

26 stats

that prove AI is driving unmatched value
for the world's leading employers.



1



Five stats on AI's place
in the HR market.

2



Six stats on where AI
can save you money.

3



Six stats on how
AI makes you efficient.

4



Nine stats on how AI
improves experiences.

Chapter

AI is the #**1** TA investment you can make
to gain a competitive edge.

And we have five stats to prove it.

92%

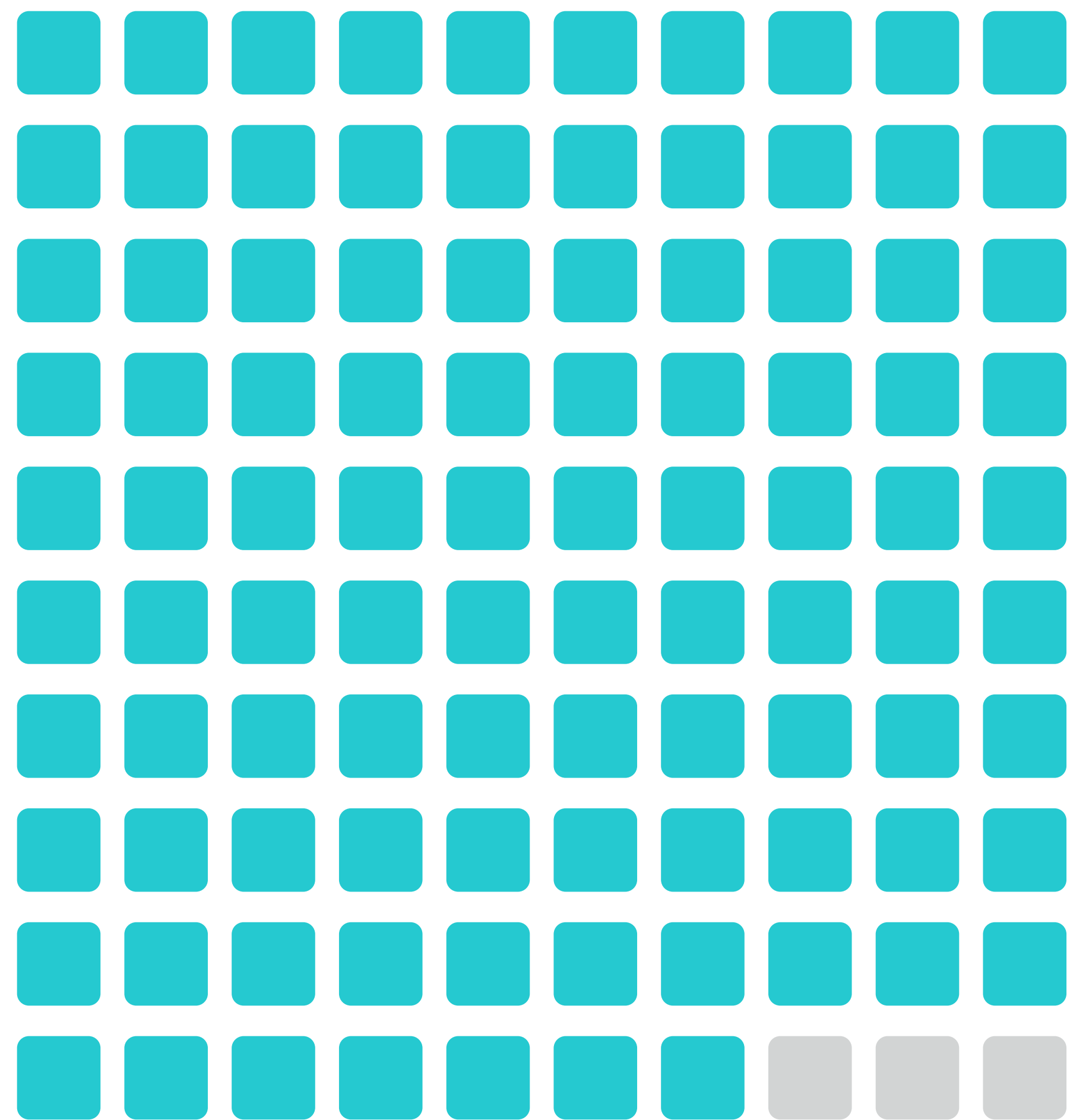


**Harvard
Business
Review**

Read the
full report



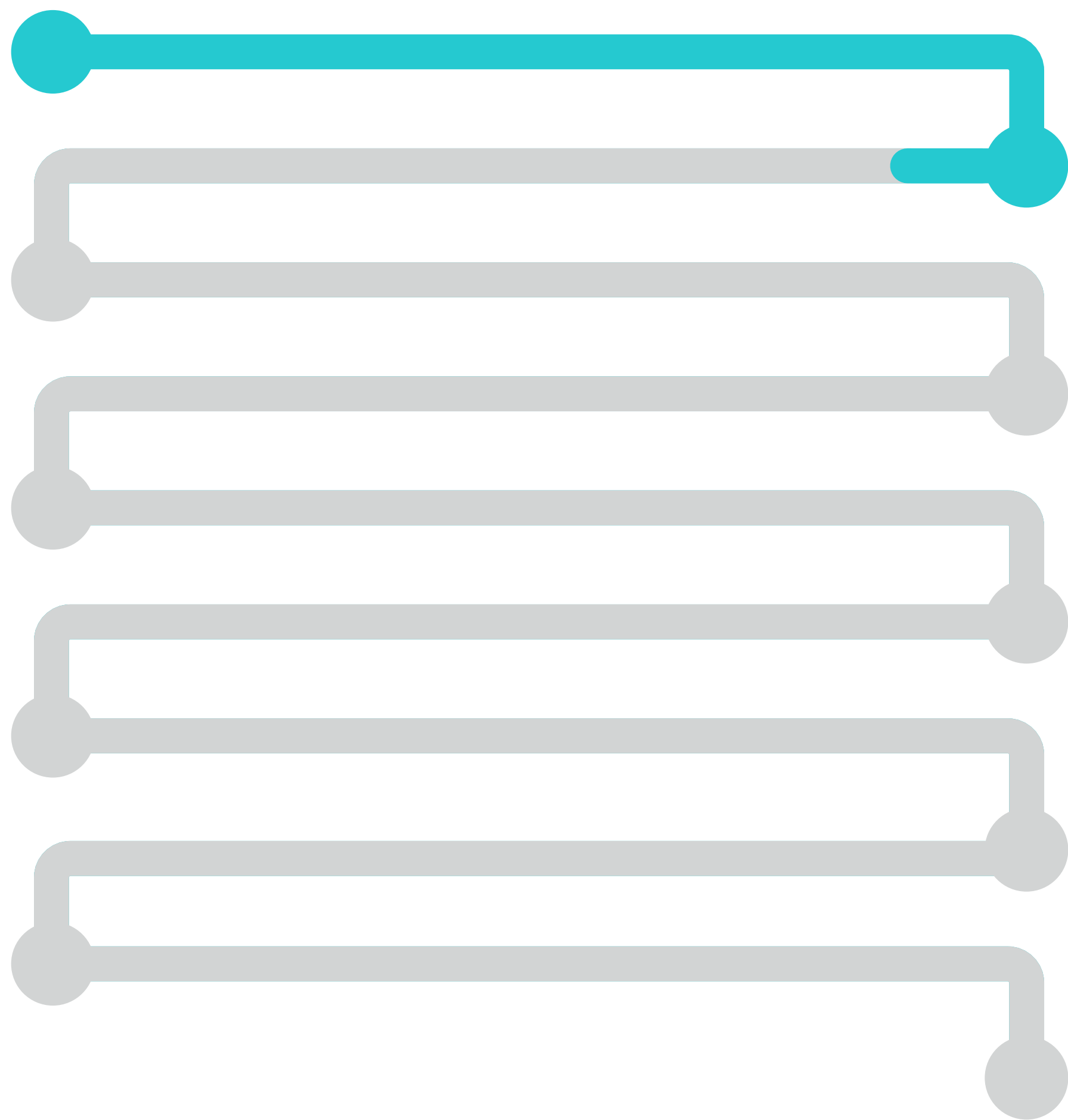
of companies agree they must invest in TA to be competitive.



