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Memo

Attn:	All EDDAs / EDDs / PSDDs / SDDs / DDs / MICs / Agency Leaders / AUMs / TMs	From:	Premier Agency Development Department
Copy:	Mr. Alger Fung / Mr. Jim Jan Zen / Mr. Louie Ho / All Department Heads / Heads of Agency Division / ABDD - ABPs		
Date:	13 Jan 2022	Total Page:	11

Subject: A220152「友邦人工智能面試」第二階段 – 全面應用於友邦精英學院 (AIAPA 及 EDP) _更新
2nd phase of AIA AI Interview for Premier Academy (AIAPA / EDP) _Update

自友邦推出「友邦事業發展潛能測試 (CAT)」及「友邦人工智能面試」以來，讓同事及準招募體驗嶄新且更為便捷之線上面試；透過人工智能分析兩者之數據，從而甄選及發掘更多具潛力的優質準招募。

經過第一階段面試累積的經驗及系統升級，「友邦人工智能面試」第二階段將全面應用於友邦精英學院，由 2022 年 1 月起 ，所有準招募欲加入友邦精英學院(AIAPA 或 EDP*) ，只需完成「友邦事業發展潛能測試 (CAT)」及通過「友邦人工智能面試」後，便可獲得友邦精英學院取錄。

*EDP 可選擇「友邦人工智能面試」或「實體面試」的面試模式

有關詳情，請立即參閱附件『友邦人工智能面試簡介』及「友邦事業發展潛能測試簡介(CAT)」。如有任何疑問，請與Premier Agency Development Department聯絡或致電IT Service Desk 熱線或電郵：

- AIAHK - IT Service Desk 熱線: (852) 31081338 (程式支援) 或 (852) 28813303 (一般服務及其他系統支援)
- AIA Macau - IT Helpdesk 熱線: (853) 89881900
- IT Helpdesk 電郵: hk.helpdesk@aia.com

此致

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「友邦人工智能面試」第二階段安排

- 凡申請每月花紅金額**HK$15K或以下**，所有準招募必須完成「友邦事業發展潛能測試 (CAT)」及**通過「友邦人工智能面試**」，而PA及EDP*便可同時獲得友邦精英學院取錄

  * EDP可選擇進行「友邦人工智能面試」或安排實體面試

- 凡申請每月花紅金額**HK$16K或以上**，除了完成「友邦事業發展潛能測試 (CAT)」外，PA可以選擇進行「友邦人工智能面試」或安排實體面試，而EDP則**必須透過安排實體面試,**以獲得友邦精英學院取錄

友邦精英學院

準招募類別	**AIAPA**			**EDP**		
每月花紅計劃金額(HK$)	$15K 或以下	$16K 或以上	沒有申請	$15K 或以下	$16K 或以上	沒有申請
面試模式	人工智能面試	人工智能面試 或 實體面試	人工智能面試	人工智能面試 或 實體面試	實體面試	人工智能面試 或 實體面試
友邦事業發展潛能測試 (CAT)	必須完成					
實體面試之安排	-	友邦精英學院	-	友邦精英學院		

監察區域^ (Monitoring District - LOU MB)

準招募類別	**AIAPA**		**EDP**		**財務策劃顧問(FP)**	
每月花紅計劃金額(HK$)	$15K 或以下	$16K 或以上	$15K 或以下	$16K 或以上	$15K 或以下	$16K 或以上
面試模式	人工智能面試	實體面試	人工智能面試 或 實體面試	實體面試	人工智能面試	實體面試
附加文件	Project 100					
友邦事業發展潛能測試 (CAT)	必須完成					
實體面試之安排	-	友邦精英學院			-	營業拓展部

其他類別

準招募類別	財務策劃顧問(FP)	
每月花紅計劃金額 (HK$)	$15K 或以下	$16K 或以上
面試模式	人工智能面試	實體面試
友邦事業發展潛能測試 (CAT)	必須完成	
實體面試之安排	-	營業拓展部

