

ENDING THE AI ARMS RACE IN HIRING: A SKILLS-BASED BLUEPRINT

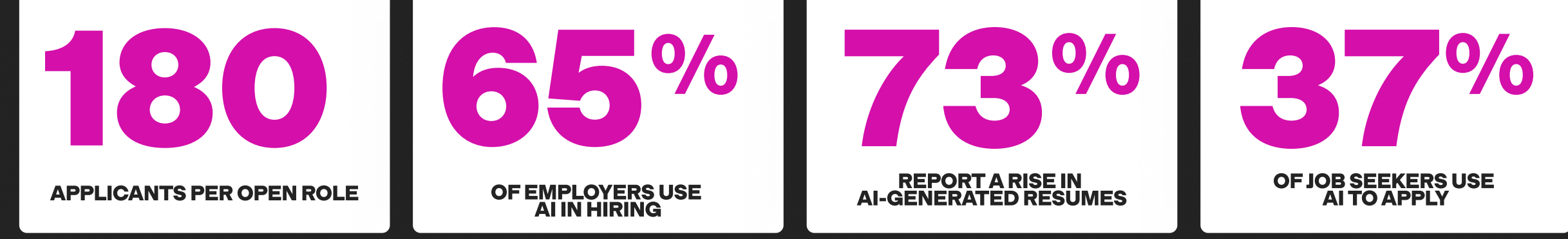


JOB SEEKING HAS TURNED INTO A LOOP OF BOTS TALKING TO BOTS

Candidates use AI to craft keyword-tuned resumes. Employers run those same materials through AI filters. Recruiters sit in the middle, trying to separate resume claims from role-relevant skills.

THE ARMS RACE, EXPLAINED

Great talent is being filtered out. Candidates feel exhausted. Employers are overwhelmed. AI accelerates everything without reliably improving outcomes.



CLEAR THE NOISE AND CONNECT WITH REAL TALENT

AI should help surface candidates with the most relevant skills and the strongest job fit. The path forward is using AI as shared infrastructure to reduce noise and reveal the full picture of a candidate, not just how well they can tailor an application to match the job description.



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“Recruiters shouldn’t rule out candidates who use AI. How a candidate uses it, reveals their AI literacy and is an extension of how they think and work. Instead, we should train people on how to use these tools effectively, so they can get the most out of them.”

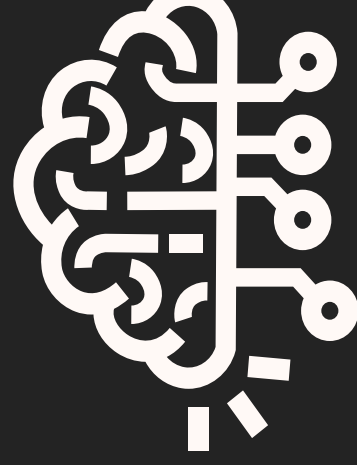
Chengeer Lee
Principal at Right Hand and Non-Duality Coach

PARTNERSHIP OVER BRINKMANSHIP

DEFINE THE ROLE

AI suggests key skills and assessments. Recruiters fine-tune criteria and set success measures.

Gain back 4.5 hours per week per recruiter



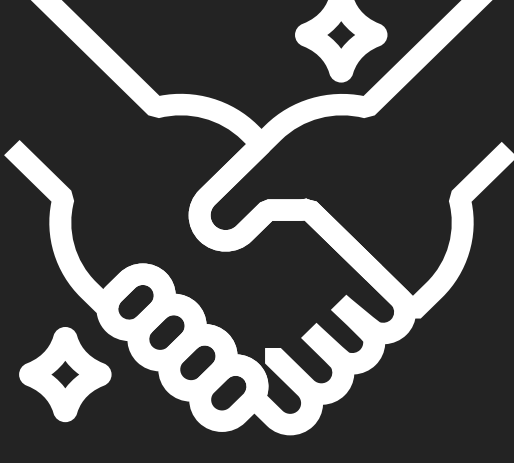
ATTRACT AND SURFACE TALENT

AI analyzes assessments, resumes, and video responses to identify strong signals. Recruiters approve outreach and shape the message.

