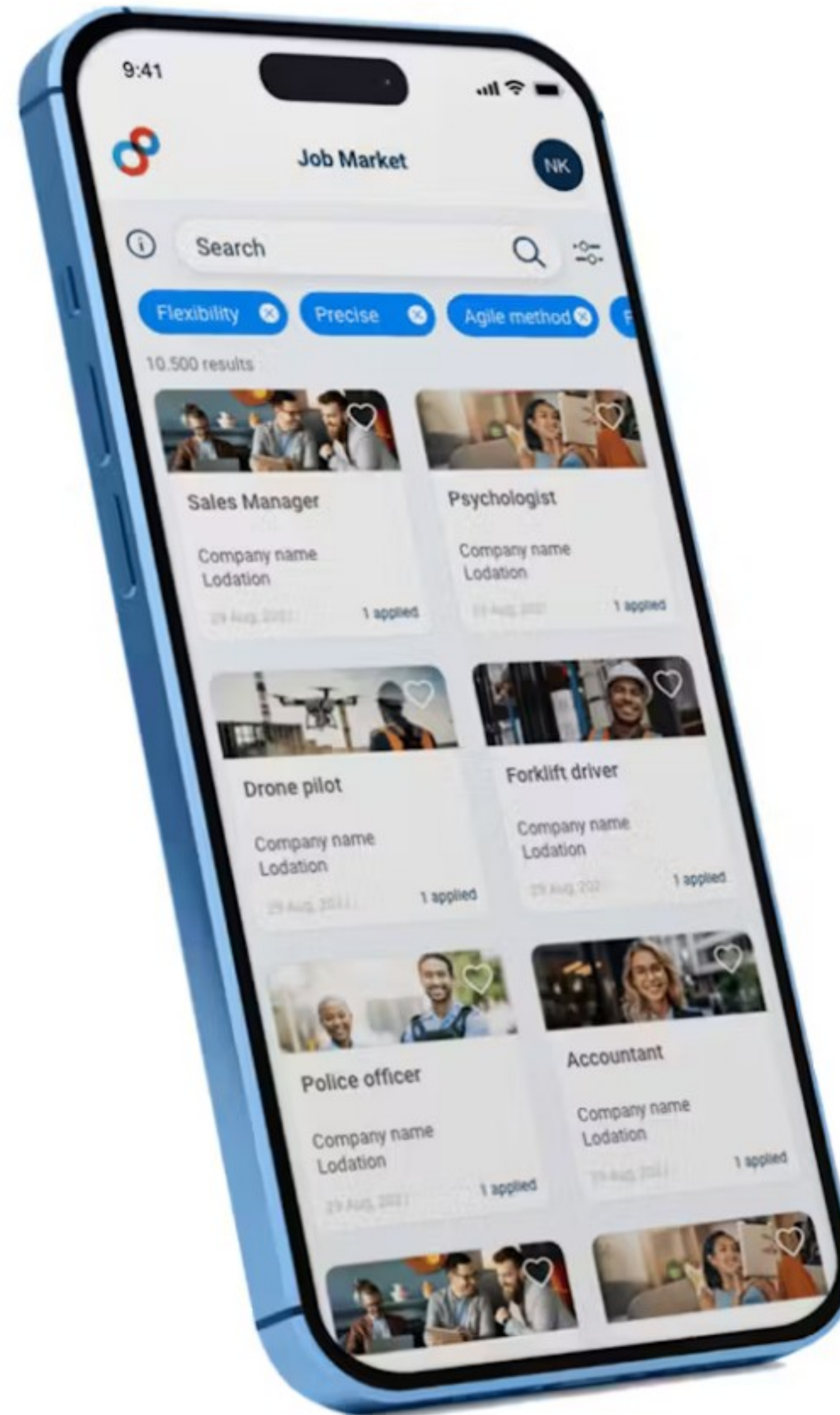




Talent Intelligence



Career Navigation system