監察區域^ (Monitoring District - LOU MB)：

1. 如區域招募 10 位或以上的新晉財務策劃顧問是用此計劃，當中有 4 成或以上的新晉財務策劃顧問是無法達到合約的「承諾金額」，以後的申請人將會被暫停
2. 如區域招募少於 10 位新晉財務策劃顧問是用此計劃，當中有 4 位或以上的新晉財務策劃顧問是無法達到合約的「承諾金額」，以後的申請人將會被暫停
3. 如對監察區域 (Monitoring District - LOU MB)有任何查詢，請與營業拓展部聯絡

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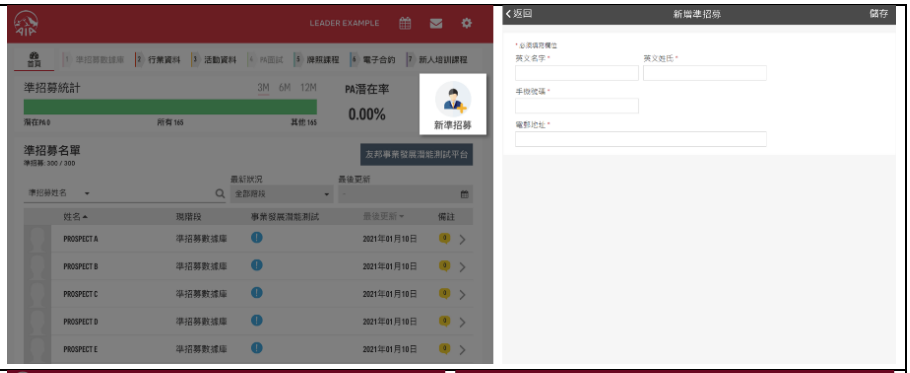
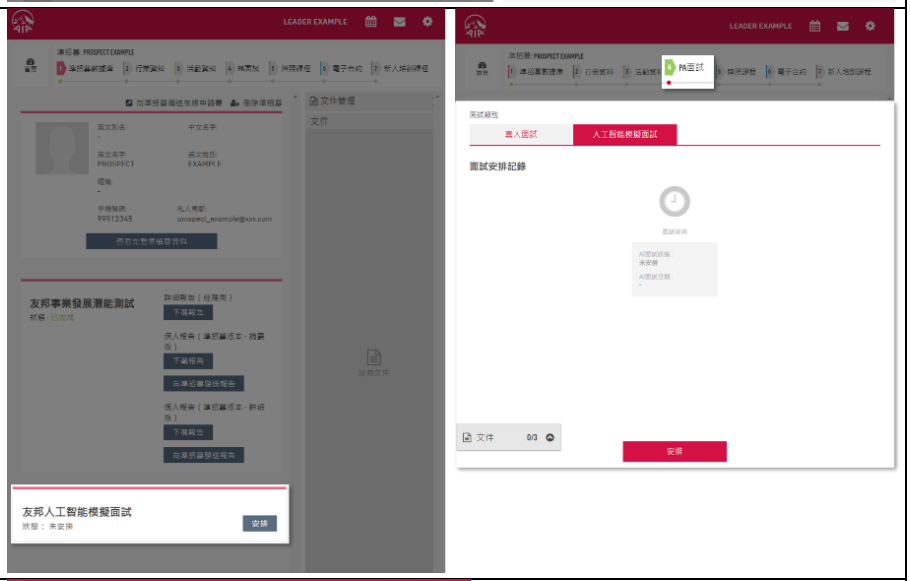
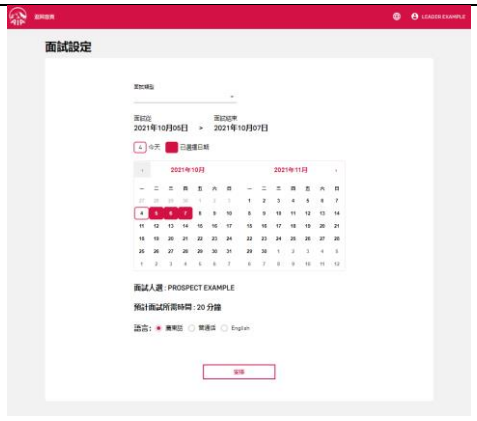
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附件 -『如何使用人工智能面試簡介』

