



CDIPR
Centre for Development of Intellectual
Property and Research
बौद्धिक संपदा एवं अनुसंधान विकास केंद्र



NAOVINA
Development of
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Centre for Development of Intellectual Property and Research

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HireVerse 2.0

National AI Hackathon for Future-Ready Workforce Innovation

In Associations with



United Nations
Academic Impact

A StartupIndia Initiative



About HireVerse 2.0

HireVerse 2.0 marks the second edition of India's first and biggest HR-Tech focused national innovation hackathon that blends *Artificial Intelligence, Human Resource Management, Workforce Psychology* and *Ethical Technology Development* into a single transformative platform. Organised by the *Centre for Development of Intellectual Property and Research (CDIPR)* in association with *Webxhub Pvt. Ltd.* and *United Nations Academic Impact (UNAI)* as part of the *South Asian Global Intellectual Property (IP) Summit, 2025*. It is a *StartupIndia Initiative* designed to *empower young innovators* to rethink the future of workplaces and design intelligent systems that make organisations more *resilient, humane and future-ready*.

Last year, in *HireVerse 1.0 (2024)*, the event witnessed an *extraordinary national impact*, with:

- *140+ participants*
- *90+ registered teams*
- *Representing multiple states and South Asian Institutions*
- *Participation from engineering, management and legal-tech innovators*

This strong response established HireVerse as an *emerging flagship HR innovation platform in South Asia*, proving that challenges in the HR ecosystem can inspire monumental tech creativity when given the right opportunity. Building upon the success, industry feedback, and innovative ideas from HireVerse 1.0, the 2025 edition brings a *sharper vision and upgraded innovation challenges*, aligned with the evolving needs of Indian and global workforce landscapes.

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HireVerse 2.0 aims to encourage solutions that *not only automate HR but enable human flourishing through intelligent decision support, create inclusive work cultures, improve mental wellness and skill confidence and offer transparent, bias-free evaluations*

This edition invites participants to *go beyond traditional recruitment tech and envision HR as a space where data, dignity and intelligent design coexist.*

What Makes HireVerse Unique?

- *First-of-its-kind hackathon fully dedicated to the HR domain*
- *Combines AI research with human behavioural understanding*
- *National platform backed by international academic impact*
- *Focus on deployable solutions that address real workforce challenges*
- *Pathways for industrial collaboration and product acceleration*
- *Opportunity for long-term implementation with partner organisations*

HireVerse 2.0 is not just an event. It is a *mission to redefine the relationship between Work, Skills, Well-Being and Technology.*

Problem Statement

The modern workforce is undergoing a rapid transformation shaped by hybrid work culture, automation, global competition and continuously evolving job roles. While organisations strive for higher productivity, faster hiring and efficient performance management, they often overlook the holistic needs of the people who make these systems work. Rising workplace pressure, increased screen exposure, unclear career progression, and a lack of personalised guidance have resulted in a growing crisis of stress, burnout, disengagement and quiet quitting across industries. HR departments usually rely on traditional monitoring systems, manual evaluations, or delayed feedback mechanisms that fail to detect problems until they have already escalated into attrition, performance breakdown or workplace conflicts. At the same time, technology disruption is creating new skill requirements faster than employees can adapt, leaving large skill gaps unaddressed until they affect business continuity. To make matters more challenging,

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unconscious bias in recruitment and performance review often restricts diversity and fairness, affecting employees emotionally and professionally.

Despite the availability of large volumes of employee data from communication patterns, workload timelines, performance analytics and learning records, most organisations lack a unified and intelligent system that turns this data into real-time decision-making insights for well-being, engagement, inclusion and skill development. There is a critical necessity for AI-powered tools that can identify early signs of mental fatigue, measure hidden disengagement, provide personalised upskilling recommendations and ensure transparent, bias-free HR decisions while fully respecting employee privacy and ethical boundaries. The challenge for participants at HireVerse 2.0 is to build practical and deployable AI solutions that address these urgent HR concerns by predicting issues before they occur, enabling HR teams to take strategic preventive action and ultimately creating workplaces that are healthier, more inclusive and future-ready. With combining AI, behavioural analytics and ethical data intelligence, participants must create systems that not only optimise performance but also uplift human potential, allowing employees to feel supported, valued and motivated throughout their professional journey.

