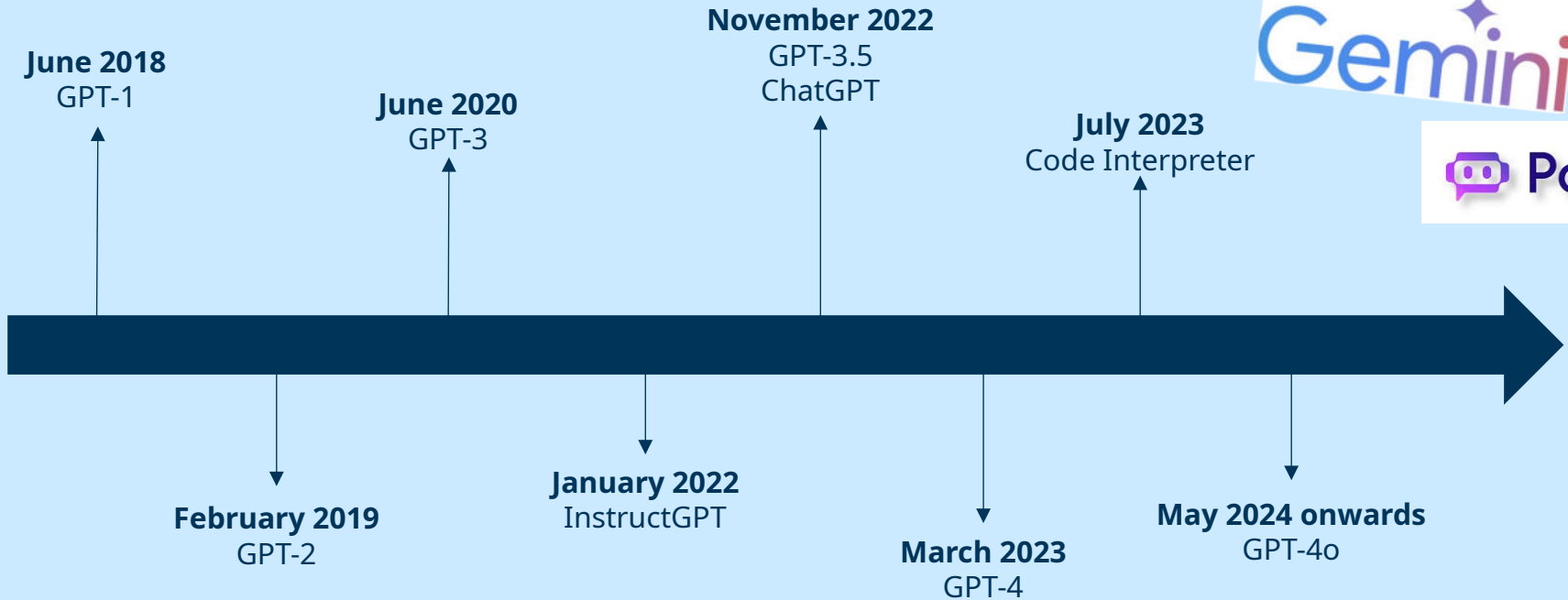


The Impact of AI in Recruitment

ChatGPT/GenAI evolution



ChatGPT Timeline



ChatGPT – Key Features through the Models

- **GPT-1:** OpenAI's first transformer-based language model, it used books as training data and could perform various tasks
- **GPT-2:** it was trained with information from the internet. It was able to perform a broader scope of tasks without task-specific training
- **GPT-3:** this version had much more powerful capabilities than its predecessors, but there were strong concerns around disinformation and biases, so instead of being an open-source, it was released publically through an API
- **InstructGPT:** a refined GPT-3, it was released with the aim of reducing offensive language and misinformation
- **GPT-3.5:** the model behind ChatGPT which can understand and model natural language and code
- **ChatGPT:** almost identical capabilities to InstructGPT, but more user-friendly and capable of understanding user preferences
- **GPT-4:** able to accept image inputs and produces more factually accurate information
- **Code Interpreter:** can understand and generate multiple formats (text, image, video, audio, code)
- **GPT-4o:** can respond to text, image and audio inputs in as little as 232 milliseconds

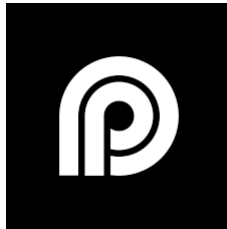
There's more to AI than meets the eye!



