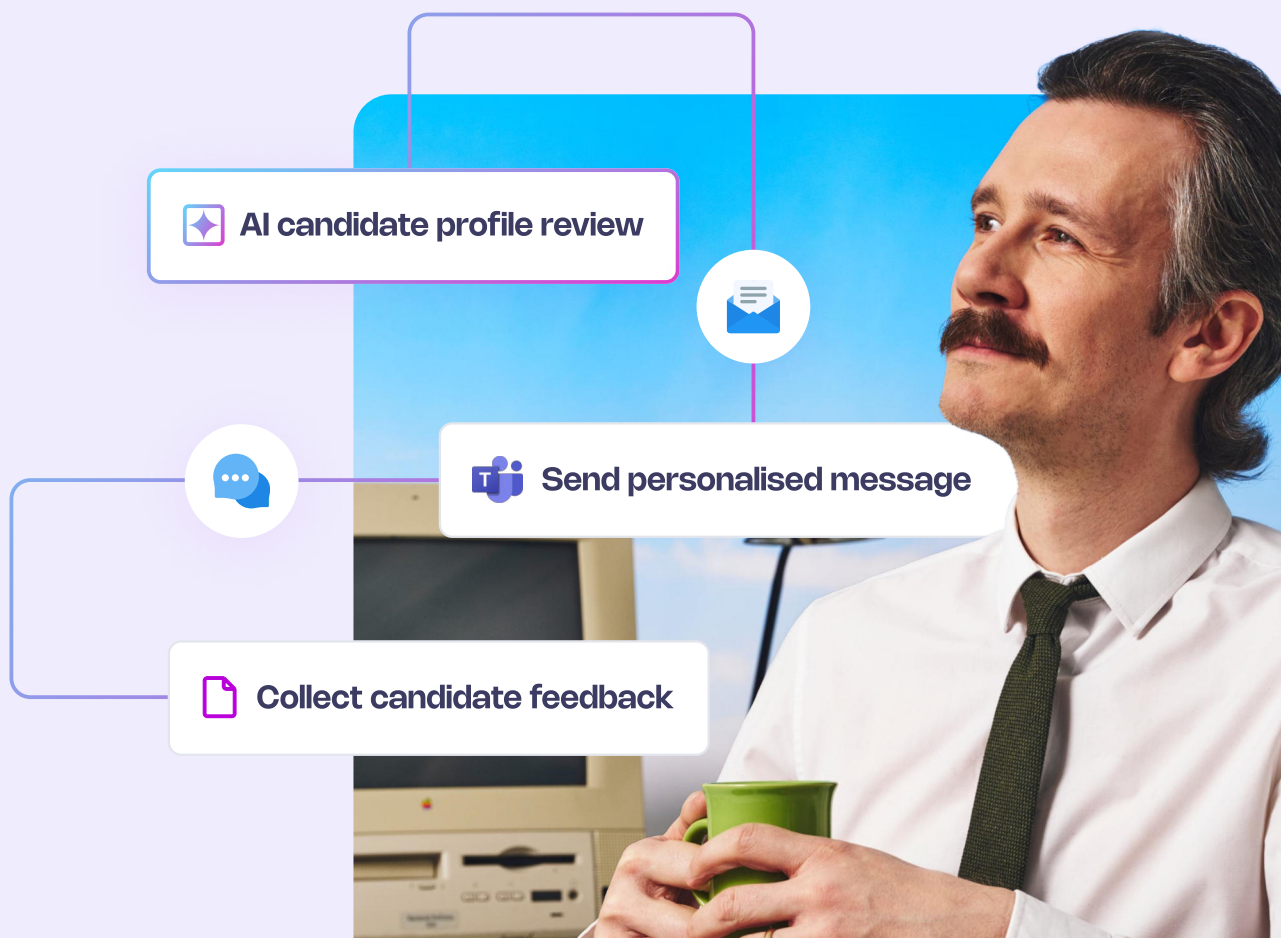


Whitepaper

AI-powered HR workflows: how to start, scale, and succeed



Executive summary

HR teams are stretched thin. They are drowning in manual tasks, wrestling with disconnected tools and scrambling to keep up with the increasing demands on their time. Enter AI: the superhero you never knew you needed. No, it's not here to replace your team. It's here to make the boring stuff disappear so your HR pros can do what they're best at.

