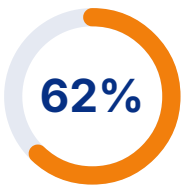
TAD PRIMARY INSIGHTS · INDIA GCCS

AI Agents in Talent Acquisition

Adoption is pragmatic, early-funnel and more cautious than the conversation around it.

This report draws on conversations with **700+ TA leaders** about where AI agents actually sit in recruiting today, what leaders expect within a year, and what's holding the rest back. The picture is consistent. Agents run where volume is high and decisions are reversible, expectations for the next year are measured, and what's stopping wider adoption isn't the technology.

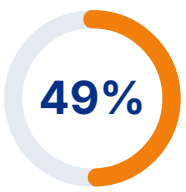
AT A GLANCE



say speed is the greatest value of AI in TA



of live AI agents sit in screening and sourcing



see strategic advising as TA's future value



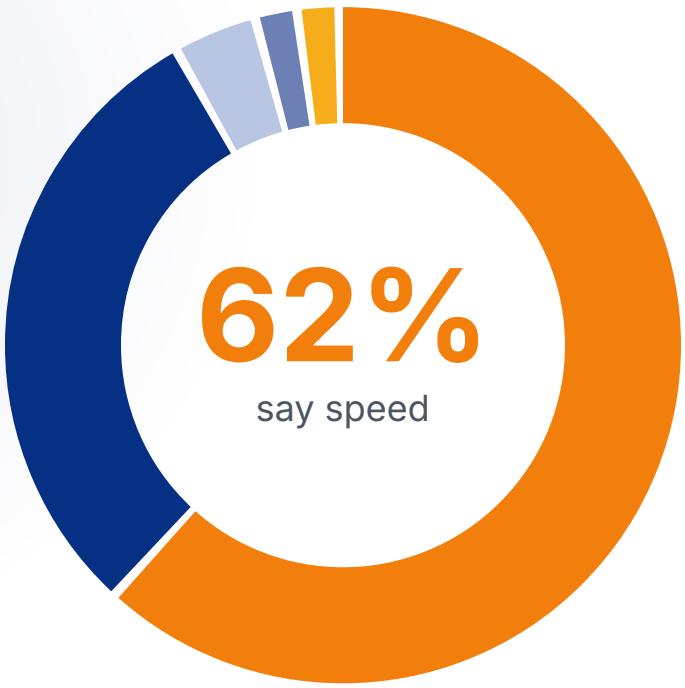
say too many tools is the biggest blocker

02 The greatest value
03 The 12-month outlook
04 Where agents are live
05 TA's future value
06 The biggest blocker
07 Conclusion

THE GREATEST VALUE OF AI IN TA

Nobody here is buying AI to cut cost per hire. They're buying days.

"As TA leaders, where do you see the greatest value of AI in talent acquisition?"



Speed: faster move from screen to interview to offer	**62%**
Quality: stronger shortlists, better interview-to-offer ratios	**30%**
Others	**4%**
Capacity: more requisitions per recruiter	**2%**
Cost: lower cost-per-hire, less agency dependency	**2%**

Leaders want AI to make hiring **faster**, and to a lesser extent **better**. Cost savings and recruiter capacity barely register. Speed and quality together cover almost everyone, so this group isn't treating them as a trade-off.

