

the ai Skim

Making AI Relevant to TA Leaders

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Hi there,

There's been so much general AI-related news that has come out since the last time we chatted - from Apple using Google's LLMs to then announcing their own [new AI](#) that might beat ChatGPT to Anthropic's Claude taking the top spot in [AI chatbot rankings](#). Oh - and all kinds of [wearable AI](#) that might put our smartphones out of fashion.

But the Skim is focused on AI related to HR and TA, so we'll keep our focus for you! In the last edition, we talked about the EU's newest AI Act. As a follow-up, the government recently published guidance on what organizations should consider before implementing AI systems (article #1).

The rest of this week's articles touch on a variety of topics - the top AI use cases, an experiment on how people are really using AI, and more.

Have a great Friday,

-Mark Simpson
CEO & Founder @ Pillar



1

Responsible AI In Recruitment Guidance Published...

The EU Parliament adopted its Artificial Intelligence Act in early March, which is likely to have an impact on recruiters or organizations with services in the EU. In response to this, the government recently published guidance on responsible AI in recruitment to help

employers reduce the likelihood of introducing systems that perpetuate bias and discrimination or exclude people without digital skills from jobs.

The guidance outlines what organizations should consider before procuring an AI system, including asking what problems they are trying to solve and how AI can help address them, how the organization will communicate the use of AI to potential job applicants, and more.

[Read more >](#)

2

The Top 20 AI Uses HR Needs To Be Considering Today...

We've heard it time and time again - as HR and TA professionals, we should embrace AI to make our work more effective. This *HR Executive* article outlines 20 practical applications of AI across diverse functional domains - from HR to core business operations. We particularly agree with the uses for unbiased interviewing and generating top-tier interview questions. 😊

[See the uses >](#)

3

How to Harness AI in Tech Recruitment...

Our friend Hung Lee recently joined hackajob's "The Power of People Building" podcast to dive into the wild world of AI and its ripple effects on the internet and recruitment. I really enjoyed this candid conversation on dealing with AI-savvy candidates and why it's high time to give recruitment processes a facelift. They also peek into the crystal ball to see where tooling and AI are taking the recruitment game.

[Watch the video >](#)



4

How People Are Really Using GenAI...

Have people really found ways for AI to help them lighten their workloads, increase their productivity, and think through problems in new ways? The answer is yes. In this *Harvard Business Review* article, Filtered Technologies mined the web to find concrete examples of AI being used in the wild. This is more general in nature, but there are many use cases for AI - spanning a vast number of areas of domestic and work life. Here are the top 3 ways:

1. Technical Assistance & Troubleshooting (23%)
2. Content Creation & Editing (22%)
3. Personal & Professional Support (17%)

[See more results >](#)



5

As HR Is Asked To "Do More With Less", How AI Can Make It Possible...

This was one of the biggest themes I heard about at Transform a few weeks ago - "doing more with less". This has been a consistent challenge for HR as workloads have increased by 7-11% annually over the last 3-4 years. The Hackett Group is seeing AI drive 10-30% improvements in individual productivity across many different HR roles and functions. They also note that while the tech is still maturing, AI offers huge promise and organizations should begin exploring it as part of their digital transformation.

[Read more >](#)

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