

AI
LITERACY
PROGRAM



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RESPONSIBLE AI IN RECRUITMENT & HR



↘ Balancing Innovation
and productivity with
Responsibility

↘ September
2026

AI IS TRANSFORMING HR. IS YOUR ORGANISATION READY?

AI is already influencing recruitment, workforce monitoring, performance evaluation, talent management, and other people-related decisions.

As AI adoption accelerates, organisations face a new challenge:

How do you ensure your HR teams use AI responsibly, and in line with European expectations?

Our program helps organisations develop the knowledge and practical capabilities their HR teams need to support responsible AI adoption while strengthening governance, trust, and organisational readiness.



WHY ORGANISATIONS INVEST?

Executives invest in capability building because responsible AI is now a business priority.

By equipping HR teams with practical knowledge, organisations can:

- **Strengthen AI governance across HR.**
- **Improve confidence in AI-supported decision-making.**
- **Reduce legal, ethical, and operational risks.**
- **Promote fair and human-centred HR practices.**
- **Demonstrate a commitment to responsible AI.**





TYPES OF AI RISKS

THE BUSINESS CHALLENGE



Many organisations are already using AI in HR, yet relatively few have ensured that the people using these systems understand their responsibilities.

Without sufficient AI literacy, organisations may face:



Inconsistent HR decisions



Increased compliance exposure



Reputational risk



Governance gaps



Reduced employee trust

“Building capability across HR is becoming an essential business investment—not simply a learning initiative.”

OUR SOLUTION: RESPONSIBLE AI FOR HR TEAMS

An expert-led corporate programme designed specifically for organisations that use AI in people and HR decisions.

The programme provides HR professionals with practical knowledge on:

- ✚ • **Where AI is used throughout the HR lifecycle.**
- **How to recognise legal and ethical risk areas.**
- **Human oversight in AI-supported decisions.**
- **Responsible AI practices aligned with European expectations.**
- **Practical approaches for everyday HR activities.**

The emphasis is on practical application rather than technical theory.





WHO BENEFITS?

Ideal for organisations seeking to strengthen capability across:



- **HR Departments**
- **Talent Acquisition**
- **Recruitment Teams**
- **People Operations**
- **HR Business Partners**
- **HR Managers**
- **Compliance and Governance Functions**



CHOOSE THE LEVEL THAT FITS YOUR ORGANISATION

AI & HR Awareness Pack

(Introductory)

- Lay the foundation for responsible AI in recruitment.
- Duration: 1-hour recorded session
- Outcome: Equip your HR team with a shared understanding of AI use in recruitment and key considerations for responsible decision-making.
- Investment: €2,500 per organisation*

Advanced Responsible AI Training Program

(Professional Level)

- Best for teams seeking a shared understanding of AI in HR and responsible AI practices.
- 3 hours Blended programme (2h recorded + 1h live).
- Applied through real HR use cases in recruitment processes.
- Include self-paced modules with live instructor-led sessions.
- Corporate Certification*.
- Additionally, the HR team will be able to identify key risks in AI-driven recruitment tools and apply responsible AI practices in hiring workflows.
- Price: €8,500 per organization*

Annual HR & Talent Development Program

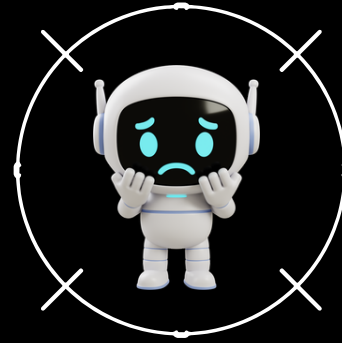
(Enterprise Edition)

- Best for organisations seeking structured annual training, including dedicated sessions on HR AI use cases.
- Annual live training session (4 hours total).
- Includes on-demand access (*) to the recorded AI & HR Awareness Pack to keep the team aligned on responsible AI practices.
- Corporate Certification*.
- An exclusive learning experience blending self-paced content with live expert guidance.
- Practical tools for real-world application
- include a real-world enterprise use case example.
- The organization will receive framework-based guidance to help define internal AI rules for HR, assign responsibilities, and improve processes.
- Price: €35,500 per organization*



* To discuss the most suitable format for your organisation, or to deploy the programme across your HR teams, get in touch. [here](#)

CASE STUDIES



59%

59% of organisations
accelerating AI adoption*

44%

44% of organisations using
AI in HR apply it to résumé
screening

26%

Only ~26% of job
candidates trust AI will
evaluate them fairly*

High- Risk

AI systems used in
recruitment and
employment are classified
as high-risk under the EU AI
Act.*

*Sources: IBM Global AI Adoption Index; SHRM; Gartner; European Commission



ORGANISATIONAL OUTCOMES

Following the programme, organisations are better positioned to:



- ✓ **Build AI capability across HR.**
- ✓ **Strengthen responsible decision-making.**
- ✓ **Improve governance and accountability.**
- ✓ **Increase confidence among HR professionals.**
- ✓ **Foster trust in AI-supported HR practices.**
- ✓ **Prepare teams for evolving European AI expectations.**



WHY THIS PROGRAM?

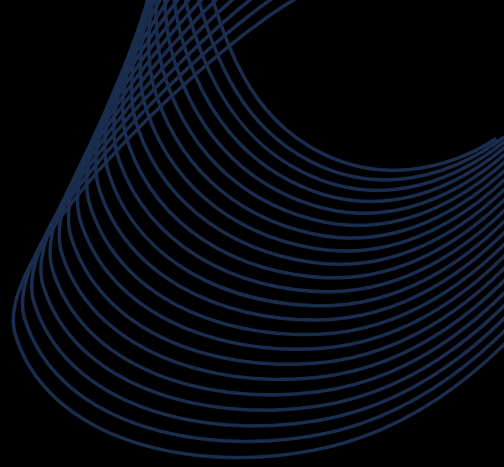
Organisations need HR teams that can make informed decisions about the use of AI.

This programme supports that objective by helping participants understand:

- Responsible AI principles relevant to HR.
- Governance considerations for AI-enabled HR processes.
- The European regulatory context.
- Practical approaches for applying AI responsibly in everyday HR activities.

“The learning experience is designed to be practical, relevant, and directly applicable to organisational contexts.”





If you would like to discuss how Responsible AI capability can be developed within your HR organisation, you can reach us directly or book a time for an introductory conversation.



[Book a meeting here](#)



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