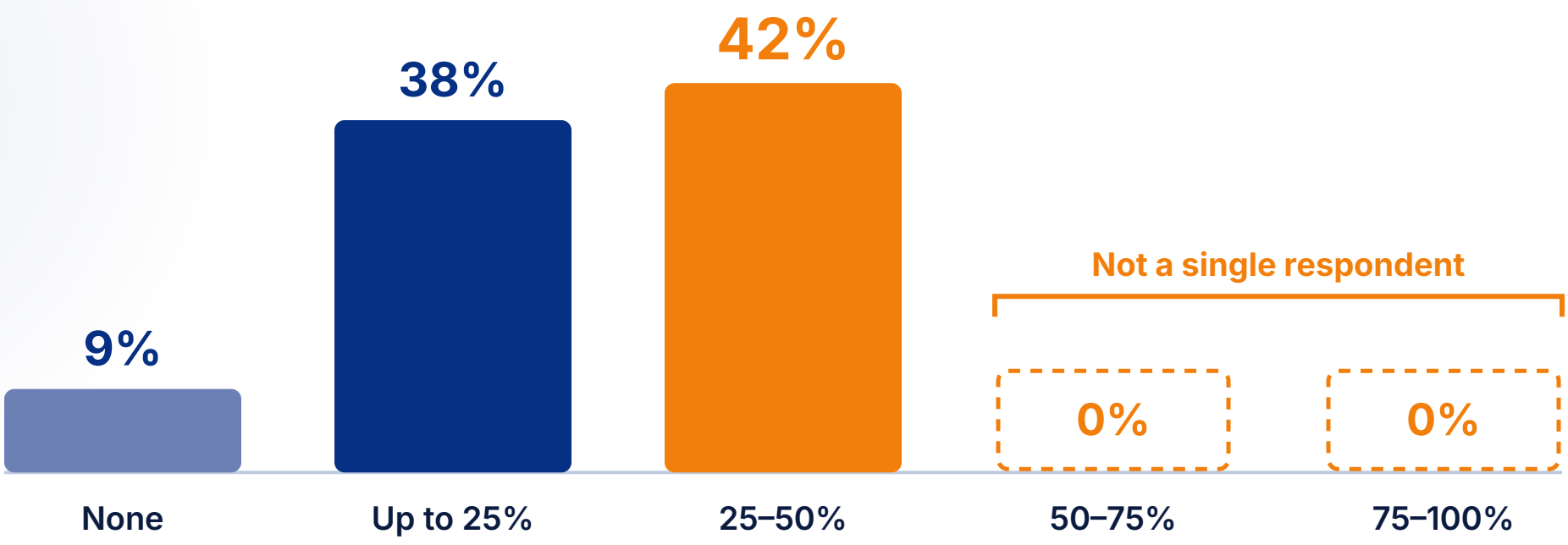
That matters for anyone writing an internal business case. A proposal built on efficiency savings is **arguing for the one benefit this market ranks last**. The stronger pitch is days saved between screen, interview and offer.

Build the AI case on time-to-offer and shortlist quality. Cost savings may follow, but they aren't what leaders are buying.

THE 12-MONTH OUTLOOK

Asked to be honest, not one leader said more than half.

"Be honest: how much of your hiring process could be AI-led in the next year?"



This is a measured forecast. Most leaders expect AI to run **somewhere up to half** of their hiring process within a year, and a meaningful group isn't sure yet. **Not a single leader** picked anything above half.

