



AIDMG

AI DRIVING
METAVERSE GROUP

THE NEW ERA

AI DRIVER RECRUITMENT

The Ultimate Solution for Driver Recruitment



www.aidmg.com



AI Driving Metaverse Group (AIDMG)

The AI Driving Metaverse Group (AIDMG) is dedicated to creating revolutionary solutions for today's transportation challenges. United by a vision of a Zero-Accident Society, we leverage AI and the metaverse to transform driver recruitment, assessment and training.

AIDMG offers ultimate solutions for driver recruitment and driver education.

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OVERVIEW

Executive Summary

This whitepaper explores how AIDMG's AI technology **empowers HR professionals** to make more **informed and efficient hiring decisions**. By assessing 20+ psychological, physiological and behavior factors, AI Driving Metaverse Technology revolutionized AI-recruitment methods, providing faster, more accurate and unbiased results while supporting human judgment throughout the process.

Driver shortage is a global challenge

The transportation and logistics industry is experiencing an increasing driver shortage. In 2021, over 2.6 million truck driver jobs went unfilled globally. Europe alone faces a shortfall of 380,000 drivers, while Middle East is expected to need an additional 200,000 drivers by 2025.

Traditional methods cannot evaluate driver's skills

Traditional recruitment methods struggle to meet the demand because they can't accurately evaluate a driver's true skills. Usually driver recruiters rely on a candidate's resume, interview performance, and a basic driving test. But with foreign talents, those methods just aren't enough, since they fail to capture the true capabilities of a driver, such as their:

- reaction times,
- decision-making under pressure,
- emotional stability and many more.

AI Driver Recruitment, backed by science

AIDMG's AI Driver Recruitment platform addresses these limitations by providing comprehensive, real-time assessments of drivers' cognitive and emotional responses through advanced AI technology supported by 70+ scientific research works.

“Today's driver hiring approach is broken. Many drivers use CVs with false data. We are revolutionizing driver hiring using AI”.

-Daniel Avdagic, CEO of AIDMG

TRENDS

Driver Shortage on Rise

The shortage of professional truck drivers is one of the most serious and critical challenges facing our industry and economies. 2.6 million truck driver positions unfilled, with 55% to 75% of companies struggling to find qualified drivers.

In 2021, over 2.6 million truck driver positions remained unfilled globally. Europe alone is grappling with a deficit of 380,000 drivers, while Middle East is projected to need an additional 200,000 drivers by 2025. This shortage has significant implications, including increased delays in the delivery of goods, higher transportation costs, and supply chain disruptions.

Trucks move the economy, but who drives trucks?

While there is a lack of available drivers, finding those with the right skills is also a significant issue. High training, licence and qualification costs also make it expensive to become a truck driver. As a result, many companies, desperate to fill positions, often hire less qualified drivers, which can lead to safety and performance issues.

Using AI to get a better hire

Despite challenges, data-driven recruitment can revolutionize the hiring process in the trucking sector, resulting in a safer, more efficient fleet. Embracing data-driven recruitment is key to future success, as organizations harness data's power to make informed decisions and realize significant rewards in the trucking industry.

Middle East

200.000

Unfilled driver positions

Europe

380.000

Unfilled driver positions

Forecast 2028

7 million

By 2028, over 7.0 M truck driver jobs could be unfilled

Sources: IRU driver shortage survey 2023, OECD, European Commission, Institute for Supply Management (IHS), ILO, US Bureau of Labor Statistics, WTO, Reuters.

CHALLENGE

Limitations of Current Hiring

The traditional recruitment process is time-consuming and costly, taking up to 50 days and \$8,000 per candidate. Manual tasks like reviewing resumes, scheduling interviews, and conducting test drives overwhelm HR departments, creating bottlenecks that hinder business growth and increase operational costs due to unfilled vacancies and lost productivity.

Current hiring practices are full of uncertainties

Recruitment methods that rely heavily on CVs, interviews and driving tests are inherently subjective and full of uncertainty. Decisions are often influenced by unconscious biases related to factors such as a candidate's communication style or appearance. These biases create inconsistencies in the hiring process, where decisions may not be based on objective performance data.



Did you know that

**70 % of
workers lie**

on their resumes?

(Forbes Article: "70% OF Workers Lie On Resumes, New Study Shows" Nov 5th 2023)

Everyone is a "Good Driver" - But Are They Really?

