

How Talent Acquisition Teams Are Using AI Today

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 Al 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

datapeople **How Does It Help?**

throughout the hiring journey.

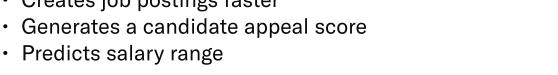
· Checks for bias

Job Descriptions

- Generates keywords to attract the most qualified candidates · Sets reasonable requirements
- - **Job Postings**

ZipRecruiter[®]

How Does It Help? Creates job postings faster



CareerBuilder[®]

recruitee

- **Candidate Sourcing**
- hire **EZ How Does It Help?**

Expedites candidate outreach

Access to a wider, more inclusive pool of

candidates

Automates resume screening

Applicant Screening

Matches candidates with job opportunities

Structure Smart Recruiters

How Does It Help?

Skill Assessment

How Does It Help?

eightfold.ai **Beamery**

Guides internal skills development

Increases workforce engagement & retention

Bias Mitigation

· Increase diversity across organization

textio

Pillar

How Does It Help?

experience

How Does It Help?

Alleviate bias in hiring

Online Interviewing

Improves hiring outcomes

Reduces bias in the hiring process

· Provides a more efficient & seamless candidate

How Does It Help?

sense

Candidate Experience PARADOX ()

personalized ways

Onboarding

paylocity

How Does It Help?

each employee

saving time for the recruiter

Allows for more personalized experiences for

Saves time and money while ensuring that new

hires are well-equipped to start working right

bamboohr

Responds to a candidate quicker and often in

· Minimizes the need for human intervention,

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.

The use of AI is growing in talent acquisition. Recruiters now have

away

Add Intelligence to Your Interviews

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

Schedule a Demo!