The Day After the Robots Come

ISE Keynote by Bill Borman

by Bill Boorman
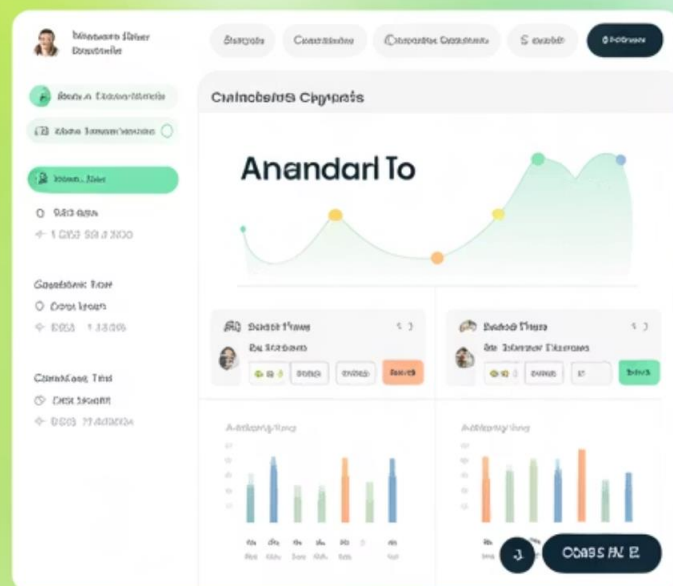
Bill Boorman

44 Years in Recruiting

25+ Years a Dad

AI's Impact on Early Careers

Technology Evolution

Transforming how we find and develop talent

Career Pathways

Redefining professional trajectories

Hiring Processes

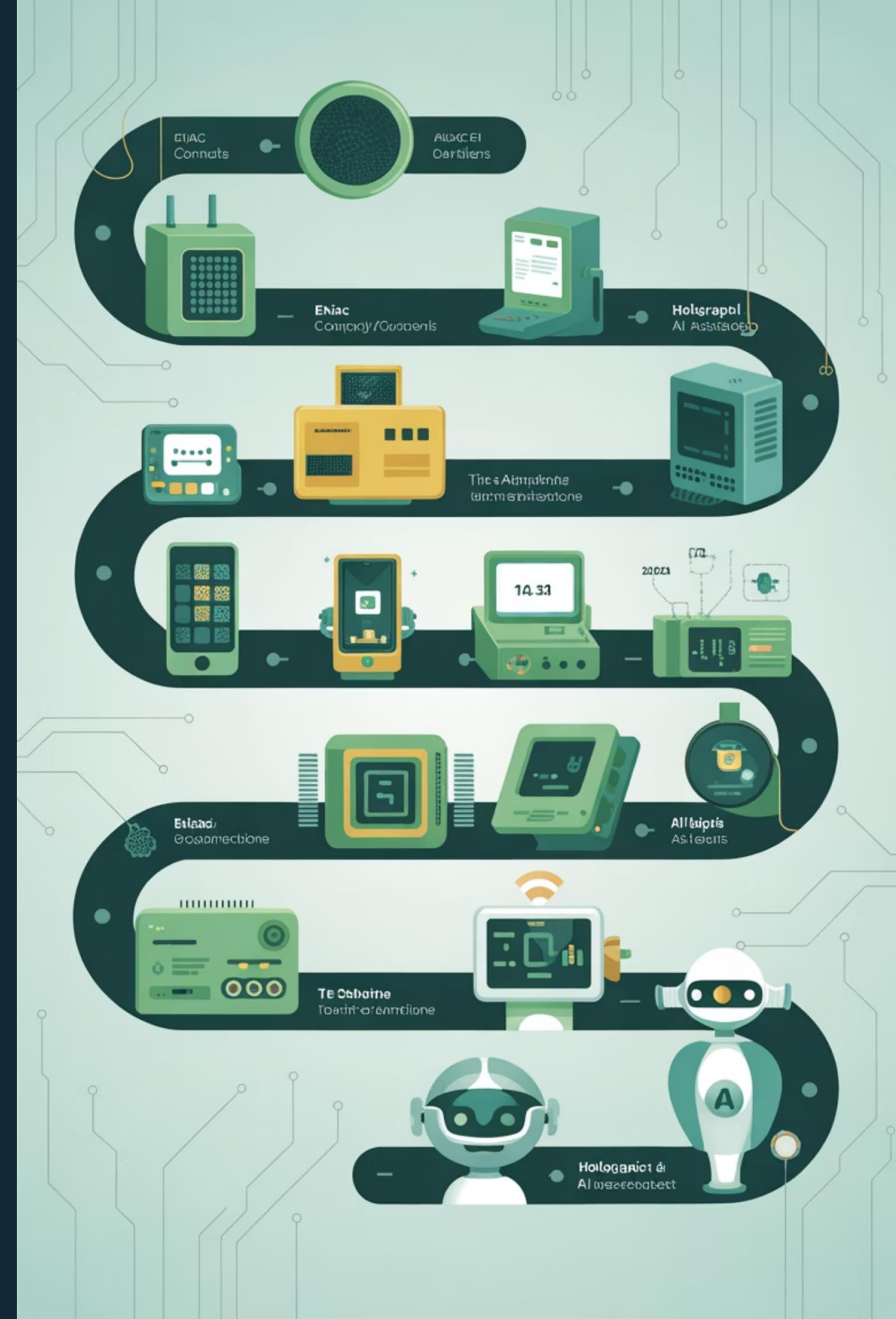Revolutionizing candidate selection

Navigating Uncertain Times

Acknowledging the confusion in this transition period