Kandidaten en medewerkers delen

Arbeidsmatchplatform



van gelder



kpn

alliander

STEDIN.NET

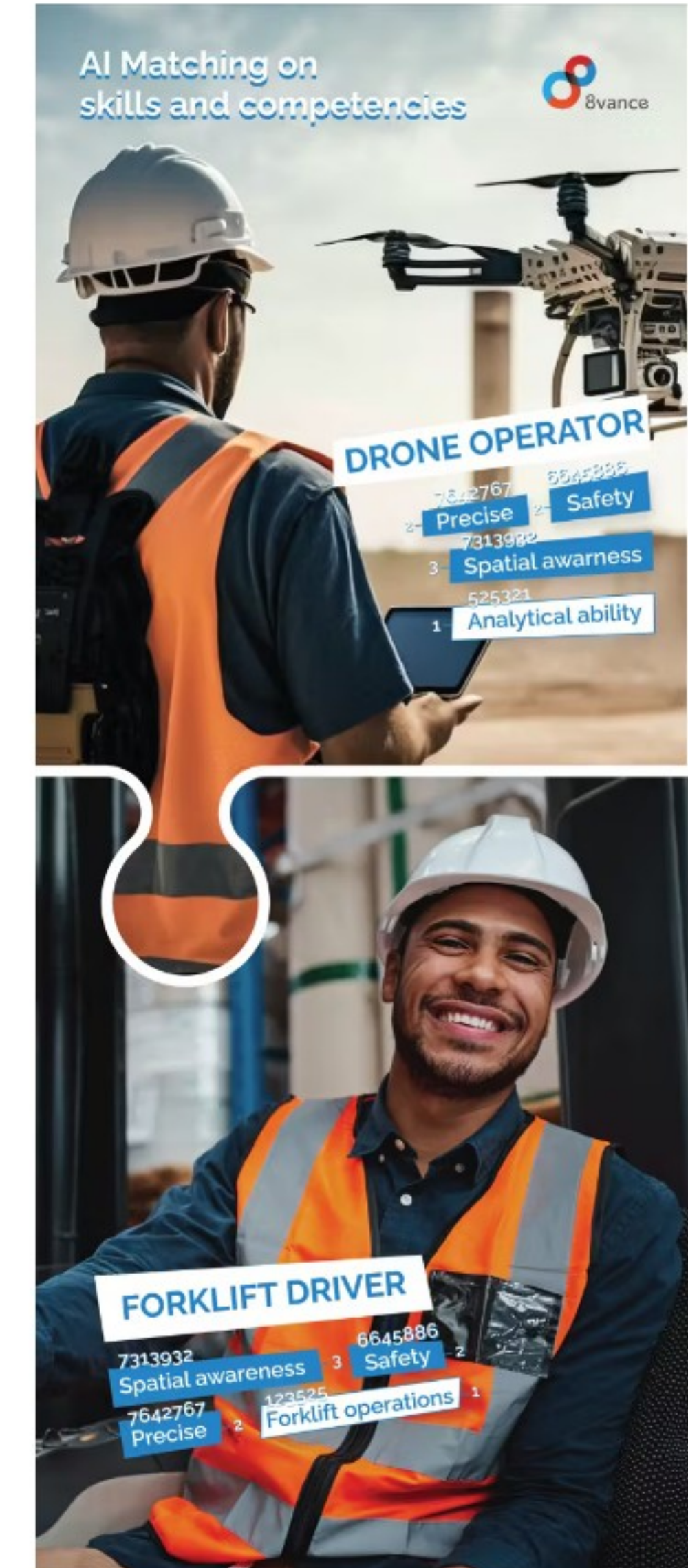
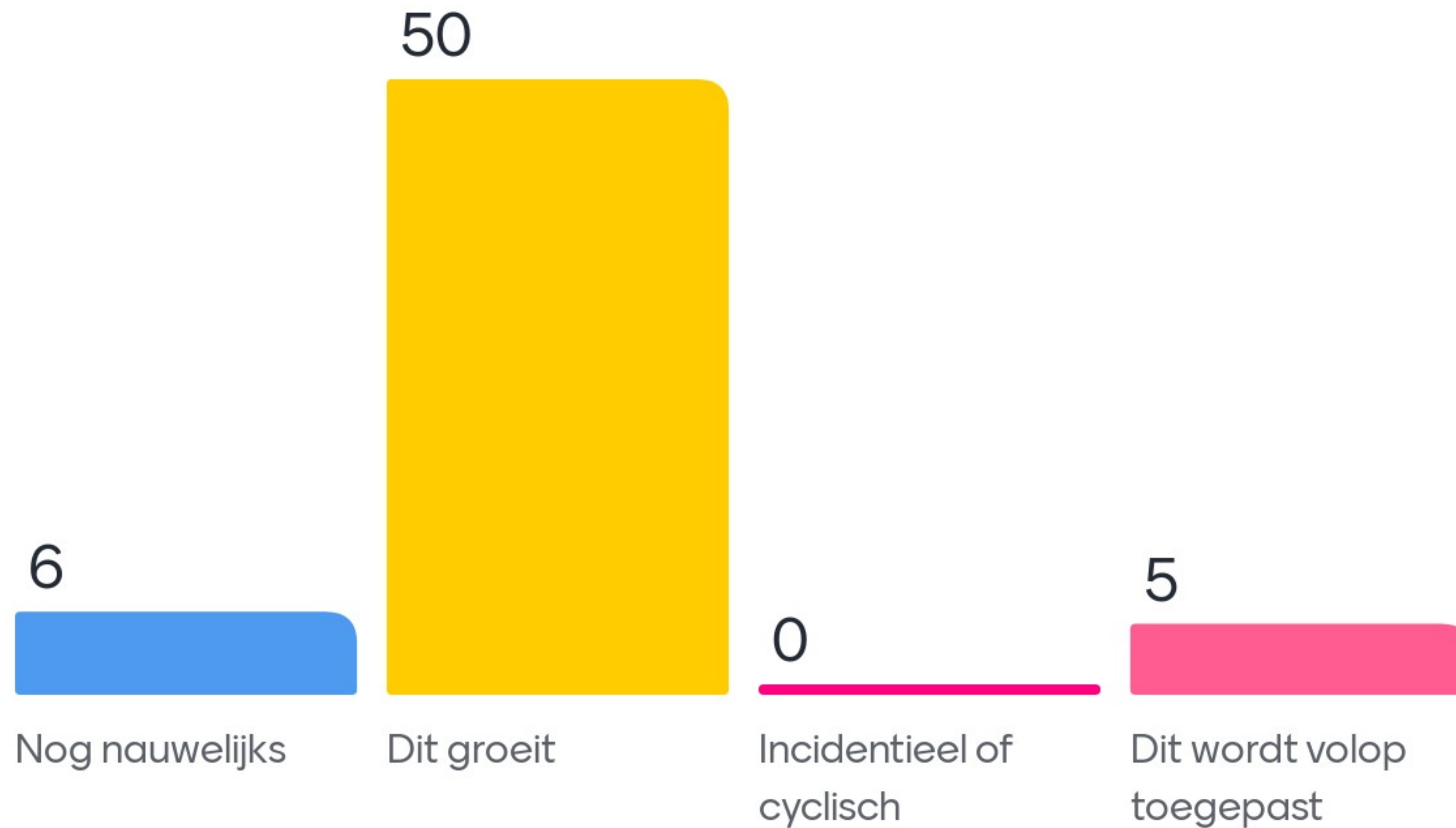


