



2025-26 PUBLIC SECTOR RECRUITMENT REPORT

**CAN AI SOLVE THE ONGOING BUDGET
CONSTRAINTS IN TALENT
ACQUISITION ?**

More powerful together

oleeo.com

TALENT ACQUISITION EXPERTS .

We are pleased to introduce
you to our team ...



Charles Hipps
CEO, Oleeo

AGENDA .

01

Introduction to Oleeo

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2025-26 Public Sector Recruitment Report: The findings & recommendations

03

The AI recruitment landscape

04

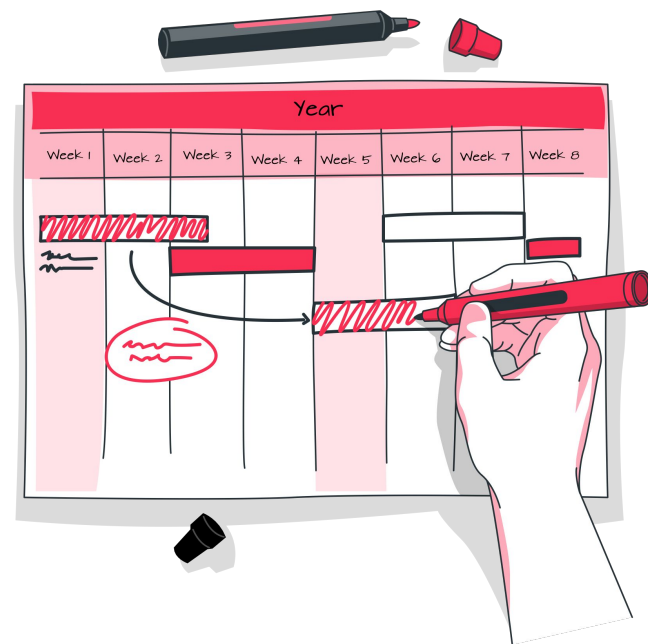
How can AI help?

05

Overcoming barriers to adoption

06

Audience Q&A



OLEEO IS AN AI-FIRST RECRUITMENT PLATFORM AND A LEADING PROVIDER OF TALENT ACQUISITION TECHNOLOGY .

