

AI, Talent & the Human Factor April 29, 2026

Presented by
TAP Network

Thank You:



LEMON LAUGH STUDIO

klue

Agenda

- Intro's + Thank you
- The AI Landscape
- Discussion
- Improv by Lemon Laugh Studios

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

Thank you!

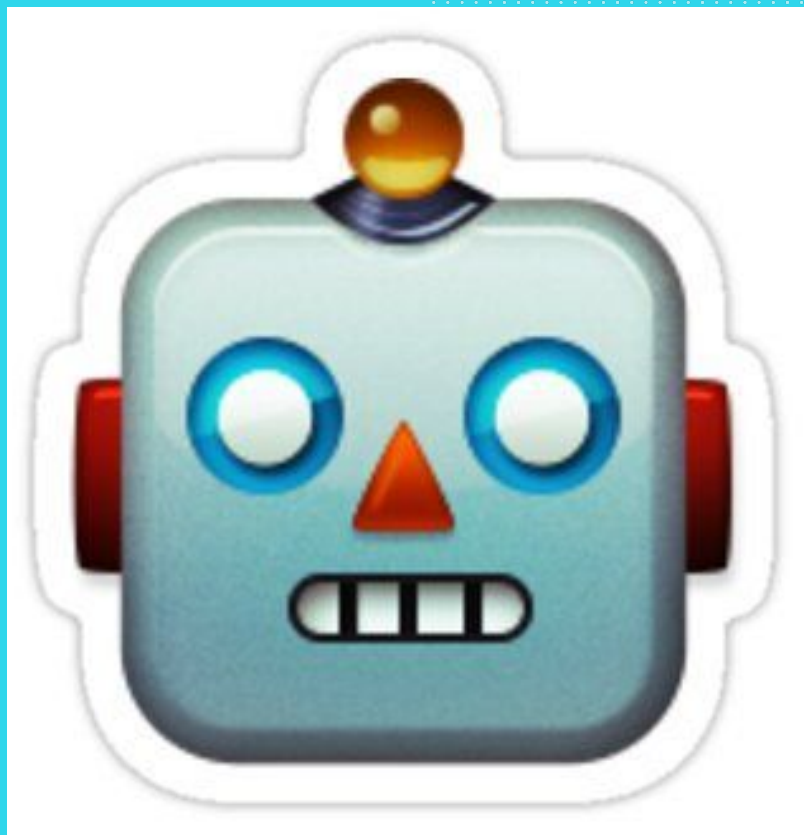


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Context & Data

Ai Is Embedded in HR

- 73% of HR leaders are using AI across industries (SHRM- State of AI in HR)
- Most HR related tool now has an embedded AI feature (Gartner- Technology Trends)
- The entire candidate lifecycle can be automated by AI tools
- Research indicates significant reduction in HR admin + hiring costs
- Generative AI is estimated to add 4.4T annually to the global economy through productivity gains (McKinney- The Economic Potential of Generative AI)

Ai Is Embedded in HR

Not without concerns:

- Technology still developing
- Teams self teaching AI without guidance or verifying accuracy
- Data and privacy concerns re: DIY workflows built on public LLM
- Vendor features turned on by default
- Lack of governance, training and ownership
- Increase number of lawsuits re: discrimination
- Adoption being met with excitement and concern
- Questions being raised around ethics of AI

Talent Acquisition & AI

Growing Tension between Candidates + Talent Acquisition

- AI resume vs AI ATS
- Bias within AND between LLM
- Increase in legal claims of discrimination + data privacy concerns
- Candidates split on preference between AI and Human review
 - Process can feel cold and impersonal
- Trust of accuracy of tools
 - Good LLM vs Bad LLM

Talent Acquisition & AI

Candidate fraud is a growing concern

- Concerns on both fraudulent credentials AND identity

Security Magazine's 2025 Deep Fake Report:

- 41% of enterprise companies* hired AND on boarded a fraudulent candidate. *668 enterprise companies with 1000 or more employees
- 88% come across suspicious candidates occasionally
- 35% listed fake candidates as a concern with AI