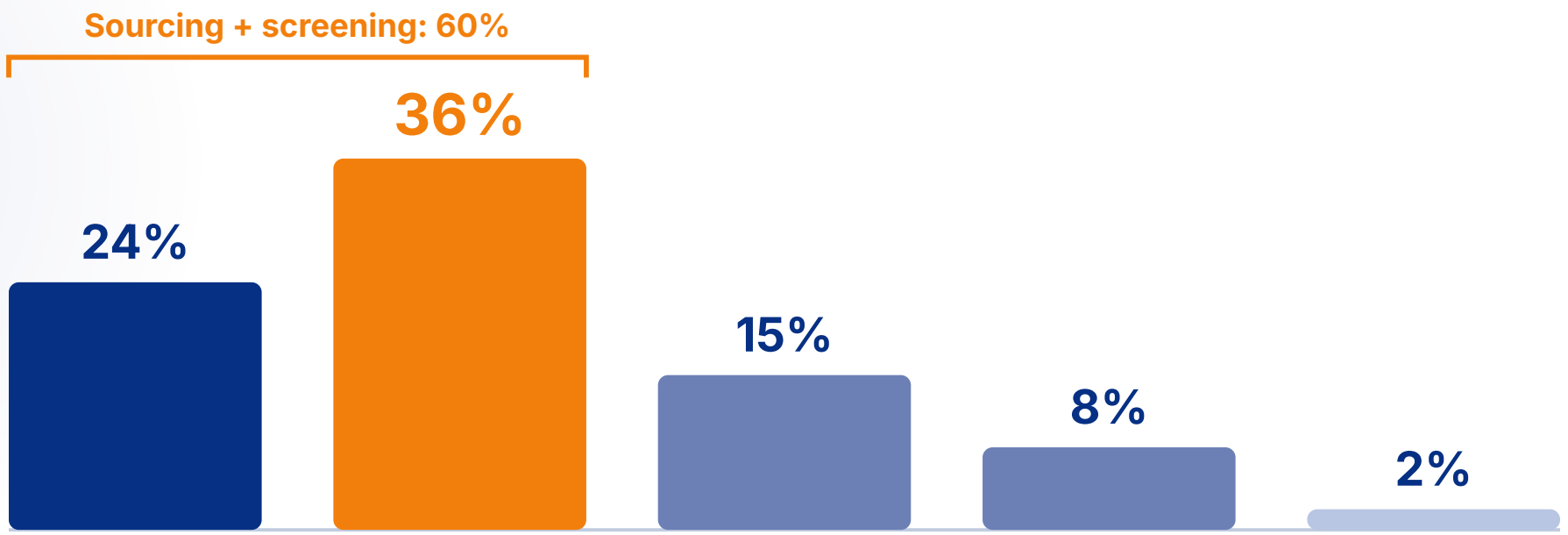
That's a striking read from people already running agents in production. Whatever gets said on stage about AI transforming hiring, **the people deploying it expect steady, incremental change**, with humans still making the final calls.

Plan for AI to take on parts of the process this year, not the process. Headcount and change plans should assume people stay on the decisions that matter.

WHERE AGENTS ARE LIVE TODAY

Adoption clusters at the top of the funnel and thins almost to nothing near the offer.

"Where are AI agents in active production today in your recruiting workflow?"



Candidate communications & nurture **15%**

← Top of the funnel

Closer to the offer →

Agents are working hardest where **volume is high and mistakes are cheap to undo**: sourcing and screening. Scheduling and candidate messaging follow. By assessment, use drops sharply, and **offers are almost untouched**.

