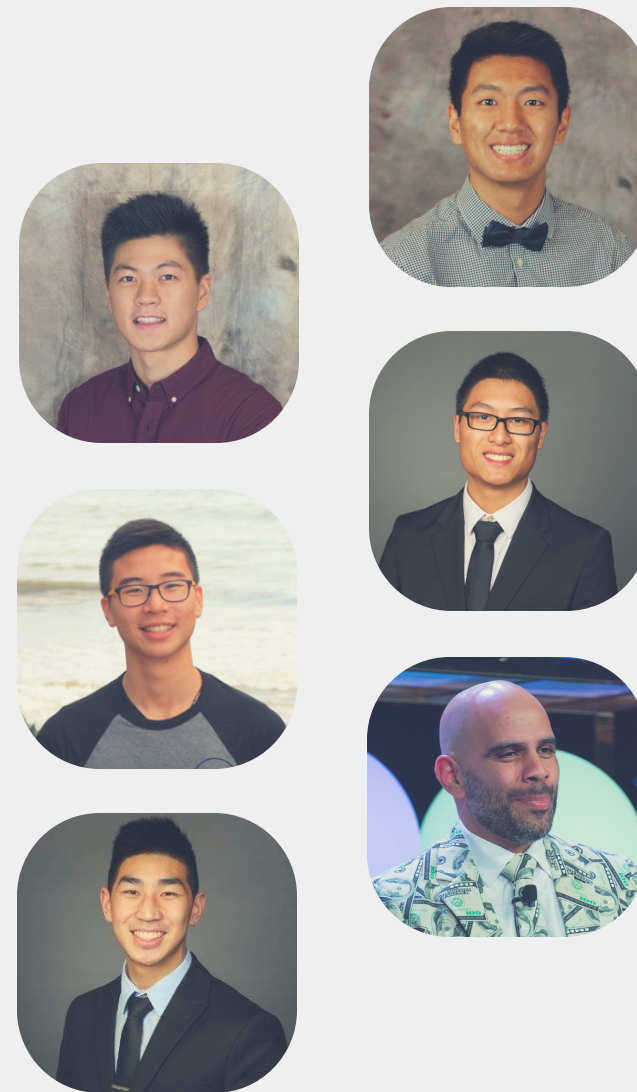# AVIATO'S
# CAREER FAIR RECRUITING

**workday.**

## HELLO

We are Team Aviato, dedicated to solving the problems of career fair recruiting. Today's process of career fair recruiting is extremely laborious and manual. This brings about delays in the entire hiring process: receiving resumes, evaluating applicant information, and finally reaching out to the candidates; much to the frustration of both recruiters and applicants. The solution we provide is one that automates the process of receiving resumes and removing the labor needed in receiving physical resumes by sending it directly to the cloud with the important and relevant information. We ensure that no information is lost and the quality of face to face interaction between candidates and recruiters is upheld.

## CONTACT

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## TECHNOLOGIES UTILIZED

- OBJECTIVE-C/SWIFT
- GOOGLE TESSERACT
- AMAZON API GATEWAY
- AMAZON LAMBDA
- AMAZON S3
- PYTHON
- JAVASCRIPT

## DEVELOPMENT WORKFLOW

FORMING
STORMING
NORMING
PERFORMING

## APPLICATION WORKFLOW

Recruiter takes picture of resume and continues conversation with applicant

Workday's proprietary image processing and Google's Tesseract successfully recognize the contact information from the resume image and parse it into the correct fields.

Parsed contact information is packed into JSON format and a POST request is sent to Amazon's API Gateway which will receive the contact JSON and resume image. The contact information is the minimum information needed to create an applicant on a company's database and the resume image is saved into an Amazon S3 bucket.

The fully-parsed, complete application will auto-populate on the client side and the recruiter is able to make any changes to the application, updating any fields to be saved on the Workday application

Resume image is reconstructed from BASE64 JSON and saved into Amazon S3 bucket.

An Amazon Lambda function is triggered when the resume image is saved in the S3 bucket and we run a pre-trained machine learning model detecting white-spaces in order to split the resume image into sections. These smaller sections are then ran through Tesseract OCR resulting in higher accuracy character recognition. After all relevant information is parsed from the resume for a complete application, it is sent to the Workday application and saved there.

## IMPACT & IMPLICATIONS

Looking onwards, there are still many obstacles and intricacies to be faced with the career fair recruiting process. Much can still be done in the field of Object Character Recognition and automation with machine learning such that the accuracy and efficiency of our solution can only improve with time. Built with efficiency, modularity, and portability in mind, we hope that the application will spread as solution to all companies with ease as a tool to automate their career fair recruiting process and ease the burden on recruiters. Although the application is built for recruiters, eventually candidates will likely experience faster response times due to the time saved on the recruiter's end in processing resume and contact information.