

AI Principles at Work

At ADP, our rigorous AI principles are not merely conceptual aspirations but tenets embodied throughout the wide variety of solutions and services available to our clients. We apply our AI principles across every aspect of the lifespan of our solutions and services, including their development, training, monitoring, deployment, iteration and oversight.



Candidate Relevancy is one such example. ADP's Candidate Relevancy (also known as Profile Relevancy) is an automated model built upon artificial intelligence and machine learning and which is designed to help employers as one tool, among others, in the hiring process. Specifically, Candidate Relevancy conducts a mathematical assessment of how close the skills, education and experience on an applicant's resume match the skills, education and experience listed on the job description. Employers can reference Candidate Relevancy's output as one tool when determining who to advance in the hiring process.



1. Development and design

Candidate Relevancy minimizes the introduction of bias by focusing on the skills, education and experience of an applicant in accordance with the job description listed by an employer. Candidate Relevancy does not use or consider personal identifiers such as gender, age, race, ethnicity, address, or any other protected demographic information. This approach may also help surface qualified candidates with unconventional career paths or who otherwise may not have been prioritized because of limitations in traditional search functionality.



2. Training

The vast data set used to train the automated model excludes protected demographic information and focuses on skills, education and experience, further minimizing the introduction of bias.



3. User interface

ADP designed the Candidate Relevancy model so that there are no cut-off scores that would eliminate candidates from being visible to employers in the user interface. Employers have access to all candidates, enabling them to make human decisions about which candidates to pursue.



4. Testing

Candidate Relevancy is regularly monitored and tested. An impartial evaluation conducted by an independent auditor in April 2023 concluded that no valid statistical evidence of bias is present in Candidate Relevancy's output.

To learn more about Candidate Relevancy, including the most recent bias audit results, visit our [Frequently Asked Questions](#)

