

HR Toolkits:
**Using AI in Talent
Acquisition**

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Session Overview



1

What do we do in
talent acquisition
(TA)?



2

Why is AI a
game-changer for
TA?



3

Discovering use
cases in TA



4

Getting started



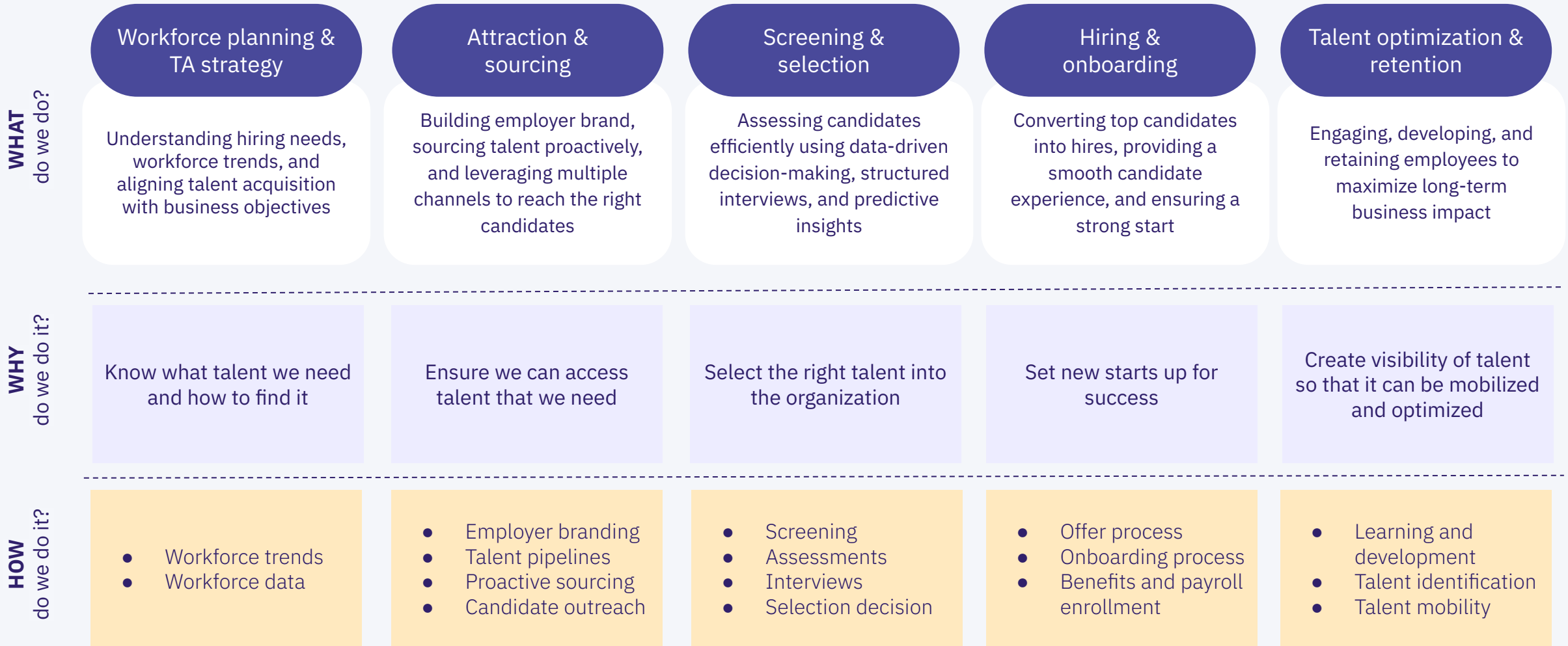
1

What do we do in talent acquisition (TA)?

