

Course No. 2065

AI-Powered Recruitment & Talent Acquisition Training Course

HR ANALYTICS, DIGITAL HR, TECHNOLOGY & AI
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The AI-Powered Recruitment & Talent Acquisition Training Course provides a practical and strategic framework for applying artificial intelligence across modern recruitment and talent acquisition processes. The programme focuses on how AI can support recruiters and Human Resources professionals in improving talent sourcing, candidate screening, recruitment workflow management, candidate engagement, and workforce decision making while maintaining appropriate human oversight.

The course examines the role of artificial intelligence throughout the talent acquisition lifecycle, from defining recruitment requirements and identifying suitable candidates to screening applications, supporting candidate assessment, communicating with applicants, and improving recruitment processes. Participants will explore practical applications of AI for analyzing recruitment information, identifying relevant talent, creating recruitment content, and supporting more efficient candidate management.

A key focus of the programme is the responsible use of AI in recruitment. Participants will examine potential risks associated with automated decision support, including data quality issues, inappropriate use of candidate information, lack of transparency, inconsistent outputs, and potential bias. The course emphasizes the importance of human judgment, clear evaluation criteria, appropriate controls, and responsible governance when applying AI to recruitment activities.

Through practical exercises, recruitment scenarios, case studies, and AI-supported workflow design, participants will develop practical approaches for integrating artificial intelligence into existing talent acquisition processes. The programme also addresses recruitment productivity, candidate experience, process automation, performance measurement, and continuous improvement, enabling organizations to use AI as a structured support capability rather than as a replacement for professional recruitment judgment.

Objectives

- Analyze recruitment processes and identify opportunities where artificial intelligence can improve efficiency and effectiveness.
- Develop an AI-supported talent acquisition strategy aligned with organizational workforce and recruitment requirements.

- Apply artificial intelligence tools to support talent sourcing and identification of potential candidates.
- Evaluate candidate information using structured criteria and appropriate AI-supported analysis methods.
- Design AI-assisted recruitment workflows that improve screening, communication, and candidate management.
- Apply effective techniques for developing recruitment content, job descriptions, candidate communications, and sourcing messages using artificial intelligence.
- Evaluate the appropriate role of human judgment throughout AI-supported recruitment and selection processes.
- Assess potential risks related to bias, data quality, privacy, transparency, and inappropriate use of artificial intelligence in recruitment.
- Develop practical controls for responsible and consistent use of AI within talent acquisition activities.
- Improve candidate experience through timely, relevant, and professionally managed AI-supported communication.
- Develop recruitment performance indicators to evaluate the effectiveness and value of AI-supported talent acquisition.
- Design an actionable AI-powered recruitment improvement plan that can be implemented within the organization.

Who Should Attend

This course is designed for Human Resources Directors, HR Managers, Talent Acquisition Managers, Recruitment Managers, Recruitment Specialists, Talent Acquisition Specialists, Talent Sourcers, Recruitment Consultants, HR Business Partners, Talent Management Professionals, and HR professionals responsible for sourcing, screening, assessing, and selecting candidates.

It is also suitable for Hiring Managers, Department Heads, Workforce Planning Specialists, HR Technology Professionals, Digital Transformation Specialists, HR Analytics Professionals, and executives involved in recruitment strategy and workforce decisions. The programme is particularly relevant to government entities, ministries, banks, financial institutions, oil and gas organizations, technology companies, multinational corporations, and large organizations seeking to introduce or strengthen artificial intelligence within recruitment and talent acquisition.

Learning Outcomes

- Assess existing recruitment processes and identify suitable applications for artificial intelligence.
- Develop an AI-supported talent acquisition strategy aligned with workforce requirements.
- Use artificial intelligence to support candidate sourcing and talent identification activities.
- Apply structured approaches to AI-assisted resume and candidate profile analysis.
- Develop AI-supported screening workflows based on defined recruitment criteria.
- Create effective recruitment content and candidate communications using artificial intelligence.
- Design AI-supported recruitment workflows that improve efficiency and reduce repetitive administrative activities.
- Evaluate AI-generated recruitment outputs and identify inaccurate, incomplete, or inappropriate information.
- Identify potential risks related to bias, privacy, transparency, data quality, and responsible AI use.
- Establish appropriate human oversight and controls for AI-supported recruitment decisions.
- Develop indicators for measuring recruitment efficiency, candidate quality, process performance, and AI-supported productivity.
- Prepare an implementation plan for integrating AI into talent acquisition while maintaining professional standards and organizational governance.