And

97%

of those who have implemented
AI in TA say it has been valuable.



Yet only
11%

of organizations have automated
multiple steps of their hiring process.

Why?

Read the
full report



It comes down to cost and confidence.



38%

say the cost of AI is a barrier to adoption.

50%

of TA leaders can demonstrate ROI in tech investments.

Add that all up. It equals **opportunity**.

The data is clear: AI technology has a significant positive impact on talent acquisition processes. But adoption is still lagging, with a high percentage of organizations still unsure how to validate AI's impact to major stakeholders. Which means there's still time to get ahead of the curve and gain a significant competitive advantage.

Like these organizations did.

Chapter

General Motors saved **2** million dollars
with conversational AI.

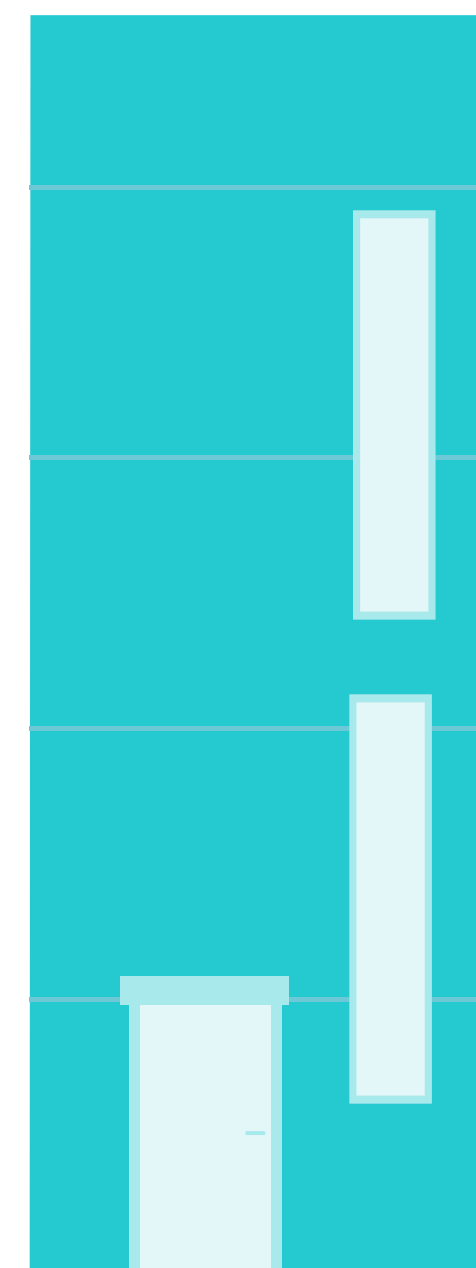
Plus four more stats from orgs who drove real cost savings.



neighborly

After this home services franchisor of 30+ brands implemented an end-to-end AI hiring platform, they cut their time-to-schedule from days to minutes.

With candidates getting onboarded faster, franchises are staffed more often than not, and Neighborly spends less money on sourcing.



\$237
cost-per-hire with AI.



Hospitality chain Great Wolf Lodge automated 90% of their hiring process with conversational AI — increasing applicant volume and conversion, and drastically reducing the need to spend on job advertising.