TALENT ACQUISITION

CANDIDATES

TRUST BROKEN



AI SCREENING TOOLS



AUTOMATED COMMUNICATIONS



DATA & ANALYTICS



EFFICIENCY FOCUS

AUTOMATION
SPEED
VOLUME
METRICS



LACK OF TRANSPARENCY



FEAR OF BIAS



PRIVACY CONCERNS



LOSS OF HUMAN TOUCH

SKEPTICISM
UNCERTAINTY
FRUSTRATION
DISCONNECTION

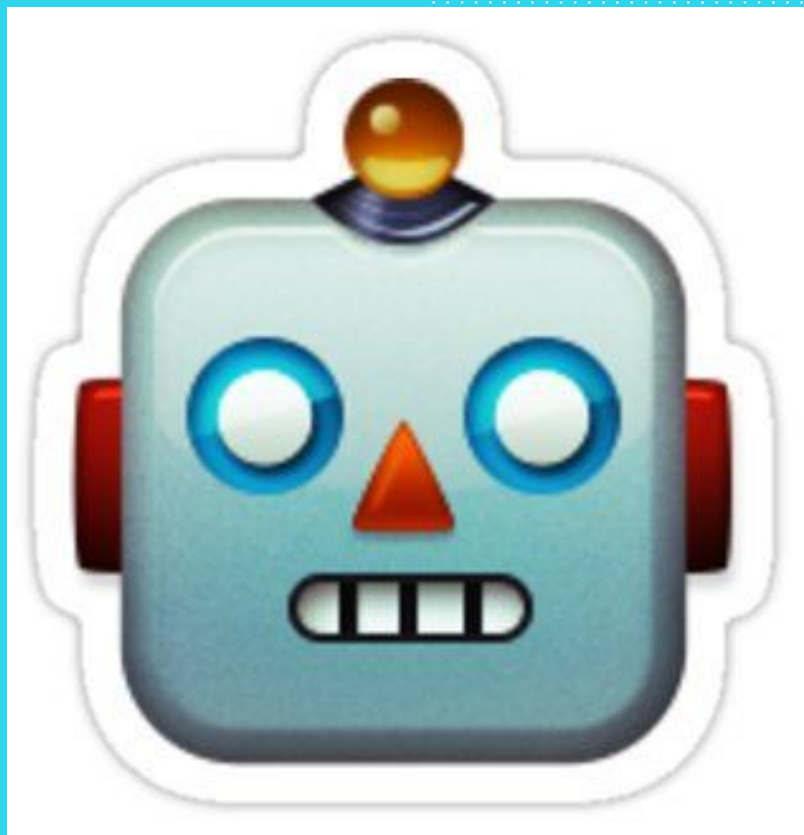
THE GAP BETWEEN
EFFICIENCY AND EMPATHY
IS COSTING TRUST.

Regulations

- US + Canada (Federally) Some discussion requiring employers to disclose and/or justify AI use in hiring - has slowed down
- BC's PIPA Law states must disclose how candidate data is being used
- 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

- Where is AI truly driving value in your work?
- What aspects of HR/TA should stay human even if AI can automate?
- Are you concerned with or have you experienced candidate fraud?
- With the increased adoption of AI is your org creating policies around the appropriate use of AI?



Thank you!

Upcoming Events

Webinar: May 20, 2026

Financial Playbook for the
Modern CHRO: What 84
Canadian Tech
Companies Reveal About
Employee Lifetime Value



September 23, 2026

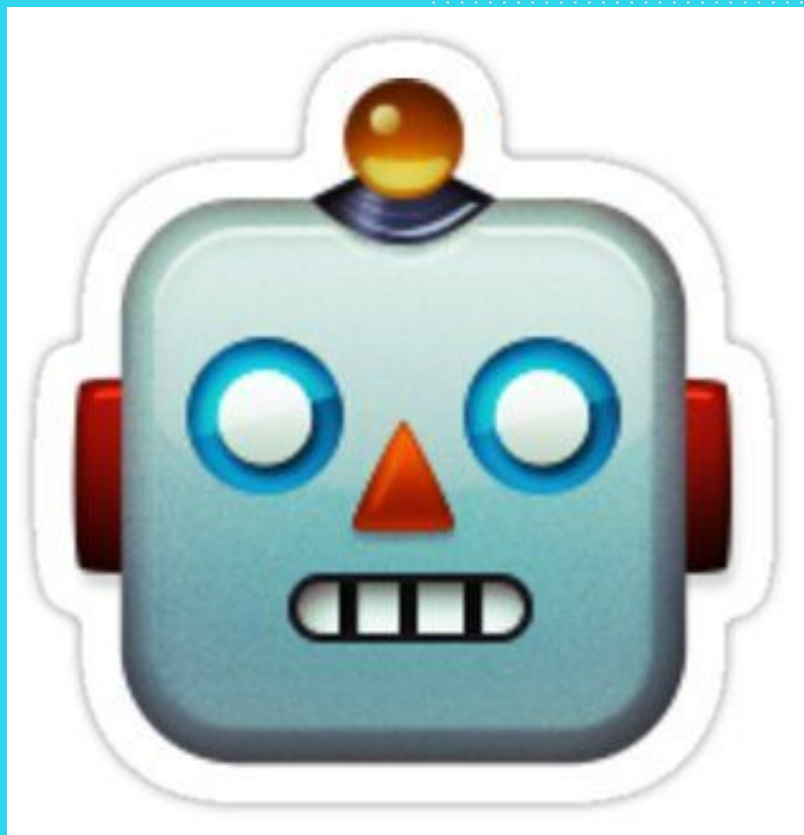
SocialHRCamp
Vancouver
HR Reimagined: The
Human Edge in an AI
World



November 17, 2026

Tech Talent North –
Wester Edition
Canada's Conference for
People & Culture in Tech





Thank you!