

COURSE OVERVIEW AI0171-3D
AI for Talent Acquisition & Recruitment Automation

Course Title

AI for Talent Acquisition & Recruitment Automation

Course Date/Venue

July 20-22, 2026/Fujairah Meeting Room, Grand Millennium Al Wahda Hotel, Abu Dhabi, UAE

Course Reference

AI0171-3D

Course Duration/Credits

Three days/1.8 CEUs/18 PDHs



Course Description



This practical and highly-interactive course includes various practical sessions and exercises. Theory learnt will be applied using the “MS Excel” application.



This course is designed to provide participants with a detailed and up-to-date overview of AI for Talent Acquisition and Recruitment Automation. It focuses on AI-driven recruitment transformation, workforce planning, future-ready talent acquisition practices aligned with workforce trends and digital transformation initiatives. AI-driven recruitment, workforce analytics, skills-based hiring and strategic workforce planning are increasingly becoming core components of modern talent acquisition strategies.



During this interactive course, participants will learn the future of talent acquisition in the AI era including AI fundamentals for HR and talent acquisition; the AI-driven candidate sourcing, intelligent resume screening, candidate matching and recruitment process automation; the ethical AI and responsible hiring, generative AI for recruiters and AI-powered interviewing and assessments; the recruitment analytics, predictive hiring, workforce planning with AI and AI for talent development; the candidate experience enhancement through AI and designing an AI recruitment strategy; the AI tools and technology ecosystem, talent intelligence and market insights; measuring recruitment performance in the AI era; and the future skills and emerging recruitment trends.

Course Objectives/Outcomes & Benefits for the Participants

Upon the successful completion of this course, each participant will be able to:-

- Apply and gain a comprehensive knowledge on AI for talent acquisition and recruitment automation
- Discuss the future of talent acquisition in the AI era including AI fundamentals for HR and talent acquisition
- Recognize AI-driven candidate sourcing and apply intelligent resume screening, candidate matching and recruitment process automation
- Carryout ethical AI and responsible hiring, generative AI for recruiters and AI-powered interviewing and assessments
- Employ recruitment analytics and predictive hiring, workforce planning with AI and AI for Emiratization and national talent development
- Perform candidate experience enhancement through AI and design an AI recruitment strategy
- Recognize AI tools and technology ecosystem, talent intelligence and market insights
- Measure recruitment performance in the AI era and discuss future skills and emerging recruitment trends

Exclusive Smart Training Kit - H-STK®



*Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The H-STK® consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.*

Who Should Attend

This course provides an overview of all significant aspects and considerations of AI for talent acquisition and recruitment automation for HR, talent acquisition, workforce planning and recruitment professionals, focusing on AI-driven recruitment transformation, workforce planning and future-ready talent acquisition practices aligned with workforce trends and digital transformation initiatives.

Training Methodology

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

- 30% Lectures
- 20% Practical Workshops & Work Presentations
- 30% Hands-on Practical Exercises & Case Studies
- 20% Simulators (Hardware & Software) & Videos

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Learning Design & Customization

This course can be customized to the exact requirements of clients. Haward Technology is so proud of our huge capabilities in tailoring our courses to the training needs of our valued clients.

Course Certificate(s)


Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours.

Certificate Accreditations

Haward's certificates are accredited by the following international accreditation organizations:

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British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

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The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units** (CEUs) in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **1.8 CEUs** (Continuing Education Units) or **18 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.

Course Fee

US\$ 3,750 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



Mr. Pan Kosmidis, MSc, BSc, is a Senior IT Specialist and Human Resource Consultant with over 20 years of experience in the areas of Programming with Talent Acquisition & Recruitment Automation, Human Capital Policies and Procedures, Human Resource Champions, Competency Management, Organization & Workforce Planning, Python & Java Specialization, Development Environment Setup for Python & Java, Python Syntax & Data Types, Python Control Structures, Sentiment Analysis using Python, Machine Learning with Python, Geoprocessing Scripts Using Python, Face Detection with OpenCV in Python, Programming, Data Structures, Artificial Intelligence (AI), Systems Modeling, Web Dev, Databases, Mobile Dev, Data Analytics for Business Leaders, Data Quality Management, IT Data Architecture, Data Management & Analysis using Excel®, Advanced Data Analysis, Microsoft Data Analysis, Microsoft Enterprise Systems, Microsoft Servers, Microsoft Hyper-V, Microsoft Exchange, Microsoft 365 Cloud Services (Exchange Online, Teams, OneDrive), Microsoft Azure & Hybrid Active Directory Environments, AI Fundamentals, Effective & Interactive Dashboards, Predictive Analytics Concepts, Apply AI Algorithms, AI-Driven Predictive Maintenance, Data Storytelling with AI Insights, Integrating Real-Time Data Ingestion, and Software Tools such as Python, Java, JavaScript/TypeScript, C#/.NET, PHP/Laravel, Node.js, HTML/CSS, SQL (RDBMS & NoSQL), Redis, RabbitMQ, Kafka, Event Store, Docker, CI/CD, Git and Methodologies & Architecture such as Agile (Scrum, Kanban), DDD, CQRS, Clean Architecture, Event Sourcing, SOLID, RESTful APIs and CI/CD Pipelines. Further, he is also well-versed in Business Management, Financial Marketing, Contract Negotiation, Crisis Management, Training Programme Design & Delivery, Project Management, Business & Team Leadership, Financial Analysis, Investment & Risk Management, Technical & Fundamental Analysis, Mentoring and Consultancy.

