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Course Name

AI-Driven Talent Acquisition & Recruitment Transformation

Sector Name
HR Strategy and Training

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AI-Driven Talent Acquisition & Recruitment Transformation

Course Introduction

In today’s highly competitive talent market, organizations are under increasing pressure to attract, assess, and secure high-quality candidates faster and more strategically than ever before. Traditional recruitment models are no longer sufficient to meet evolving workforce expectations, digital disruption, and the growing demand for data-driven decision-making.

The **AI-Driven Talent Acquisition & Recruitment Transformation** program, developed and delivered by **BOOST**, equips HR professionals and recruitment leaders with advanced knowledge and practical tools to integrate Artificial Intelligence (AI) into modern recruitment strategies.

This intensive program explores how AI technologies are reshaping sourcing, screening, interviewing, candidate experience, workforce analytics, and employer branding. Participants will learn how to leverage AI tools responsibly, enhance efficiency, reduce bias, improve hiring quality, and align recruitment strategies with broader organizational goals.

By the end of this program, participants will be prepared to design AI-enabled recruitment frameworks that combine technology, human insight, and ethical governance to drive sustainable talent acquisition transformation.

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Target Audience

- ✓ HR Managers and Talent Acquisition Leaders
- ✓ Recruitment Specialists and Hiring Managers
- ✓ Workforce Planning Professionals
- ✓ HR Business Partners
- ✓ Organizational Development Specialists
- ✓ Professionals responsible for digital HR transformation

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Learning Objectives

- ✓ Understand the strategic impact of AI on modern talent acquisition models
- ✓ Redesign recruitment workflows using AI-enabled sourcing and screening tools
- ✓ Apply predictive analytics to improve hiring quality and workforce planning
- ✓ Enhance candidate experience through AI-powered engagement solutions
- ✓ Identify and mitigate risks related to AI bias, compliance, and data privacy
- ✓ Build a transformation roadmap for AI integration within recruitment functions

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Course Outline

✓ Day 01

The Future of Talent Acquisition in the AI Era

Module 1: Talent Acquisition Transformation Framework

- ✓ Evolution from traditional recruitment to AI-enabled ecosystems
- ✓ Strategic alignment between business growth and talent acquisition
- ✓ Key drivers of digital recruitment transformation

Module 2: Foundations of AI in Recruitment

- ✓ Core AI concepts (Machine Learning, NLP, Automation) in HR
- ✓ Overview of AI recruitment technologies and platforms
- ✓ Opportunities and limitations of AI in hiring

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Course Outline

✓ Day 02

AI-Powered Sourcing & Smart Candidate Screening

Module 1: Intelligent Talent Sourcing

- ✓ AI-based talent mapping and passive candidate identification
- ✓ Automated job advertising and programmatic recruitment
- ✓ Leveraging AI for diversity-focused sourcing

Module 2: Resume Screening & Candidate Evaluation

- ✓ AI resume parsing and shortlisting mechanisms
- ✓ Skills-based and competency-based AI assessment models
- ✓ Reducing unconscious bias using structured AI systems

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Course Outline

✓ Day 03

AI in Interviewing, Assessment & Candidate Experience

Module 1: AI-Enhanced Interviewing

- ✓ Video interviewing platforms with AI analytics
- ✓ Behavioral and competency analysis through AI tools
- ✓ Ethical considerations in automated interview scoring

Module 2: Personalizing the Candidate Journey

- ✓ AI chatbots and automated engagement workflows
- ✓ Predictive candidate engagement tracking
- ✓ Measuring and enhancing candidate experience KPIs

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Course Outline

✓ Day 04

Recruitment Analytics & Predictive Workforce Insights

Module 1: Data-Driven Recruitment Decisions

- ✓ Recruitment KPIs and AI-powered dashboard design
- ✓ Predictive hiring success models
- ✓ Quality of hire and performance forecasting

Module 2: Workforce Planning & Talent Intelligence

- ✓ Predictive workforce demand analysis
- ✓ AI in succession and strategic talent pipeline building
- ✓ Integrating recruitment data with HR analytics systems

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Course Outline

✓ Day 05

Governance, Ethics & Implementation Roadmap

Module 1: AI Governance, Compliance & Risk Management

- ✓ Managing bias, fairness, and algorithm transparency
- ✓ Data privacy regulations in AI recruitment systems
- ✓ Building internal AI usage policies

Module 2: Building an AI Recruitment Transformation Roadmap

- ✓ Step-by-step AI integration strategy
- ✓ Change management for HR digital transformation
- ✓ Measuring ROI and sustaining recruitment innovation

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Dec. 6, 2026	Dec. 10, 2026	5 days	4250.00 $	KSA , Riyadh
May 9, 2027	May 13, 2027	5 days	4250.00 $	Bahrain , Manama
Sept. 27, 2027	Oct. 1, 2027	5 days	4250.00 $	UAE , Dubai
Dec. 28, 2026	Jan. 1, 2027	5 days	4950.00 $	Turkey , Istanbul

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