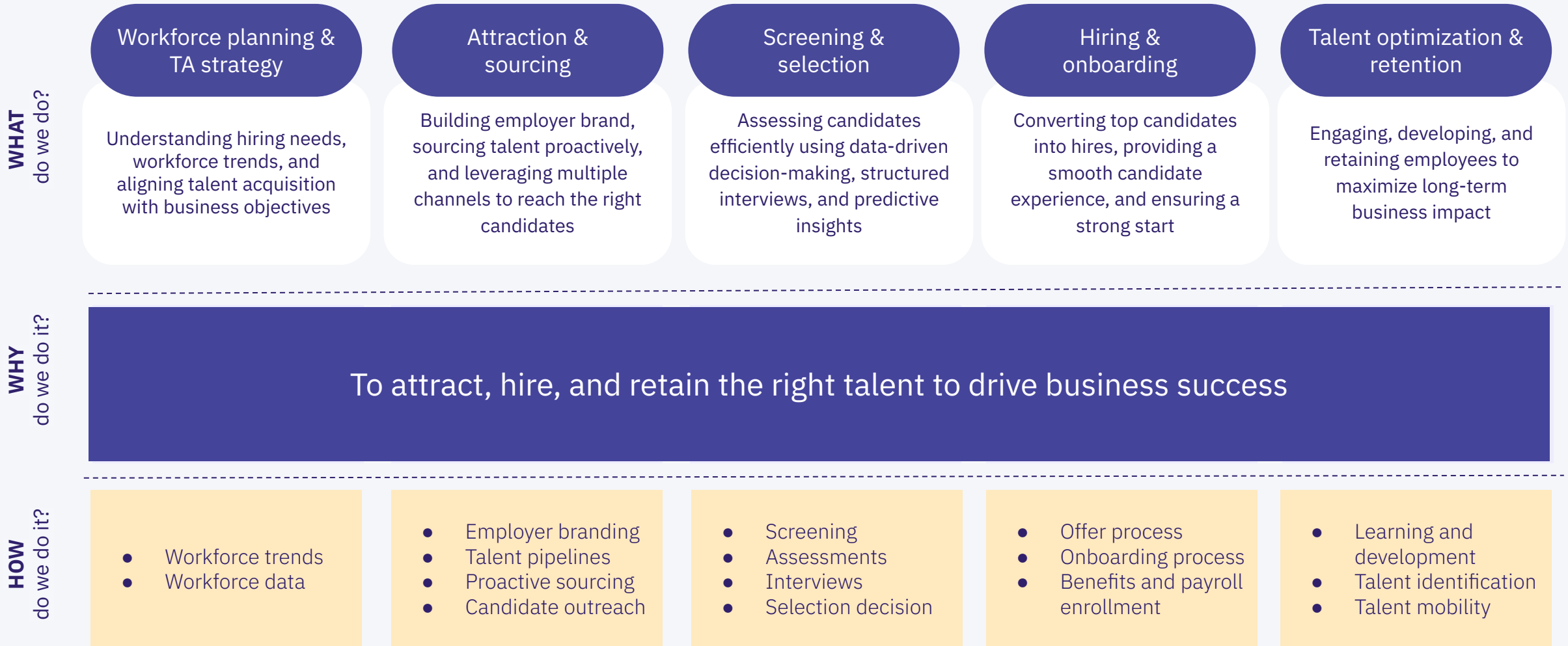
Why do we do Talent Acquisition (TA)?

- a) To fill open positions as quickly as possible
- b) To ensure compliance with hiring regulations
- c) To build a great employer brand and candidate experience
- d) To reduce hiring costs and increase efficiency
- e) To attract, hire, and retain the right talent to drive business success