Good drivers not only save companies money but are also much safer on the road. But how can recruiters identify a "good" driver? Traditional methods like background checks, accident history reviews, and calls to past employers help but remain hard to quantify. Even with interviews and practical tests, assessing true driving skill is challenging. Additionally, many drivers tend to overestimate their abilities, often blaming others for issues. Psychologists note that each person has a unique view of "good driving"—a bit of speeding or texting at a red light? Many still consider themselves above average. The lack of a universal driving standard creates inconsistency, costing recruitment agencies and employers significantly in the long run.



COMPARISON

CV-based vs. AI Recruitment

Evaluation Methods

“Gut-Feeling” Approach

Traditional methods rely on resumes, interviews, and basic driving tests. Judgments are based on experience and intuition, making accuracy inconsistent.

100% Data-Driven

AI uses biometric data and metaverse simulations to test drivers in high-pressure, real-world scenarios resulting in driver scorecard.

Assessment Scope

Limited and Incomplete

Driving history and brief driving tests, providing only a narrow and partial view of a driver’s capabilities.

Holistic 360-Degree View

AI evaluates over 20 behavioral and psycho-physiological factors, offering a clear, 360-degree view of a driver’s true abilities.

Level of Hiring Bias

Human Bias

Subjective interpretations in CV reviews, interviews, and test drives introduce bias, leading to inconsistencies and missed talent.

AI-Objective

AI-driven assessments eliminates human bias, using only objective data ensuring measurable outcomes.

Time and Efficiency

Time-Consuming

Hiring typically takes up to 50 days and can cost over \$8,000 per drivers, draining resources and slowing down scalability.

Fast and Scalable

Driver assessments is fast and easy - it takes only 15 minutes. Reducing recruitment time by up to 70%.

DRIVER PROFILE

Think You Know Your Candidates? Look Deeper.

Driver CV

Practical Test

Interview

Experiences

WHAT YOU
SEE

VEHICLE HANDLING AND BASIC DRIVING SKILLS:

- Smooth Driving
- Safety Distance
- On-Road Driver
- Lane Switching
- Weather Conditions
- Accidents
- Speed Compliance
- Critical Speed Violations
- Emergency Lane Violations
- Traffic Signalization

PSYCHOLOGICAL FACTORS:

- Attention
- Alertness
- Decision Making
- Personality and Temper
- Mental Fitness
- Stress Resistance

BEHAVIORAL FACTORS:

- Attentive Driving
- Defensive Driving
- Compliant Driving
- Eco-Driving
- Alert Driving
- Mitigation
- Maneuvering
- Proactivity
- Non-Aggressiveness
- Area Insurance

PHYSIOLOGICAL FACTORS:

- Heart Rate
- Electrocardiogram
- Eye Tracking

WHAT YOU
DON'T
SEE

20+ Driver KPIs
Accessible only with
AI Driver Assessment

SOLUTION

AI Driver Recruitment - Process



AI DRIVER ASSESSMENT

We test candidates in our AI Driving Metaverse Simulator on driver behaviour, skills, and personality.



AI GENERATES DRIVER REPORT

Within just 15 minutes drive, our technology generates 100% data-driven reports offer insights into each driver's skills.



ONLINE DRIVER DATABASE

Companies get access to top candidates who are waiting in the database, ready to get hired.

SOLUTION

AI Driver Recruitment - Technology

Biometric Sensors

Our technology uses biometric sensors to monitor real-time data, including heart rate, eye movement, and stress levels during 15 min session.



15 min

Real-Life Scenarios

Scenarios, conducted in a metaverse environment, replicate real-world driving conditions such as heavy traffic, poor weather, hazard and unexpected obstacles

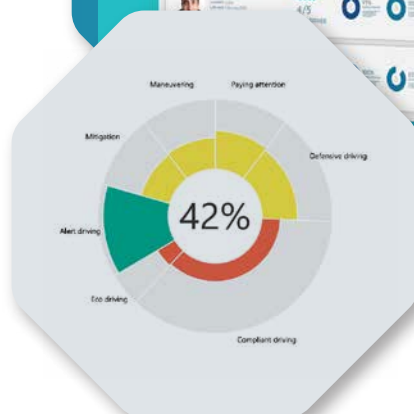


2 min

AI Driver Report

Our system automatically generates an AI Driver Background Report within 2 min. Report will provide you with:

- Driver skills evaluation
- Driver personality evaluation
- Driver mental fitness evaluation
- Driver critical thinking evaluation
- Driver road rules compliance evaluation
- ...