ENEXIS

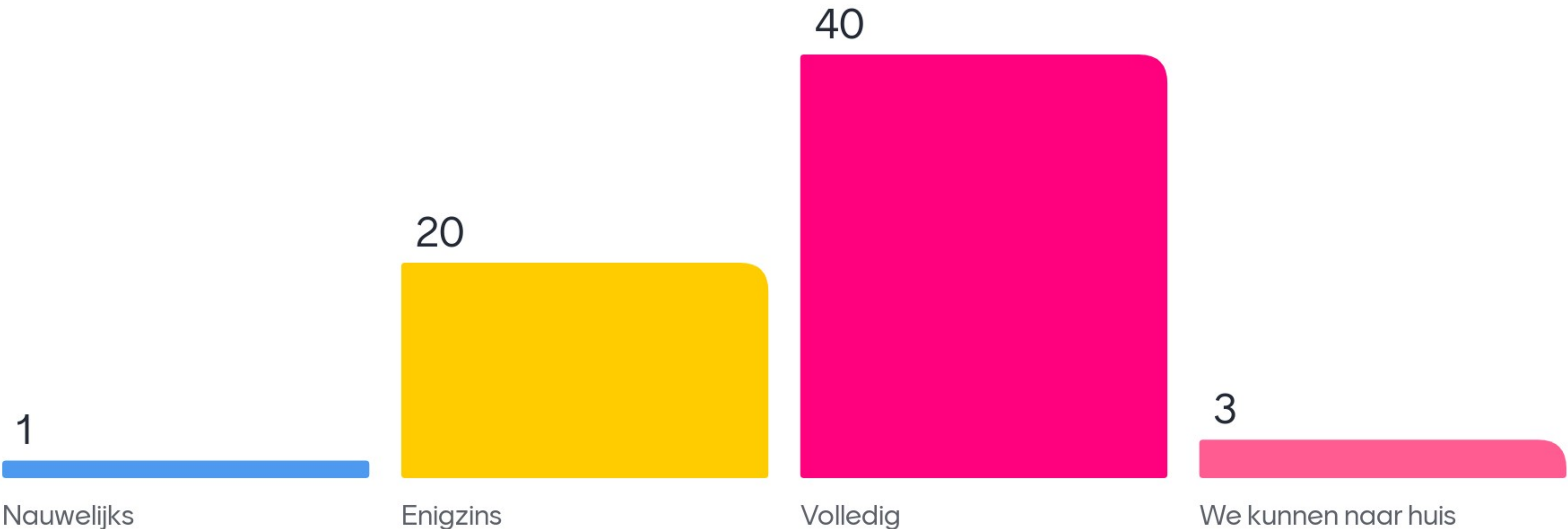


Van Voskullen
Infratechniek

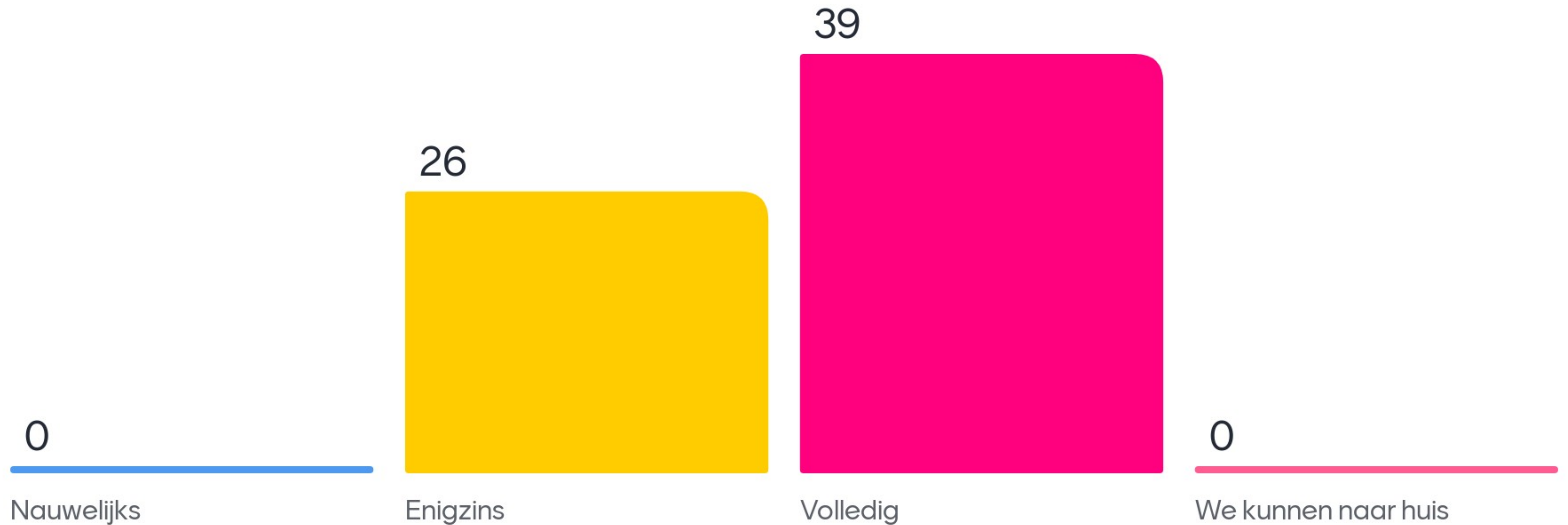
Skills based hiring wordt steeds belangrijker



