

# Get Into Digital Roundtable

April 25th 2024



The integration of AI in the early careers market has brought about both challenges and opportunities in relation to the digital skills gap. As AI technologies continue to advance, there is a growing emphasis on the need for individuals entering the job market to possess digital skills that are compatible with these innovations.

Our roundtable community met to discuss pathways of moving forward in relation to AI and its effect on the digital skills gap, as well as the early careers recruitment process.



## AI Is Here To Stay

AI is significantly impacting the early careers market and the recruitment process for employers. The rapid advancements in technology, including AI, are revolutionising how companies approach hiring and talent acquisition. Employers are now faced with the challenge of understanding how to effectively utilise AI in identifying the necessary skills for various roles and creating job opportunities that align with these skills. This shift also poses a challenge for educators in preparing students with the relevant skills for emerging roles that may not have existed previously. For instance, roles like Prompt Engineers have emerged as a result of technological advancements, highlighting the need for both employers and educators to adapt to the evolving landscape influenced by AI.

As AI continues to advance, it is changing the way companies recruit, train, and develop early career professionals. Embracing AI in the industry can lead to more efficient processes, improved decision-making, and enhanced career development opportunities for individuals entering the workforce.



“ We want to be in the forefront of technology and see how that’s driving and supporting industries and environmental industries. We’re encouraging our clients to embrace it and integrate AI into their systems. ”

There is a growing pressure from employers to adapt new technologies like AI at a rapid pace in order to inform the market, while also keeping their existing recruitment & growth strategy in line.



“ We need to lean in is as HR professionals to adapt and embrace this tech. When we’re talking about adoption within our organisations it’s a two way piece... ”



## Candidate Usage of AI

UK applicants are increasingly utilising AI in their application process for roles, especially when applying to tech companies to gain insights into AI technology and enhance their skills. This trend has led to a significant surge in the number of applications received by employers. However, along with the benefits come challenges. Employers must strive to provide a positive candidate experience for all applicants while identifying and promoting those with the greatest potential in a fair and inclusive manner. Finding ways to identify AI usage within applications in order for a fair assessment process is also a major focus point.



**46%**

of applicants revealed they are using AI in order to search & apply for roles.\*

## AI Use by Employers in Recruitment

UK employers are increasingly turning to AI to streamline their recruitment processes. By utilising real-time data, AI can track and monitor each stage of recruitment, enabling employers to identify and address potential issues such as adverse impact. AI algorithms can detect patterns where certain groups of candidates excel over others in areas like motivation assessment, strengths evaluation, or performance during interviews. Currently however, 52% of applicants would prefer AI to play only a small part in the recruitment process, revealing a long ways to go in terms of full AI acceptance.

## Changing Policies

Employers are increasingly looking to adapt their recruitment policies to incorporate AI technology in order to supercharge their candidate attraction strategy. This shift is crucial in keeping up with the digital advancements and staying relevant in the competitive job market. One of the obstacles remaining is determining at what point human intervention is needed in terms of letting technology make decisions.



“ We need to look at how far we need to allow AI to go into influence a decision. ”



## The AI Knowledge Gap

As the rise of AI continues to take centre stage, one central point remains: with such a fast-growing technology, how can we adequately prepare early careers leaders in its use? While there is still some uncertainty in terms of whether AI is ready for final decision making in the recruitment, there's no doubt that its adoption lightens the load for recruitment leaders and helps fast-track applicants. With 86% of attendees noticing AI use across applications, there's an emerging need to help employers stay on-track with the market.

## The Path Forward

There's no doubt that AI is here to stay, with AI use already so prevalent on both the candidate & employer sides it's essential to continue to evaluate its effectiveness in terms of candidate attraction & a fair process for candidate evaluation. Beyond the uncertainty of AI as an emerging tool, there is still great opportunity for the technology to supercharge the process and let early careers leaders focus on doing more.



Our thanks to everyone who attended and gave valuable insight in the session.

We welcome you to join us at the next Employers Roundtable hosted by TheTalentPeople.

[TheTalentPeople's Roundtable takes place monthly with the next session available to book here... Employer Roundtable](#)

This Roundtable community included...



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