EasyGen –
LinkedIn post
generator



Gamma –
slide
generator



Opus Clip –
video editor

Impact of AI on recruitment



How are candidates using AI?

CV generation &
improvement

Cover letter writing
and formatting

Preparation for
TI/VI/AC

Job applications

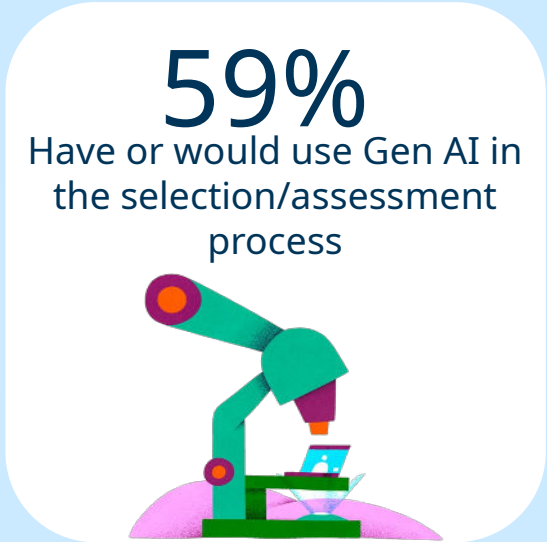
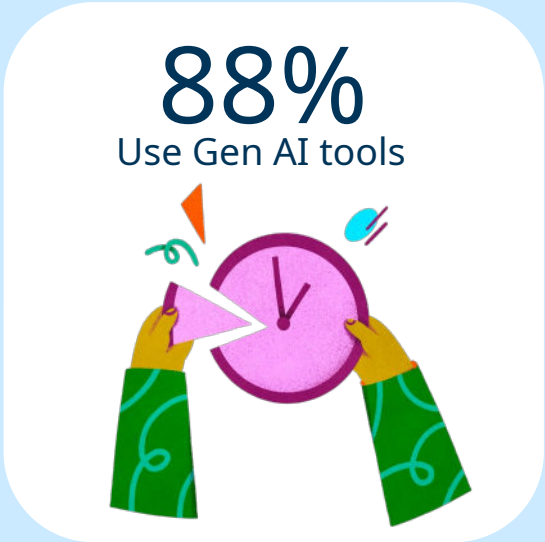
Application form
questions

Psychometric testing

Answering TI/VI
Questions

Why are candidates using AI – GEN Z are Digital Natives and using AI is not seen as cheating, it's a part of their life

Arctic Shores latest Research
Based on surveying 2,000 students and adults in the first 2 years of their career



The Research went onto say

One third of students said they didn't want to work for an employer who says they can't use AI

50% think that an employer would be behind the times if they banned it particularly if it's used in the role they are applying for

GenAI supports diversity:
23% of Black and Mixed ethnic background candidates are likely to use ChatGPT in the selection process vs just 16% of white candidates.

Neurodiverse candidates are more likely to use ChatGPT than their neurotypical peers. Penalising GenAI usage will disproportionately affect these groups...

Employer Pains

Increase in Volume
of Applications

What you see isn't
what you get

Knowing best
practice

Agreeing policy
around use of AI in
rec. process

Outdated screening
process

Unreliable
psychometric test
results

How to overhaul your process to overcome AI threats



Addressing AI Challenges in Talent Acquisition

- Keep on top of the changing landscape, or partner with a specialist TA business who can support and advise

Changes to make to your current process:

- Update and shorten application forms
- Consider alternatives to traditional CVs - Vizzy
- Re-think interview questions at screening stage
- Look to host assessments in-person as opposed to online
- Establish the parameters for AI use during the application process
 - Keep these in-line with your business' approach to AI
 - AND reflect how you'd be happy for a candidate to use AI if they got the job

Useful AI tools to try



Metaview



willo®



Popp



EQUITAS



seekout>

Hanging on to the coat tails of AI

- This is the where we're at currently
- Not sure where it's going
- Beware of strangers bearing gifts
- AI gold rush
- Tricky to know what works and what doesn't

Any Questions?

For more information please contact
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