seekout>

From Curiosity to Commitment

Adopting AI to Foster a Holistic Talent Acquisition Strategy

When researching AI-powered talent solutions, keep these four focus areas in mind: how AI solves your talent needs, how the vendor manages AI compliance, how to unlock the full potential of your recruiters, and how the solution promotes long-term talent and business objectives.

1. Understand AI's impact on your talent goals

Don't just walk through features when speaking to vendors—get curious about how their AI helps you achieve your goals. For example: How will AI accelerate your hiring or help you find quality talent? **Asking these types of questions** will give you full context about how the AI solution aligns with the outcomes that your talent team and leadership have prioritized.

How to evaluate solutions: **Talent Acquisition Solution Buyer's Guide**

2. Verify responsible AI practices

To protect your organization from liability and maintain quality recruiting efforts, ask vendors about a **responsible AI pledge** and how they remain compliant with new and existing state AI recruiting laws. Sample questions to ask: Will I maintain control of decision-making? Does the AI explain its recommendations? Has the vendor validated its AI systems?

3. Empower recruiters to become talent advisors

Data provided by an AI talent solution—such as insights into talent pools and competitor intelligence—can transform recruiters into trusted **talent advisors** to your organization who are equipped to support critical business objectives. Ensure that recruiters can leverage the solution's data into actionable recommendations.

4. Look ahead to a holistic talent strategy that drives business outcomes

Your focus may be on immediate hiring needs right now, but long-term success requires a different mindset. Ask vendors how the solution can unite your talent acquisition and talent management functions to help your organization with strategic workforce planning down the road. You'll need both internal and external talent insights to actively move your organization into a "**build, buy, borrow**" strategy and away from one that relies on filling roles as needed.
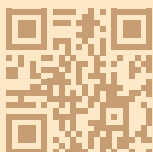
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