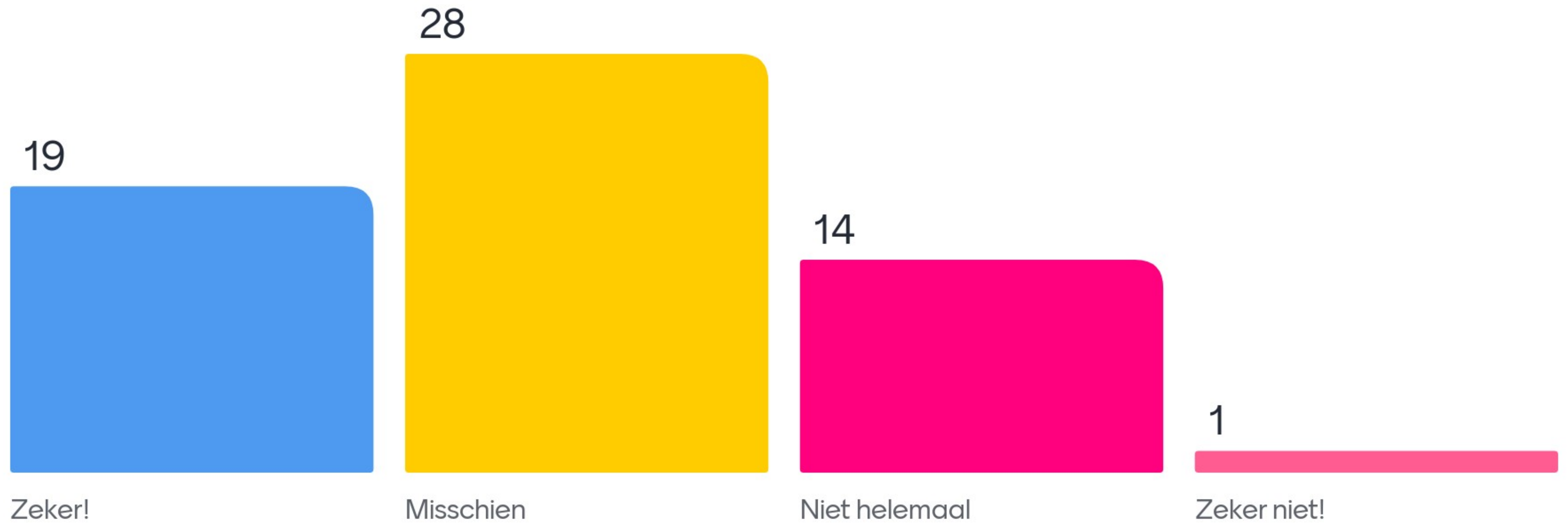
AI verandert HR fundamenteel



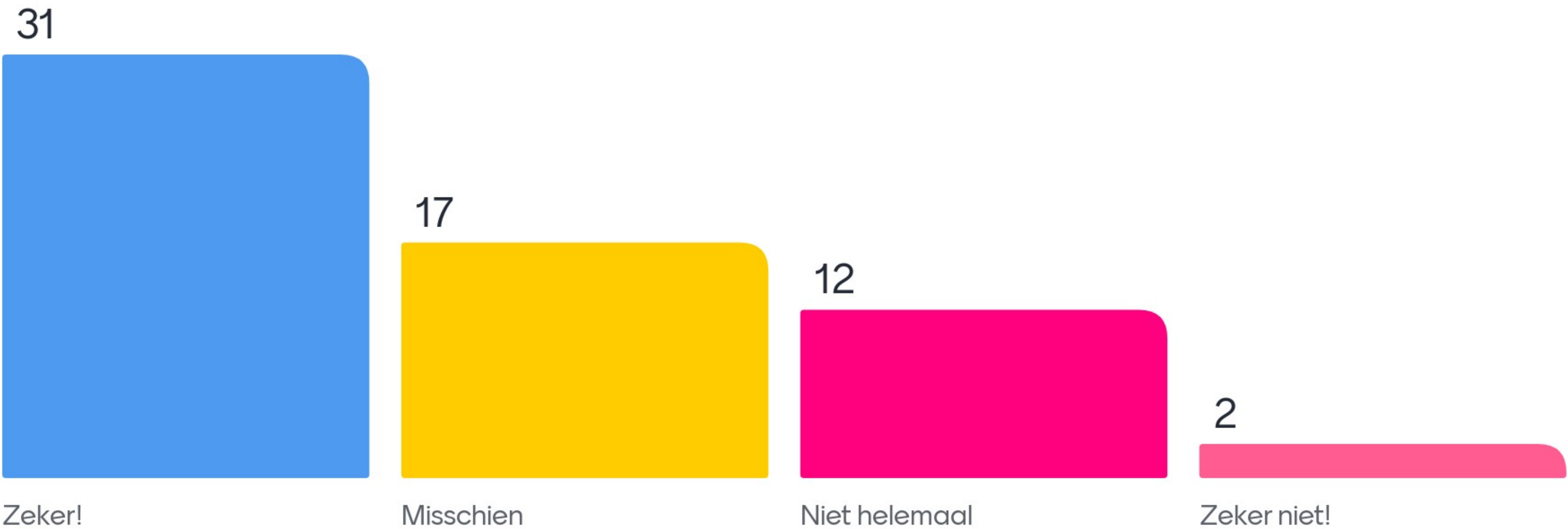
HR wordt steeds meer een datagedreven proces



