SHL Release notes
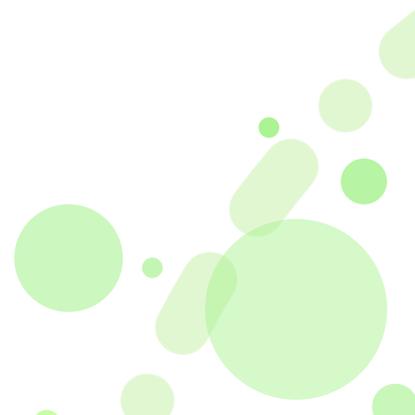
29 January 2025

Contents

Decommissioning Social Skills Scoring | Smart Interview OnDemand (SIOD)

SHL is decommissioning the AI-based Social Skills score integrated into Smart Interview OnDemand (SIOD), effective January 28, 2025.

This decision is to allow SHL to align with the requirements of the European Union Artificial Intelligence Act (the "Act"), which entered into force on August 1. 2024, and includes a restriction which comes into effect on February 2, 2025. The Act identifies Social Skills Scoring as a prohibited practice due to its potential risks to fundamental rights of individuals.

To comply with this legislation and the broader regulatory trends worldwide, SHL has made the strategic decision to discontinue this feature globally*****. We anticipate that similar regulations may soon be adopted in other regions. This decommissioning decision reinforces our commitment to globally consistent compliance and ethical AI practices worldwide.

Understand the impact

This upcoming change will be automatically rolled out to all TalentCentral (TC) and TalentCentral+ (TC+) customers using SIOD. After the release, customers can expect the following updates across the workflow:

- New Project Creation Workflow: Users will not be able to turn on the social skills scoring while creating new projects. The feature to turn on the social skill scoring will be disabled.

- Reporting: Post the release, reports accessed will have the message "*AI based scoring on Social Skills has been switched off for this attempt*" being displayed in the social skills scoring section.

- Platform candidate listing and candidate excel download: For the TC+ users, social skills scores will have value "Off" being mentioned while for TC users, value/ flag "-6" will be displayed.

Please note that the core functionality of the SIOD product will remain unchanged. SHL will continue to offer and support AI-powered scoring of Workplace Skills and UCF competencies. Additionally, manual evaluation will remain the primary assessment method for other competencies.

*China region and few selective customers from India and US regions will be exempted from this update for a limited period to accommodate ongoing business commitments. These customers have already been notified by their respective account managers.

Platform:			Availability: 28 January 2025
☒ TalentCentral™	☒	TalentCentral+™	
☐ 360/MFS	☐	SHL Apps	
☐ Insights			

Product Availability

OPQ Reports

Product	Language
Candidate Report 2.0	Simplified Chinese

JFA

Product	Language
Graduate 8.0+	Greek Czech

Verify

Product	Language
Verify Gen2 - Inductive Reasoning - Verbal Ability - Numerical Ability - Deductive Reasoning	Regional Norms - Middle East - Saudi Arabia - Egypt - UAE

Platform:			**Availability:** 16 January 2025
☒	TalentCentral™	☐ TalentCentral+™	
☐	360/MFS	☐ SHL Apps	
☐	Insights		