

BUSINESS CENTRIC TECHNOLOGY WHITE PAPER

**COMMON GROUND: ALIGNING HR, YOUNG TALENT,
AND JOB SEEKERS FOR FUTURE SUCCESS**

Artificial Intelligence is reshaping the job market—transforming how HR hires, how candidates apply, and how young professionals start their careers.

This white paper explores AI's impact on the future of work, specifically within these three affected groups.

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Whitepaper: what do HR departments, young workers and job applicants have in common?

Executive Summary:

Artificial intelligence (AI) is rapidly transforming the world of work, fundamentally changing how organizations attract, assess, and hire talent. This white paper explores AI's growing influence across three key groups: HR professionals, job applicants, and young workers entering the job market.

For HR professionals, AI offers powerful tools to streamline recruitment, reduce bias, and enhance decision-making—but also introduces new ethical and operational challenges. Job seekers are navigating an evolving application process shaped by automated screenings and algorithmic evaluations, often with limited transparency. Meanwhile, young workers face a shifting employment landscape, where AI is not only altering job roles but redefining the skills needed for career success.

Through insights, analysis, and real-world examples, this paper examines how AI is reshaping the hiring experience from all sides—and what stakeholders must consider to adapt and thrive in the age of intelligent automation.

Introduction: AI and HR

As AI becomes more embedded in HR functions, its impact on employee well-being is too important to overlook. For HR leaders, the promise of efficiency and scale must be balanced with the responsibility to protect and support people. When AI systems are used to recommend benefits or assess employee needs, flawed or biased data can lead to critical oversights—offering the wrong support or excluding entire groups from meaningful care. This is especially concerning in areas like mental health, where a one-size-fits-all AI solution can miss cultural context, misdiagnose symptoms, or fail to respond in moments of crisis. Such missteps not only erode trust and morale but also introduce compliance risks and damage to company culture.

For HR directors seeking to improve mental health offerings, AI can play a supporting role—but it cannot replace the human touch. Evidence shows that successful mental health outcomes rely heavily on the therapeutic relationship between a client and a licensed professional—something no algorithm can replicate. While chatbots and automated tools may help with screening or basic information, they fall short in high-stakes, emotionally nuanced situations.

As stewards of workplace well-being, HR leaders must prioritize solutions that center real people and professional care. Choosing evidence-based mental health support with human clinicians ensures employees feel heard, supported, and truly valued.



AI and The Deepfake Job Applicants

The Rise of Deepfake AI Candidates: A New Hiring Threat

As AI advances, HR teams face a troubling new challenge: the emergence of deepfake job applicants.

These AI-generated candidates use synthetic identities—complete with falsified résumés, digitally manipulated video interviews, and even voice-cloned responses—to bypass traditional hiring filters and exploit remote hiring systems. This new form of fraud is particularly difficult to detect and can compromise organizational security, waste recruiting resources, and damage team cohesion.

For HR directors, this means reevaluating verification processes and investing in tools and training that can help detect fraudulent activity. As remote work and virtual interviews remain widespread, the need for human oversight, rigorous identity verification, and ethical AI safeguards is more critical than ever. This is where a true consultative staffing partner like Business Centric Technology can add value to your sourcing, screening and hiring processes.

For more information on deepfake candidates, refer to the recent HRDive article written and published by Ryan Golden: <https://www.hrdive.com/news/fake-job-applicant-deepfake-70-minutes/745924/>

What about 'young workers' new to the workforce and the job search?

Faced with an increasingly competitive job market, many younger professionals admit to misrepresenting themselves on their résumés – a tactic that often goes undetected and, for most, yields successful outcomes without remorse. In fact, a significant majority of those who embellished their qualifications reported receiving job offers, with few ever facing consequences.

This trend raises critical questions about the effectiveness of current hiring practices, the ethical boundaries of self-presentation, and the pressures driving early-career candidates to take such risks. As employers struggle to balance trust and verification in recruitment, it becomes essential to examine how systemic factors like job scarcity and unrealistic entry-level expectations contribute to this behavior – and what it means for the future of workplace integrity.

For more information on the young workforce and the job search refer to the recent HRDive article written and published by Carolyn Crist: <https://www.hrdive.com/news/younger-workers-lying-on-resumes-got-the-job/749478/>

“In today’s challenging employment landscape, it is more critical than ever for professionals in Human Resources, Talent Acquisition, and Staffing to uphold the principles of honesty and accountability. We must prioritize and reward candidates who demonstrate integrity by providing them with meaningful opportunities and interviews, reinforcing a culture where ethical conduct is recognized and valued.” -

Ashton Midgley, Director of Business Development at Business Centric Technology



Ways to Weed out Fake Candidates

✔ • **Strengthening Screening Processes**

In today's digital age, recruiters must go beyond traditional résumés and LinkedIn profiles. Cross-referencing employment history with public project repositories, peer-reviewed contributions, and online portfolios like GitHub have become essential.

🚩 Red Flags:

- o Generic job descriptions without detailed project specifics
- o Claims of expertise with no real-world application examples
- o Unexplained short tenures at prestigious companies

✔ • **Making Live Assessments the Norm**

Real-time assessments are one of the most effective methods to identify fraudulent candidates. Live coding sessions, problem-solving exercises, and situational tests reveal not only technical skill but also how candidates think under pressure.

🚩 Red Flags:

- o Visible reliance on external help or scripted responses
- o Difficulty solving problems consistent with their claimed experience level
- o Inability to articulate thought processes or provide concrete examples

✔ • **Leveraging AI-powered verification**

In response to AI-driven fraud, recruiters must deploy advanced AI tools to validate candidates. By using biometrics and behavioral analytics, recruiters can assess whether a candidate is genuinely who they claim to be.

🚩 Red Flags:

- o Robotic or pre-recorded responses
- o Audio/video quality that suggests the use of deepfakes or masking technology
- o Mismatched backgrounds or environments during video interviews

✔ • **Avoiding Disposable Contact Information**

Fake candidates often use disposable emails, VOIP phone numbers, or masked contact information to remain anonymous. Advanced verification tools help uncover these discrepancies.

🚩 Red Flags:

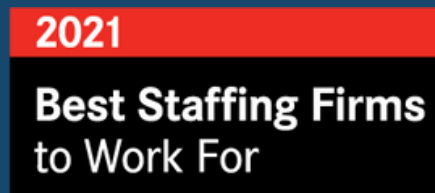
- o Contact details linked to unverifiable sources
- o Inconsistent contact information across different applications
- o Absence of a digital footprint or social presence



About BCT

At Business Centric Technology (BCT), we specialize in providing high-quality, pre-vetted IT talent through various services, including Staff Augmentation, Retained Executive Searches, and Recruiter on Demand. With our cutting-edge fraud detection tools and comprehensive screening processes, we help businesses find the right professionals while mitigating the risks associated with talent fraud. Trust us to be your partner in secure, effective hiring.

For more information, visit www.bct-corp.com or contact us at (972) 267-7950.



WANT TO LEARN MORE?



Our Team



Barbie Barta
CEO and Owner

bbarta@bct-corp.com
<https://www.linkedin.com/in/barbiebarta/>



Ashton Midgley
Director of Business Development

amidgley@bct-corp.com
<https://www.linkedin.com/in/ashton-midgley-7a482342/>



Kristie Waggener
Sr. Business Development Director

kwaggener@bct-corp.com
<https://www.linkedin.com/in/kristie-waggener-19ba2a15/>



Trent Lyons
Sr. Business Development Director

tlyons@bct-corp.com
<https://www.linkedin.com/in/trent-lyons-675a05/>