Themes for HireVerse 2.0

1. AI-Powered Workforce Well-Being & Burnout Prevention

Mental health is now a workplace responsibility. HR often identifies burnout only after performance crashes or employees resign. Modern work demands proactive well-being systems that can understand employee stress patterns and intervene before damage occurs.

Key Focus Areas:

- Track emotional well-being indicators such as sentiment analysis of communication, screen-time pressure and unusual behavioural changes
- Generate real-time Well-Being Index Scores through smart AI dashboards
- Provide personalised coping strategies, wellness nudges and positive interventions
- Analyse workload patterns to identify stress hotspots at team or individual level
- Alert HR to invisible fatigue or early disengagement for timely preventive action

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Key Technologies Suggested: NLP for stress detection, Sentiment Analytics, Behavioural AI, Real-time dashboards and Predictive modelling

2. Adaptive Skill Intelligence and Future-Ready Learning Support

Rapid technological changes demand constant learning and role evolution. Employees often feel stuck or outdated when skill gaps are identified too late. Organisations need AI solutions that help individuals grow at the same pace as industry demands.

Key Focus Areas:

- Analyse current skills at individual and organisational levels to detect gaps early
- Recommend personalised learning and micro-upskilling plans based on employee goals and job-role evolution
- Forecast future skill demands using industry data and workforce analytics
- Provide interactive performance insights that promote continuous improvement
- Support career growth with intelligent suggestions to strengthen confidence and employability

Key Technologies Suggested: Machine Learning Recommendation Engines, Role Evolution Predictive Analytics, LLM-driven Learning Assistants, Performance Trend Modelling, Skill Mapping Databases

3. Ethical AI for Fair and Transparent HR Decision-Making

Bias and subjectivity in hiring and performance review can lead to discrimination, inequality and emotional dissatisfaction. Workplaces need accountable and explainable AI systems to ensure decisions are based on merit, not personal preferences or hidden patterns.

Key Focus Areas:

- Detect and reduce bias in recruitment, promotion and appraisal processes
- Provide explainable AI scorecards to validate decision transparency
- Strengthen diversity and inclusion metrics through data-driven insights
- Enable compliance with ethical standards and legal frameworks

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- Improve trust in technology-based HR automation with clear accountability tools

Key Technologies Suggested: Bias Detection Algorithms, Explainable AI (XAI), Diversity Analytics, Ethical Risk Monitoring Systems, Transparent Decision Dashboards, Compliance Data Modelling

Hackathon Details

- **Team Registration Fee:** ₹600
- **Team Size:** Maximum 2 members
- **Eligibility:** Open to all students, professionals and tech enthusiasts passionate about AI, HR and innovation.
- **Registration Deadline:** 16th December, 2025

Challenge Duration

- **Stage 1 (Idea Pitch):** 7 days
- **Stage 2 (Prototype and Demo Video):** 48 hours for final prototype development and submission

Hackathon Structure

HireVerse 2.0 follows a *two-stage evaluation model* for high-quality innovation outcomes.

Stage 1: Idea Pitch Submission

- **Format:** Teams will submit a detailed pitch deck outlining their idea and proposed solution. The pitch should include:
 - **Problem Statement:** Define the HR problem your solution addresses.
 - **Solution Overview:** Describe your AI-driven HR solution, how it works, and its potential impact.
 - **Technical Approach:** Outline the AI and tech stack to be used.
 - **Market Potential:** Explain the scalability and future impact of the solution.
 - **Differentiation:** Explain how the solution is unique compared to existing tools or platforms.

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- **Deadline:** 18th December, 2025
- **Evaluation:** Idea pitches will be reviewed by a panel of HR and AI experts, with shortlisted teams moving to the next stage.

Stage 2: Prototype/Demo Video Submission

- **Prototype Development:** Selected teams will develop a working prototype or create a demo video showcasing their solution's functionality.
- **Submission Requirements:**
 - **Demo Video:** A video demonstration of the prototype, highlighting core features and AI functionalities.
 - **Technical Documentation:** A document detailing technical architecture, algorithms used, and how AI enhances the HR solution.
 - **Results and Impact:** Describe the anticipated or observed impact on HR processes, such as increased hiring efficiency, retention, or cost reductions.
- **Deadline:** 22nd December, 2025

Prizes & Recognition

Total Prize Pool: ₹2,00,000

- **Winner:** ₹1,00,000 + National Certificate of Excellence + Assessment Internship Opportunity
- **1st Runner-Up:** ₹60,000 + National Certificate of Excellence + Assessment Internship Opportunity
- **2nd Runner-Up:** ₹40,000 + National Certificate of Excellence
- **All Participants:** National Certificates of Participation and access to exclusive resources, tools and discount coupons from leading Ed-tech partners.

