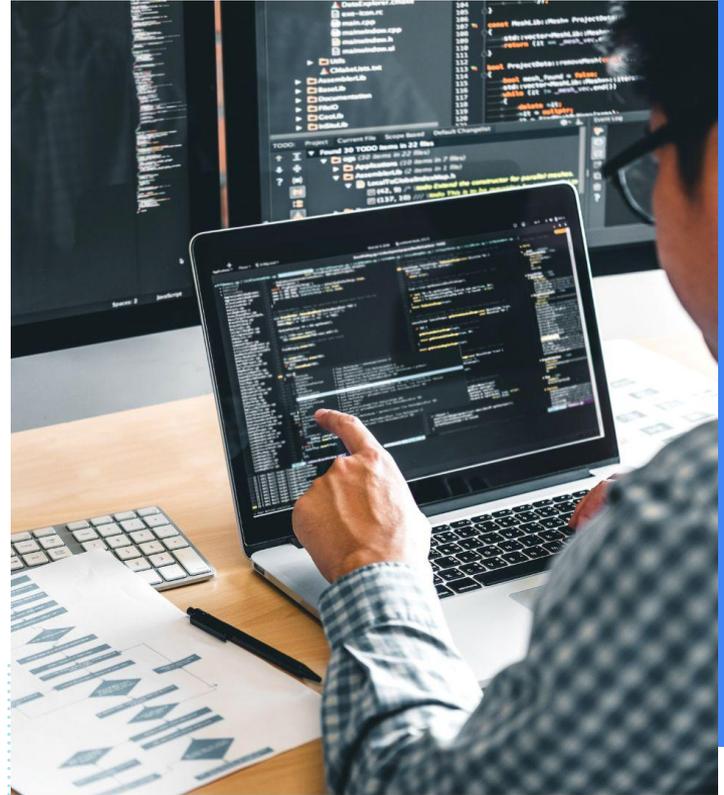




AI's Impact on Attracting & Retaining Talent

March 5, 2026



Thank You!



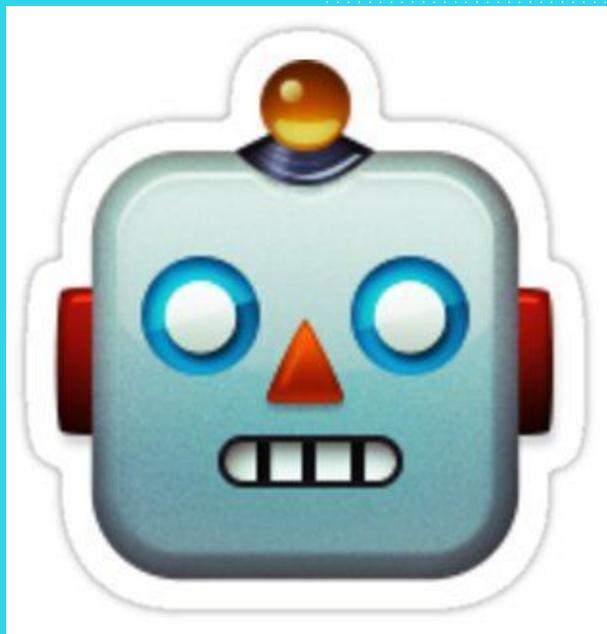
links

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
- 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

AI is Embedded in Talent Acquisition.

- The Global AI Recruitment Industry (tools, service providers etc) is currently estimated at \$750M with growth to \$1.2B by 2030
- The entire candidate lifecycle (sourcing, job posts, resume screening, interviews, assessments) can be effectively automated by AI tooling
- Estimates of improving time to hire by upto 70%
- Adoption is HIGH across industries although quality varies.
 - Legacy or poorly integrated tools
 - Teams self-teaching AI without guidance
 - DIY workflows built on public LLMs
 - Vendor features turned on by default
 - Lack of governance, training, or ownership

AI Concerns

Growing adoption = growing concerns about the use of AI

Candidate Side

- Gender & race bias in LLMs
 - Legal claims of discrimination
- LLM bias in resumes created by the same LLM reviewing them
- Privacy/data risks with public AI tools
 - Legal claims around use of personal data not being disclosed
- Risk on employer branding with split on candidate sentiment
 - 50-66% of candidates prefer human assessment even with human bias
 - Recruiters are split on level of confidence and trust in their tools
 - Eg. Study: Good vs Bad AI System

AI Concerns

Growing adoption = growing concerns about the use of AI

Employer Side

- Increase in reports of candidate fraud
- Concerns of both credentials and identity, amplified by remote environments
- Additional time and cost for human intervention, assessments and verification steps
- Issues of trust on both sides!

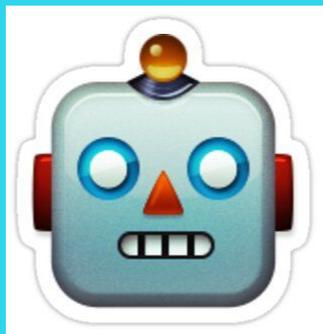
Security Magazine's 2025 Deep Fake Report*:

41% of companies surveyed had hired AND onboarded a fraudulent candidate.

*668 enterprise companies with 1000 or more employees

Regulation & Ethics

- EU AI Act (Aug 2024): Recruitment/HR classified as “high-risk” → requires documentation, human oversight, risk assessment
- US + Canada (Federally) Some discussion requiring employers to disclose and/or justify AI use in hiring - has slowed down
- Québec: 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: Jan 2026, Job postings must disclose AI use for employers with 25+ employees
- Alberta: Notes that employers are responsible for a human rights complaints resulting from AI.



Discussion Groups

1. Candidate Fraud, Compliance Concerns & Trust Breakdown
2. AI Reality Check- Real World Use Cases
3. Human in the Loop - Where to *intentionally* insert humans