1. 於「友招募 iRecruit」建立準招募數據庫 只需為準招募填寫簡單個人資料，即可建立準招募檔案	
2. 從「友招募 iRecruit」安排人工智能面試 在「友招募 iRecruit」步驟一 (準招募資料) 頁面上或步驟四 (PA面試) 選按「安排」，即可為準招募設定面試安排。	
3. 發送人工智能面試 選定設定後，在面試設定頁面上選按「安排」，即可向準招募發送面試邀請。	

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4. 進行面試 準招募收到電郵通知後，可於選定的面試日期透過手機號碼或電郵地址及一次性密碼（OTP）登入，進行基本設備測試，便可開始面試。	
5. 查看面試結果 當「友招募 iRecruit」內的面試狀態顯示為 「完成」，招募經理可查看面試結果。此外，亦可選按「查看AI面試詳情」查看詳細分析和整個面試過程。 招募經理亦可以從步驟二 (行業資料) 登入友邦人工智能面試平台查閱面試結果。	 

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此外，亦可於下列路徑隨時瀏覽或下載「用戶指南」，路徑：

iRecruit 友招募 > 行業資料 > 招募工具 > 其他 >「友邦人工智能面試用戶指南」



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Ever since AIA launched the "AIA Career Aptitude Test (CAT)" and "AIA Artificial Intelligence (AI) Interview", these have engaged agencies and prospects to experience a brand new and efficient online interview. The precise analysis provided by AI and CAT help agencies select and discover more potential and high-quality prospects.

The AI interview system has been upgraded after the first phase of the user acceptance test. The second phase of "AIA AI Interview" will be fully applied to the AIA Premier Academy. Starting from January 2022, all AIAPA or EDP* candidates will be required to complete the "AIA Career Aptitude Test (CAT)" and "AIA Artificial Intelligence (AI) Interview" in order to be eligible in joining the AIA Premier Academy.

*EDP candidates can choose to conduct "AIA Artificial Intelligence (AI) Interview" or the face-to-face interview.

For details, please refer to the appendix "AIA AI Interview User Guide" and "AIA Career Aptitude Test User Guide (CAT)". For enquiry, please contact Premier Agency Development Department or IT Service Desk hotline or Email as below:

- AIA HK - IT Service Desk Hotline: (852) 31081338 (Apps Support) or IT Helpdesk Hotline: (852) 28813303 (General IT Service Enquiry and other System Support)
- AIA Macau - IT Helpdesk Hotline: (853) 89881900
- IT Helpdesk Email: hk.helpdesk@aia.com

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Arrangement of the 2nd phase of AIA AI Interview

- For candidates applying LOU Monthly Bonus **HK$15,000 or less**, you would be required to complete AIA Career Aptitude Test (CAT) **and pass the AIA AI Interview** , PA and EDP* candidates can be admitted to AIA Premier Academy simultaneously.

  *EDP candidates can choose to conduct "AIA AI Interview" or the Face-to-Face interview.

- For candidates applying LOU Monthly Bonus **HK$16,000 or above**, apart from completing the CAT, PA candidates are required to pass the AI Interview or Face to Face Interview, EDP candidates must **arrange a Face to Face Interview** in order to be admitted to AIA Premier Academy.

Premier Academy

Type of Recruits	**AIAPA**			**EDP**		
LOU Monthly Bonus (HK$)	$15,000 or less	$16,000 or above	Nil	$15,000 or less	$16,000 or above	Nil
Interview Type	AI Interview	AI Interview or Face to Face Interview	AI Interview	AI Interview or Face to Face Interview	Face to Face Interview	AI Interview or Face to Face Interview
AIA Career Aptitude Test (CAT)	Compulsory					
Face to Face Interview Arrangement	-	Premier Agency Development Department	-	Premier Agency Development Department		

Monitoring District^ - LOU MB

Type of Recruits	**AIAPA**		**EDP**		**Financial Planner (FP)**	
LOU Monthly Bonus (HK$)	$15,000 or less	$16,000 or above	$15,000 or less	$16,000 or above	$15,000 or less	$16,000 or above
Interview Type	AI Interview	Face to Face Interview	AI Interview or Face to Face Interview	Face to Face Interview	AI Interview	Face to Face Interview
Additional document	Project 100					
AIA Career Aptitude Test (CAT)	Compulsory					
Face to Face Interview Arrangement	-	Premier Agency Development Department			-	Agency Business Development Department (ABDD - ABP)

