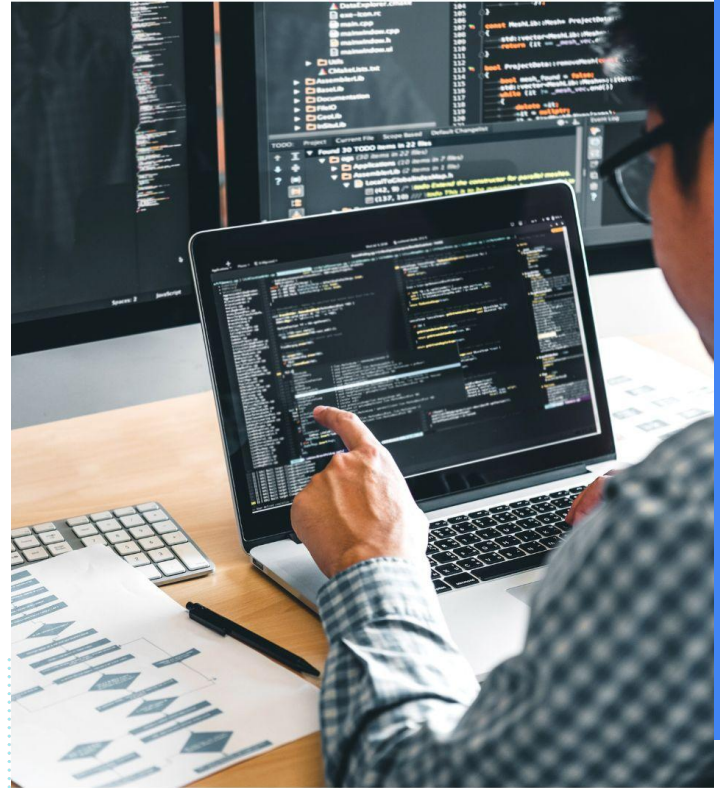




AI vs TA : Who's Driving the Future of Hiring in Tech?

October 1, 2025





About TAP Network

TAP Network is a non-profit association for People and Culture professionals in Canada's tech sector, providing members with the data, connections, and insights to make strategic decisions, accelerate effectiveness and shape the future of work in tech.

Our association's 1,000 members lead and influence the People and Culture practices at 250 tech companies spanning numerous subsectors, including Software Products and Services, Fintech, AI, Data Science, Robotics, Quantum Computing, Life Sciences and Healthcare Tech, Clean Tech, AgTech, VFX and Animation, Video Game and Interactive Digital Media, Hardware Design, Development and Manufacturing and more.

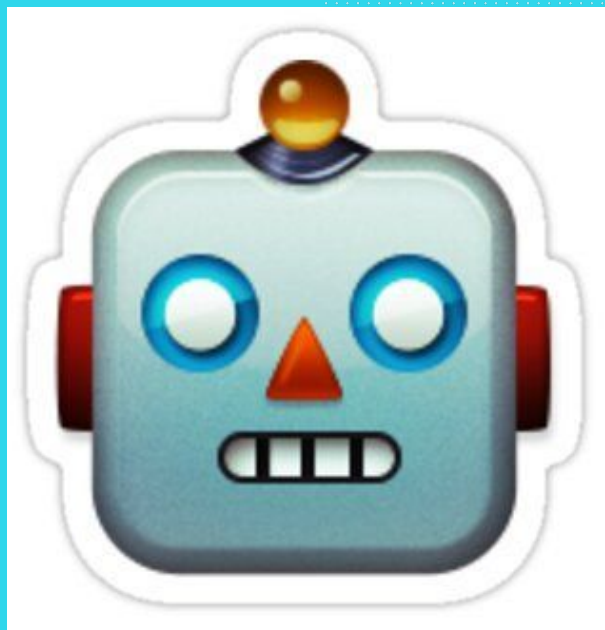


TAP Network

Non Profit, Member driven, HR Association supporting People professionals working in Canada's tech ecosystem.