SCREEN AND SHORTLIST FASTER

AI scores inputs and flags top matches. Recruiters review results in context and move faster.

Cut screening time by up to 75 percent



EVALUATE AND DECIDE WITH CONFIDENCE

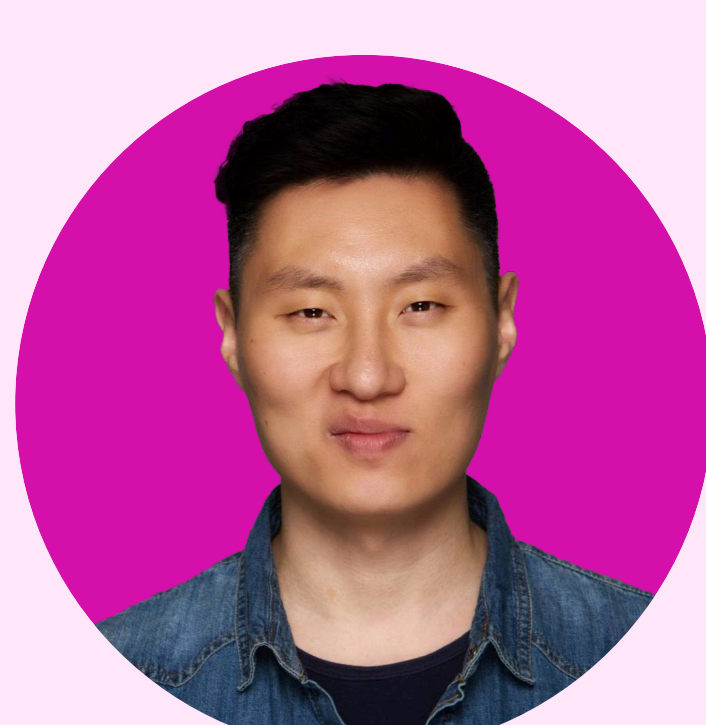
Structured interviews, informed judgment, and a clear audit trail make decisions stronger and fairer.

Reduce cost per hire by 34 percent

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AI is artificial intelligence, but the real intelligence comes from the human using it. Emotional intelligence, reading between the lines, social skills—these are the competencies that recruiters need to build to make them indispensable in the future.”

Chengeer Lee
Principal at Right Hand and Non-Duality Coach



SKILLS-BASED HIRING AS COMMON GROUND

Once AI handles scale, we need a fair measuring stick. Skills-based hiring flips the script: prove capability first, instead of assuming resumes equal competence.



FOCUS ON REAL PREDICTORS OF SUCCESS

Measure the qualities that actually lead to high performance: cognitive ability, problem-solving, communication, and role-specific skills. AI brings scoring consistency. Humans interpret and decide.



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It’s important to balance technical skills with behavioral insights. You can’t just focus on hard skills or you could end up hiring someone with 100% skills and an attitude problem, who then starts and ruins the culture with their toxicity. It’s about looking at the whole person and making sure the tests are relevant and helpful to both the manager and the candidate.

Katrina Collier
Recruitment Author, Speaker and Facilitator

FAIR, TRANSPARENT, AND COMPLIANT AI

66%

OF CANDIDATES AVOID COMPANIES WHERE AI MAKES THE FINAL DECISION



LET CANDIDATES IN ON THE PROCESS

Be transparent about how AI supports hiring. Make it clear that humans make the decisions and that fairness and accountability are built into the process.



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When an organization is hesitant to implement AI tools, explain how it will impact not only you, but the entire organization. Show what you will do with the time it will save you, and highlight what it would cost for you to work without these tools. Start with a simple, high-impact tool like a calendar scheduler. This allows them to quickly adopt the technology and immediately see its benefits.”

Katrina Collier
Recruitment Author, Speaker and Facilitator



MAKE AI A BRIDGE BETWEEN PEOPLE, INSTEAD OF A BARRIER

The AI arms race is real, but a better future is within reach. When used responsibly, AI helps both candidates and employers cut through the noise and connect with the right humans on the other side. This is how we make hiring faster, fairer, and more meaningful for everyone.