

## System and Method for Observation-Based Assessment and Recruitment of Diverse Employees

### Intellectual Property

Patent Pending

### Lead Inventor

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### Licensing Contact

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### Desired Partnership(s)

Commercial Co-Development

### Categorized As

Artificial Intelligence  
Computer Vision  
Diversity and Inclusion  
Predictive Analytics

### Unmet Need

Despite the disabled population being the largest minority in the US, the Bureau of Labor Statistics recorded that only 30 percent of individuals living with a disability are employed. In comparison, over 70 percent of individuals without a disability are employed. The unemployment rate for individuals living with a disability (10.8) is more than double the unemployment rate for individuals without a disability (5.2). Employment provides benefits beyond just financial independence and is essential for an individual's health, providing a sense of contributing to a larger cause and increased wellbeing.

### Solution/Technology

This system and method individually captures the responsibilities/requirements of a role and the mental and physical capacity of an individual. The system then compares and matches the available roles and individuals for the purpose of proper job placement and increasing employee satisfaction/retention.

### Advantages

- Algorithm ensures individual's ability to perform a role's responsibilities and requirements, increasing employee satisfaction
- Artificial intelligence recruitment increases career opportunities for individuals previously deemed unemployable
- Automated matching reduces need for continual human intervention during hiring process
- Digital matching decreases interviewer bias and promotes performance-based hiring practices