423%
increase in scheduled interviews

\$700,000
saved every year



AI has improved our marketing efficiency by increasing applicant flow and conversion — **it's really enabled our business to better thrive.**

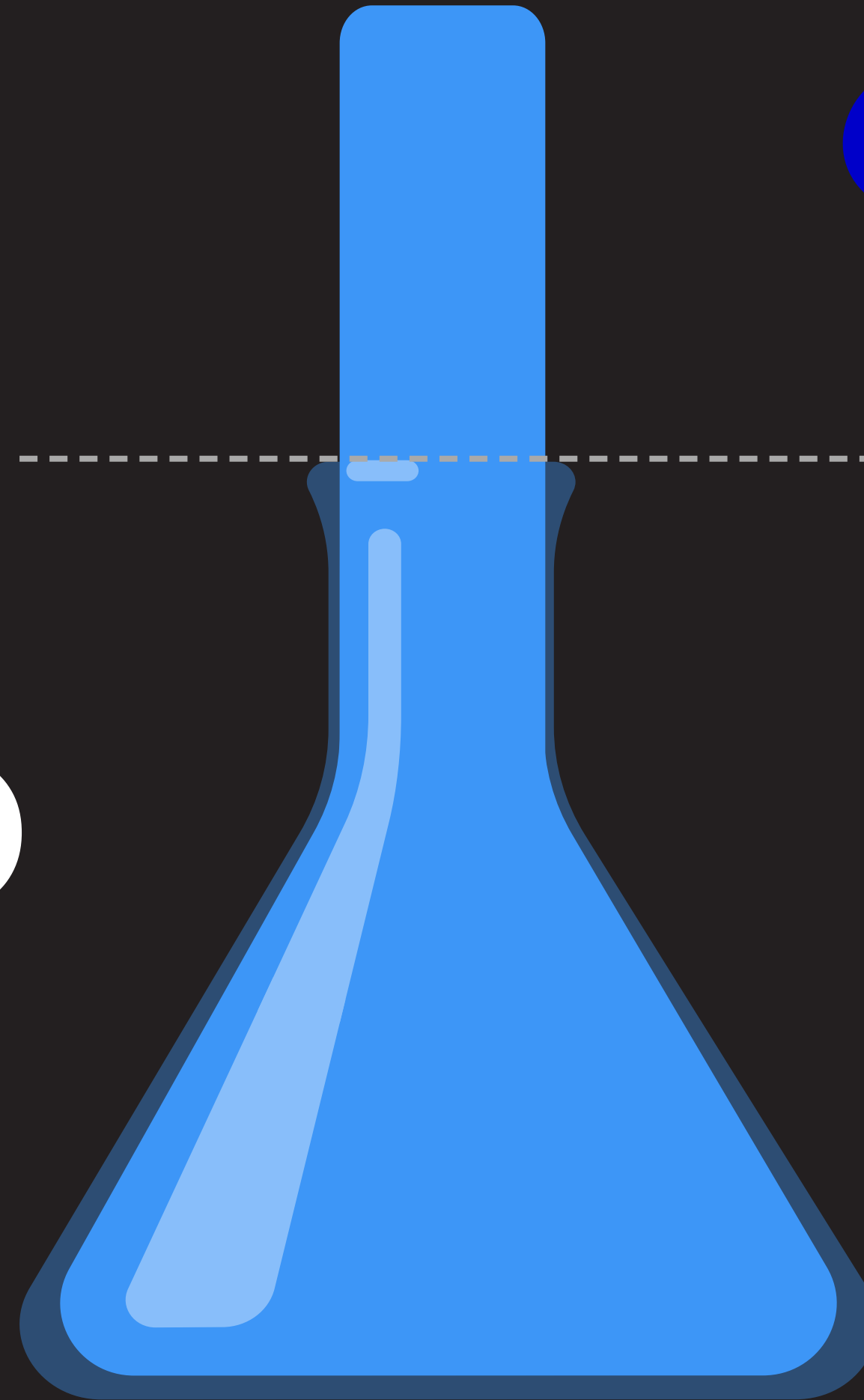
Rachel O'Connell

SVP, Human Resources



142%

return on investment



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Pharmaceutical leader Pfizer leveraged the trio of conversational AI, Workday, and HiredScore to create a seamless candidate experience and decrease time-to-schedule — time savings that returned \$1.42 for every dollar spent.

Let's end with a simple
math problem.

•  Say this dot equals \$1.



**was spending hundreds of thousands of dollars
on coordinators just to schedule interviews.**

That's a lot of dots.

