**seramount**
Talent Solutions for Better Workplaces

GUIDE

# AI-Ready Hiring for Talent Acquisition Leaders

## The Hiring Game Has Changed—It's Time to Evolve Your Playbook

GenAI is changing every industry. It's reshaping roles, rewriting job descriptions, and raising the bar for digital skills. Employers demand AI fluency, but colleges can't teach it fast enough, and recruiters are left to fill the gap. Most applicants use AI to generate resumes and recruiters use AI tools to filter them. **When both sides of hiring are automated, how can you tell who's actually ready for work?**

### AI Is Reshaping Work. Is Your Talent Strategy Keeping Up?

AI isn't just for tech teams anymore. It's a core skill across roles and industries. Job descriptions ask for "AI fluency" now, but most companies haven't defined what that means. Without that clarity, candidates can't prepare, recruiters can't evaluate, and Talent leaders can't forecast future needs.

Employers need to map how AI tools are used in their organizations and define what "AI readiness" looks like—whether that's prompt writing, automation know-how, or ethical decision-making with AI tools.

**86%**
of employers expect AI to transform their organization

**<30%**
of business leaders say their workforce is AI-ready

**1,800%**
Increase in job postings requiring AI

### Top 5 Fastest Growing Skills by 2030

| AI and Big Data |
|---|
| Networks and Cybersecurity |
| Technological Literacy |
| Creative Thinking |
| Resilience, Flexibility, and Agility |

AI Related Competencies

**TA Leader Tip:** List the AI-related tasks already happening across teams to create a baseline for what's being automated, delegated to AI, or newly created.

Sources: "The Future of Jobs Report 2025," World Economic Forum, January 7, 2025; "Is Your Workforce Ready for AI?," Kyndryl, May 29, 2025; Tomsio, Lisa, "AI in Career Education: Future of Workforce Readiness," Texas Digital Learning Association, December 30, 2024.

## The Disconnect Between Resumes and Readiness

Resumes don't reflect skill. ATS filters can't detect intent. And traditional proxies such as GPA and major fail to signal potential in today's AI-driven workplace. The result? A flood of applications, but few job-ready candidates.

**TA teams need a better way to:**
- Assess readiness and job fit
- Understand intent and motivation
- Interpret relevant experience
- Shorten the time-to-hire without sacrificing quality

Download our insight paper to learn more about the college-to-career readiness gap. ▶

**65%**
of candidates use AI to apply for jobs

**90%**
of employers[1] use technology to screen applicants

**63%**
of employers identified skill gaps as a major barrier for 2025–2030

**72%**
of college juniors and seniors feel prepared for their first job

**41%**
of employers believe recent grads are actually job-ready

**25%**
of TA leaders feel confident evaluating AI-readiness

## You Can't Hire for What You Can't Define

If you can't explain what "AI-ready" means for your teams, you can't expect candidates to prove it. Companies need shared frameworks that define AI competencies by team or role so everyone (including TA, L&D, and hiring managers) can align on what success looks like. Once you know what "ready" looks like, use experiential or project-based learning such as internships, job simulations, or job shadowing to help candidates practice those skills in context.

**How to Build AI Frameworks**
- Identify how AI is used in daily work
- Translate that into assessable behaviors
- Build hiring and training programs around them

**94%**
of employers agree that skills are better than resumes for predicting job success (GDH)

**71%**
of job posts that mention AI don't include details about required tools or skills

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**Close the Skills Gap with Experiential Learning** →

TA leaders need more than keywords to assess career readiness. Experiential learning helps candidates move from "AI curious" to "AI confident."

Create access for nontraditional candidates

Spot early-career talent with relevant potential

Explain what employers actually expect

Build portfolios that recruiters can trust

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Sources: Johnston, Ryan, "Nearly Two-Thirds of Job Candidates Are Using AI in Their Applications, Report Says-Experts Share Their Best Practices," CNBC Make It, February 28, 2025; Fuller, Joseph B., Manjari Raman, Eva Sage-Gavin, and Kristen Hines, et. al, "Hidden Workers, Untapped Talent," Harvard Business School on Managing the Future of Work and Accenture, September 2021; "The Future of Jobs Report 2025," World Economic Forum, January 7, 2025; "From Coursework to Careers: Bridge the Gap Between Employer Needs and Student Preparation," Seramount, May 6, 2025; "The 2025 Future of Recruiting Report: How AI Redefines Recruiting Excellence," LinkedIn Business, 2025; "Skills-Based Hiring in Tech: The Key to Finding the Right IT Talent," GDH, April 3, 2025; Seramount research.

1) Ninety percent of employers surveyed by Harvard Business School use hiring technology to filter or rank potential candidates.

## Future-Proof Your Funnel with Forage

AI won't wait, and updating your talent strategy can't either. That's why forward-looking TA teams are turning to job simulations to identify AI-ready talent earlier in the funnel. With Forage, candidates preview and practice relevant tasks before applying, giving you an early signal of their skills, intent, and fit.
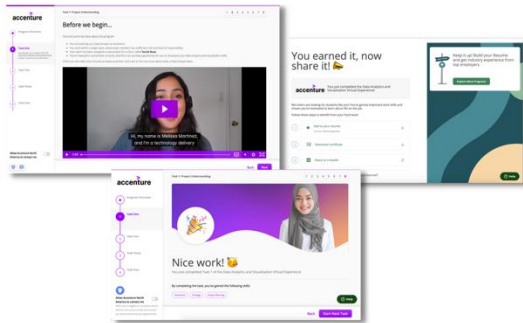


### Why Forage?

- Shorter hiring cycles
- More qualified and motivated candidates
- Fewer hiring guesses
- Evidence-based decisions
- Higher retention rates

Tata Group and BCG created Forage job simulations to surface more AI-ready candidates. Click each simulation for an overview of their learning modules.

After completing a job simulation, Foragers are:

**3.3x**
more likely to be hired

**40%**
more confident about roles

**4x**
more likely to receive an offer

**4x**
more likely to accept an offer

### What are job simulations?

Job simulations are open-access, virtual learning experiences built by employers. With Forage, candidates can:

- See how AI is used in your roles
- Practice AI tasks risk-free
- Build confidence
- Show up more prepared



Tata Group
GenAI Powered Data Analytics
IN PROGRESS
◊ Data ●●○ Intermediate
◔ 3-4 hours
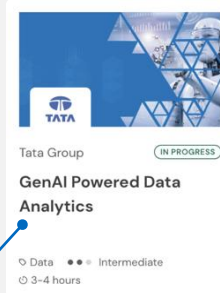
### Skills to learn and practice with Tata:

- Exploratory Data Analysis (EDA)
- GenAI Data Insights
- Analytical Reporting
- Handling Missing Data
- Predictive Modeling
- Model Selection
- Model Justification
- Business Communication
- Strategic Thinking
- Ethical Reasoning

### Skills to learn and practice with BCG:

- Excel
- Python
- Jupyter
- Data Extraction
- Financial Analysis
- NLP
- Chatbot Development
- Logic



BCG
GenAI
COMPLETED
◊ Data ●●○ Intermediate
◔ 3-4 hours
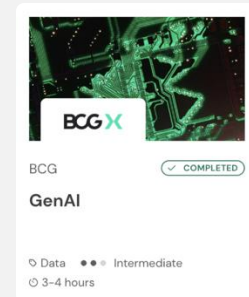
Ready to future-proof your talent pipeline? Schedule a demo or learn more at **seramount.com/forage**.