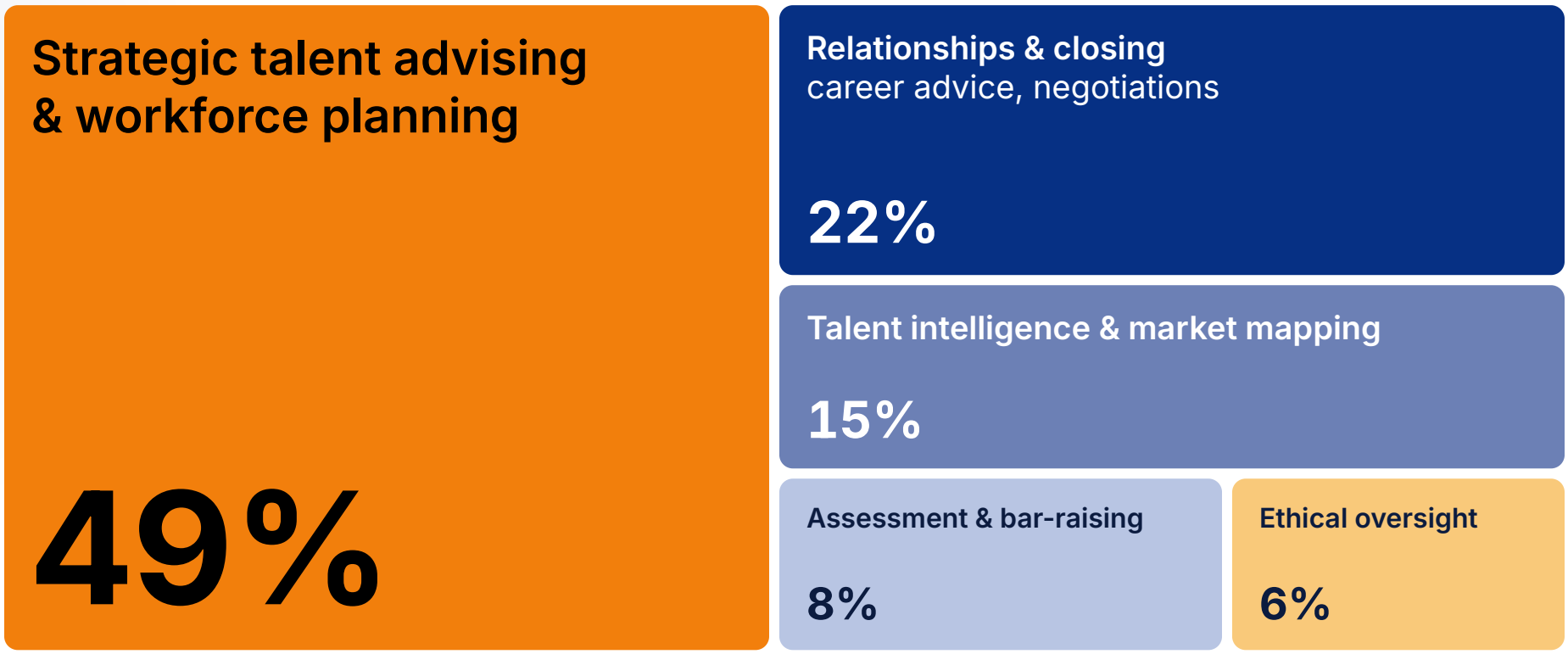
That gradient is the finding. The more consequential and less reversible the decision, the less of it gets handed over. Keeping agents away from offers looks like **a judgement about consequences, not a limit of the technology**.

Start agents where a wrong call is easy to reverse, prove the value there, and move down the funnel only as trust and governance catch up.

TA'S FUTURE DISTINCTIVE VALUE

As AI takes the transactional work, TA expects to become an advisory function.

"As AI takes over the transactional parts of hiring, where will TA create the most distinctive value?"



Leaders see TA's future in **judgement work**. Half point to strategic advising and workforce planning, with relationships and closing next. Together that's **seven in ten**, describing what remains once the processing is handled elsewhere.