During his career life, Mr. Kosmidis has gained his practical and field experience through his various significant positions and dedication as the **Business Development Operations Director, Enterprise Architect, IT Consultant, Educational Consultant & Instructor, Investment Analyst & Trader, University Lecturer, DevOps Engineer, Security & Crisis Management Instructor, IT Specialist, Software Developer and Senior Instructor/Trainer/Lecturer** from various companies and universities.

Mr. Kosmidis is currently taking up his **Master's** degree in **Data Analytics and Financial Technology** and he holds a **Bachelor's** degree with (Honours) in **Computer Science** and a **Bachelor's** degree in **Business Administration & Economics**. Further, he is a **Certified Instructor/Trainer** and has delivered numerous trainings, courses, workshops, conferences and seminars internationally.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the workshop for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1: Monday, 20th of July 2026

0730 – 0800	Registration & Coffee
0800 – 0815	Welcome & Introduction
0815 – 0830	PRE-TEST
0830 – 0930	The Future of Talent Acquisition in the AI Era Evolution from Traditional Recruitment to AI-Enabled Hiring • Recruitment Transformation Trends • AI's Impact on Workforce Planning and Talent Management • Building a Future-Ready Recruitment Function
0930 – 0945	Break
0945 – 1030	AI Fundamentals for HR & Talent Acquisition Understanding AI, Machine Learning, and Generative AI • Key AI Technologies Used in Recruitment • AI Terminology for HR Professionals • Opportunities and Limitations of AI in Hiring
1030 – 1130	AI-Driven Candidate Sourcing Automated Talent Discovery Across Multiple Channels • AI-Powered Talent Pools and Talent Communities • Passive Candidate Identification and Engagement • Skills-Based Sourcing Strategies
1130 – 1215	Intelligent Resume Screening & Candidate Matching AI-Based CV Parsing and Ranking • Competency and Skills Matching Algorithms • Reducing Screening Time and Improving Quality of Hire • Managing False Positives and Screening Biases
1215 – 1230	Break
1230 – 1330	Recruitment Process Automation Workflow Automation Across the Recruitment Lifecycle • Automated Interview Scheduling • Candidate Communication Chatbots and Virtual Assistants • Recruitment Automation Best Practices
1330 – 1420	Ethical AI & Responsible Hiring AI Governance in Recruitment • Bias Mitigation and Fairness in Hiring Decisions • Data Privacy and Candidate Consent • Human Oversight in AI-Assisted Recruitment
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day One

Day 2: Tuesday, 21st of July 2026

0730 – 0830	Generative AI for Recruiters Creating AI-Generated Job Descriptions • Developing Candidate Outreach Messages • Writing Interview Questions Using AI • AI-Assisted Employer Branding Content
0830 – 0930	AI-Powered Interviewing & Assessments Intelligent Interview Platforms • Automated Interview Evaluation Tools • Skills and Competency Assessments • Predictive Candidate Success Indicators

0930 – 0945	Break
0945 – 1100	Recruitment Analytics & Predictive Hiring Data-Driven Recruitment Decision Making • Predicting Quality of Hire • Forecasting Recruitment Demand • Recruitment KPI Dashboards and Reporting
1100 – 1215	Workforce Planning with AI Strategic Workforce Forecasting • Talent Demand and Supply Analysis • Scenario Planning Using AI Models • Critical Workforce Risk Identification
1215 – 1230	Break
1230 – 1330	AI for Talent Development AI-Supported Talent Sourcing • Skills Mapping for Candidates • Talent Pipeline Development Strategies • Aligning Recruitment with Emiratization Objectives
1330 – 1420	Candidate Experience Enhancement Through AI Personalized Candidate Journeys • AI-Driven Communication Strategies • Real-Time Candidate Engagement Tools • Measuring and Improving Candidate Satisfaction
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day Two