Oleeo



AWARD WINNING

**BEST ATS
FOR
ENTERPRISES**

2025



WINNERS
**BEST RECRUITMENT
EFFECTIVENESS**
2025



**FINALISTS
2025**
**LARGE RECRUITMENT
TEAM OF THE YEAR**



**FINALISTS
2025**
**OUTSTANDING IMPACT,
TRANSFORMATION &
CHANGE**



**FINALISTS
2025**
**BEST SUPPLIER
PARTNERSHIP**

OLEEO BEST SUPPLIER PARTNERSHIP

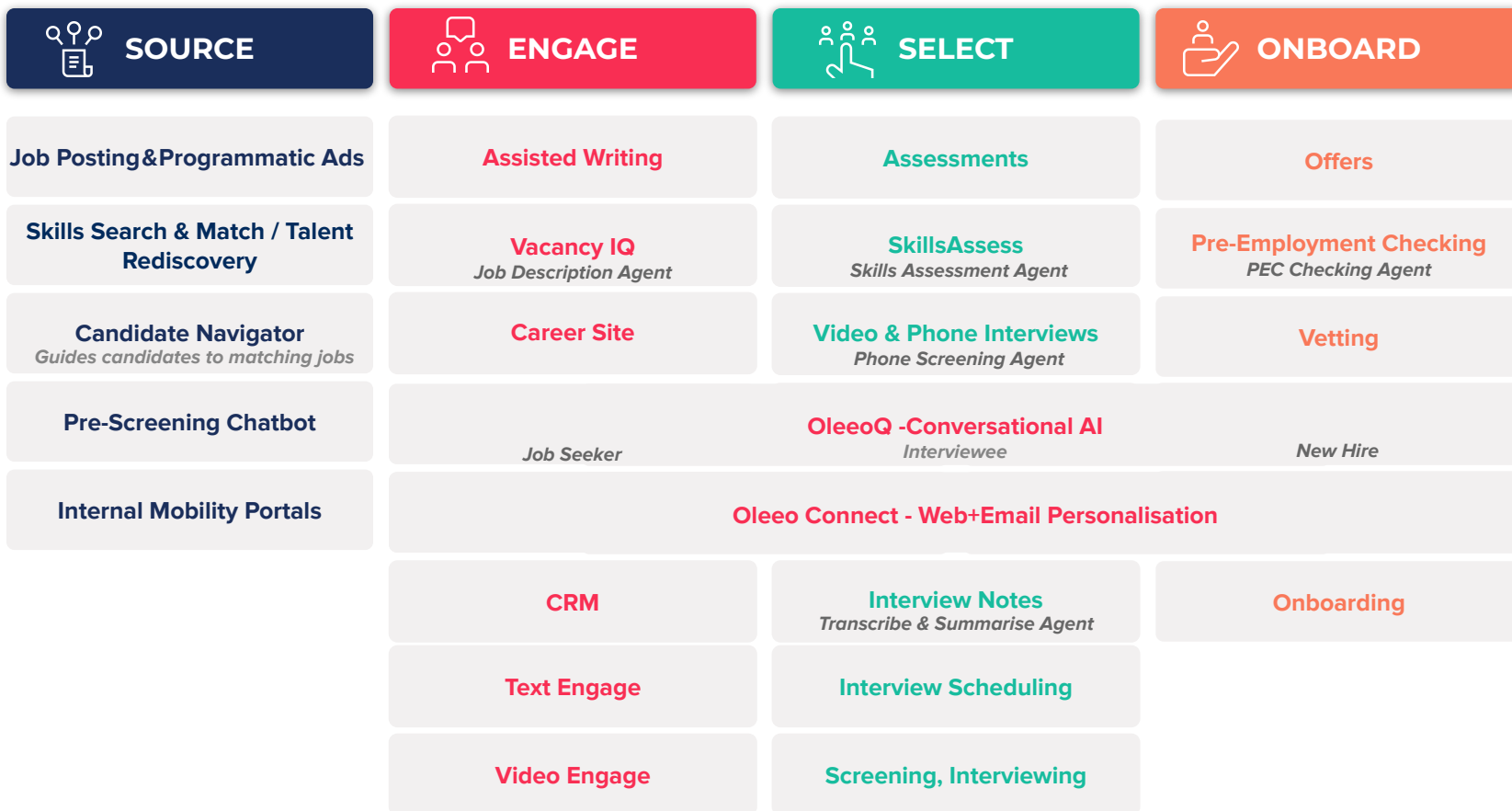
**The Firm 2024
AWARDS**



AWARD WINNING
**BEST USE OF
TECHNOLOGY**
2024

COMPREHENSIVE AI-FIRST TALENT ACQUISITION PLATFORM & ECOSYSTEM .

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HUMAN-CENTRIC RESPONSIBLE AI .

Optimise the Human-AI partnership & enable adoption.

- Follows good practice recruiting processes;
- Is backed up with comprehensive validation studies & compliance documentation; and
- Makes recommendations supported by evidence for final human review.

Submit form to proceed

Behaviour 1 - Changing and Improving

Specific question asked: Please write up to 250 words providing examples of how things you have done in the past and your skills and experience help you demonstrate the Civil Service Behaviour Changing and Improving (Level 2). The evidence you provide must relate to your own experiences.

Applicant's answer

I am fascinated by how social media and website content have turned modern society into a technoscape of likes, comments and sharing. What better way to reach a wider audience, engage with supporters and consumers, and instigate positive change?

I identified a lack of consistency in branding across its social media presence. I addressed a number of issues by creating a marketing action plan. This was focussed around identifying our target audience, implementing SEO and increasing engagement.

Since we started implementing this strategy, we have recorded a significant increase in social following. Not only that, but referral traffic has increased and we are seeing more conversions from social channels.

All content feeds back into the overarching brand narrative, and is now very apparent when viewing our website and social media presence. As a result, we have been able to introduce new channels of communication between the business and its consumers. Last month, I was invited to spread the brand message by co-hosting our first podcast appearance.

SkillsAssess behaviour insights:

The applicant's answer appears to demonstrate a score of 4, 'Acceptable demonstration'.

Behaviour 1 Score * 4 - Acceptable Demonstration

Comments *

LEADING PROVIDER OF TALENT ACQUISITION TECHNOLOGY .



2

2025-26 PUBLIC SECTOR RECRUITMENT REPORT: THE FINDINGS & RECOMMENDATIONS .

73% BELIEVE STAFFING CHALLENGES ARE LEADING TO ORGANISATIONAL FAILURE .

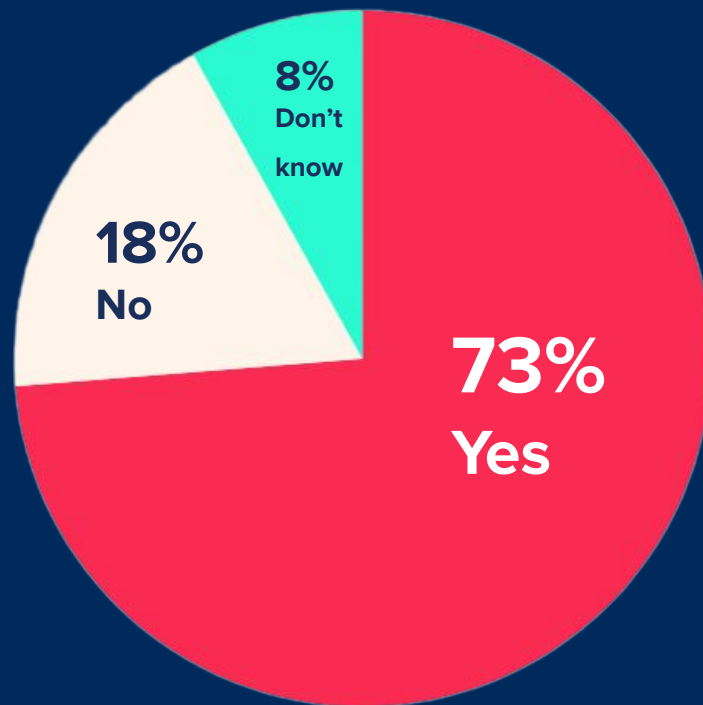
Almost 3 out of 4 public sector recruiters said yes, with this response having increased by 26% since 2024.

RECOMMENDATIONS

- Treat recruitment as a strategic risk, rather than a mere function.
- Upskill hiring managers to improve their ability to find the right candidates with the tools you already have.
- Prioritise improving recruitment infrastructure and long-term pipelines. Oleeo's **SkillsAssess** tool can help with this because it has the ability to help you pinpoint exactly which candidates have the skills you're looking for.

Oleeo

DO YOU BELIEVE STAFFING/PEOPLE CHALLENGES ARE LEADING TO ORGANISATIONAL FAILURE ?



UNFILLED VACANCIES / TALENT SCARCITY IS THE MOST PRESSING CHALLENGE ...