Waves of Technological Disruption

1 **Internet Revolution**

Online job boards transform access

2 **Mobile Shift**

Recruitment goes portable

3 **Data Analytics**

Metrics drive hiring decisions

4 **AI Emergence**
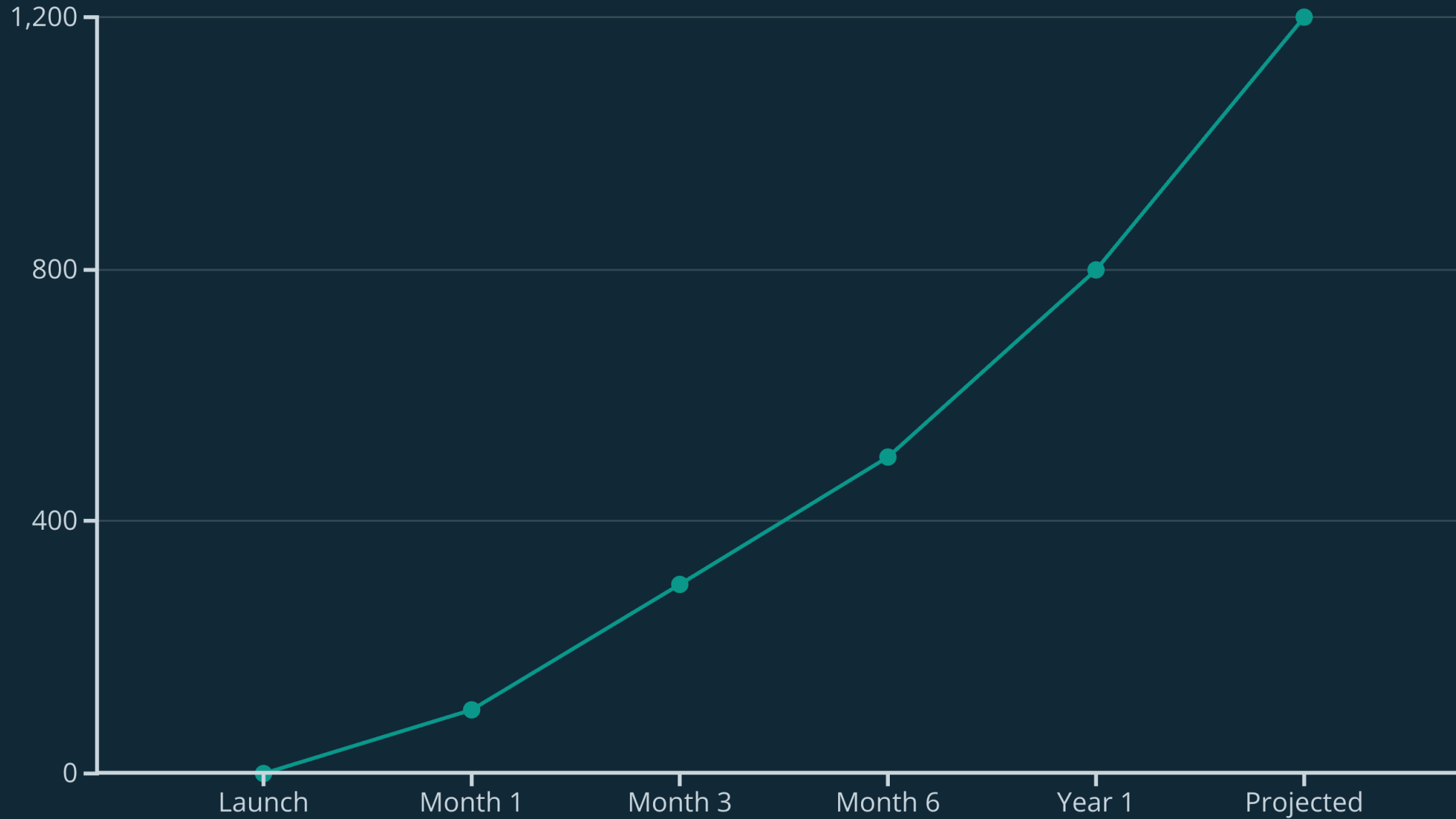
Intelligent systems reshape processes

ChatGPT: The Tipping Point

November 30, 2022 – When everything changed

AI Adoption Skyrocketing

Impact on Work

How will AI reshape job functions?
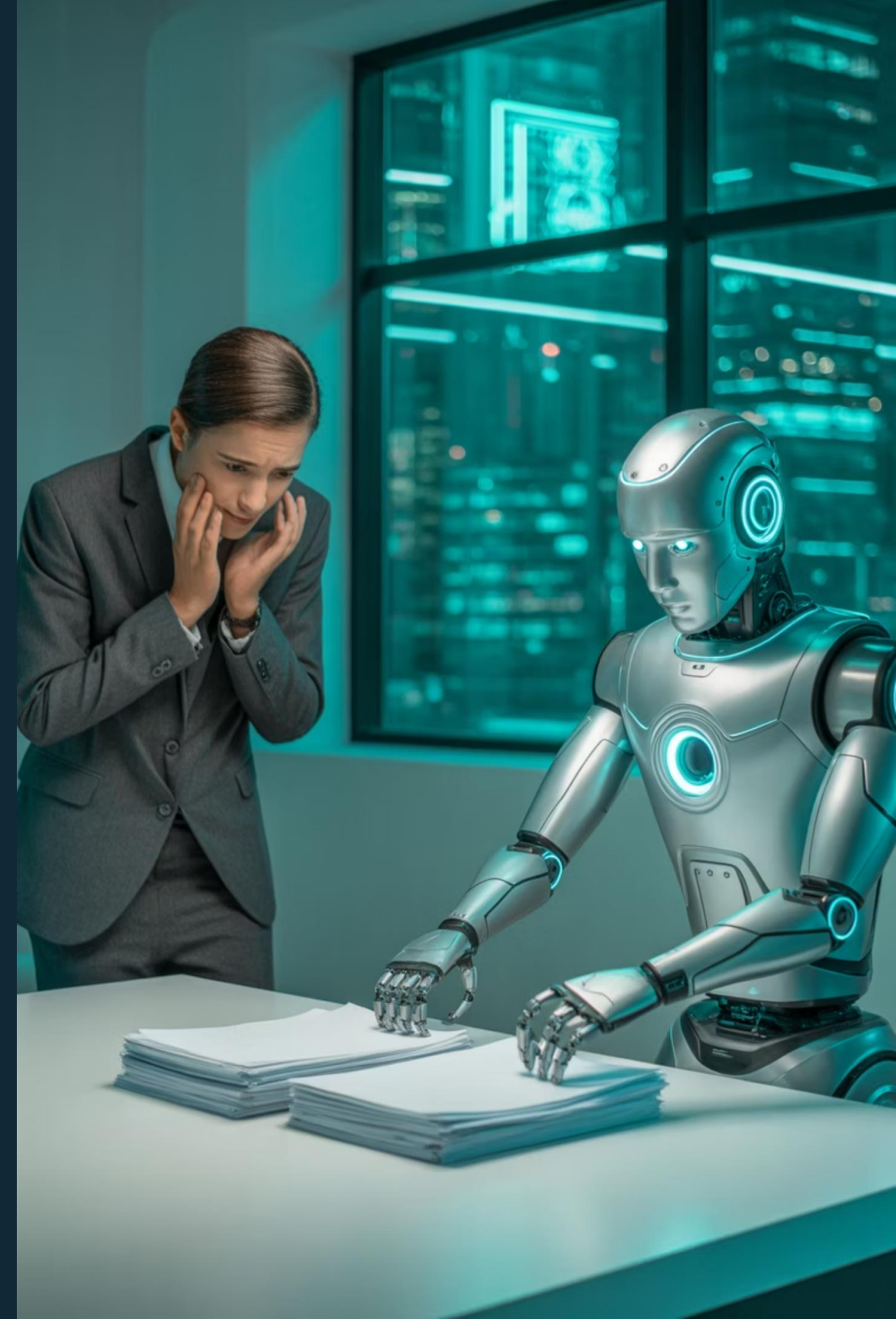
Future of Early Careers