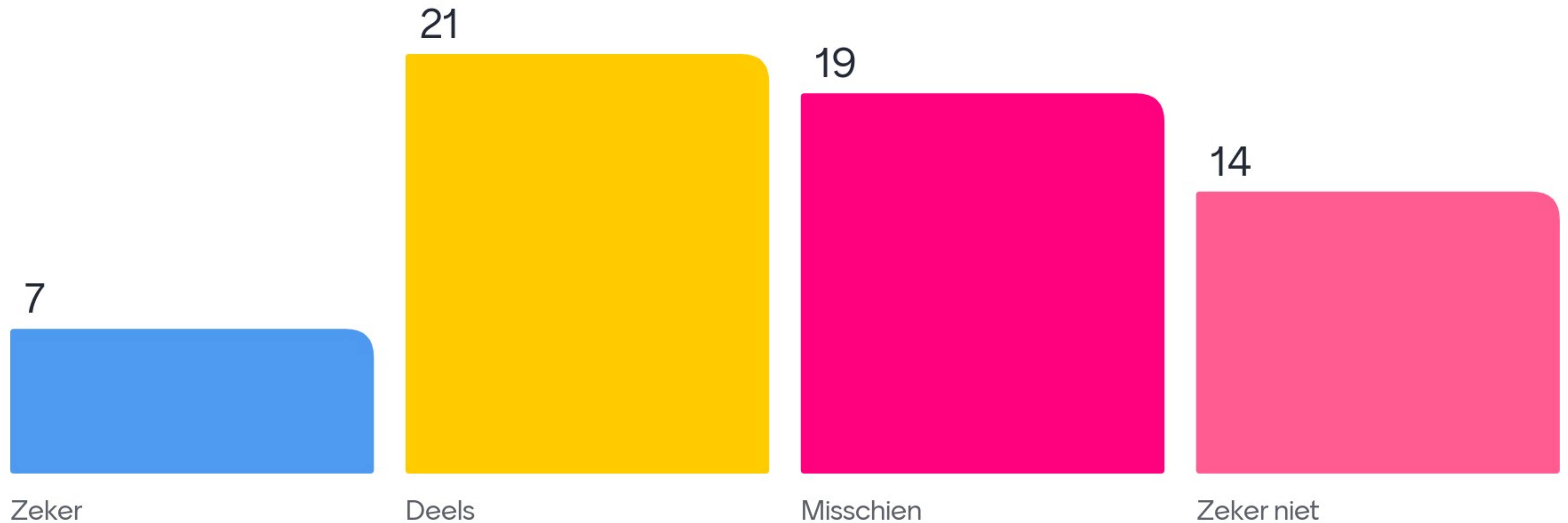
AI kan een betere match maken dan een ervaren recruiter, omdat data objectiever is dan menselijk inzicht