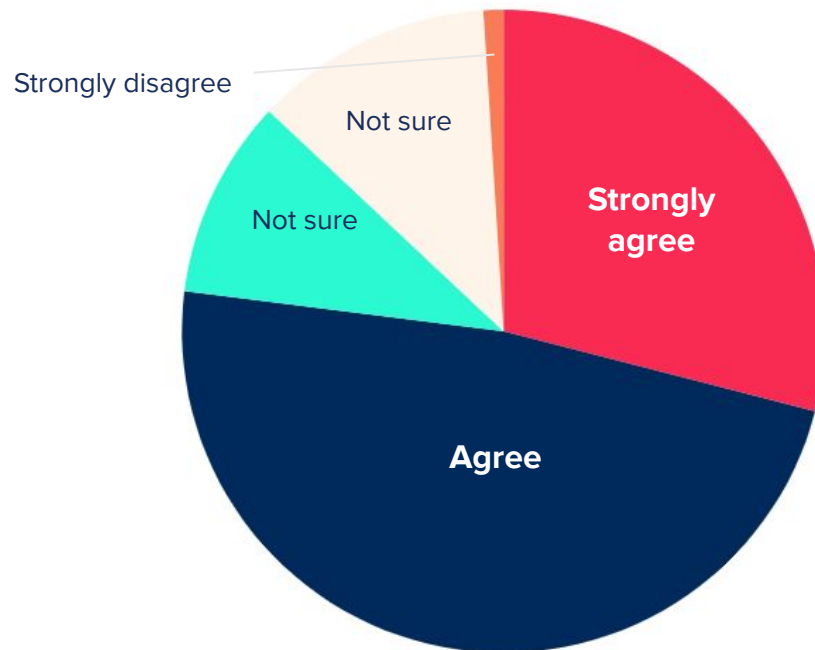
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NO.1 CHALLENGE

Unfilled
vacancies /
Talent
scarcity

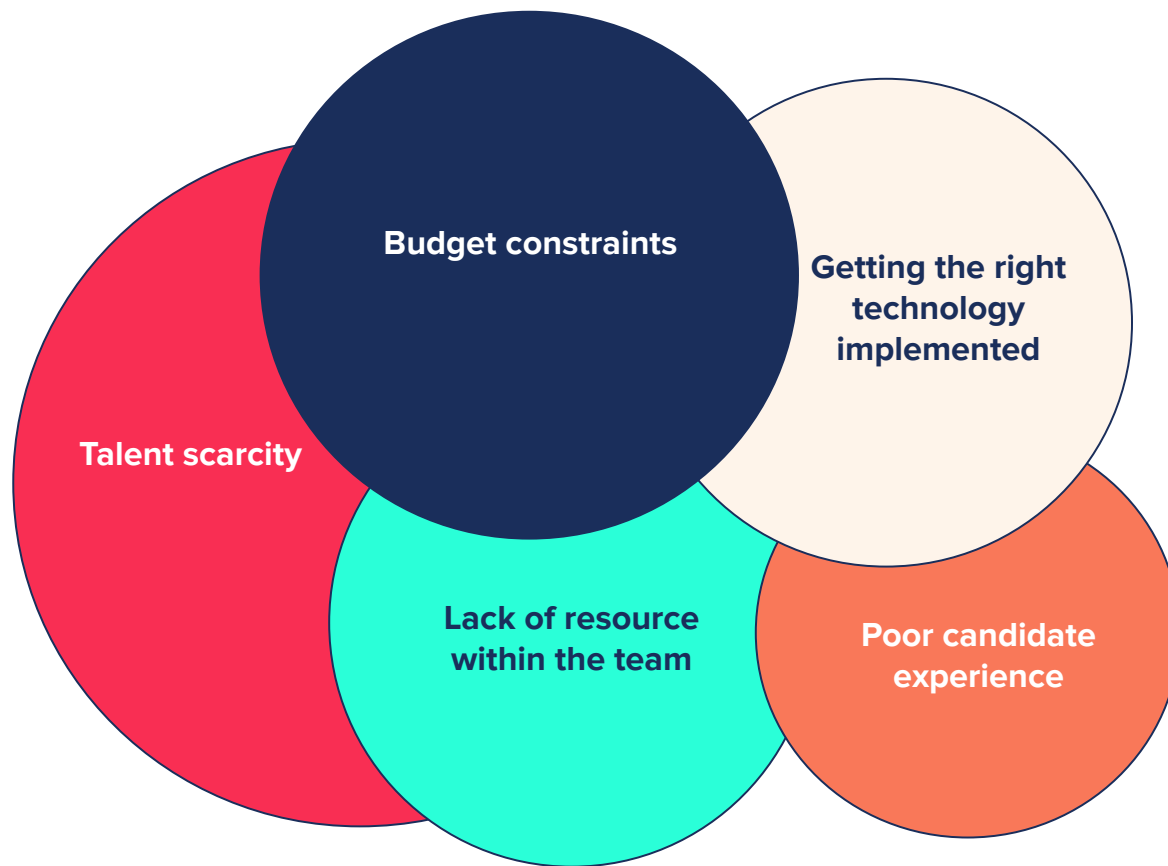
77% Find it Difficult To Find Candidates With The Right Skills And Qualifications.

*We often find it difficult to find candidates
with the right skills and qualifications.*



...JUST ECLIPSING BUDGET & RESOURCE CONSTRAINTS, GETTING THE RIGHT TECH IMPLEMENTED & CANDIDATE EXPERIENCE .

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YOU'RE ADDRESSING THESE CHALLENGES THROUGH: INTERNAL MOBILITY & NURTURING TALENT PIPELINES VIA YOUR CRM, & AUTOMATION & AI .



“Maximising internal mobility” also came out on top in 2024, doubtless because this route offer significant cost savings over external hiring.

But the big takeaway in the 2025 report is that **the use of AI and machine learning to improve efficiency has increased, from 4% last year, to 39%** - an increase of more than 1000%!

Beyond the trend for using AI to improve efficiencies in the workplace, this abrupt adoption may be a result of budget constraints pushing people down this route out of necessity.

AI isn't just a convenience, it's also a money-saver, allowing you to do more with less.

How are you trying to make your recruitment more efficient?



THE NUMBER CITING AI IS UP 10X
(FROM LAST YEAR) WITH $\frac{2}{3}$ RDS
USING AI .



10 X Increase
using AI to improve efficiency

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67%

of respondents are currently
using AI within their recruitment
process

24%

are not

9%

don't know

**Are you currently using AI within
your recruitment process ?**

3

THE AI RECRUITMENT LANDSCAPE .