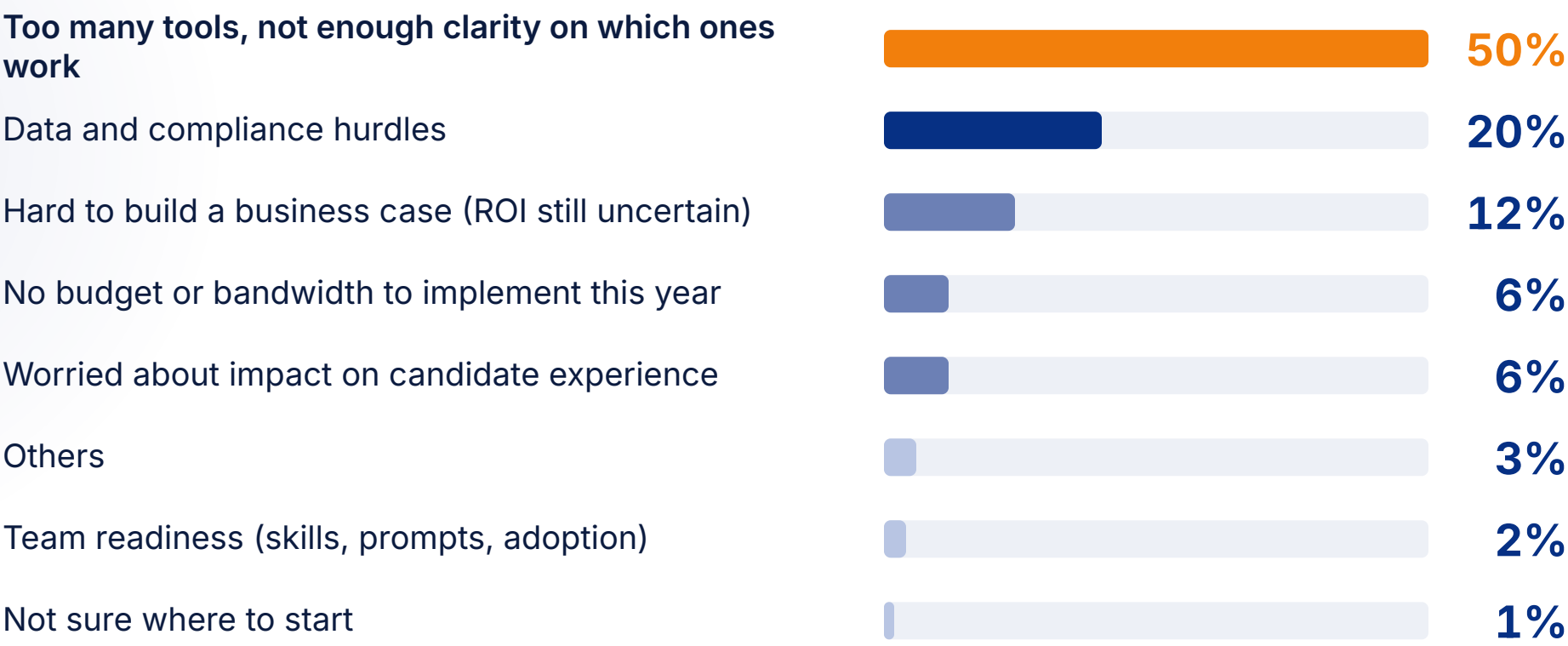
Ethical oversight ranks last, but that's likely **a question of timing, not indifference**. Governance tends to become urgent once deployment gets serious, and most of this market isn't there yet.

Build the advisory muscle now: workforce data, market insight and the confidence to push back on hiring managers. That's the work AI hands back.

THE BIGGEST BLOCKER

TA leaders aren't resisting AI. They're lost in a crowded aisle.

"As TA leaders, what's your biggest blocker to getting started with AI in TA?"



2.5× The top blocker is two and a half times the next one.

The leading blocker isn't budget, skills or worry about candidates. It's **too many tools and too little clarity about which ones work**, and nothing else comes close.

That's a different kind of problem. Budget and readiness sit inside a team's control. **Vendor confusion is a property of the market**, so no single buyer can fix it alone, and another pilot doesn't answer the question that's actually stuck.

Decide what good looks like before you meet vendors: the use case, the data and compliance checks, and how a pilot will be scored.

CONCLUSION

AI in TA is a clarity problem before it's a technology problem.

Across conversations with **700+ TA leaders**, the picture is pragmatic. Leaders want AI to make hiring **faster and better, not cheaper**. They expect steady change, not a takeover. They're deploying where decisions are easy to reverse, and they see TA's own future in advice and judgement.

92%
want AI for speed or quality, not cost or capacity

0%
expect more than half of hiring to be AI-led within a year

60%
of live agents sit in sourcing and screening

50%
say too many tools is what's holding them back

What holds the rest back isn't reluctance. It's **a crowded market with too little to tell the tools apart**. Deciding what you need before you start looking is the quickest way through it.

FOUR PLACES TO START

01 **Sell speed, not savings.** Build the case on days saved between screen, interview and offer.

02 **Start where it's reversible.** Put agents on sourcing and screening first; keep people on offers.

03 **Shortlist before you pilot.** Fix the use case, compliance checks and scoring before meeting vendors.

04 **Reinvest the time.** Move the hours agents free up into advising and workforce planning.

> The teams that get ahead won't be the ones with the most AI tools. They'll be the ones that know exactly which job each tool is for.