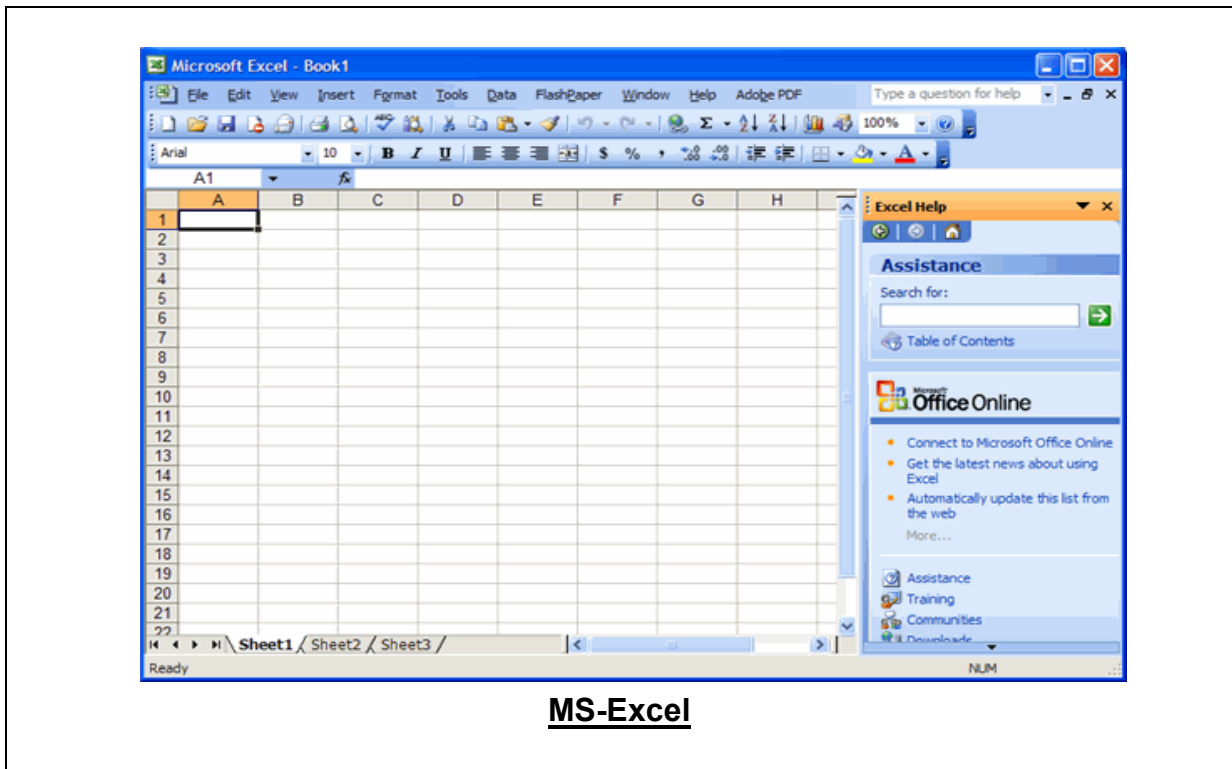
Day 3: Wednesday, 22nd of July 2026

0730 – 0830	Designing an AI Recruitment Strategy Assessing Current Recruitment Maturity • Identifying High-Impact AI Opportunities • Developing an AI Recruitment Roadmap • Change Management Considerations
0830 – 0930	AI Tools & Technology Ecosystem Applicant Tracking Systems (ATS) with AI Capabilities • Recruitment Automation Platforms • Generative AI Tools for HR Teams • Vendor Selection and Evaluation Criteria
0930 – 0945	Break
0945 – 1100	Talent Intelligence & Market Insights External Labor Market Intelligence • Skills Intelligence Platforms • Competitive Talent Benchmarking • Workforce Trend Monitoring
1100 – 1215	Measuring Recruitment Performance in the AI Era AI-Enhanced Recruitment KPIs • Quality of Hire Measurement • Cost and Efficiency Optimization Metrics • Continuous Improvement Through Analytics
1215 – 1230	Break
1230 – 1315	Future Skills & Emerging Recruitment Trends Agentic AI and Autonomous Recruiting Systems • Skills-Based Hiring Evolution • Internal Talent Marketplaces • Future Workforce Implications for the Energy Sector

1315 - 1345	AI Recruitment Transformation Workshop <i>Identifying Specific Recruitment Challenges • Mapping AI Use Cases Across Recruitment Processes • Developing a Recruitment Automation Action Plan • Building a 12-Month Implementation Roadmap</i>
1345 - 1400	Course Conclusion <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course</i>
1400 - 1415	POST-TEST
1415 - 1430	<i>Presentation of Course Certificates</i>
1430	<i>Lunch & End of Course</i>

Simulator (Hands-on Practical Sessions)

Practical sessions will be organized during the course for delegates to practice the theory learnt. Delegates will be provided with an opportunity to carryout various exercises using “MS-Excel” application.



Course Coordinator

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