
BBC LEARNING ENGLISH

Lingohack 英语大破解

AI recruitment

用人工智能招募人才



本集内容

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学习要点

有关“job recruitment 工作招聘”的词汇

边看边答

How can AI recruitment help clients who recruit in high volumes?

文字稿

Students here at Liverpool Uni are able to practise on software now used by lots of big firms. The tech behind these video answers can do more than you might imagine.

利物浦大学的学生们可以在许多大公司使用的软件上练习应聘。这些视频应答背后的技术可以做的比你想象的更多。

Iwan Williams, Liverpool University

They'll look at facial movement. They'll listen to the tone of your voice, and they believe that they can really accurately predict now certain **character traits**, just through using the AI (Artificial Intelligence) technology on your video interview. That wealth of information is going to be really, really helpful for employers.

伊万·威廉姆斯 利物浦大学

“这些软件会观察你的面部动作、听你说话的语气，还声称能准确地预测你的某些**性格特征**，只要你在视频面试中使用人工智能技术。这些丰富的信息将会对雇主有极大的帮助。”

At the moment, it tends to be bigger companies who are using video interviews and artificial intelligence.

目前，往往是较大的公司会通过视频面试及人工智能选拔人才。

Bev Nicholas, Michael Page recruitment

For certain types of **roles**, we work with a number of clients, say within the retail sector where, you know, they're doing high volumes of recruitment and they're looking for ways of saving time and also being able to really clear, sort of, vast numbers of **applicants** through to people that they're really serious about.

贝芙·尼古拉斯 米高蒲志招聘顾问公司

“对于一些特定的**职位**来说，我们与客户合作，比如，零售业的雇主需要做大量的招聘，他们在寻找节省时间的方法，和能快速从众多的**应聘者**中筛选出会认真考虑的人才。”

Those representing the recruitment industry say these issues need to be considered before making a selection.

招聘行业代表说，在选拔前需要考虑下面这些问题。

Jill Miller, Inclusion Adviser, CIPD

We've got some older workers, perhaps, who might not be as savvy with the technology that we're using. So, I think we need to be quite mindful to be as inclusive and as fair as possible to encourage a wider **talent pool** to apply.

吉尔·米勒 文化包容顾问 英国特许人事发展协会

“一些年龄较大的工作者可能不太了解我们使用的这项技术。所以我认为我们需要非常谨慎地尽可能包容并公平对待各个群体，以鼓励**人才储备库**中更多人才来应聘。”

Whether it's a useful tool, a time saver or another hurdle in a difficult **jobs market**, as technology improves recorded video interviews will become more common.

不论这个工具是否有用、省时，抑或是在一个艰难**就业市场**中的另一道障碍，随着科技的进步，录制视频面试会变得越来越普遍。

词汇

character traits 性格特征

roles 职位

applicants 应聘者、申请者

talent pool 人才储备库

jobs market 就业市场

视频链接

<https://bbc.in/309hLQO>

问题答案

It allows them to save time and reduce vast numbers of applicants to those they are really serious about.