AI IS SET TO TRANSFORM HIRING .

Generative AI is naturally suited to recruitment.

- **Chat 2-way**, instant personalised communication is **perfect for candidate engagement**.
- Ease-of-use & ability to provide best-practice guidance make it **a great Hiring Manager partner**.
- Its summarisation capabilities make it a **prodigious heavy lifting & recommendation engine** e.g.
 - Summarising CVs against job criteria
 - Summarising Interviews
 - Summarising if references are consistent

✓ Screening Feedback

Submit form to proceed

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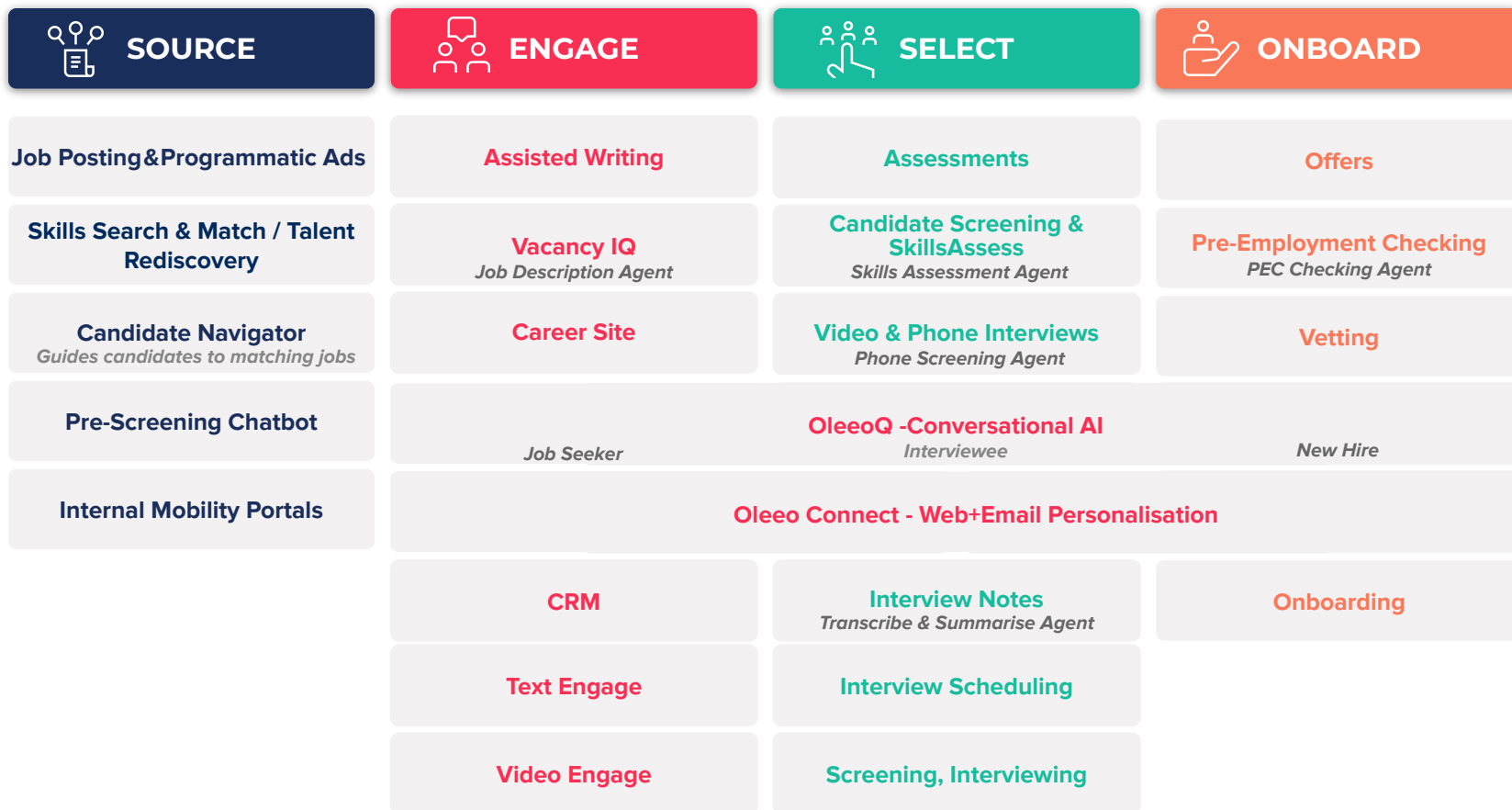
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Comments *

AI IS SET TO TRANSFORM RECRUITMENT END-TO-END .



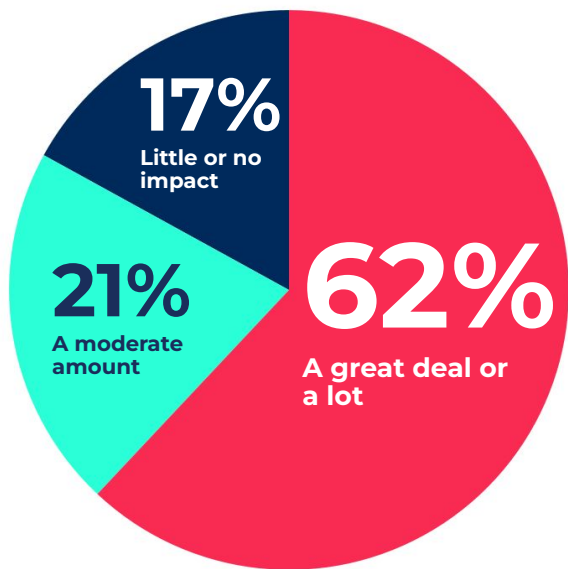
Oleeo's Comprehensive Ai-First Talent Acquisition Platform & Ecosystem.



EMPLOYER LANDSCAPE: MOST ORGANISATIONS EXPECT AI TO HAVE A BIG IMPACT IN 2025 ON THEIR TA TEAM .