- Canadian *Tech* Industry Salary + Total Rewards Data via Mercer
 - 206 Companies | 240 Roles | ~27k salary data points
- Benefits Buying Plan
- Diversity & Inclusion Resources
- Professional education sessions | Peer led roundtable discussions
- Mentorship, networking & Slack community
- Annual conferences in Vancouver & Toronto

Interested in membership? charlyne@tapnetwork.ca



Context, Data & Discussion

Adoption/Expectation of AI in TA

Context + Data:

- The Global AI Recruitment Industry (tools, service providers etc) is estimated at \$661.56M with growth to 1.12B by 2030
- Overall adoption of AI is high in TA across industries.
 - Some data suggest HR is behind other departments or teams or are not fully using the AI features in their tooling.
 - Emphasis on self learning and adoption vs budgeting for formal digital transformation and/or training.
- Most TA tasks (sourcing, job posts, resume screening, interviews, assessments) can now be effectively automated by AI

Adoption/Expectation of AI in TA

Discussion:

- How are your teams currently using and adopting AI? Are you self-teaching, buying tools or building your own?
- Are TA teams being set up to succeed with AI? Is it fair to expect our TA teams to get up to speed on AI, implement and adopt the use of new tools and/or build the systems?
- What does TA look like in 10 years? What skills will be required?
- Should TA be continuing to push for leveraging AI even at the risk of cannibalizing our own jobs?

AI Concerns

Context + Data:

- AI is estimated to improve time to hire by as much as 70%
- Alongside growing adoption are growing concerns about the use of AI in TA:
 - Lack of transparency in rejections
 - Reported gender & race bias in LLMs
 - Favoring resumes created by the same LLM reviewing them
 - Privacy/data risks with public AI tools
- Risk of over reliance by TA Team (Study: Good vs Bad AI System)

AI Concerns

Discussion:

- What are your concerns with the increasing use of TA in AI?
- Does the increased efficiency justify the potential bias or mistakes?
- Is AI bias worse really worst than human bias?
- How is AI impacting quality of hire?
- How might this change in a market where there fewer candidates applying?

Regulation & Ethics

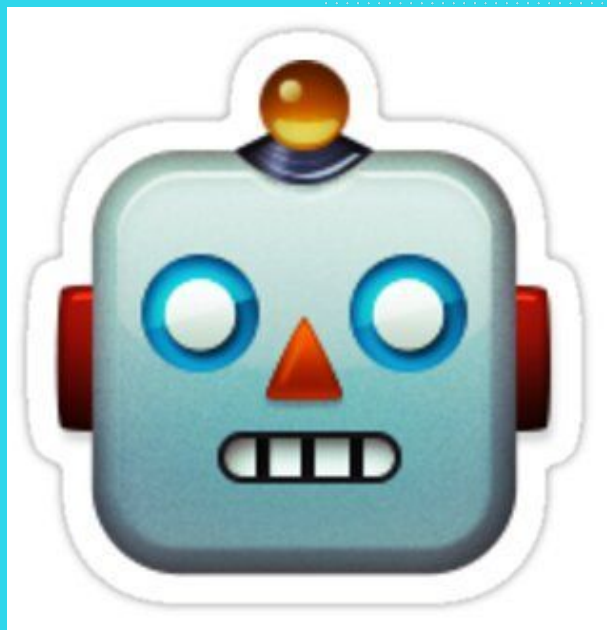
Context + Data:

- EU AI Act (Aug 2024): Recruitment/HR classified as “high-risk” → requires documentation, human oversight, risk assessment
- US States: Growing wave of proposed bills/ laws requiring employers to disclose and/or justify AI use in hiring
- Québec: Under its data protection and privacy laws, employers must disclose when an automated decision is used in hiring, and provide candidates with the option to request a human review of that decision
- Ontario: Job postings must disclose AI use for employers with 25+ employees

Regulation & Ethics

Discussion:

- Does AI disclosure make your employer brand look transparent... or lazy?
- Should shortlisting decisions require human review? Where is the line between assistive AI vs. AI making the call?
- If a bias decision is made who should be accountable?
- Should the use of AI be more or less regulated to ensure safety and fairness?



THANK YOU!