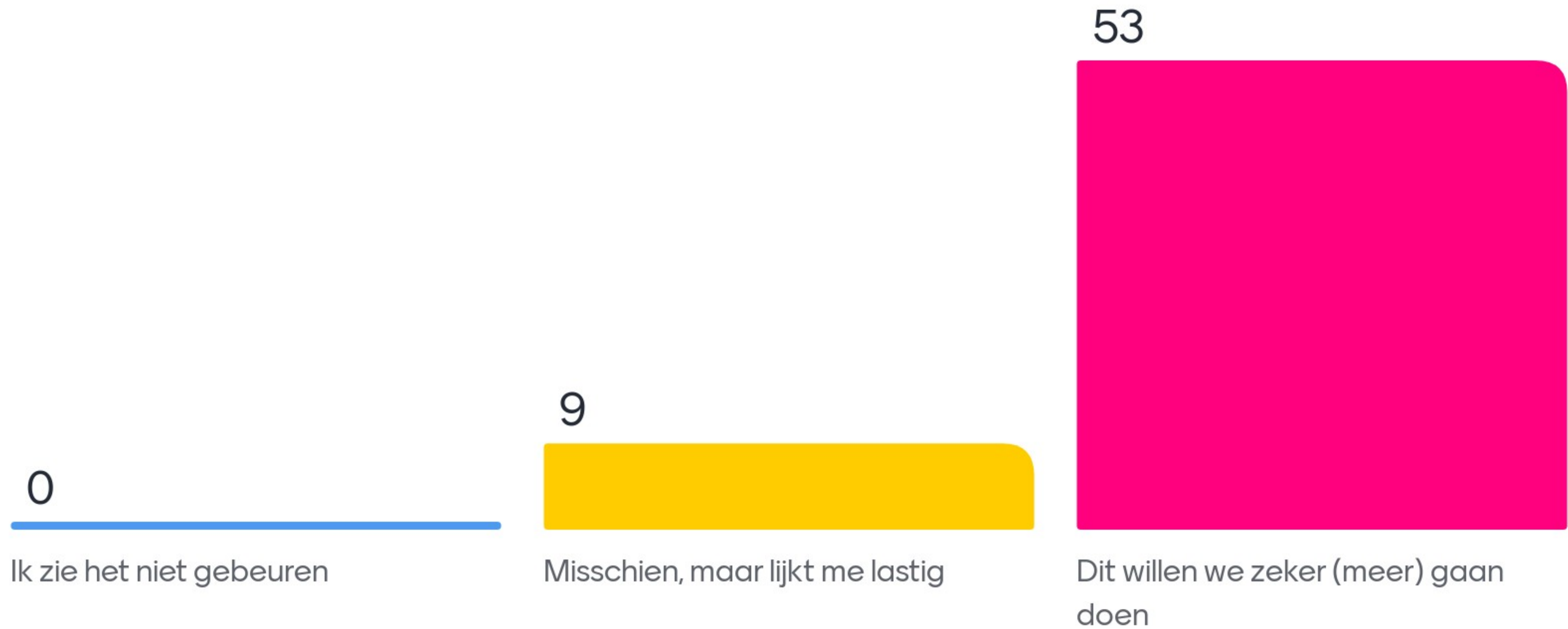
Al verslaat de recruiter bij diversiteit & inclusie



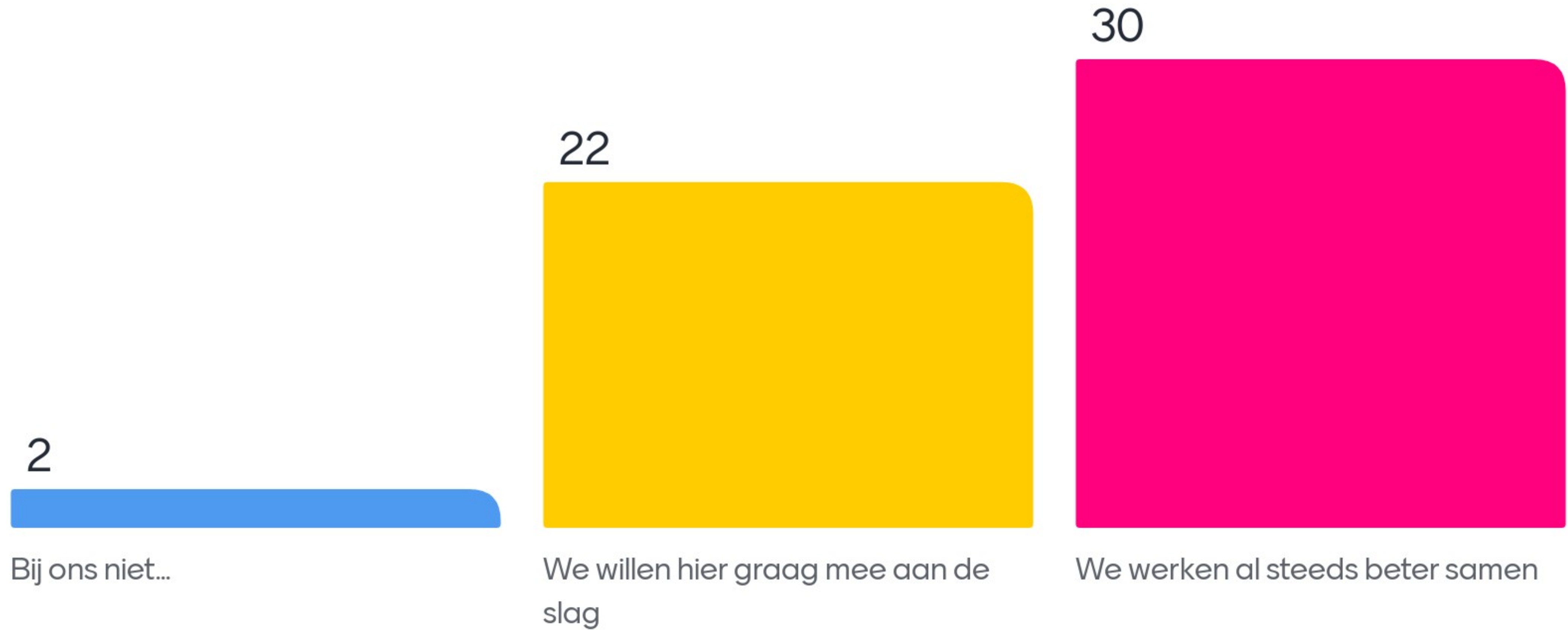
Al in recruitment moet met het oog op eerlijke kansen wettelijk verplicht worden