5 phases of talent acquisition



5 phases of talent acquisition





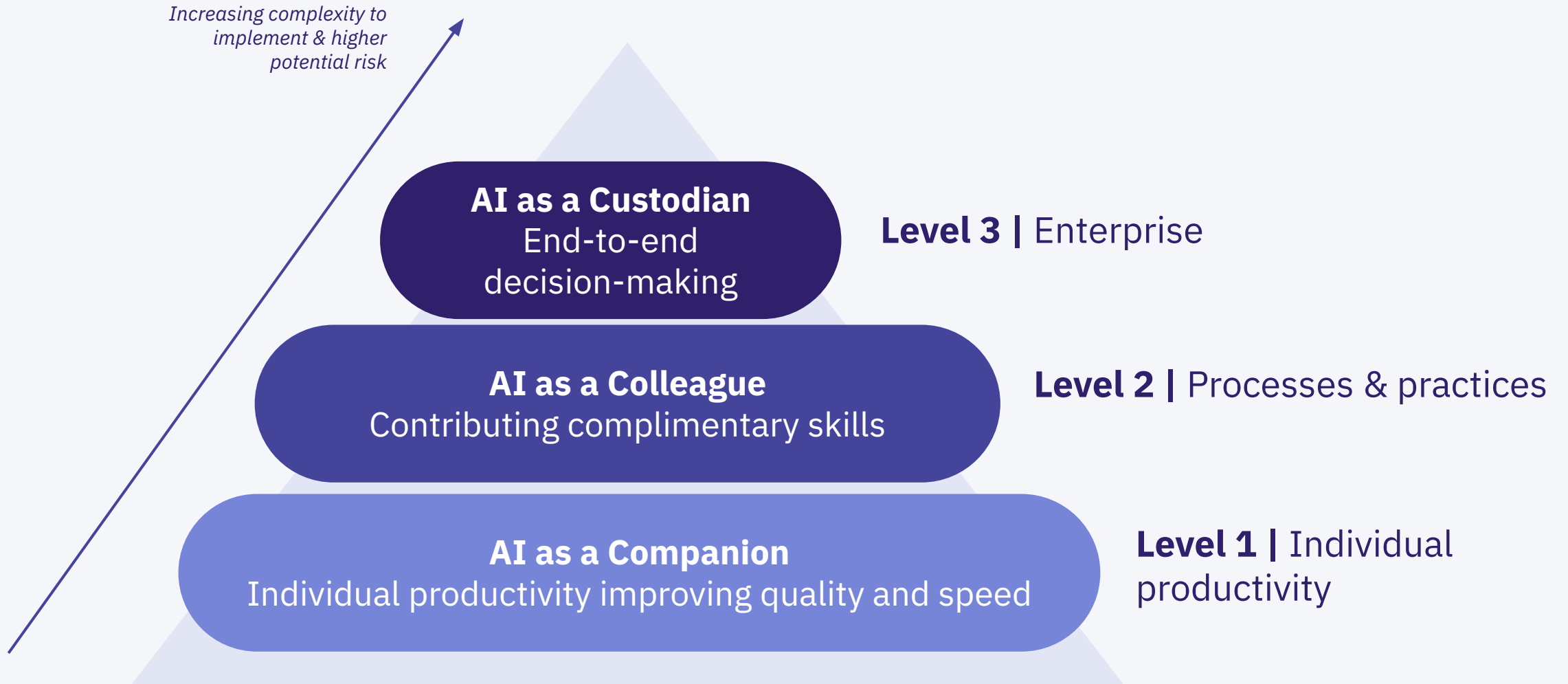
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Why is AI a game-changer for TA?

What do you think is AI's super power in TA?

- a) *Resume Whisperer* – Instantly scans and ranks candidates
- b) *Hiring Fortune Teller* – Predicts candidate success
- c) *Speed Monster* – Automates tasks and speeds up hiring
- d) *Bias Buster* – Helps ensure fair and objective hiring
- e) *Talent Matchmaker* – Finds the perfect fit for roles

Applying AI across 3 levels



What is AI good at?



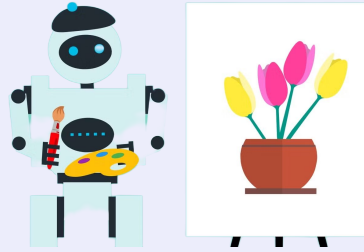
AI Assistant & Chatbot

- Natural language
- Conversational
- Accessible to anyone
- Always-on
- Can learn from specific content



Data Analytics

- Perform analysis
- Simple to complex tasks
- Takes away the need for specialised skills
- Shifts focus to interpretation



Content Creation

- Multimedia content
- Jumpstarts the process
- First drafts and outlines
- Adopts tone and corporate identity



Processing Data

- Helps to make sense of large amounts of data
- Quantitative and qualitative data
- Summarizes and identifies trends
- Keeps the context in mind



Recommendation Systems

- Recognizes patterns and uses this as a basis
- Ability to learn from data that is provided
- Can consider parameters and constraints
- Simple to complex



Automation & Optimization

- Pattern recognition
- Ability to 'learn' processes or directional steps
- Can take care of repetitive tasks
- Used to spot areas that can be optimized

Let us know in the comments!

- **How are you using AI in your TA process?**
- **What have you experimented with?**
- **What have you learnt?**

What does this mean for TA?

