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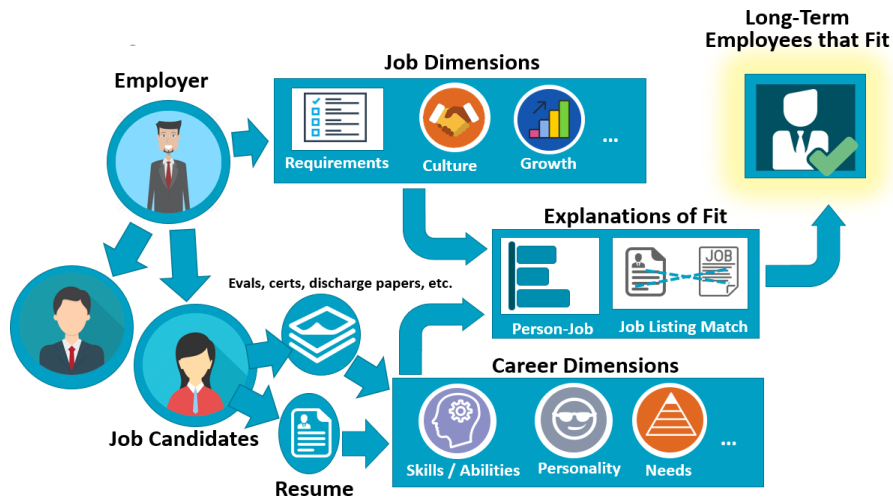
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SINCE ITS FOUNDING IN 1997

4 SBIR Ph III Awards

125 Employees

3 Patentable technologies from SBIR/STTR

Solicitation:
Explainable Machine Learning for Resource Allocation

DARPA SBIR Sponsor

SB163-007 Topic Number

Explainable Artificial Intelligence Primary Innovation

Explainable Match-Making Algorithms Secondary Innovation

Explainable AI to support Veterans Transition Assistance Programs (XAI-VTAP)

Military veterans often face a difficult transition from military to civilian life. A component of this transition is entering into the civilian workforce. SoarTech's XAI-VTAP effort is exploring the application of eXplainable AI (XAI) technology toward assisting veterans as they venture into the commercial job market. SoarTech's XAI-VTAP technology allows veterans and civilian hiring managers to:

- Better understand how military experience can fulfill commercial job requirements.
- Leverage XAI technology to decompose how machine learning algorithms read and interpret their resumes.
- Explore and plan career pathways based on historical resume data and better understand the long-term opportunity impact of career decisions.
- Receive tailored recommendations based on knowledge, skill, and ability fit.

IMPACT TO THE MISSION

XAI-VTAP leverages explainable AI to enable veterans, job placement organizations, and human resource managers to make informed decisions about a veteran's post-military employment, to introspect over career trajectories, and to identify skill gaps that they have for achieving opportunities.

BEYOND PHASE II

SoarTech has received follow-on funding from the Army Research Institute (ARI) for prototyping integration within the US Army's Talent Management new, decentralized, market-style hiring system. XAI-VTAP will enable officers and command units to automatically decompose resumes and job listings into easy to understand knowledge, skill, and abilities that will enhance the quality of officer-opportunity matches within the Army's talent pipeline.