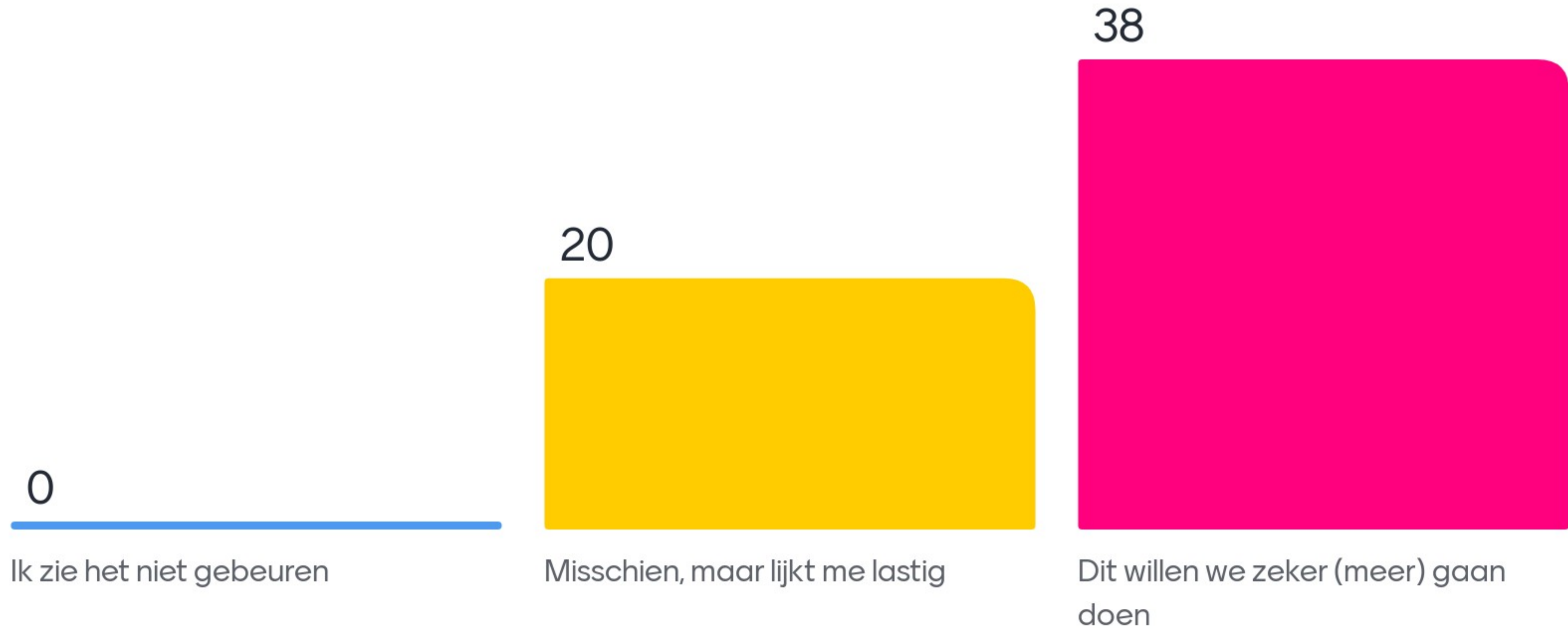
Het delen van kandidaten is kansrijk



Recruit en retain gaan hand in hand



Het delen van medewerkers is kansrijk



De transformatie van HR

- AI chat bots voor alle processen
- 100% workflow automatisering en personalisering
- Het bouwen van skills funnels met volgers
- Skills paspoorten / micro credentials / edu batches
- Talent Intelligence
- Het (her)definieren van werk en resources
- Het uitwisselen van kandidaten en medewerkers



Tot snel!

Laurens Waling

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