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Others

Type of Recruits	**Financial Planner (FP)**	
LOU Monthly Bonus	HK$15,000 or less	$16,000 or above
Interview Type	AI Interview	Face to Face Interview
AIA Career Aptitude Test (CAT)	Compulsory	
Face to Face Interview Arrangement		Agency Business Development Department (ABDD - ABP)

^Monitoring District - LOU MB：

1. For districts which recruit more than 10 financial planners using the LOU Monthly Bonus Package, if more than 40% of the recruits failed to achieve the Annual Validation Quota, all future applicants would not be accepted
2. For districts which recruit less than 10 financial planners using the LOU Monthly Bonus Package, if more than 4 of the recruits failed to achieve the Annual Validation Quota, all future applicants would not be accepted
3. For enquiry about (Monitoring District - LOU MB), please contact Agency Business Development Department

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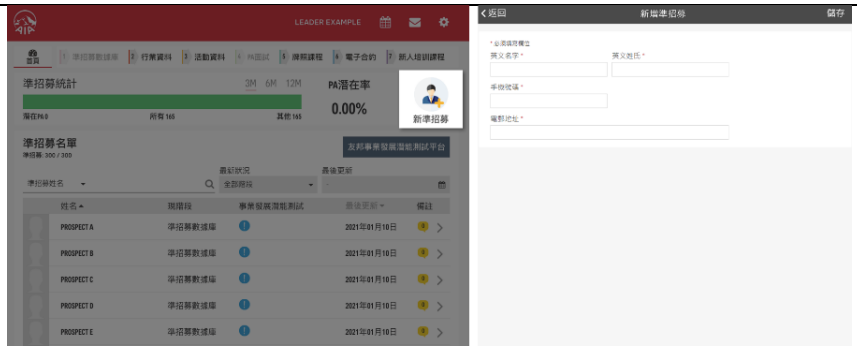
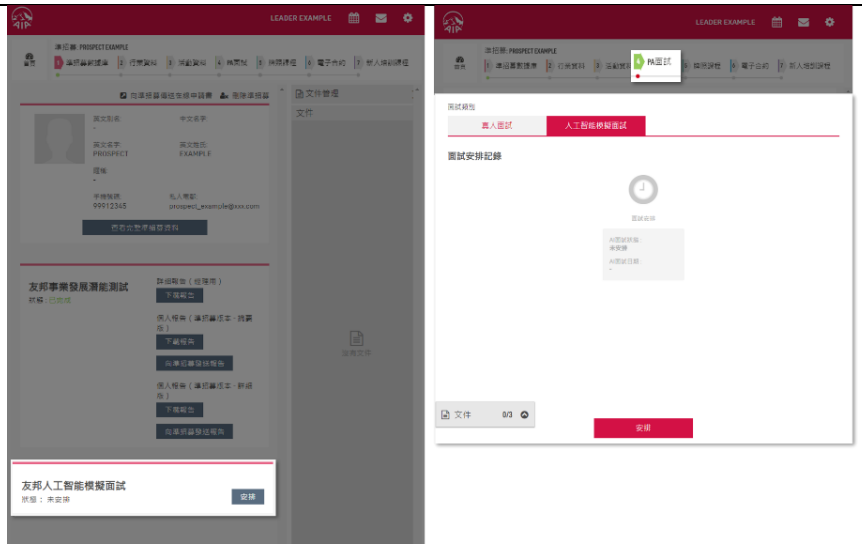
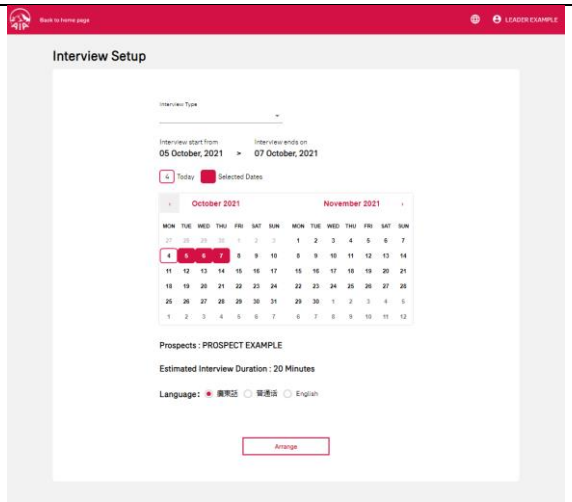
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Appendix – "AIA AI Interview User Guide"