Winners may get an opportunity to commercialise their solutions with industry partners.

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Why Participate in HireVerse 1.0?

- **National Recognition:** Showcase your skills on a national platform and gain recognition from industry leaders.
- **Real-World Impact:** Develop a solution that can bring real change in HR, addressing crucial gaps in hiring, retention and engagement.
- **Networking and Learning:** Connect with experts, fellow innovators, and potential employers while gaining valuable insights into HR and AI technology.
- **Mentorship and Growth:** Winners receive mentorship from industry experts, providing guidance and support to further develop and launch their solutions.

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Submission Guidelines

Stage 1: Idea Pitch

Participants are required to submit a comprehensive Pitch Deck in PDF or DOC format that clearly outlines the problem, proposed solution, technology stack, market potential and unique value proposition. The submission should demonstrate a deep understanding of the HR challenges and how an AI-driven platform can effectively address these issues.

1. Pitch Deck Content Requirements

- **Problem Statement:** Define the key HR challenges your idea aims to solve.
- **Proposed Solution:** Outline how your idea leverages AI and machine learning to overcome these challenges. Highlight the main features and functionality of the platform.
- **Technology Stack:** Specify the AI/ML technologies, NLP models and database structures used in your idea, ensuring a clear explanation of why these technologies were chosen.
- **Market Potential:** Provide data on the current recruitment market size, potential growth and competitive landscape.
- **Unique Value Proposition:** Explain how your idea differentiates itself from competitors and the specific benefits it brings to HR departments and organisations.

2. Format Guidelines

- **Document Format:** PDF or DOC
- **Length:** Up to 10 slides/pages
- **Font:** Use a professional font such as Arial or Times New Roman, size 12-14 for body text and 18-24 for headings.
- **Visuals:** Include relevant graphs, charts, and infographics for better presentation.

Stage 2: Prototype and Demo Video

1. Prototype/Demo Video Submission: Participants advancing to Stage 2 must develop a working prototype and submit a demo video showcasing the prototype's interface and core

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features. The video should guide viewers through the platform's functionalities and user interface, focusing on how it solves the HR problem identified in the pitch deck.

Video Requirements:

- **Duration:** Maximum of 5-7 minutes.
- **Resolution:** At least 720p for clear visuals.
- **Content:** Walkthrough of the main interface, explanation of AI-driven features, and demonstration of key workflows such as candidate matching, soft skill assessment, and predictive analysis.
- **Format:** MP4.
- **Voiceover:** Include a clear voiceover explaining each section of the demo, ensuring the benefits and AI usage are highlighted.

2. Technical Documentation: Submit a detailed technical document covering:

- **Architecture Overview:** Outline the structure of your idea, including data flow, AI models, and integration points.
- **Data Usage:** Explain how candidate data is collected, stored, and processed, ensuring compliance with data protection laws.
- **AI Models and Algorithms:** Provide a brief description of the machine learning and NLP models employed, including any training data or frameworks used (e.g., TensorFlow, PyTorch).
- **Security Measures:** Highlight how data security and privacy are maintained.

Format Guidelines for Technical Documentation:

- **Length:** 10-15 pages.
- **Sections:** Introduction, Architecture, Data Management, AI Model Details, Security Protocols.
- **File Format:** PDF or DOC.

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3. Impact Analysis: Include an impact analysis explaining the potential effect of your idea on HR efficiency, cost savings, and employee satisfaction. Use metrics or estimated percentages to show how your idea can reduce time-to-hire, improve job-fit accuracy, and enhance overall recruitment outcomes.

Impact Analysis Guidelines:

- **Length:** 1-2 pages.
- **Sections:** Predicted Outcomes, HR Efficiency Gains, Cost Analysis and Employee Experience Enhancements.
- **Format:** PDF or DOC.

Get Ready for HireVerse 2.0!

Are you ready to shape the future of HR with AI? Register today for HireVerse 2025 and embark on a journey to revolutionise recruitment, retention and engagement in HR. Let's build a smarter, more efficient HR ecosystem together.

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