A large teal semi-circle graphic that starts from the bottom left and curves upwards and to the right, partially covering the text.

How much money would GM save if they
used AI to automate interview scheduling?

\$2,000,000

Which is exactly how much they saved in 2023. That's *big*.

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full story



TA leaders need to **do more** with less.

And the longer an organization waits to make a change that makes TA more efficient, the harder it is to be successful — the inefficiencies catch up. So companies need to find ways to boost their efficiencies *now*.

AI gives them that chance.

Chapter

7-Eleven has a **3** minute
time-to-hire.

Five more stats on how AI makes hiring efficient.



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Chipotle implemented a fresh new way to hire, a virtual team member — appropriately named “Ava Cado” — who handles time-consuming tasks like candidate screening and interview scheduling. The process shift has helped the burrito juggernaut get candidates from apply to apron more than a week faster than before.

12 day

time from application
to first day

4 day

time from application
to first day

40,000
hours saved every week

Watch the
full video



Retail giant 7-Eleven is known for their convenience: Enter a store, find what you're looking for, pay. Now, they have a hiring process to match. AI has made hiring easier than buying a Slurpee, and it only takes three days.

95%

automated hiring process



Automating job applications allows us to **focus on the moments that matter**, and where the value add is in having a human touch.

Rachel Allen

Senior Director of TA





You might not recognize Compass Group, but you definitely have felt their impact. With 550,000+ global employees staffing schools and events, their presence is everywhere.

More impressive? How many people they hire with a recruiting team of just 20 (and an AI assistant that converts 85% of applicants).

160,000

annual hires

20 recruiters



When you want to hire efficiently, **use AI.**

Time to hire isn't just a talent acquisition metric. It's now a key business metric — one that technology is finally well positioned to address at scale. At this juncture, 24/7 automation is the best way to keep up. And here's the kicker:

Candidates actually prefer it too.

Chapter

Good experiences can **4**x your
employee retention.

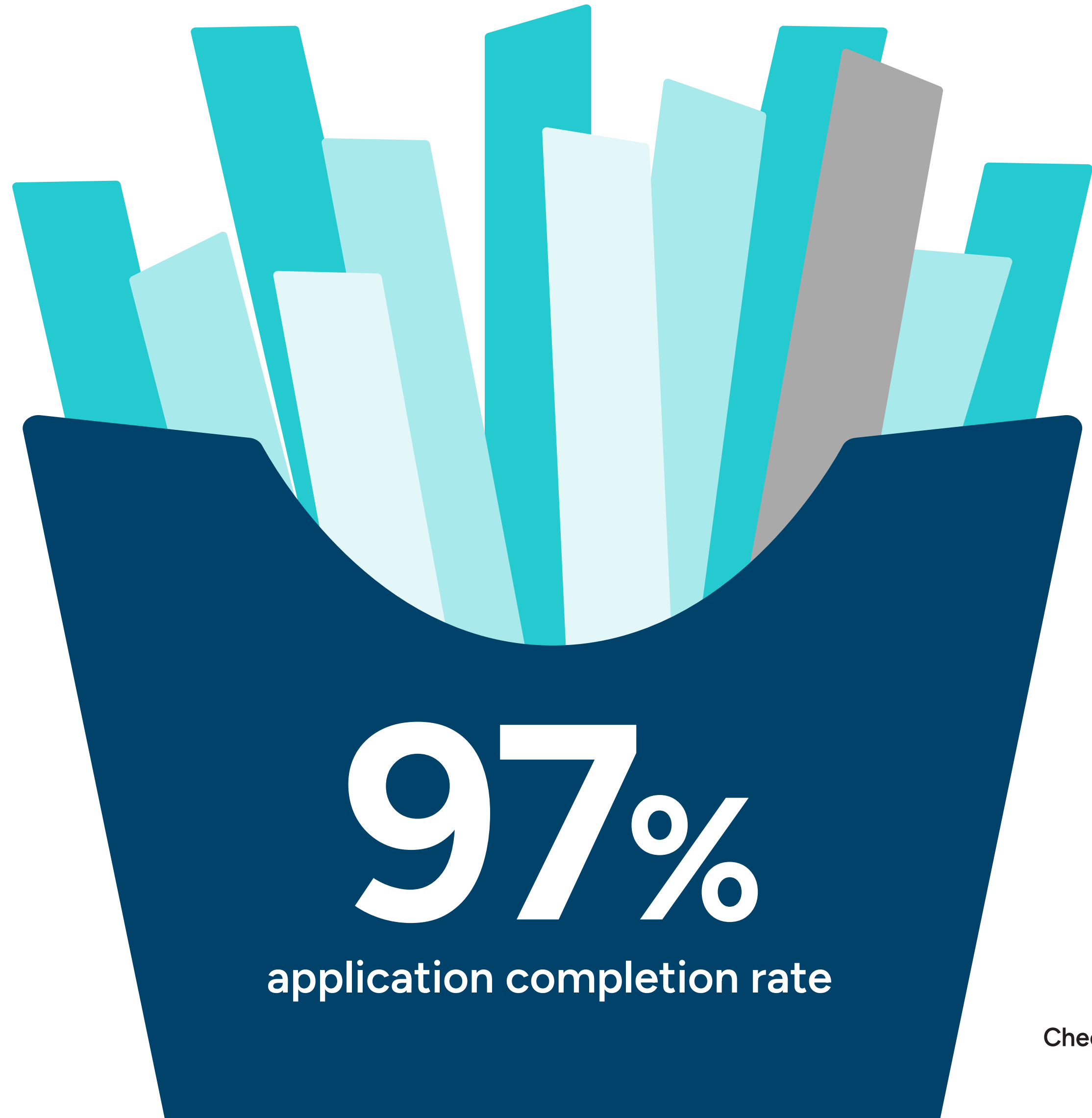
Seven stats on how AI improves candidate experience.