- Workforce planning & TA strategy
- Attraction & sourcing
- Screening & selection
- Hiring & onboarding
- Talent optimization & retention

AI Assistant & Chatbot	Data Analytics	Content Creation	Processing Data	Recommendation Systems	Automation & Optimization
	<ul style="list-style-type: none">Forecasting needs		<ul style="list-style-type: none">Market trend analysis		
<ul style="list-style-type: none">Application process guidanceVideo interviews	<ul style="list-style-type: none">Bias detectionRecruitment metrics	<ul style="list-style-type: none">Interview questionsCandidate communication	<ul style="list-style-type: none">Interpretation of candidate feedback	<ul style="list-style-type: none">Talent source identification	<ul style="list-style-type: none">Interview scheduling
<ul style="list-style-type: none">Onboarding buddy	<ul style="list-style-type: none">Quality of hire analysisEmployee listening	<ul style="list-style-type: none">Personalized onboarding documentsFAQ documents	<ul style="list-style-type: none">Sentiment analysis of employee feedback	<ul style="list-style-type: none">Recommended learning	<ul style="list-style-type: none">Automated onboarding tasks

What does this mean for TA?

	AI Assistant & Chatbot	Data Analytics	Content Creation	Processing Data	Recommendation Systems	Automation & Optimization
Workforce planning & TA strategy	<ul style="list-style-type: none"> Workforce planning and scenario planning support 	<ul style="list-style-type: none"> Forecasting needs DEI analysis Succession planning 	<ul style="list-style-type: none"> Synthetic data for scenario planning Reporting 	<ul style="list-style-type: none"> Market trend analysis 	<ul style="list-style-type: none"> Salary recommendations Role allocation 	<ul style="list-style-type: none"> Automated scheduling Cost optimization and resource allocation
Attraction & sourcing	<ul style="list-style-type: none"> Candidate matching to opportunities 	<ul style="list-style-type: none"> Applicant data 	<ul style="list-style-type: none"> Candidate profiles 	<ul style="list-style-type: none"> Social media monitoring 	<ul style="list-style-type: none"> Talent source identification 	<ul style="list-style-type: none"> Streamline screening and interviewing processes
Screening & selection	<ul style="list-style-type: none"> Application process guidance Video interviews 	<ul style="list-style-type: none"> Synthesize candidate data Bias detection Recruitment metrics 	<ul style="list-style-type: none"> Interview questions Candidate communication Assessments Reporting 	<ul style="list-style-type: none"> Identification of bias in job adverts Interpretation of candidate feedback 	<ul style="list-style-type: none"> Skills recommendations 	<ul style="list-style-type: none"> Interviewing scheduling Search engine optimization
Hiring & onboarding	<ul style="list-style-type: none"> Onboarding buddy Career coaching 	<ul style="list-style-type: none"> Quality of hire analysis Learning analytics Competency analysis Employee listening Flight risk identification 	<ul style="list-style-type: none"> Personalized onboarding documents FAQ documents Learning content translation Assessments 	<ul style="list-style-type: none"> New hire feedback Sentiment analysis of employee feedback Learner sentiment analysis 	<ul style="list-style-type: none"> Onboarding resource recommendations Recommended learning Recommended career paths 	<ul style="list-style-type: none"> Automated onboarding tasks Reduce TA response time Learning experience enhancements
Talent optimization & retention						



3

Discovering use cases in TA

How to identify use cases in your business

1. Map out your own TA phases and highlight **challenges or inefficiencies** at each phase



2. Identify **how AI can be applied** to solve these, considering what it is good at



3. Prioritize **high impact use cases**



4. Run **pilot programs** or proof of concepts



5. **Scale and integrate** into existing technologies and TA processes

What is a high impact use case?

- Directly impacts **efficiency, quality** or the **experience**
- High **feasibility** based on data availability, system integration and cost
- High **ROI** (either quick win or long-term)

Let's make it practical!

Illustrative example

Solve IT is a scaling technology company - they need to grow their headcount significantly over the next 12 months. Given the talent market and specialised skills they need they need to relook their TA process to ensure they can meet the demands of the business.

They know that AI can potentially help, but they are unsure where to start.



