



Consulting and Training | Reach New Heights

Course Name

# AI-Driven Talent Acquisition & Recruitment Transformation

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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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## AI-Driven Talent Acquisition & Recruitment Transformation

### 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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## AI-Driven Talent Acquisition & Recruitment Transformation

### 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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## AI-Driven Talent Acquisition & Recruitment Transformation

### 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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## AI-Driven Talent Acquisition & Recruitment Transformation

### 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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## AI-Driven Talent Acquisition & Recruitment Transformation

### 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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## AI-Driven Talent Acquisition & Recruitment Transformation

### 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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## AI-Driven Talent Acquisition & Recruitment Transformation

### Confirmed Sessions

| FROM           | TO             | DURATION | FEES       | LOCATION          |
|----------------|----------------|----------|------------|-------------------|
| April 4, 2027  | April 8, 2027  | 5 days   | 4250.00 \$ | KSA , Riyadh      |
| May 3, 2026    | May 7, 2026    | 5 days   | 4250.00 \$ | Bahrain , Manama  |
| Sept. 21, 2026 | Sept. 25, 2026 | 5 days   | 4250.00 \$ | UAE , Dubai       |
| Dec. 28, 2026  | Jan. 1, 2027   | 5 days   | 4950.00 \$ | Turkey , Istanbul |

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