Entry-level positions most vulnerable to automation

Traditional career ladders disrupted

Job Security Concerns

Redefining what makes humans irreplaceable

What Is Cheating in the AI Era?

1 **AI-assisted applications**

When does enhancement become misrepresentation?
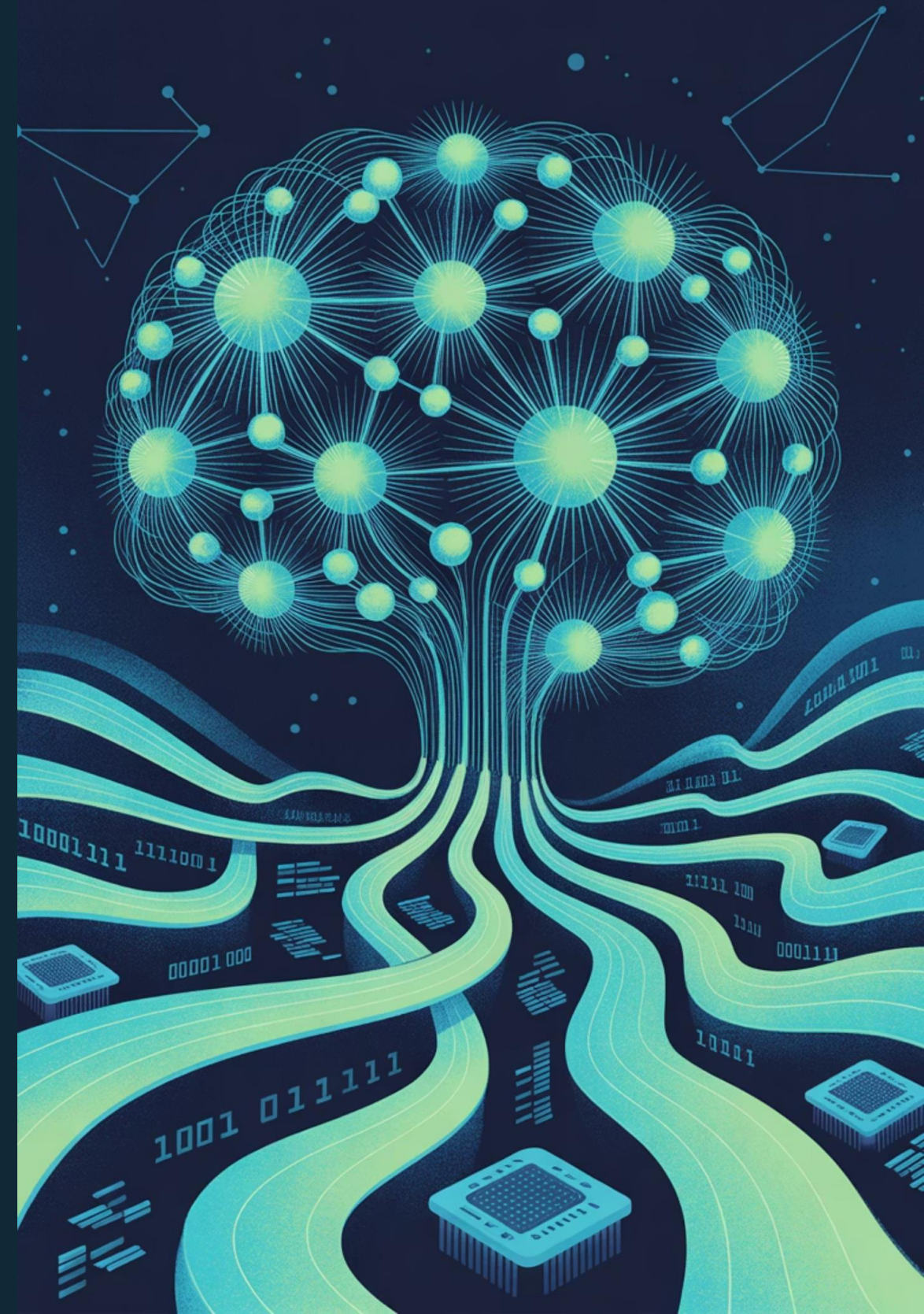
2 **Skills verification**

