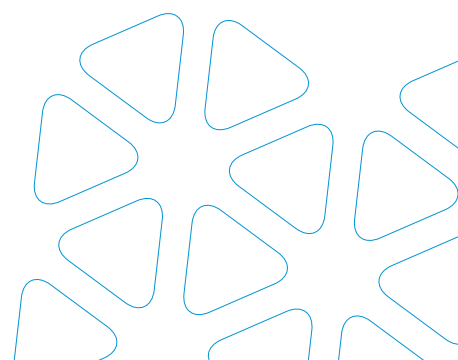




Allegis Group: AI/ML Meets Talent Solutions

A STORY OF OWNING CHANGE

Allegis Group, a global leader in talent, workforce and business solutions, teams up with TEKsystems to streamline enterprise-wide AI / machine learning (ML) adoption.



Allegis Group Owns Change

Allegis Group is a global organization serving more than 20,000 customers and placing more than 11,000 contract employees to work every week through their specialized operating companies. As one of the world’s most trusted workforce solutions companies, they sought new ways to experiment with and implement AI models to fuel more streamlined results for recruiters and job seekers.

THE CHALLENGE: DEPLOYING AI/ML MODELS AI/ML and MLOps—at Scale

Like most modern industries, data strategically fuels HR and talent management. Everything from record keeping to proactive risk prediction can be tracked and automated—if the right data strategy is in place. Allegis Group had a list of potential use cases to leverage AI/ML and generative AI to increase operational efficiency and overall productivity throughout the recruitment life cycle. The use cases included tools that could automatically update candidate profiles using information from email logs and keyword-based job description generation.

Allegis Group managed the experimentation process, building proof of concepts in-house with their own data scientists, but the question then became this: How can these solutions be operationalized at scale? Given TEKsystems’ expertise with Google’s AI/ML and generative AI product suite, we joined Allegis Group in a collaborative effort to extend this work to other operating companies. How? We helped establish best practices when it came to MLOps and leveraged Google Vertex AI to handle the deployment of AI/ML models.

If done right, this new Data Science Hub could be leveraged by all operating companies under Allegis Group. The platform would make use of Google Cloud’s growing toolkit of AI components and create a single source of truth for Allegis Group’s many streams of data.

OUR SOLUTION: AI/ML SOLUTIONS—STREAMLINED Creating a Specialized Hub-and-Spoke Model

The buildout of a logical platform required reliability and scalability at its core. Allegis Group needed something next-gen, with enough resources to accommodate all aspects of a multifunctional data science team, from infrastructure to operations. Enter the “hub-and-spoke” model.

The goal? Encourage specialization while maintaining a solid foundation across all core aspects of Allegis Group’s data strategy—making it easier to change or replace one component without impacting the others.

Utilizing Google Cloud AI/ML services (Vertex AI, Gemini and AutoML), our team built a system for creating, supporting and operating various data science solutions. We used Vertex AI to create MLOps pipelines and Cloud Run to host APIs. We implemented security guardrails and constructed automated pipelines to streamline module onboarding and deployments.

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“We are thrilled to witness how Allegis Group is leveraging Google Cloud’s AI and ML capabilities to build a robust Data Science Hub. This collaboration with TEKsystems exemplifies the power of combining industry expertise with cutting-edge technology to drive innovation. The success of this project paves the way for TEKsystems to empower numerous Fortune 500 companies in their journeys to harness the potential of AI.”

— Kyle Jessen
Managing Director, Google Cloud

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POWERFUL PARTNERSHIP: AI USE CASES AND BUSINESS IMPACT IDMO at the Core

Data science is a team sport that requires the combination of time, experience, effort, collaboration, data, talent and tools. In this case, infrastructure provisioning (I), data provisioning (D), mentoring (M) and machine learning operations (O) are at the hub of the model versus being disparate practices. Bringing these resources together ensures the adoption of successful models, which will inspire future experimentation.

How We Scaled the Work of the Allegis AI Team by Using Our Hub-and-Spoke Model

Use Case	How It Works	Enterprise-Wide Benefits of Scaling
Job Description Genie	Leverages AI to build better job descriptions to track more useful responses	Created an API in Google Cloud to support 4,800 users
LinkedIn Eagerness Model	Analyzes InMail data from communications between recruiter and talent to assess talents' enthusiasm	Used enterprise standards to go from one pipeline to five pipelines, scaling corporate LinkedIn accounts to deliver data within two hours
Silent G2 <small>(Note: G2 is the internal name for logged interactions between recruiters and candidates.)</small>	Enhances recruiter notes by scraping job titles and skills that were entered incorrectly	Enabled version running to leverage the tool to reduce manual labor costs and in 12 months, added 920,000 skills and updated 78,000 job titles

Real-World Results

The collaboration between Allegis Group and TEKsystems—plus Google Cloud’s suite of AI/ML offerings—resulted in a centralized hub-and-spoke model. This allowed Allegis Group to scale solutions and make those solutions available to all operating companies in the enterprise. This model saved the data science team time by handling the grunt work of collecting, cleansing and organizing data so they could focus on further experimentation and innovation. Technical debt decreased significantly, and on the front end, thousands of recruiters could better expedite their day-to-day tasks.

8 WEEKS

to build, test and deploy original MLOps pipeline

50%

faster rollout for MLOps pipeline support across OpCos

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“Job Description Genie has truly augmented the way we create job postings. The platform offers an intuitive, easy-to-use experience that operating company pilot users highly praise. The generated descriptions are accurate and improve recruitment efficiency in job posting creation. Most notably, Job Description Genie has dramatically saved our pilot users’ time. Before utilizing this tool, 31% of our pilot users spent over 10 minutes creating job postings. With the help of Job Description Genie, 0% of our pilot users spent over 10 minutes showcasing this innovative solution’s incredible efficiency and impact.”

—Toby Phongmekin
Product Owner at Allegis Group Inc.

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About TEKsystems and TEKsystems Global Services

We’re TEKsystems. We accelerate business transformation for our customers. We bring real-world expertise to solve complex technology, business and talent challenges—across the globe. We’re a team of 80,000 strong, working with over 6,000 customers, including 80% of the Fortune 500 across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We’re strategic thinkers, hands-on collaborators, helping customers capitalize on change. We’re building tomorrow by delivering business outcomes and driving positive impacts in our global communities. TEKsystems is an Allegis Group company.

Learn more at [TEKsystems.com](https://www.teksystems.com).