86% said they had implemented, were piloting or considering AI adoption in at least one area.

AI's expected impact on TA teams:



86%

said they had implemented, were piloting or considering AI adoption in at least one area.

LARGE SCALE AI ADOPTION BY CANDIDATES .

The candidate's own experience is becoming increasingly AI driven.

According to Career Group Companies' 2025 Market Trend Report, almost two-thirds of candidates are using AI at some point in the application process.



65% of candidates are using AI

20% are using it for cover letters

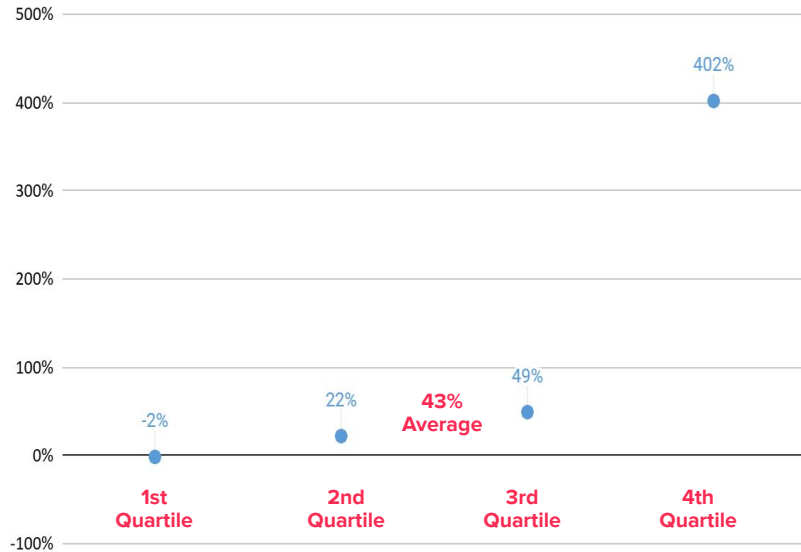
19% are using it for CV writing

7% are using it for interview practice

5% are using it for work samples

TALENT SCARCITY + INCREASED APPLICATIONS & AI GENERATED APPLICATIONS .

**43% average increase in applications 2025 v 2024.
Some employers experiencing > 100% increase.**

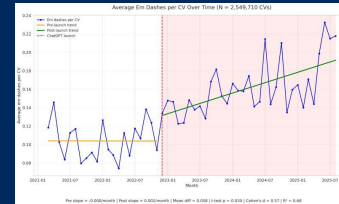


Source: Career Group Companies: 2025 Market Trend Report & Salary Guide

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40%+ increase in
applications LTM

70% increase in LLM
formatting in CVs
since ChatGPT's
launch



Source: HRGO recruitment

90% of
employers frustrated
by high volumes of
“samey” AI-generated
applications with no
real substance.



THE OVERWHELMING “SEA-OF-SAMENESS”.

Oleco

“

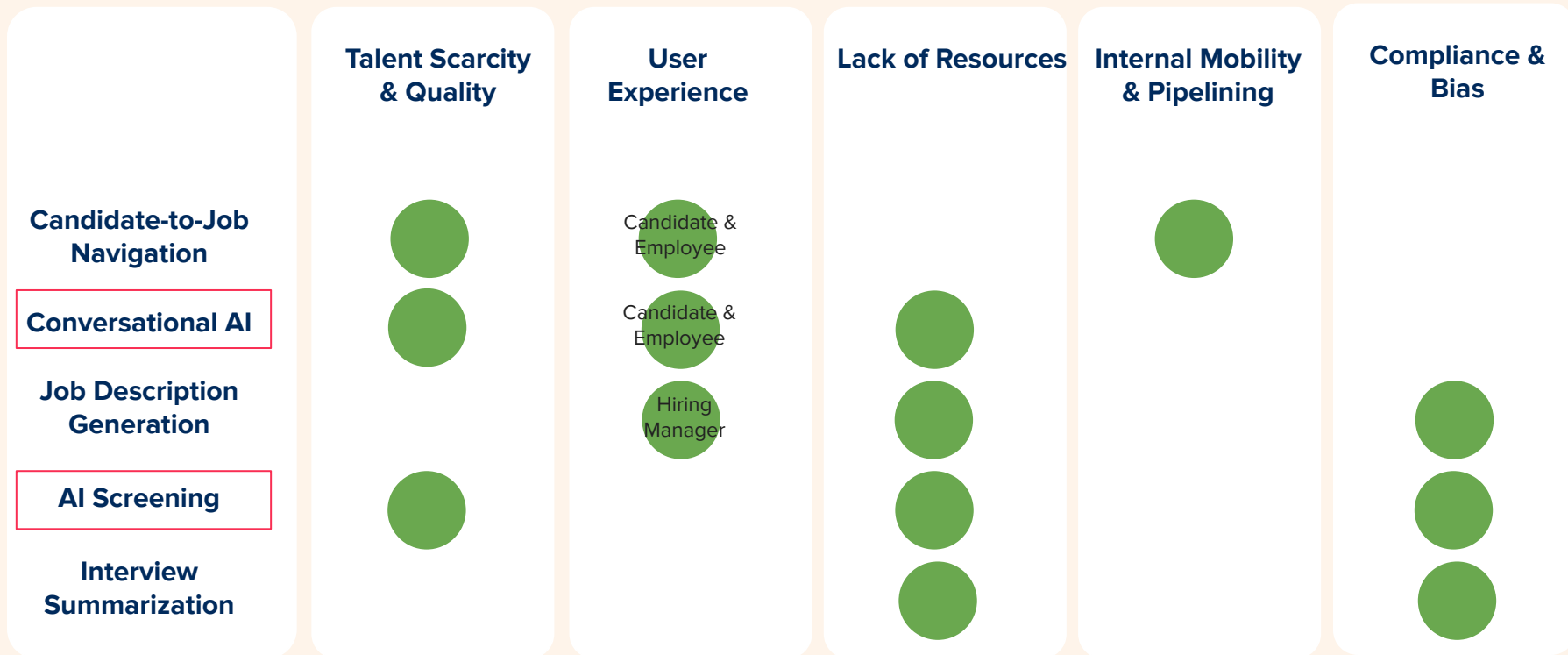
Oh, it's **more than double (the applications)**. Absolutely.
Yeah. And a recent example. So we've just finished recruiting a
role in my team, actually. Just one role. And, you know, **we**
received in excess of 800 applications just for one role....And
I suppose what we refer to as that **spray and pray approach**
really, isn't it? So of course that's **causing frustration**
amongst our vacancy holders because they're then having to
sift those manuallyYeah, and you can imagine, especially, when
we're talking hundreds of applications for one role that you see
the same structure, you see the regurgitation of the job advert,
you see those same buzzwords, and **there's no real**
substance behind the application. There's no evidence on
how that candidate has actually used those skills or where it's
maybe experienced thereafter as well. There's just no evidence,
there's no metrics behind any of it. So it is very much, as you said,
the sea of sameness, which is very dull.