Testing actual capabilities vs. AI outputs

3 **Ethical boundaries**

Establishing new norms for AI use

Large Language Models

Foundation of today's AI revolution
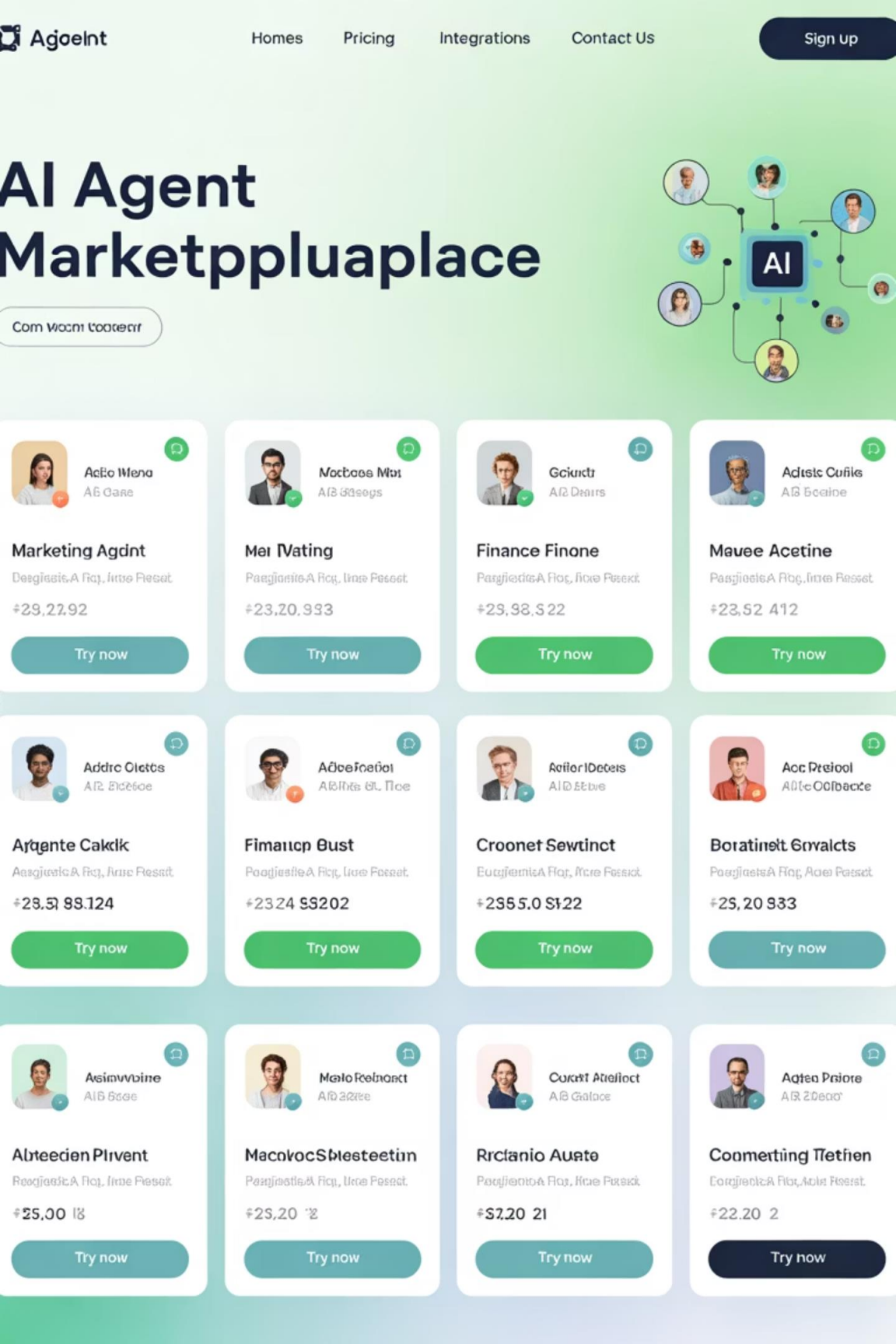
Small Language Models

