

the ai Skim

Making AI Relevant to TA Leaders

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Hi there,

Look out ChatGPT - there's another AI chatbot in town. Released on Monday, Anthropic's [Claude 3](#) claims to outperform ChatGPT. Have you given Claude a try yet? If so, let me know what you think.

In another general AI news, I found [this article](#) on how Klarna's AI chatbot does the equivalent work of 700 full-time humans to be fascinating. The chatbot has had 2.3 million conversations, two-thirds of the firm's customer service chats. Klarna also anticipates that the bot will drive a \$40 million uplift in profit.



For this week's Skim, there's a ton of research that's been coming out tied to AI in the workplace, which jobs are being replaced by AI, and more. Articles #2, #3, and #5 touch on a lot of interesting stats. I'm also thankful for the really cool opportunity I had to join Kris Dunn, SVP of Global TA at Marriott, on his podcast this week to talk about AI as it relates to interviewing (article #4). Finally, and most importantly, I enjoyed Matt Adler's perspective on how AI is transforming TA (article #1).

Hope you enjoy the articles & Happy Friday,

-Mark Simpson
CEO & Founder @ Pillar



AI Could Mean End of Talent Acquisition As We Know It...

Matt Adler, host of the "Recruiting Future" podcast told delegates at the recent CIPD Recruitment and Retention conference that HR and recruitment will be fundamentally changed in the age of AI. One of those ways is through productivity - he mentioned that automation in what we do is absolutely inevitable. AI will also impact job seeker behavior, especially related to the volume of applications it could create.

His biggest word of advice > we have to look at the recruitment process and think about how we need to adapt in this age of AI to make sure that we're getting the right talent into our organization in an efficient way with a great experience.

[Read more >](#)



New Slack Research Shows Accelerating AI Use And Quantifies The "Work of Work"...



A recent report by the Workforce Lab from Slack outlines a variety of key learnings tied to AI in the workplace. A few interesting stats from the report, where they surveyed 10K workers across the globe, include...

- Nearly all executives feel pressure to integrate AI tools into their organization, with half of all executives saying they feel a high degree of urgency to incorporate AI tools.
- AI use in the workplace accelerated 24% in the past quarter and around 80% of those using AI say that this technology is already improving their productivity.
- Desk workers report spending 41% of their time on tasks that are "low value, repetitive or lack meaningful contribution to their core job functions." This shows a clear opportunity for AI and automation tools to help desk workers refocus their energy away from the "work of work" and toward more high-value activities.

[Read the report >](#)



Bloomberry Analyzed 5M Freelancing Jobs To See Which Are Being Replaced by AI...

There's no question that AI will impact jobs. But which jobs are more likely to be replaced by AI, and which are being replaced right now? In this article by Bloomberry, they look at the cold, hard data: actual freelancing jobs from Upwork to see what jobs have been negatively impacted the most. The study walks through:

- Which job categories had the biggest decrease in volume
- Which job categories were the least affected
- Which job categories had the biggest decrease in hourly pay
- Which AI skills had the biggest increase in job postings

[See the study >](#)



Best Hire Ever Podcast: Real Interviewing AI For Recruiting Teams...

Thanks to Kris Dunn for having me on this week's episode of "Best Hire Ever". We had a great conversation about what we're doing here at Pillar tied to AI and interviewing. We talked about...

- How AI can measure candidate sentiment in an interview
- Why the right AI can help a hiring manager understand when they are talking too much - among other awareness items
- Why the first job of any recruiting AI should be to give time back to the recruiter or hiring manager

...and so much more.

[Listen to the podcast >](#)





Strategic AI Adoption In Talent Acquisition Today...

To explore the state of technology adoption within the TA function, particularly concerning AI, a recent survey conducted by Mercer included ~500 respondents from various types of organizations.

One of the biggest findings from the report > if there's one function taking the lead in early HR tech adoption, it's TA. In fact, with leadership support and resources, TA organizations are integrating an average of at least two TA technologies a year. Despite TA's appetite for technology adoption, many TA teams and organizations continue to experience adoption challenges. Among other things, the report walks through solutions to AI adoption in TA.

[See the solutions >](#)

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