**Intended Audience:**

The instructional level of this session is intermediate. It is intended for a general audience at a post-graduate level; no specific content knowledge is required. I-O psychologists, HR practitioners, and managers who work in the area of selection and assessment may benefit from this session.

**Friday Program Learning Objectives:**

At the end of this program, participants will be able to:

1. Describe the state of the research and adoption of the following advanced assessment methods in assessment programs: artificial intelligence, mobile technologies, social media, simulations, face/voice recognition, machine learning.
2. Explain the impact of venture capitalism on the adoption and advancement of advanced assessment methods and on the ensuing insights organizations gain from employing such methods.
3. Determine the use case, benefits, and challenges of implementing advanced assessment techniques into assessment processes.
4. Interpret recent key developments in EEOC and other federal employment and workforce agencies.
5. Integrate the nature and implications of the major updates to the new edition of the SIOP Principles.
6. Describe how data privacy issues in technology-based selection and assessment are being addressed in the organizational and legal arenas.
7. Evaluate and manage the risks and challenges associated with implementing innovative assessment technologies.