Specialized, targeted applications

Agentic AI

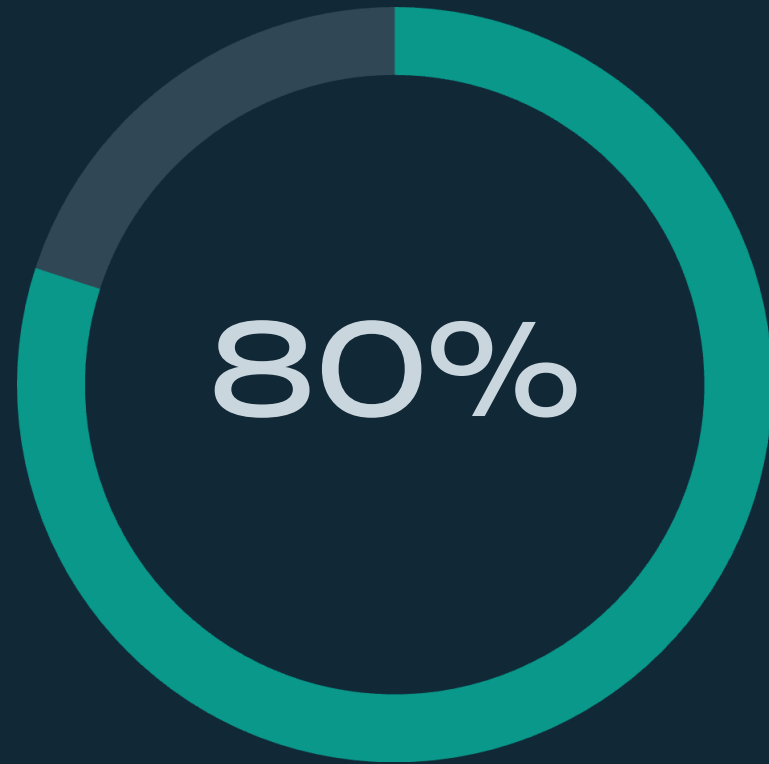## Goal-driven systems

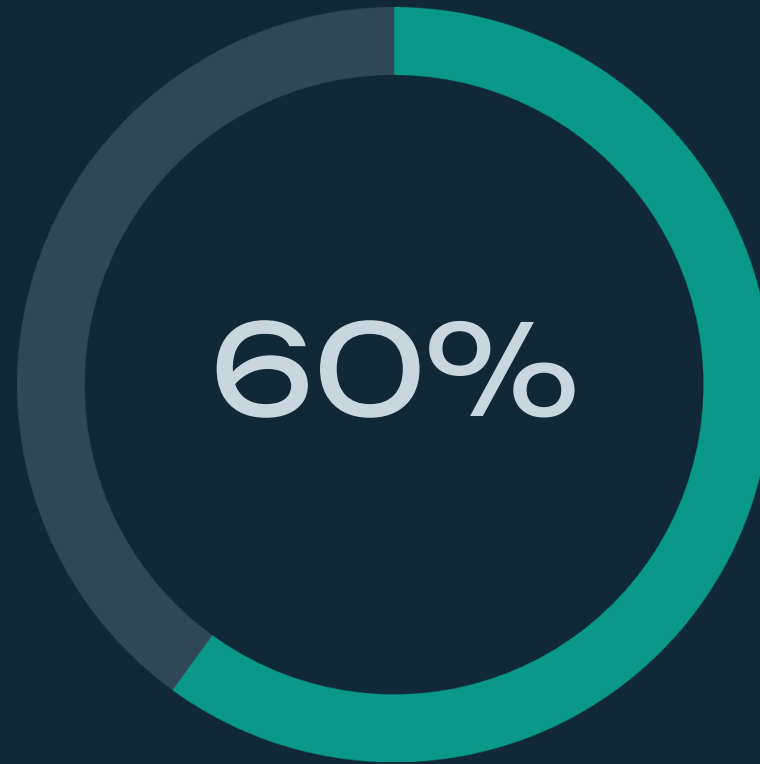Working autonomously to complete complex tasks

Agent Marketplaces

Disrupting traditional workflow patterns
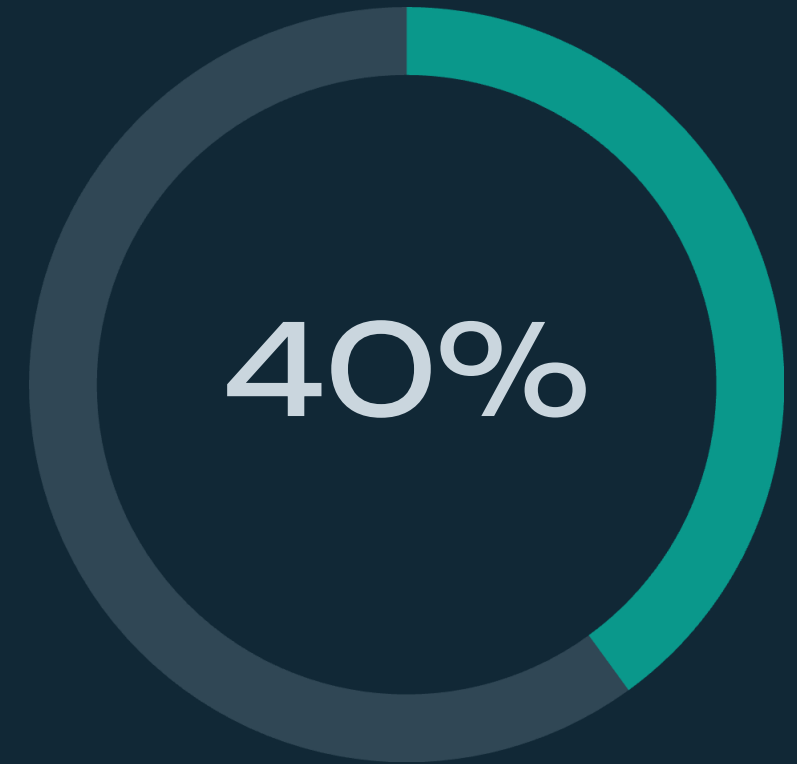
2026 Forecast

80%

AI-Handled Hiring Tasks

Most recruitment processes automated

60%

Time Savings

Reduction in hours spent on routine tasks

40%

Role Transformation

Recruiting positions redefined

2025: Testing Ground

AI vs. humans in controlled environments

2026: Widespread Adoption

Industry disruption reaches critical mass

AI

Unlock talent.
Accelerate growth.