Arctic Shores TA disruptors Podcast:
Siobhan Stericker, Talent Insight and
AI lead at **HM Revenue & Customs**

4

HOW CAN AI HELP ?

AI IS BEING DEPLOYED TO ADDRESS ALL YOUR MAJOR CHALLENGES .





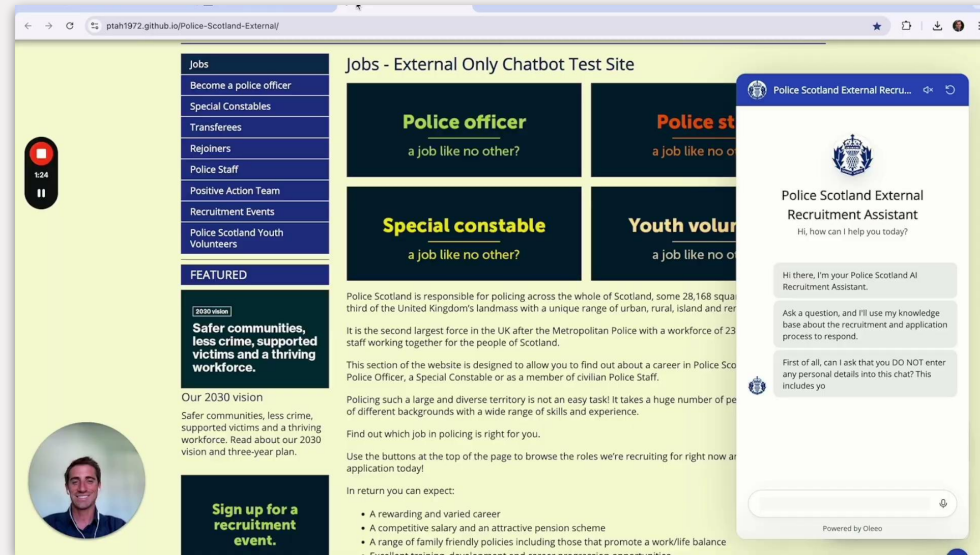
OLEEQ: CONVERSATIONAL AI .

Case study

24/7 CANDIDATE ENGAGEMENT .

OleeeoQ - improves candidate experience, hire quality and cuts admin.

- Answers commonly asked candidate questions
 - roles, application process, eligibility criteria
- Where the candidate's question is unanswered hands-off to a helpdesk...
- OleeeoQ constantly improves.
- Typically answers 30-40k questions per annum and saves one person's time (in an organisation making 2k+ hires pa), and..
- Improves candidate experience; the conversion of job seekers to quality applicants; and the effectiveness of attraction spend by £10,000s.



More Powerful Together

FAST TIME TO VALUE .

Within four weeks, the benefits are tangible and impactful:



30%

fewer routine inquiries
to our mailboxes.



92%

user satisfaction rating
during an internal pilot
amongst our Police
Officer applicants.



37 hours

and 40 minutes of
recruitment team time
saved in answering
commonly asked
questions.



AI SCREENING .

AI CANDIDATE SCREENING .



Oleeeo

Proposes screening criteria:

- Proposes campaign setup & screening criteria...
- ...for human review & adjustment.

Recommends whether criteria are met:

- Summarizes the evidence from resumes, applications, cover letters & even video/audio response
- Recommends pass/fail for each criteria backed up by the evidence
- For human review & adjustment.

Screens for experience, qualifications & skills

- Experience (eg 4 years project management experience)
- Qualifications (eg Prince 2 or equivalent)
- Technical skills (eg Agile Project Mgt Methodology)
- Assesses soft skills (eg Teamwork, Delivery at Pace, etc)

Lists in match (Order of Merit) order for human review:

- Combines its assessment of each element into an overall recommendation supported by evidence.
- For human review & adjustment.

Saves time, reduces bias & improves quality.

The screenshot shows the 'AI Screening Summary' interface for a 'Vacancy 37 - Pathologist'. The interface is divided into several sections:

- Applications:** A sidebar on the left with icons for various functions like search, home, and user management.
- SCREENING VIEW:** A header indicating the current view and the specific vacancy.
- AI Screening Summary:** The main content area, which includes:
 - Experience/Qualifications/Skills:** A table with 5 rows. The first row is highlighted. It shows '4 years Project Management experience' and 'Prince 2 Practitioner, APMP, ISEB Certificate in Project Management or equivalent'.
 - AI Criteria Check:** A section with two 'AI Insights' cards. Each card shows 'Criteria met? Yes' and a brief summary of the evidence. For example, 'The candidate's response explicitly states over six years of experience, which exceeds the requirement of 4 years.' and 'The candidate's response meets the qualification requirement with PRINCE2 Practitioner, and the mention of working toward APMP strengthens the evidence.'
 - AI Insights:** A section with a 'Skills - Leadership' card. It contains a detailed text summary of the candidate's experience, mentioning 'I took ownership of a project delivery for my site, leading 107 staff, 8 EO Team Leaders, 99 AO Caseworkers in my site transformation into Service Centre. I played an active role attending key strategic management meetings with Senior Leadership Team and Stakeholders. I was on brief: business case, project delivery and risk factors. I suggested weekly checkpoint meetings and places for my most experienced Team Leaders, empowering them to be involved due to their front line experiences to progress the project forward. My enthusiastic delivery encouraged questions which allowed me to quickly identify the major challenges/worries the Team Leaders and staffs were experiencing. I dispersed some anecdotal myths by giving positive examples of the current working practices whilst still imparting the Service Centre vision going forward. By being open and honest and addressing concerns I facilitated their better understanding and gained their confidence through others Service Centre visits. I held open floor buzz meetings, sharing key messages addressing concerns arising personally and with confidence.'
- Footer:** A 'SCREENING FORM' section with a 'Submit' button.

A woman with short dark hair, wearing a light-colored button-down shirt and large hoop earrings, is speaking and gesturing with her hands. She is in the center of the frame, facing slightly to the right. In the foreground, the backs of two people's heads are visible, one on the left and one on the right, suggesting she is addressing a group. The background is a blurred office or meeting room with some equipment visible.

Oleeo

Oleeo Screening Agent and SkillsAssess

More powerful together

oleeo.com

AI SCREENING LEARNINGS .

- Implement to **optimise the AI-Human partnership & ease-of-adoption.**
Use screening that:
- Has been **pre-validated** to **improve hire quality & increase diversity.**
- Enables a **comprehensive easy-to-use** framework for screening
 - a. a **wide range of roles** from Entry-Level to C-Suite...
 - b. for **experience, qualifications, skills**...including a full range of.....transferable skills validated by academic studies to **predict performance in job**
 - c. and a **wide range of candidate information:** resumes/CV, applications, cover letters/personal statements, video & audio, & candidate responses to in-depth questions.
- **Screens out AI applications** generated from weak underlying evidence.
- **Saves 50% of screening time.**

Oleco



20%

More accurate



29%

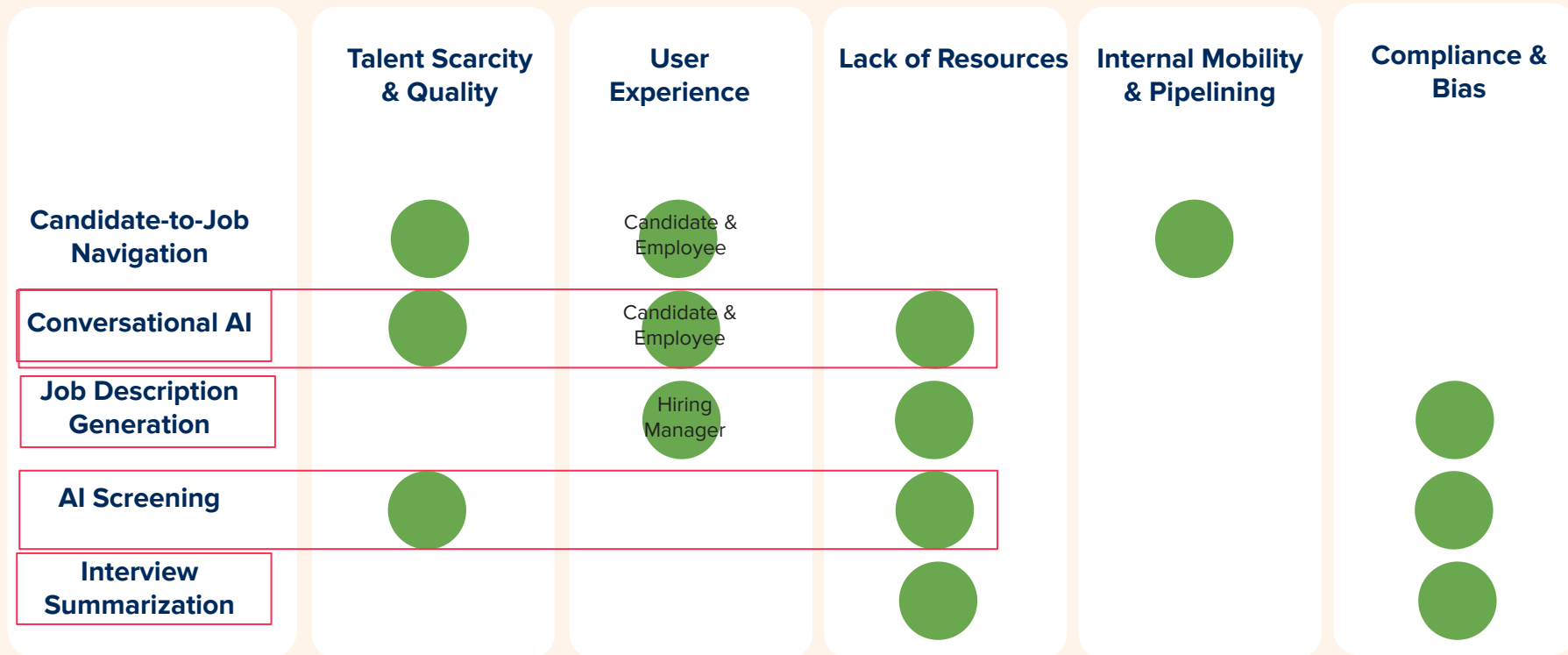
Increase in
diversity



50%

Recruiter time
saved

WHICH BEST SOLVE YOUR CHALLENGES ?





**Would you like to find out more about
these AI solutions ?**

Poll

5

OVERCOMING BARRIERS TO ADOPTION .

FOR ORGANISATIONS ADOPTION IS AI's BIGGEST HURDLE.

AI's socio-technical transformation can mean inherently higher hurdles.