Checkers® Rally's

Watch the
full video



Faced with understaffing across 550 QSR restaurants, new hiring software helped managers keep up with employment demand. The linchpin: An AI-powered application that candidates actually like, and one that saves restaurant managers 35,000 hours/year.



97%

application completion rate



Right away, **franchises started seeing results.**
We had to turn the AI off
because we were getting
so many applications.

Bradley Williams

VP of Franchise Restaurants

***Checkers®
Rally's***

12,000

open roles in 2023

8,000

open roles in 2024

21%

decrease in two-month turnover

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After two months, Captain D's reaches ROI on a candidate's hiring, onboarding, and training costs.

Struggling with 211% turnover, the restaurant chain introduced a personality assessment — their short-term turnover decreased so much that they were able to lower their open positions reqs by 33% YoY.



90%

applications completed via text

6 min
time to apply.

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Marriott INTERNATIONAL

Marriott International's hotel positions were seeing low application completion rates because they were requiring candidates to create a log-in and password. Once they switched to text, completion rate rose — and time-to-apply plummeted.

10 hour candidate response time

10 minutes

Watch the
full video



**Johnson
Controls**



Johnson Controls' AI assistant is fluent in 15 languages — she makes global applications nearly instant, increasing candidate conversion by 600%.

Ultimately, candidates just want an application experience that feels seamless and works for them. They don't want friction. They don't want hiccups. AI provides that. And candidates are thankful.

11,014,957

***Thank you* messages sent to AI assistants in 2024.**

Tysm!

Thanks so much

Thank you :)

Thanks a lot :D

Thanks!

Thank you!

You're the best

perfect, thx!

Thanks a



If you want to revolutionize hiring, **we'd love to talk.**

Launched in 2016, Paradox built the first conversational recruiting platform – driven by its AI assistant Olivia – to help recruiting and hiring teams spend more time with people and less time with software. Serving global clients with hiring needs across frontline high-volume hourly and high-skilled professional roles, Paradox's AI assistant does the work talent teams don't have time for — streamlining tasks like screening for minimum qualifications, interview scheduling, candidate communication, and more through simple, frictionless mobile-, chat-, and SMS-driven experiences.

paradox.ai

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