Efficiency Benefits

Time Savings

Reduce screening time by 75%

Cost Reduction

Lower cost-per-hire metrics

Data Transparency

Clear metrics on process effectiveness

Candidate Experience Revolution

24/7 engagement and personalized interactions

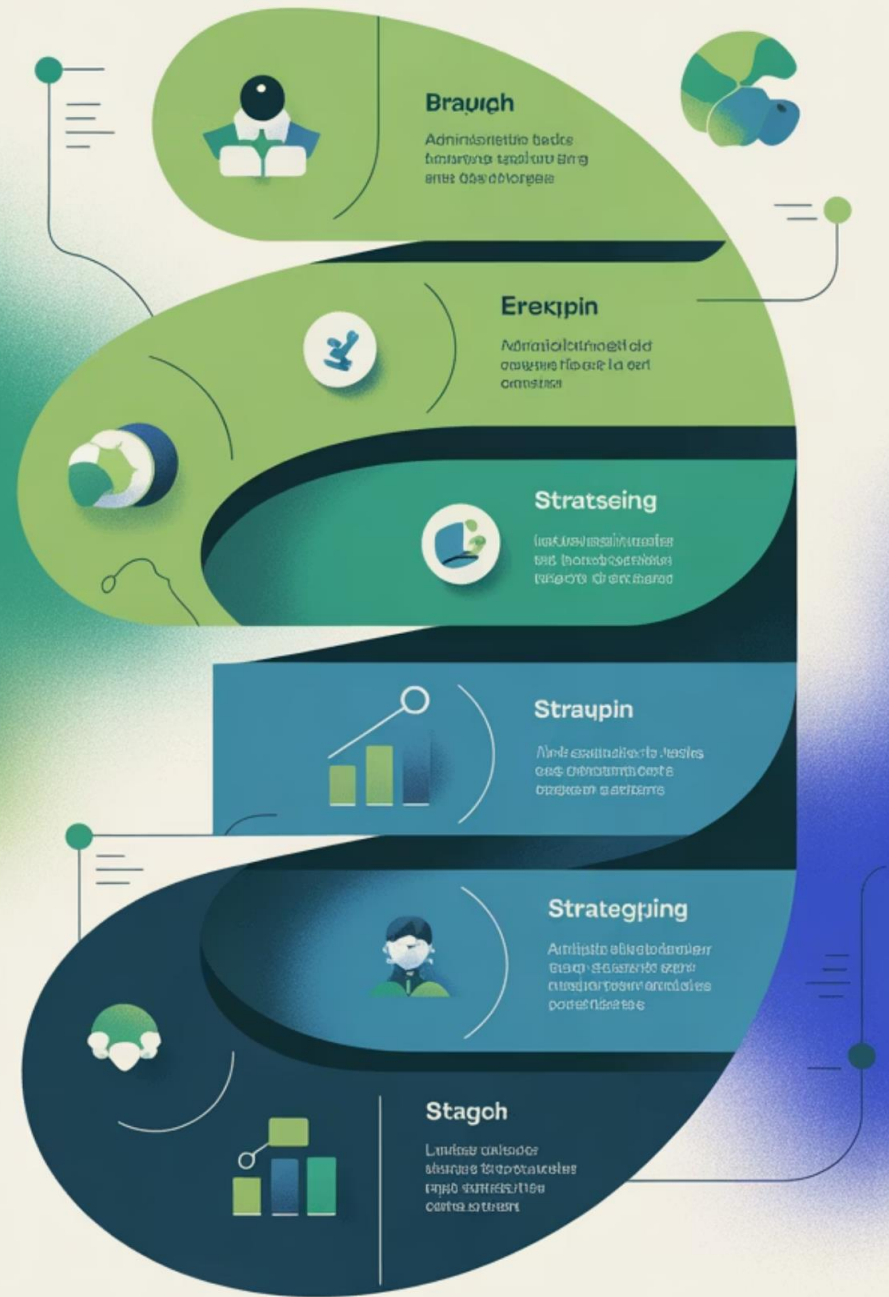# Faster, Consistent Hiring

Speed Benefits

- Days not weeks to hire

- Immediate candidate feedback

Consistency Advantages

- Standard evaluation criteria

- Reduced individual bias

Redesigning Recruiter Roles

Task Doers

Traditional recruiting functions
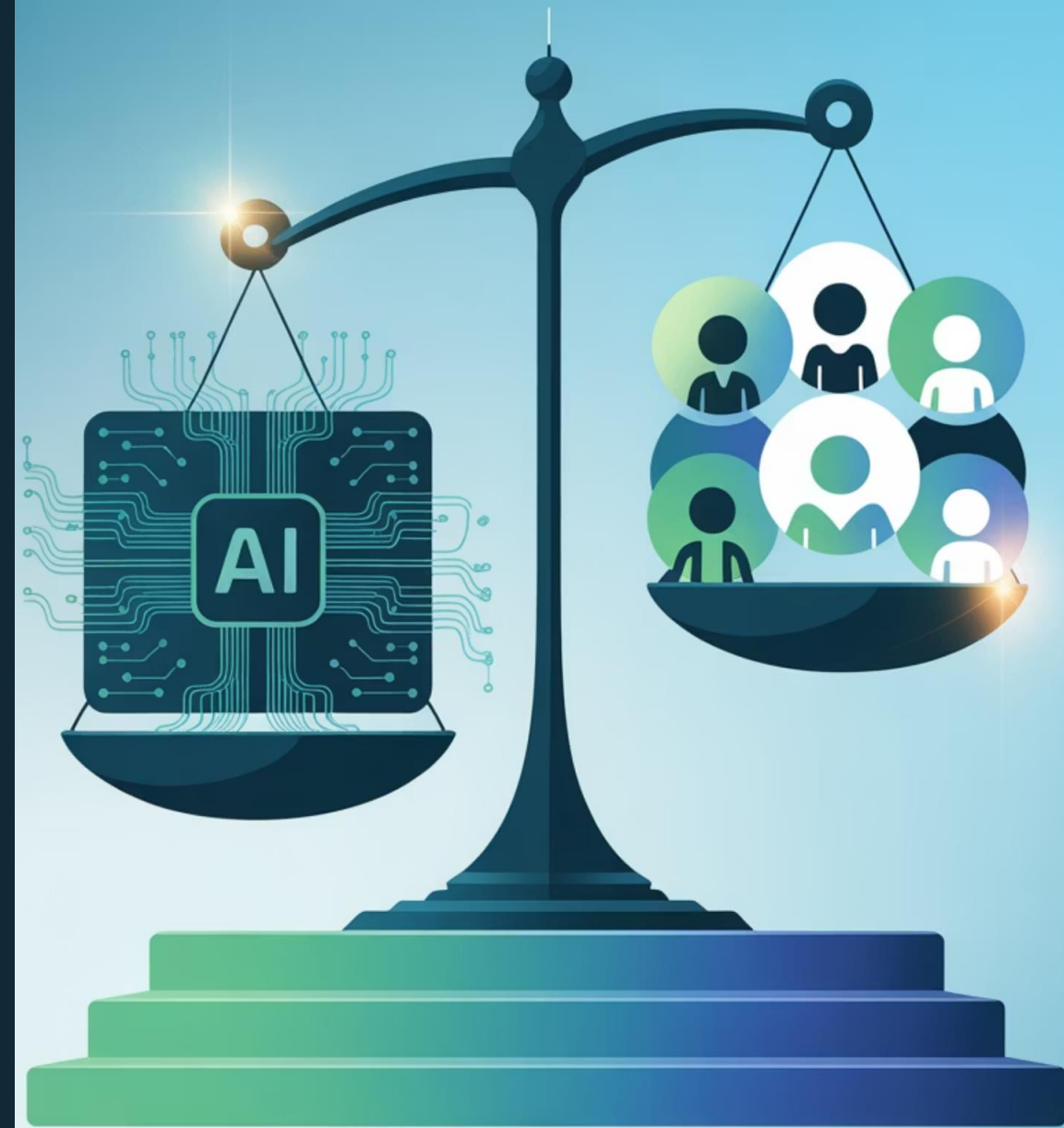
AI Managers

