



A New World Order for HR & TA:

Where AI-Assisted Recruiting, Skills-Based Hiring, and Candidate Fraud Converge

Executive Summary

Skills-based hiring, AI assisted recruiting, candidate fraud, and remote work are now compounding factors HR and TA must address in staffing and recruiting priorities.

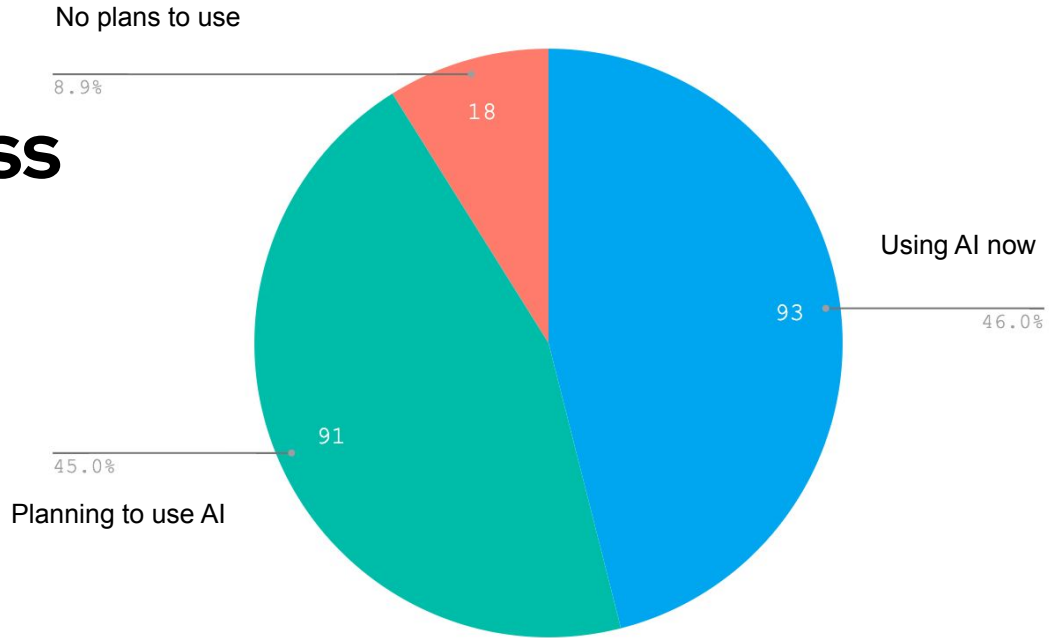
Glider AI ran a survey in March 2023, collecting perspectives from **202 leaders with responsibilities in staffing and recruiting** about their stance on skills-based hiring, AI assisted recruiting, candidate fraud, and remote hiring. **Keep reading to see the data and gain perspective form your HR and TA colleagues.**

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General Awareness and Usage of AI-Assisted Recruiting



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Perspective on AI Assisted Recruiting

Naturally, there are mixed feelings about AI-assisted recruiting. On the one hand, HR and TA leaders recognize the potential benefits of using AI to automate some of the more tedious and time-consuming tasks in the recruiting process, such as resume screening and candidate matching. AI can help recruiters save time and improve the efficiency of their workflows, allowing them to focus on more strategic and high-value tasks.

And conversely, some feel threatened by AI, fearing that it could eventually replace their jobs entirely. There is also concern that AI algorithms may perpetuate bias and discrimination if they are not adequately trained or monitored. Many HR and TA leaders worry that relying too heavily on AI could lead to a lack of human connection in the hiring process, which is crucial for building trust and rapport with candidates.

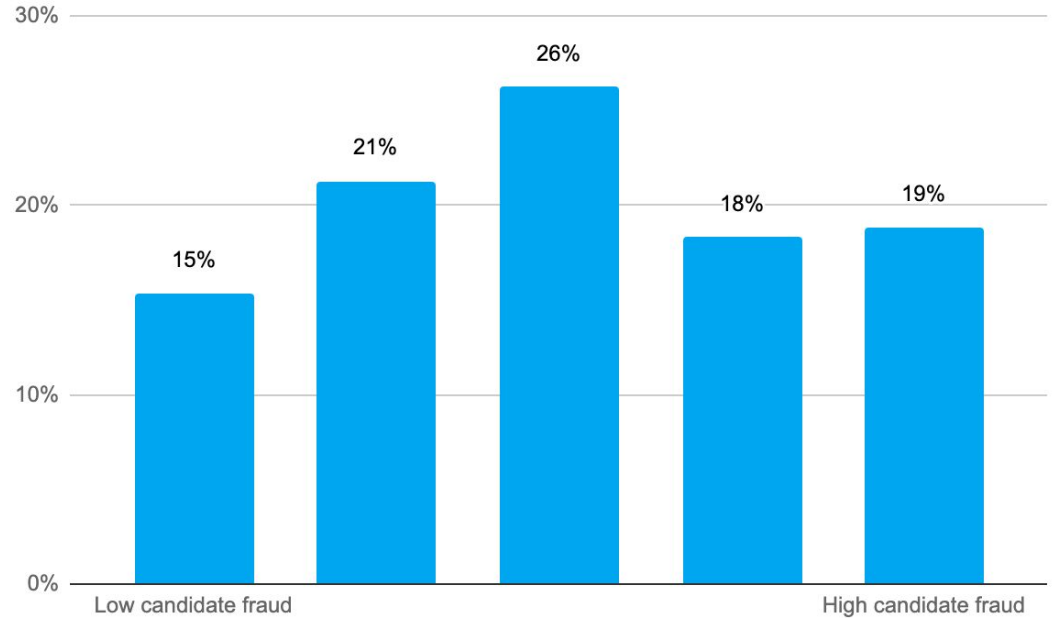
Overall, recruiters are likely to embrace AI as a tool to enhance their work rather than replace it. As AI continues to evolve and improve, HR and TA professionals must stay up-to-date on AI and best practices to ensure appropriate usage benefits both themselves and their candidates.