CASE STUDY

AI Driver Recruitment

BLACKLANE



Challenge

With 50,000 drivers globally, Blacklane faces the challenge of managing a large global fleet of drivers, all held to the highest standards. Ensuring consistent quality across this wide fleet pool is costly and time-consuming.

Solution

AIDMG acts as a recruitment partner for Blacklane Drivers. All potential UAE candidates are assessed at AI Driving Metaverse Simulator at Dubai Police. Contributing to saving in money, time-to-hire and effort during driver selection.



CASE STUDY

AI Driver Education



GALLEGA
GLOBAL LOGISTICS



Challenge

Gallega was facing:

- a growing raise of costs in fuel consumption and maintenance,
- raising number of traffic fines,
- worrying number of accidents including fatalities ,
- customer lower satisfaction due to late deliveries or damaged cargo because of accidents or vehicle failure.

Solution

By implementing AIDMG assessment, Gallega Logistics was able to identify skill gaps and improve overall driving performance.

40%

Less
Accidents

22%

Less Vehicle
Maintenance

30%

Less
Traffic Fines

15%

Consumption
Savings

DRIVER FEEDBACK

First-Hand Experience



I'm looking for better job opportunities. I want to show employers I can handle difficult situations.

- Professional Driver

“

“My score was 72%, so I saw where I need to improve, especially with speed control.”

-Professional Truck Driver



“Very realistic... the simulator put me in a sandstorm while driving. It was hard to see.”

- Professional Truck Driver

“

“My driving score was 85%. The assessment helped me see mistakes, mostly in keeping the distance.”

-Professional Bus Driver



Let's Transform Mobility, Together.

Whitepaper Contributors

Daniel Avdagic, CEO, AIDMG

Daniel Avdagic is the visionary leader behind AIDMG, driving the company's mission to revolutionize driver recruitment with AI technology. Under his leadership, AIDMG has grown to become a leading innovator in the transport and logistics industry, addressing global driver shortages through data-driven solutions.

Prof. Dr. Jaka Sodnik, CTO, AIDMG

Prof. Dr. Jaka Sodnik is the architect of AIDMG's AI Driver Recruitment platform, bringing over a decade of research in psychophysiological assessments and AI-driven technology. His work ensures that AIDMG's solutions are scientifically backed, reliable, and at the forefront of innovation.

mag. Heimo W. Hirn MBA, CFO, AIDMG

Heimo W. Hirn contributes his financial expertise and strategic insight to the company's mission of using AI to mitigate human error and avoid bad hires in recruitment. His focus is on driving safer operations while ensuring substantial improvements to bottom-line profitability.

Špela Rode, CMO, AIDMG

Špela Rode leads AIDMG's marketing efforts, ensuring the company's AI technology reaches global audiences. Her expertise in strategic communication and branding has positioned AIDMG as a pioneer in AI-powered recruitment solutions.

Mag. Blaž Vukelić, VP of Recruitment, AIDMG

Blaž Vukelić oversees AIDMG's recruitment operations, leveraging the power of AI to streamline the hiring process. With a strong background in recruitment strategies, he ensures that AIDMG delivers unbiased, data-driven hiring solutions for companies worldwide.

Beshoy Galal Rezkalah, UAE Hub Manager, AIDMG

As the UAE Hub Manager, Beshoy Galal Rezkalah plays a critical role in expanding AIDMG's presence in the Middle East. He manages driver scouting and recruitment using AIDMG's AI Driving Metaverse Simulators, ensuring the highest quality of drivers for regional partners.

Anja Vidmar, Project Manager, AIDMG

Anja Vidmar manages key projects for AIDMG, coordinating efforts across teams to deliver seamless AI recruitment solutions. Her expertise in project management ensures the successful implementation of AIDMG's technology in diverse markets.



CONTACT US

 info@aidmg.com

 aidmg.com



EUROPE

AIDMG HQ

Ulica Lodovica Brunettija 1A
52210 Rovinj
Croatia

AIDMG AVLL

BTC Tower
Ameriska ulica 2
1000 Ljubljana
Slovenia



AFRICA

AIDMSA South Africa

58 Platinum Street
Ladine
Polokwane
Limpopo



MIDDLE EAST

AIDMG Dubai

Empire Heights Bldg,
Al Abraj Street
Business Bay
Dubai

AIDMG AIDC

Level 15 WeWork Hub71,
Al Khatem Tower,
Abu Dhabi Global Market
Abu Dhabi



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