1. Create the prospect profile in iRecruit Prospect Database Input the personal information of the prospect to create the profile	
2. Arrange AI Interview through iRecruit Click the arrange button from Step 1 prospect profile page or PA interview page in iRecruit to setup AI Interview	
3. Send AI Interview invitation Click the arrange button from schedule page to send out the access link by email	

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4. Start and answer the AI Interview Prospect will receive an email with access link, input mobile number or Email to receive OTP for verification, so as to complete interview	
5. View AI Interview Result Agency Leaders can view AI Interview result summary from iRecruit if the interview is completed Also, Agency Leaders can view the result details by clicking view more. Agency Leaders can also view AI Interview result thru accessing AI Interview Portal from iRecruit Step 2 (Industry Information).	 

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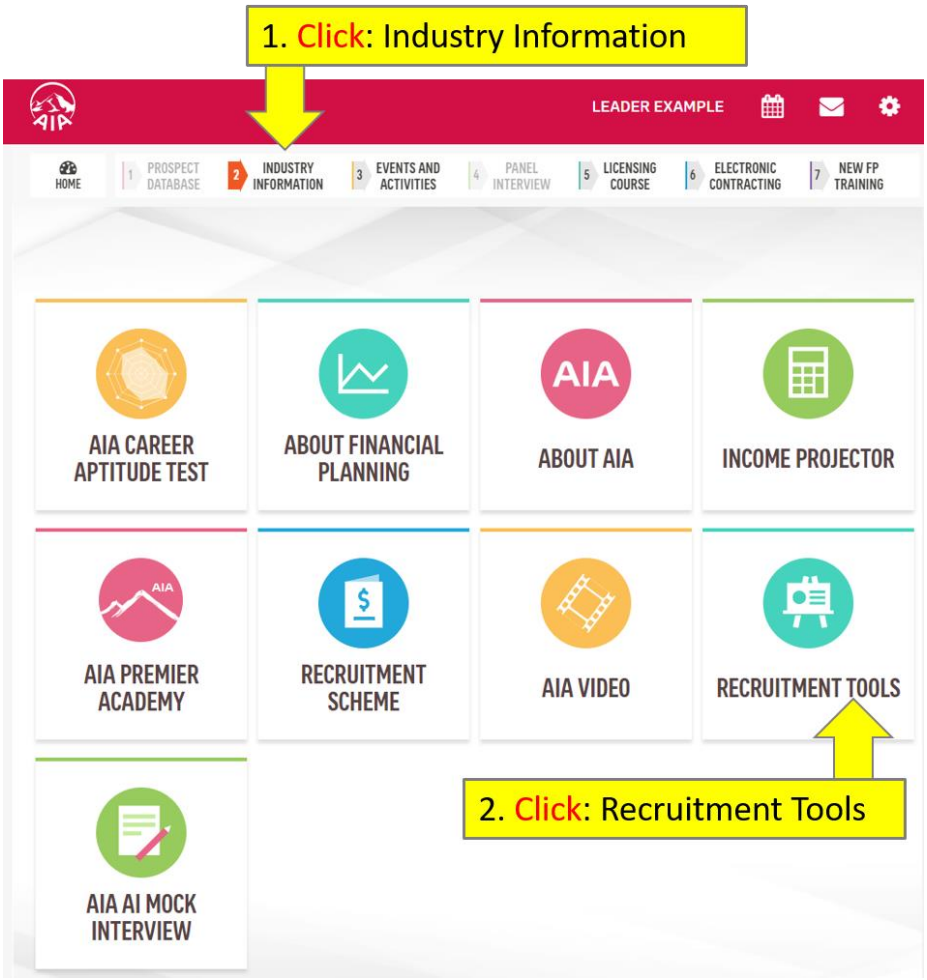
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The user manual can be downloaded at the following link:

iRecruit > Industry Information > Recruitment Tools > Others > AIA AI Interview User Guide



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