- Behavioural change requirements.
- Fear of job losses.
- Stakeholder AI trust issues.
- Fear of “high-profile” failure.
- Compliance & validation hurdles.



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More Powerful Together

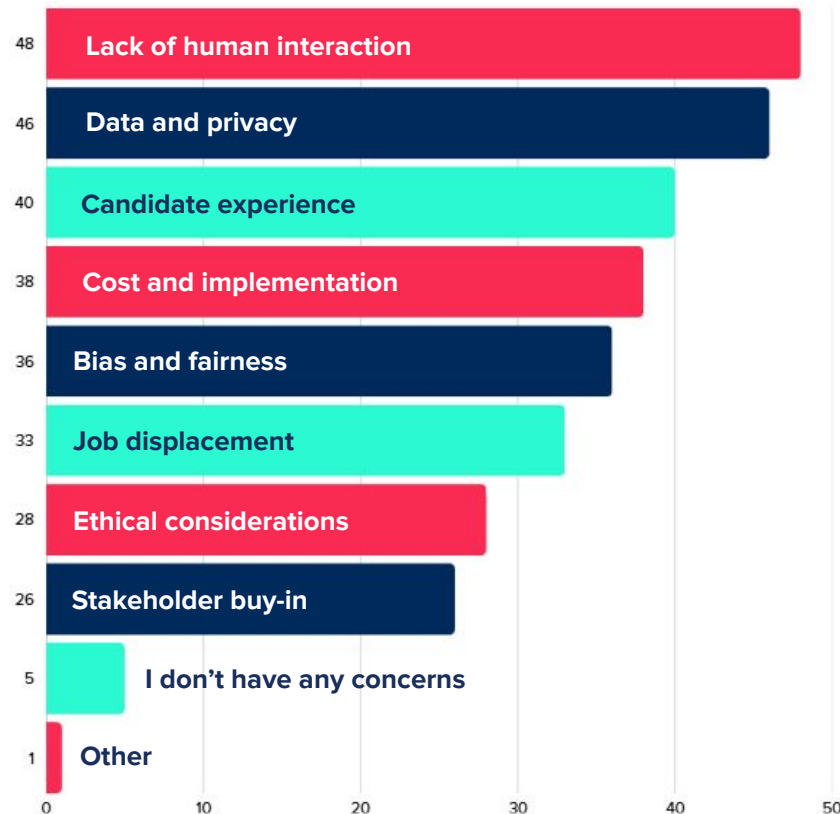
BIGGEST CONCERNS: TAKING HUMANS OUT-OF-THE-LOOP, DATA PRIVACY, ETHICAL CONCERNS & BIAS, CANDIDATE EXPERIENCE, COSTS, JOB LOSSES & STAKEHOLDERS .



Only 5% of respondents have no concern about the use of AI.

Let's look into the top three concerns, starting with **the importance of the human touch in recruitment...**

What are your biggest concerns around the use of AI in public sector recruitment ?



THE CHALLENGES .



“

Our initial challenge was the mindset. Integrity is valued extremely highly in policing, and anyone using AI within their application or interview was viewed as dishonest.

Our recruitment teams weren't supportive of its use. The focus was on catching people using AI in their applications, and actively seeking them out. Any candidate using AI was seen as cheating.

We needed to change this mindset...

KEY LEARNINGS: OVERCOMING OBJECTIONS & CREATING MOMENTUM FOR CHANGE .



**A clear
business case
to demonstrate
ROI**



**Do your
homework**



**Establish
working
party/steering
groups to
support the
project**















**User guides and
quick-start
tutorials**



**Demos are key
- bring it to life!**

START WITH AN AI PROJECT WITH LOW HURDLES. CELEBRATE, LEARN & BUILD ON THE SUCCESS.

	Copilot screening Tool <small>without: Human Review, Explanation of Decision, Validation Study.</small>	OleeoQ <small>Conversational Candidate FAQ</small>	Candidate Navigator <small>Candidate Job Skills Matching Agent</small>	Candidate Screening & SkillsAssess <small>Screening based on candidates evidencing required behaviours</small>
Behavioural change requirement.				
Failure impact.				
Compliance & validation hurdles.				



BLACKROCK



0

“We also wanted to introduce AI into our recruitment function to allow us to *embrace the changing world around us, and position ourselves as modern and forward-thinking* .”



REAPING THE BENEFITS OF AI IS SIMPLE (WHEN YOU KNOW HOW) .

1. Gain & maintain Senior Stakeholder support.
2. Let stakeholders get hands-on.
3. Know your legal & compliance processes.
4. Select the right “easy-to-adopt” AI project.
5. Select a supplier that
 - understands your adoption challenges
 - designs Human-Centric Responsible AI
6. Plan & implement - expect compliance, validation, testing & review to take the longest.
7. Monitor, improve, educate, celebrate.
8. Go again on your next AI project.



Oleco

More Powerful Together

PARTICIPATE IN AN AI RESOURCING COMMUNITY .

Continuous learning and upskilling is key in the rapidly evolving world of AI and its impact on recruitment.

Join our AI resourcing community for online forums, resources, and virtual events to:

- **Grasp AI fundamentals and explore specific applications** like chatbots, job description writing, candidate engagement, and screening.
- **Delve into vital legal and ethical considerations**, including candidates' AI usage.
- **Connect and grow within our online network:** Ask questions, share insights, and access product demos.



YOU CAN DO IT !

“Our project showed us that innovation doesn’t have to be slow or expensive. **With the right approach it is possible to deliver a smart, modern solution - quickly efficiently and with impact that far outweighs the investment.**”



OLEEO BEST SUPPLIER PARTNERSHIP

 **The Firm** 2024
AWARDS

 
AWARD WINNING
BEST USE OF
TECHNOLOGY
2024

 
WINNERS
BEST RECRUITMENT
EFFECTIVENESS
2025



**What actions are you
going to take next ?**

Poll

6

Q&A .

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Thank you .

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