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Extent to which HR & TA Leaders are Experiencing Candidate Fraud



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Candidate Fraud During Interviews

As more companies have shifted to remote hiring in response to the COVID-19 pandemic, recruiters are experiencing an increased risk of candidate fraud during the remote interview process. This is because it can be more challenging to verify a candidate's identity and qualifications without meeting them in person.

Some of the most common types of candidate fraud that recruiters encounter during remote interviews include:

1. **Impersonation** - Candidates may have someone else take their place during a video interview, either by having a friend or family member impersonate them or by using a deepfake video.
2. **Use of cheat sheets** - Candidates may have notes or cheat sheets visible off-camera or hidden from view to assist them in answering questions.
3. **Misrepresenting credentials** - Candidates may use someone else's credentials to appear more qualified, such as having a friend take a certification exam on their behalf.
4. **Pre-recorded interviews** - Candidates may use pre-recorded interviews or responses to interview questions, rather than participating in a live interview.

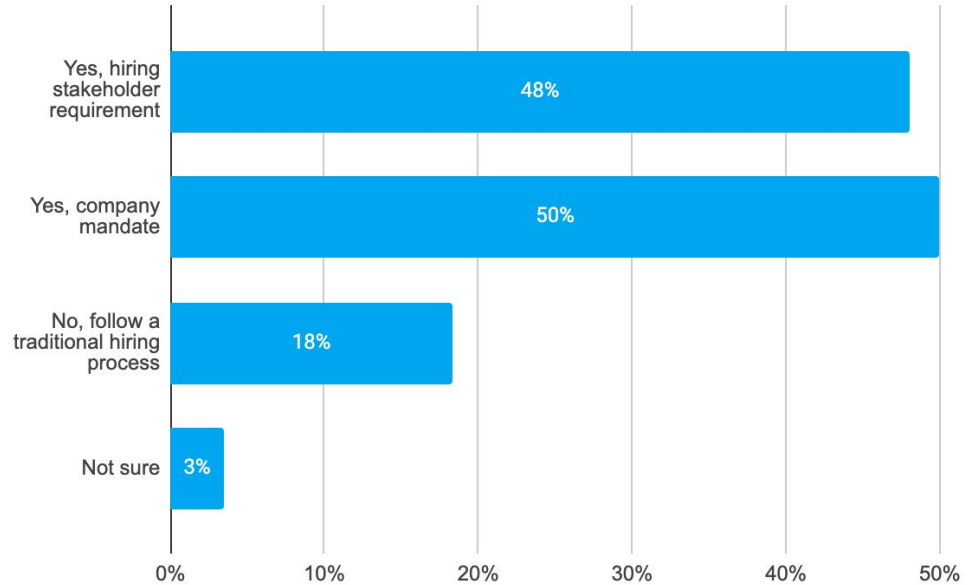
Candidate fraud can have serious consequences for companies, from lost time and resources to decreased reputational damage. To mitigate this risk of candidate fraud, hiring teams must leverage online proctoring and plagiarism tools that are sophisticated to catch increasingly sophisticated fraud schemes.

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Skills-Based Hiring, is it a Priority?



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Impact of Skills-Based Hiring

HR and TA leaders generally have a positive view of skills-based hiring, which involves evaluating candidates based on their demonstrated skills and abilities rather than solely on their educational background or job experience. Many see skills-based hiring as a more objective and inclusive approach to hiring, as it allows candidates from diverse backgrounds to showcase their abilities and potentially overcome any biases or discrimination they may face in the traditional hiring process.

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Skills-based hiring also allows recruiters to identify candidates with potential but who may not have the exact experience or qualifications traditionally required for a particular role. This can help companies build a more diverse and innovative workforce, as they are able to consider a wider pool of candidates.

However, some concerns arise about its effectiveness, particularly in roles that require a certain level of experience or educational background. Sometimes it's challenging to assess skill and potential without a clear understanding of their work history or academic background.

Overall, skills-based hiring is a promising approach to hiring, helping companies improve diversity. However, TA and HR must balance the assessment of background, credentials and ability to do the job including factors like cultural fit.

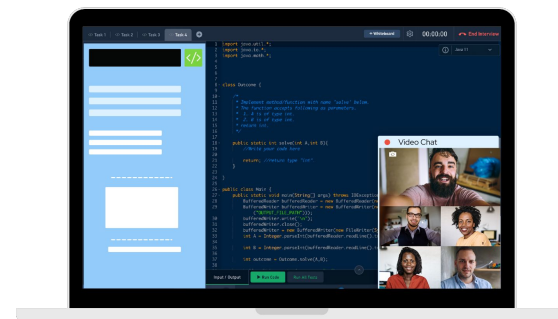
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Learn More About Glider AI

SIA winner for most innovative HR technology, Glider AI provides skills-based recruiting technology across candidate screening, skill assessments, interactive coding + video interviews, and AI chatbots to scale hiring of quality talent for the Enterprise, Staffing Firms, and MSPs.

Global brands like Intuit, PwC, Amazon, Capital One, and FINRA trust Glider AI to validate candidate quality and fit across any role in any industry. On average, customers see a 3x placement rate, a 50% reduction in time-to-fill, and a 98% improvement in candidate satisfaction. For more information, visit [Glider AI](#).

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