Overseeing automated processes

Strategic Advisors

High-value consultation on talent

Liability for Bias

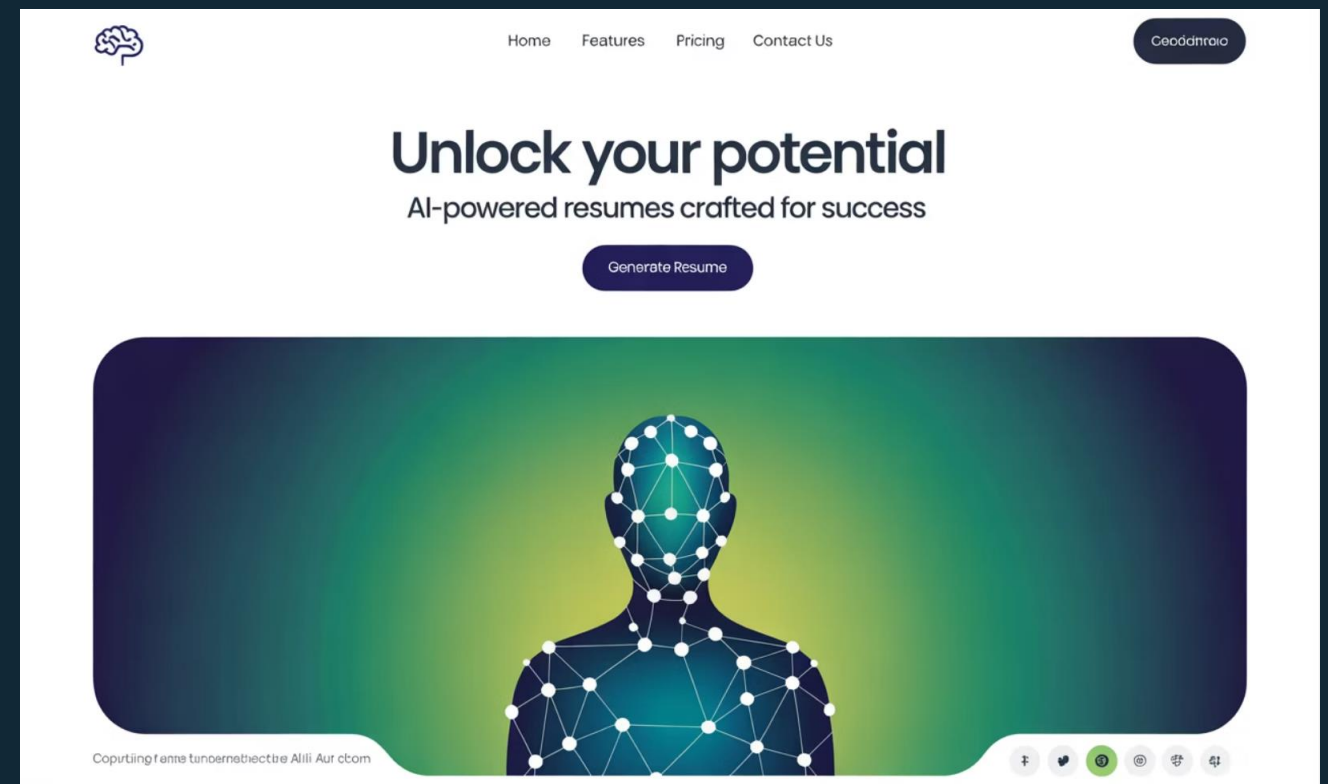Legal responsibility for AI discrimination

Transparency Requirements

Avoiding "black box" decision-making

AI-Generated Applications

Rise of perfectly optimized resumes and cover letters

Ghosting and Fake Candidates

Proliferation of fabricated applications

Evolution of CVs

1 **Traditional Resume**

Static document listing qualifications

2 **Digital Profile**

Dynamic online presence

3 **Skills Verification**
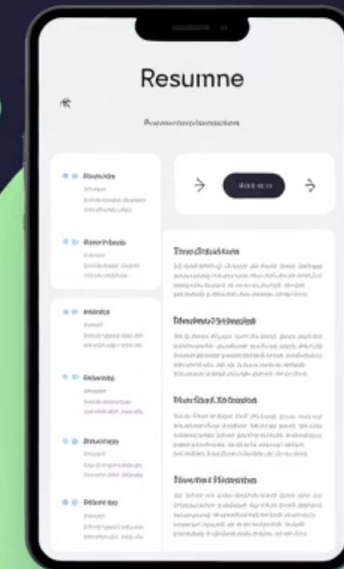
Validated capabilities over claims

4 **AI Portfolio**
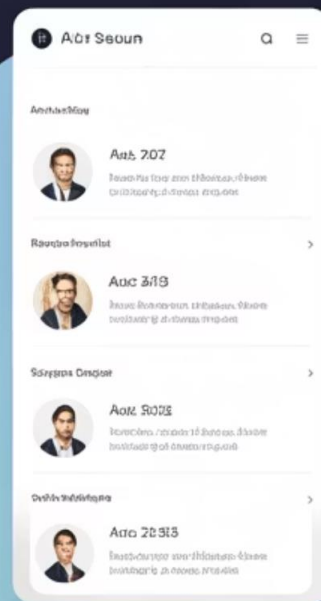
Demonstration of AI collaboration skills

