

Assessment means gathering information about a person for a purpose.

Assessment and AI

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This raises some questions:

- What information?
- What purpose?
- What do you do with it?

Career assessment for what?

Vocational interest assessment

- Use of psychometric assessment tools
- Published manuals
- Clearly identified constructs
- Evidence of validity and reliability
- Produce suggested 'matches'

Other purposes

- Managing contact with service users
- Screening for prioritisation or different service levels
- For personal growth and learning

Recommender systems

If you liked that, you'll like this...

Social media platforms and shopping platforms like Amazon use recommender systems

Large data sets of user behaviour are analysed for patterns

Individual users can be profiled

- A wide range of data can be harvested from individuals
- Continued interaction with the platform is encouraged
- The user is not told the basis for recommendations

So what?

Web platforms are blurring the distinction between historically distinct career service functions:

- Vocational assessment
- Career information provision
- Client records

Recommender systems use a logic that is not transparent to either the service provider or the service user

- Risk of adverse impact
- Robustness of system decisions is not subject to scrutiny
- Not informed by decades of research on career assessment

Data ownership and system memory needs to be considered

- How long will your teenage interactions with a career system be remembered?
- Can you change or delete your data?