Practical example

1. Map out your own TA phases and highlight **challenges or inefficiencies** at each phase

TA Phase	Challenges / Inefficiencies
Workforce Planning & Strategy	<ul style="list-style-type: none">• Hiring needs change frequently, making workforce planning difficult• Difficult to know where to find talent
Attraction & Sourcing	<ul style="list-style-type: none">• Recruiters spend too much time manually sourcing candidates• Little time for proactive pooling
Screening & Selection	<ul style="list-style-type: none">• Reviewing resumes and scheduling interviews takes too long• Line managers have to be involved in screening
Hiring & Onboarding	<ul style="list-style-type: none">• Too many approval steps to make an offer• Too much paperwork and duplication of data
Retention & Optimization	<ul style="list-style-type: none">• Difficult to move employees around internally, as there is no talent mobility program in place

Practical example

2. Identify **how AI can be applied** to solve these, considering what it is good at

TA Phase	Challenges / Inefficiencies
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Forecasting and predictive analytics

Resume screening

Candidate engagement

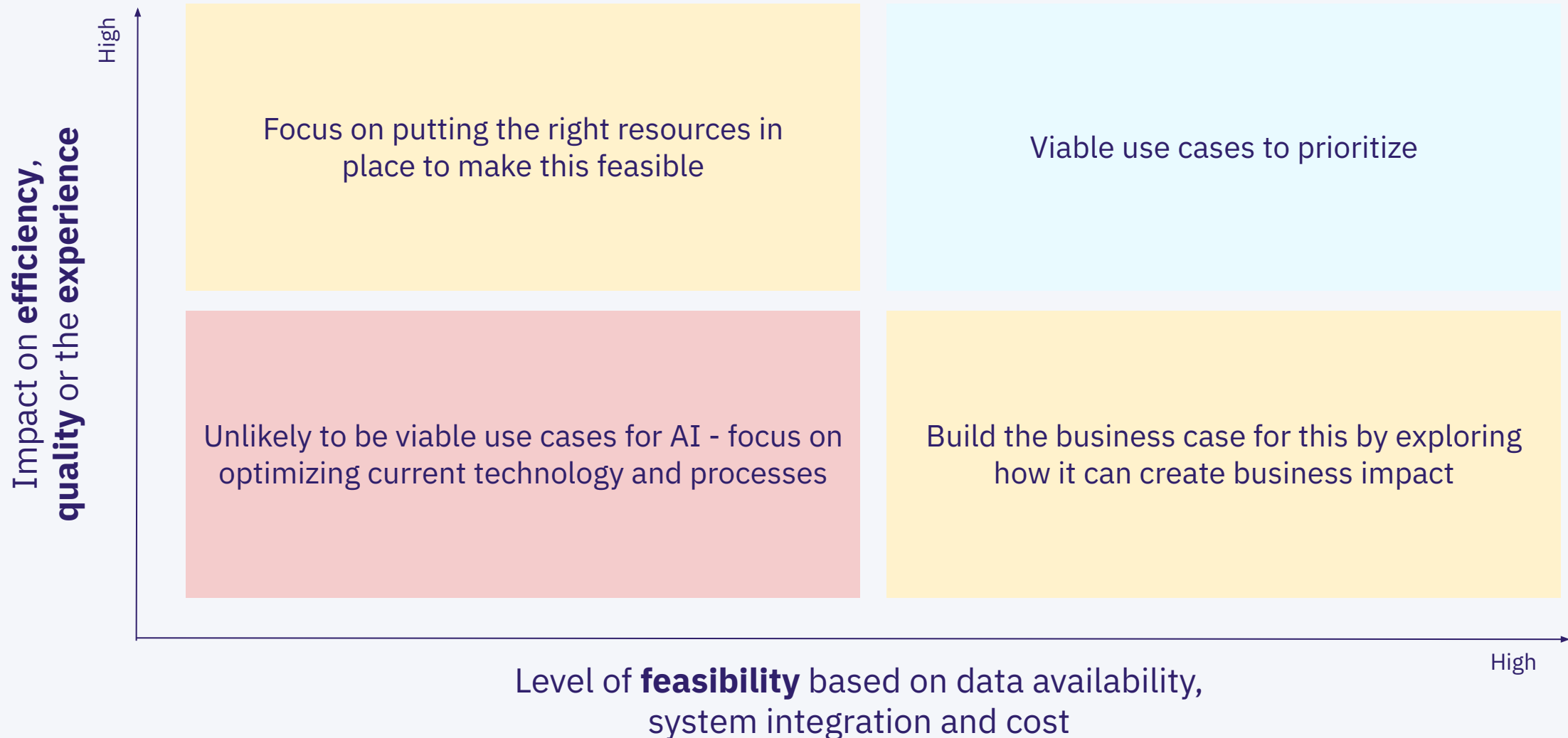
Scheduling assistance

Automated offer process

Internal mobility platform

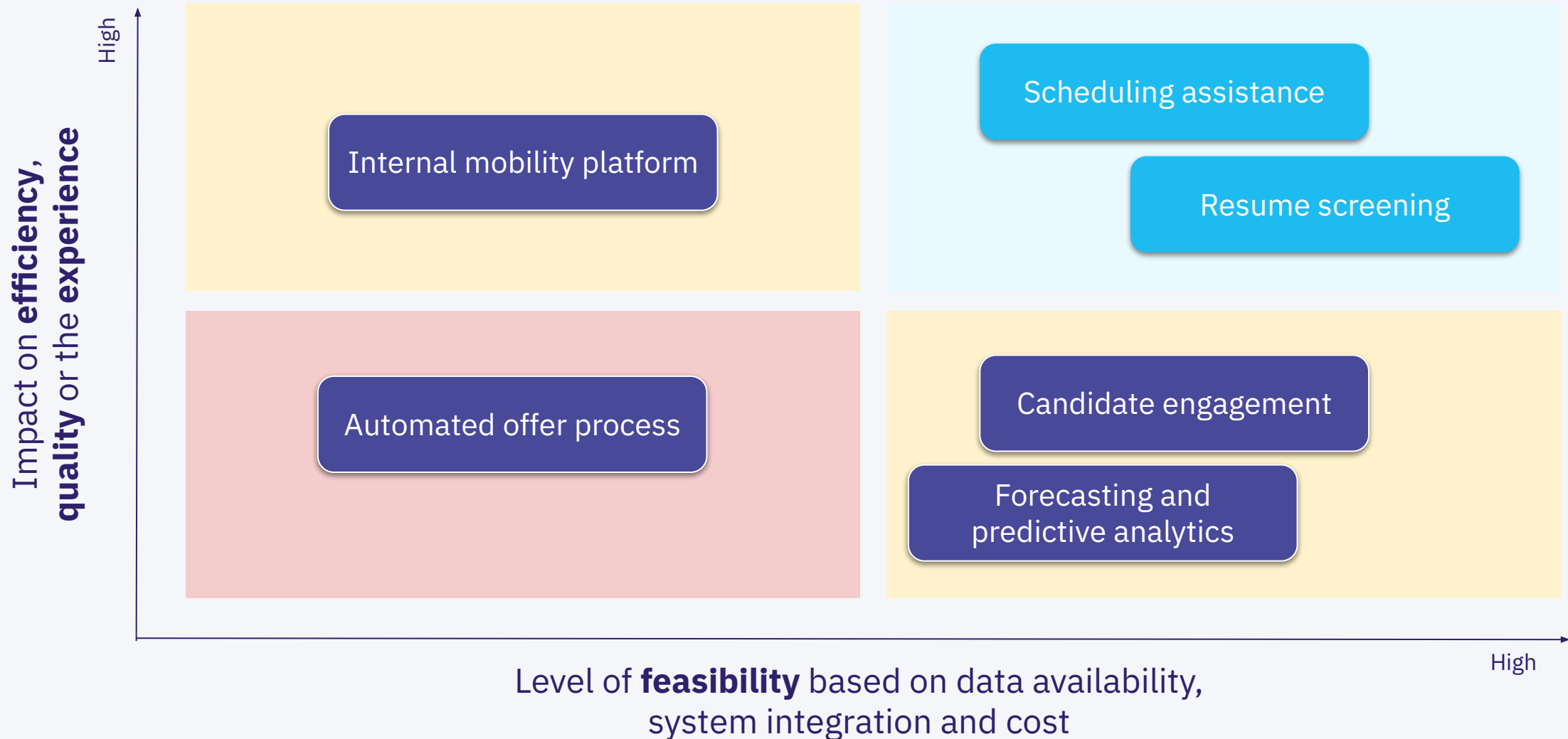
Practical example

3. Prioritize **high impact use cases**



Practical example

3. Prioritize **high impact use cases**



Practical example

4. Run **pilot programs** or proof of concepts

Buy-in & investment

WHAT
do we do?