Return of the Milk Round

Campus recruitment revival in digital age

Early Human Connection

Value of face-to-face interaction increases

In-Person Assessments

Authenticity Verification

- Confirming genuine skills

- Testing human capabilities

AI Literacy Training

Essential component of employability programs

Learning to Supervise AI

1 **Effective prompting**

Directing AI systems properly

2 **Output evaluation**

Critically assessing AI results

3 **Ethical boundaries**

Setting appropriate limits

From Task-Doers to Knowledge-Appliers

Career progression beyond routine functions

Measuring AI Collaboration

3x
Productivity Gain
Increase when effectively using AI tools

40%
Time Saved
Reduction in routine task completion
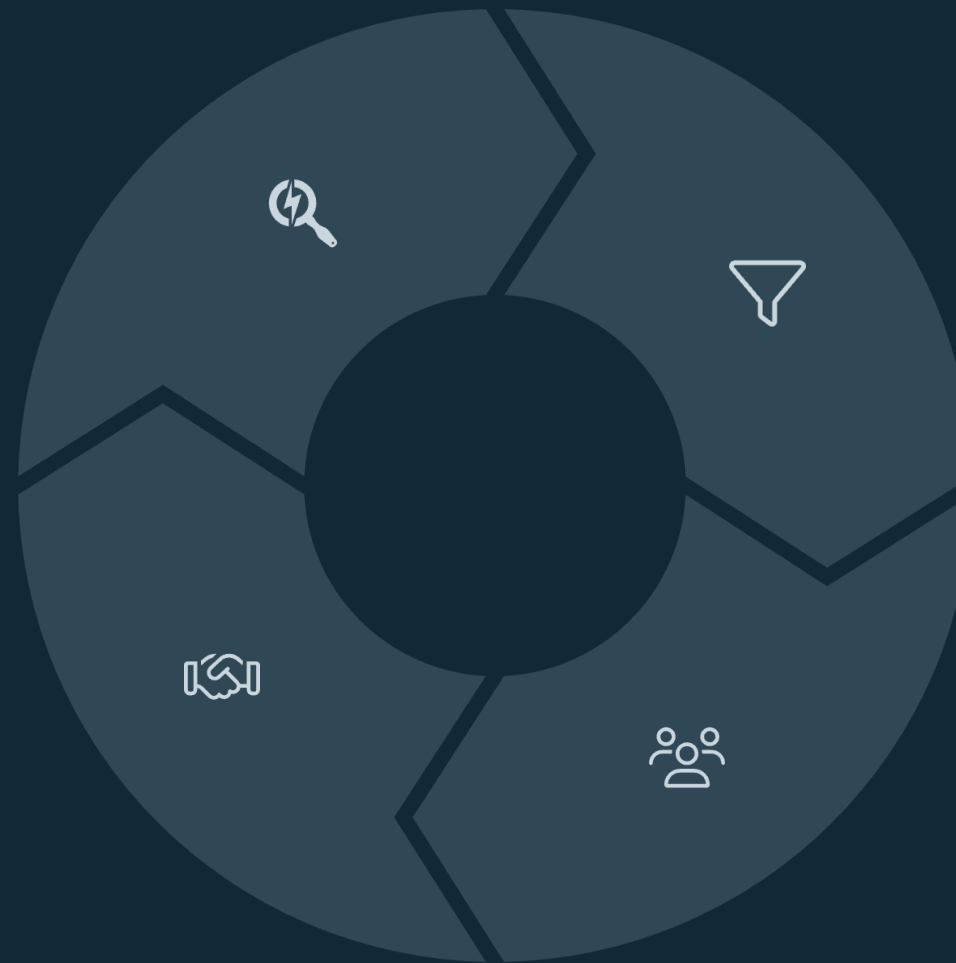
5
New Skills
AI-specific competencies developed

Rethinking Hiring Workflows

AI-Powered Sourcing

Intelligent candidate identification

Automated Screening

Initial qualification verification

Relationship Building

Meaningful connection with candidates

Human Assessment

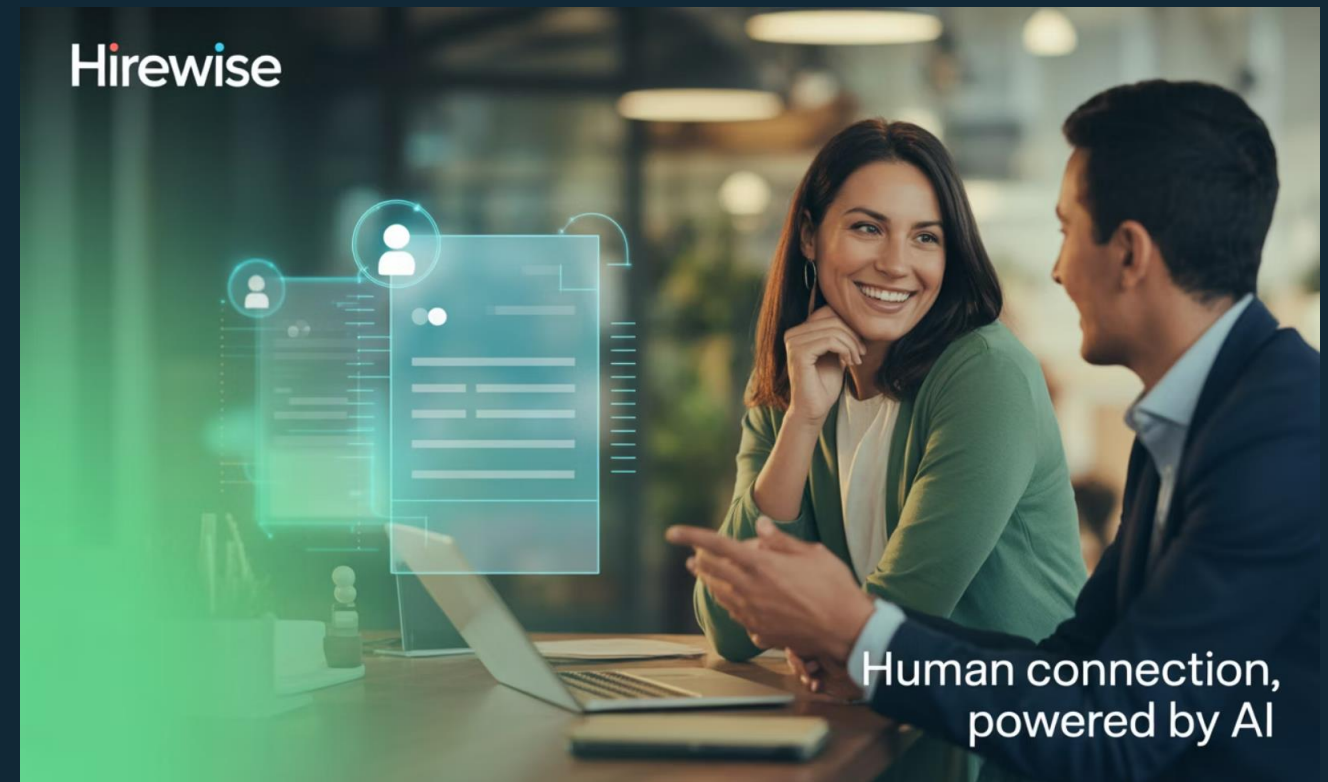Critical evaluation of finalists

AI-Aware Career Sites

Websites designed for both human and AI visitors

Celebrating Time Freed by AI

Refocused Energy

- Strategic workforce planning

- Building deeper relationships

Careerspark.

Ignite your potential

Leaving Room for Magic

Human connection remains irreplaceable

Embrace the Change

Learn

Develop AI literacy and prompt skills

Adapt

Evolve processes for human-AI collaboration

Lead

Guide your organization through transformation

The Future is Already Here

Just unevenly distributed

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