

How Talent Acquisition Teams Are Using AI Today

The use of AI is growing in talent acquisition. Recruiters now have access to a powerful tool that streamlines and enhances the entire recruitment process. From identifying potential candidates to assessing their qualifications and predicting their success, AI has the potential to transform talent acquisition into a more efficient, data-driven, and strategic endeavor.

As we've been out speaking to hiring teams, one of the most common questions we've been hearing lately is..."As a talent leader, how do I best use AI in my business?". So, as we always do, we turned to our Pillar community to find out how they're using AI within their talent organization and what technology they're using to support their AI initiatives.

Here are the top 9 ways organizations are integrating AI into their talent acquisition strategies while still maintaining a human touch throughout the hiring journey.

1

Job Descriptions

datapeople  **recruitee**

How Does It Help?

- Checks for bias
- Generates keywords to attract the most qualified candidates
- Sets reasonable requirements

2

Job Postings

 **ZipRecruiter**  **CareerBuilder**

How Does It Help?

- Creates job postings faster
- Generates a candidate appeal score
- Predicts salary range

3

Candidate Sourcing



hireEZ  **Gem**

How Does It Help?

- Expedites candidate outreach
- Access to a wider, more inclusive pool of candidates

4

Applicant Screening



 **fountain**  **SmartRecruiters**

How Does It Help?

- Matches candidates with job opportunities
- Automates resume screening

5

Skill Assessment

 **eightfold.ai**  **Beamery**

How Does It Help?

- Guides internal skills development
- Increases workforce engagement & retention

6

Bias Mitigation

 **TalVista**  **textio**

How Does It Help?

- Alleviate bias in hiring
- Increase diversity across organization

7

Online Interviewing

Pillar

How Does It Help?

- Improves hiring outcomes
- Provides a more efficient & seamless candidate experience
- Reduces bias in the hiring process

8

Candidate Experience

 **sense**  **PARADOX** 

How Does It Help?

- Responds to a candidate quicker and often in personalized ways
- Minimizes the need for human intervention, saving time for the recruiter

9

Onboarding

 **paylocity**  **bambooHR**

How Does It Help?

- Allows for more personalized experiences for each employee
- Saves time and money while ensuring that new hires are well-equipped to start working right away

By leveraging AI,

recruiters can save valuable time, reduce bias, and ensure that the most qualified candidates rise to the top. However, AI should be viewed as an ally, augmenting the capabilities of talent acquisition teams rather than replacing them. Effective recruitment requires empathy, intuition, and relationship-building, qualities that only humans can provide. By embracing AI and combining it with the expertise of talent acquisition professionals, organizations can gain a competitive advantage by identifying, attracting, and retaining the best talent.

Add Intelligence to Your Interviews

Schedule a demo of Pillar, an interview intelligence platform, today and see how our AI is helping hiring teams bring the best people into their organizations through effective, efficient, and equitable hiring.

[Schedule a Demo!](#)