Description of use case:

Implementation of AI-assisted resume screening for technical roles, based on predefined criteria that assess fit based on technical competence

Duration:
4 Months

WHY
do we do it?

Success Metrics:

- *Screening Time Reduction:* 50% decrease in recruiter time spent on resume review
- *Candidate Quality:* Increase in interview-to-hire ratio
- *Recruiter Satisfaction:* Positive feedback from HR teams

HOW
do we do it?

Scope:

Roles that have high volumes of applicants or require high levels of line manager involvement to determine technical competence:

- Software developer roles
- Database administrator roles

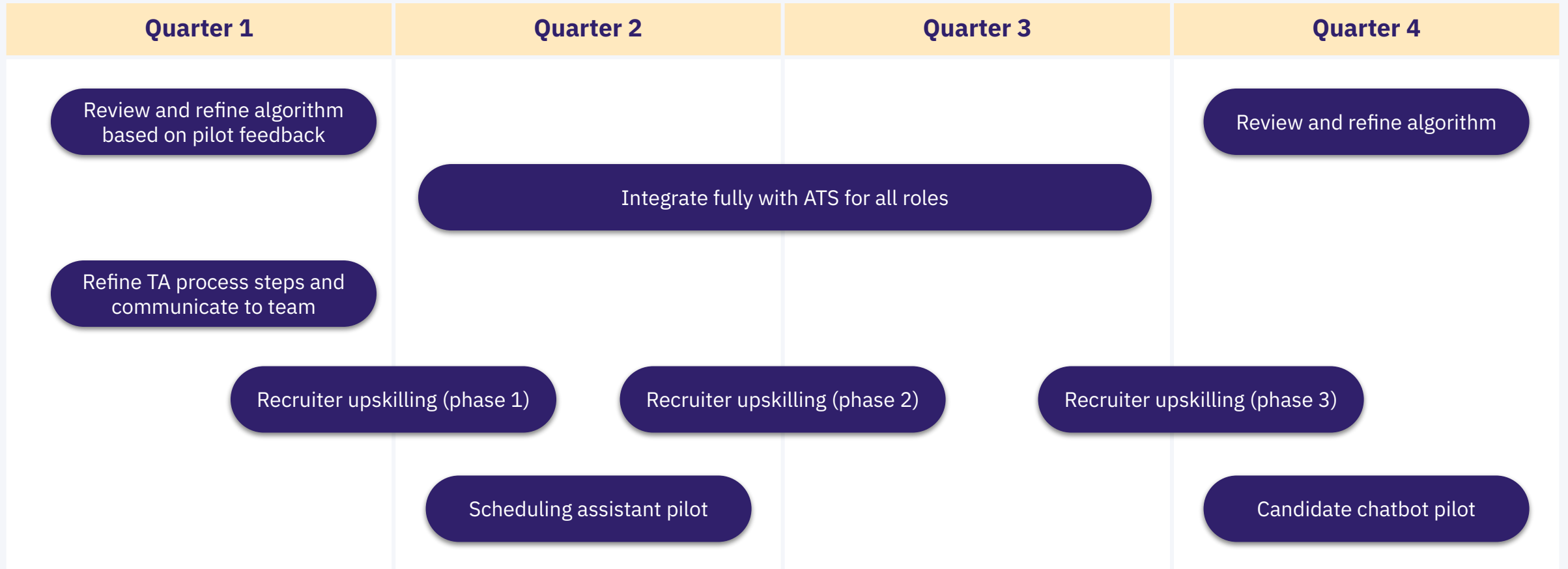
Tool and vendor:

- AI-driven resume screening system using AI capabilities of the current ATS that is already used by the TA team.
- Additional annual cost of +24%
- Volume-based subscription

Practical example

5. **Scale and integrate** into existing technologies and TA processes

Showcase return on investment and impact





4

Getting started

Best practices to keep in mind



01

Understand the purpose of AI application



02

Find the right partners & vendors



03

Pace your adoption of AI and start within a controlled environment



04

Socialize the idea of using AI with your employees



05

Implement key control & monitoring governance



06

Optimize the use of AI over time



**Any questions?
Ask away!**