How Artificial Intelligence Impacts Candidate Screening
Micro eLearning Storyboard

Introduction

The micro eLearning topic is ***How Artificial Intelligence Impacts Candidate Screening***. This project will introduce how AI is transforming the candidate screening process by automating the time-consuming task of reviewing resumes manually. The content will be covered in one module that addresses three learning objectives.

Audience

The audience includes organizational leadership, hiring managers, and human resources professionals responsible for creating and implementing recruitment and talent management policies. While they share common organizational goals, their roles and responsibilities in the organization are different.

Goal

Train the target audience on how Artificial Intelligence will improve candidate screening during the hiring process. This training will assist the target audience in recognizing the advantages of incorporating AI tools into organizational recruitment strategies. It will serve as the foundational knowledge before further training on the subject in face-to-face instruction later.

Introduction*

Recruitment is critical in any organization, but manually reviewing resumes can be time-consuming, prone to errors, and biased. This course will explore how Artificial Intelligence (AI) transforms candidate screening by automating these repetitive tasks, improving accuracy, and reducing bias. Learners will gain a solid understanding of what AI is and how it can enhance recruitment strategies to help focus on engaging with top talent.

Format of materials: Text, image, infographic and audio.

Technology used: Articulate Rise 360, Canva

Resources: Using images from Canva (either AI generated or from the available images), and information sources.

IBM Consulting (2023). *Artificial Intelligence and a new era of human resources*. IBM.com. https://www.ibm.com/think/topics/ai-in-hr

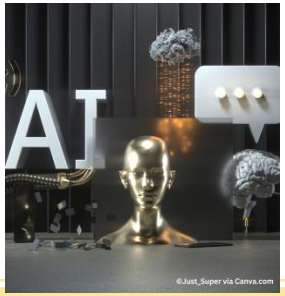
Anderson, K. (n.d.). *How Artificial Intelligence is Transforming HR*. International Association for Human Resource Information Management. https://www.ihrim.org/2020/02/how-artificial-intelligence-is-transforming-hr/

University of Southern California (2023). Artificial Intelligence in HR: How AI is changing hiring. USC Annenberg School of Communication and Journalism. https://communicationmgmt.usc.edu/blog/ai-in-hr-how-artificial-intelligence-is-changing-hiring

Thought Leadership (2023). Using AI for Resume Screening: What HR Teams Should Know. AspenHR.com. https://aspenhr.com/ai-resume-screening/

Learning Objectives

Learners will first understand how Artificial Intelligence (AI) improves the candidate screening process by automating repetitive tasks and increasing accuracy. They will then apply this knowledge by identifying areas within their organization where AI could be most beneficial, recognizing opportunities to streamline recruitment processes. Finally, learners will analyze the advantages of AI over traditional screening methods by comparing key factors such as time savings, accuracy, and bias reduction, helping them critically assess the value of AI in improving their recruitment strategies.



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Core Content 1 - How AI improves candidate screening

Learners will be able to articulate how AI automates key aspects of candidate screening, focusing on how it streamlines tasks that are typically repetitive and error-prone while also improving the accuracy of selecting candidates and reducing biases in the process. This objective focuses on the comprehension and articulation of AI's key functions in recruitment.

Objective(s) addressed: Describe how Artificial Intelligence (AI) improves the candidate screening process by automating repetitive tasks, increasing accuracy, and reducing bias.

Format of materials: Text, image, audio and video (Alexiy. (2022, March 4). *The Role of Artificial Intelligence in Human Resource Management* [YouTube]. https://youtu.be/kzSnI6TYlkM?feature=shared, followed by a presentation.

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Core Content 2 - Applying AI in candidate screening

Learners will assess their organization’s recruitment practices and determine which tasks or areas could benefit the most from AI integration. This objective encourages learners to apply their knowledge of AI in a practical context, developing skills in analysis and evaluation to improve organizational processes.

Objective(s) addressed: Evaluate organizational recruitment processes to identify specific areas where AI can be implemented to improve efficiency and effectiveness in candidate screening.

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Core Content 3 – Analyzing the benefits of AI in candidate screening

Learners will critically examine the differences between AI-driven and traditional candidate screening methods, comparing key metrics such as time efficiency, accuracy, and bias reduction. Based on their analysis, they will propose strategies for enhancing their recruitment process by implementing AI, demonstrating higher-order thinking and problem-solving.

Objective(s) addressed: Critically assess the benefits of integrating AI into candidate screening by comparing AI driven processes with traditional methods regarding time savings, accuracy, and bias reduction, and propose improvements based on this analysis.

Format of materials: Text, image, infographic, and audio.

Technology used: Articulate Rise 360, Canva.

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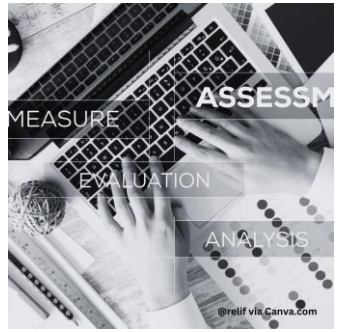
Assessment

The final assessment will evaluate the learner's understanding, application, and analytical skills about AI in candidate screening. The assessment will align with each learning objective from the course modules. It will use a combination of short-answer questions and scenario-based applications.



Objective(s) addressed: 1) Describe how Artificial Intelligence (AI) improves the candidate screening process by automating repetitive tasks, increasing accuracy, and reducing bias. 2) Evaluate organizational recruitment processes to identify specific areas where AI can be implemented to improve efficiency and effectiveness in candidate screening. 3) Critically assess the benefits of integrating AI into candidate screening by comparing AI driven processes with traditional methods regarding time savings, accuracy, and bias reduction, and propose improvements based on this analysis.

Format of materials: Text and animation if Articulate Rise 360 allows.

Technology used: Articulate Rise 360.

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