Course Outline

DAY 01

Artificial Intelligence and the Future of Talent Acquisition

- Fundamentals of artificial intelligence in Human Resources and recruitment.
- Evolution of talent acquisition in the digital and intelligent workplace.
- Strategic applications of AI across the recruitment lifecycle.
- Identifying recruitment activities suitable for AI support and automation.
- AI-supported workforce and recruitment planning.
- Defining recruitment requirements and candidate profiles with AI assistance.
- Human judgment and professional decision making in AI-supported recruitment.
- Opportunities and limitations of artificial intelligence in talent acquisition.
- Building organizational readiness for AI adoption in recruitment.

DAY 01 — CONTINUED

PRACTICAL APPLICATION

Assess a recruitment process and identify opportunities for AI-supported improvement.

DAY 02**AI-Powered Talent Sourcing and Candidate Identification**

- Artificial intelligence applications in talent sourcing.
- Developing targeted candidate search strategies.
- Identifying active and passive candidates using AI-supported approaches.
- Analyzing candidate profiles and professional information.
- Developing talent pools and candidate pipelines.
- AI-assisted job descriptions and recruitment content.
- Creating targeted sourcing messages and candidate outreach.
- Personalizing candidate communication using AI.
- Evaluating the quality and relevance of AI-supported sourcing results.

PRACTICAL APPLICATION

Develop an AI-supported sourcing strategy and candidate pipeline for a specialized position.

DAY 03**AI-Assisted Screening, Selection and Candidate Assessment**

- AI applications in resume screening and candidate shortlisting.
- Establishing structured screening criteria.
- Analyzing candidate qualifications, skills, and experience.
- Supporting candidate matching against job requirements.
- AI-assisted interview preparation and question development.
- Supporting structured and competency-based interviews.
- Evaluating AI-generated candidate summaries and recommendations.
- Maintaining consistency between AI-supported analysis and organizational selection criteria.

DAY 03 — CONTINUED

- Human oversight in AI-assisted candidate assessment.

PRACTICAL APPLICATION

Develop an AI-supported screening and assessment workflow for a selected recruitment requirement.

DAY 04

Responsible AI, Recruitment Governance and Candidate Experience

- Principles of responsible artificial intelligence in recruitment.
- Identifying and managing potential bias in AI-supported recruitment.
- Data quality and accuracy in AI-assisted candidate evaluation.
- Candidate information, privacy, security, and responsible data handling.
- Transparency and explainability in AI-supported recruitment processes.
- Establishing human oversight and decision controls.
- Managing inappropriate, inaccurate, or misleading AI-generated outputs.
- AI-supported candidate communication and experience management.
- Recruitment governance, accountability, and process documentation.

PRACTICAL APPLICATION

Assess an AI-supported recruitment scenario, identify potential risks, and develop appropriate controls and governance measures.

DAY 05

AI-Powered Recruitment Strategy, Performance and Implementation

- Integrating AI across the talent acquisition lifecycle.
- Designing AI-supported recruitment operating models.
- Improving recruiter productivity and recruitment process efficiency.
- Measuring AI-supported sourcing, screening, and recruitment performance.

DAY 05 — CONTINUED

- Developing recruitment performance indicators and management reports.
- Evaluating candidate quality and recruitment outcomes.
- Identifying opportunities for continuous improvement and responsible AI adoption.
- Developing organizational capabilities for AI-enabled talent acquisition.
- Building an AI-powered recruitment implementation roadmap.

FINAL WORKSHOP AND IMPLEMENTATION EXERCISE

Develop a complete AI-Powered Recruitment & Talent Acquisition framework covering recruitment planning, talent sourcing, candidate identification, screening, selection, interviewing, candidate communication, responsible AI practices, human oversight, governance, performance measurement, and continuous improvement.

Register or Request More Information

Course page: <https://quest-training.com/courses/ai-powered-recruitment-talent-acquisition-training-course>

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