

PAYCHEX[®]

Banker's Bulletin



Using AI Tools for Recruiting

AI recruitment tools are software solutions powered by artificial intelligence that optimize various stages of the hiring process. They can automate resume screening, candidate matching, interview scheduling, and even assess soft skills in the recruitment process.

Key Features of AI-Supported Recruiting Tools

Resume Screening and Parsing

AI hiring tools can streamline the initial stages of recruitment by scanning and parsing resumes, helping recruiters filter out unqualified candidates and save valuable time during hiring.

Candidate Sourcing

AI tools for recruitment can also enable recruiters to proactively source candidates by analyzing vast databases and social media platforms.

Chatbots and Virtual Assistants

AI recruiting tools often incorporate chatbots and virtual assistants to engage candidates early in the recruitment process.

Ask how Paychex can help your business client's with recruiting talent today.

Predictive Analytics

Predictive analytics give HR departments insights into how candidates may perform in specific roles, helping recruiters make more informed, data-driven decisions and leading to better hires.

Hiring Internally

Internal recruiting tools can identify hidden talent within your organization, resulting in higher retention and lower recruitment costs.

Sourcing Specialized Talent

Some new tools excel at identifying candidates with rare skill combinations by analyzing project experience, industry contributions, and specialized certifications.

Anti-Discrimination and Inclusion

The latest screening tools should be designed to avoid bias and keep anti-discrimination compliance by evaluating talent objectively across all characteristics.

Transform Your Recruitment Process With AI-Supported Technology

To begin transforming your recruitment process with AI-supported technology, identify key areas where these tools can make a difference and consider launching a pilot program to test the effectiveness. Get feedback from your team, then expand usage based on what works best, rolling them out gradually to perfect your process and hit hiring targets.

Learn more at go.paychex.com/airecruit-apr26.

For additional bank resources, visit: pages.paychex.com/bankpartnerresources