This whitepaper will show you how to use AI agents to streamline your workflows, cut down on admin time, and improve decision-making, without needing a team of developers. With 50skills, you don't have to be a tech whizz to scale AI in your HR department.

AI agents are already transforming HR teams, from CV screening to onboarding.

Forget the complexity-AI doesn't need to be intimidating. 50skills makes it simple.

We'll show you how to start small, scale safely, and make the most of AI-powered workflows with real-world examples.

What is an AI agent?

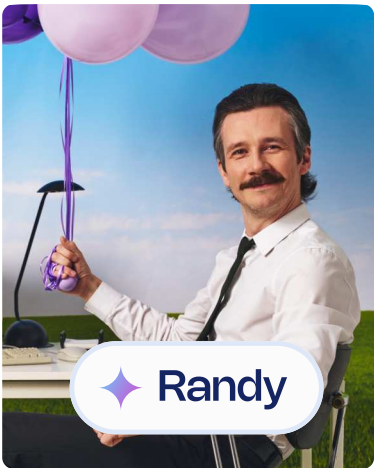
An AI agent is a software entity that uses artificial intelligence to autonomously perceive, reason, and act to achieve specific goals. Many of the modern AI agents being deployed today are based on Large Language Models (LLMs) such as ChatGPT, Claude, and Gemini.

At 50skills, we like to think of AI agents as digital teammates. They're designed to carry out tasks on your behalf: autonomously, intelligently, and at scale. Unlike traditional automation tools that follow rigid rules, AI agents can interpret language, process data, and make decisions based on context.

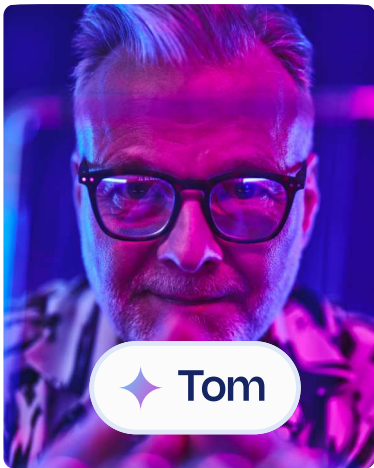
In HR, that might look like:

- ✓ Screening thousands of applications and surfacing top matches.
- ✓ Drafting personalised messages for candidates or new hires.
- ✓ Extracting and organising documents from emails.
- ✓ Summarising interviews or checking sentiment in exit forms.

Think of an AI agent as the colleague who thrives on repetitive, manual, or data-heavy work. They never need a coffee break, don't mind volume spikes, and are great at spotting patterns across large datasets. They're not here to replace your people but rather give them time back to do the human stuff, like mentoring, listening, and making smart decisions.



◆ Randy



◆ Tom



◆ Cindy

Reimbursement ▼

HR Helpdesk ▼

CV Screening ▼

Why automated workflows are essential to scaling AI in HR

AI agents are only as effective as the systems they operate in. Without structure, even the smartest AI gets stuck doing isolated tasks without impact or consistency.

That's where automated workflows come in. They provide the framework that connects your systems, people, and AI agents. Workflows define when things happen, who's involved, and how data moves between steps so AI can do its job in context, not in a vacuum.

For example, a workflow might trigger an AI agent to:

- ✓ Read and summarise incoming applications.
- ✓ Schedule interviews based on calendar availability.
- ✓ Analyse candidate sentiment from interview transcripts.
- ✓ Generate personalised onboarding plans as soon as an offer is signed.

Automation brings consistency, reduces errors and improves the experience for candidates, employees, and HR teams. Most importantly, it makes AI scalable. Instead of retraining people or building new tools for every process, you can design a workflow once and deploy it across teams, departments, and regions. Whether you're onboarding five or five hundred people a month, automation ensures your AI agents show up at the right moment with the right data, every time.



Why HR needs AI now



1. Manage complexity

Manual tasks and disconnected tools can make even simple HR processes feel like a burden. By combining automation with AI, you can connect your tools, data & actions into one seamless workflow — reducing friction, eliminating repetitive work, and improving accuracy at every stage

2. Elevate employee experience

AI is transforming HR by automating tasks like CV screening, onboarding steps, and internal requests. This means faster, more consistent hiring, smoother employee starts, and quicker responses to everyday needs without the endless manual follow-ups.



Why HR needs AI now



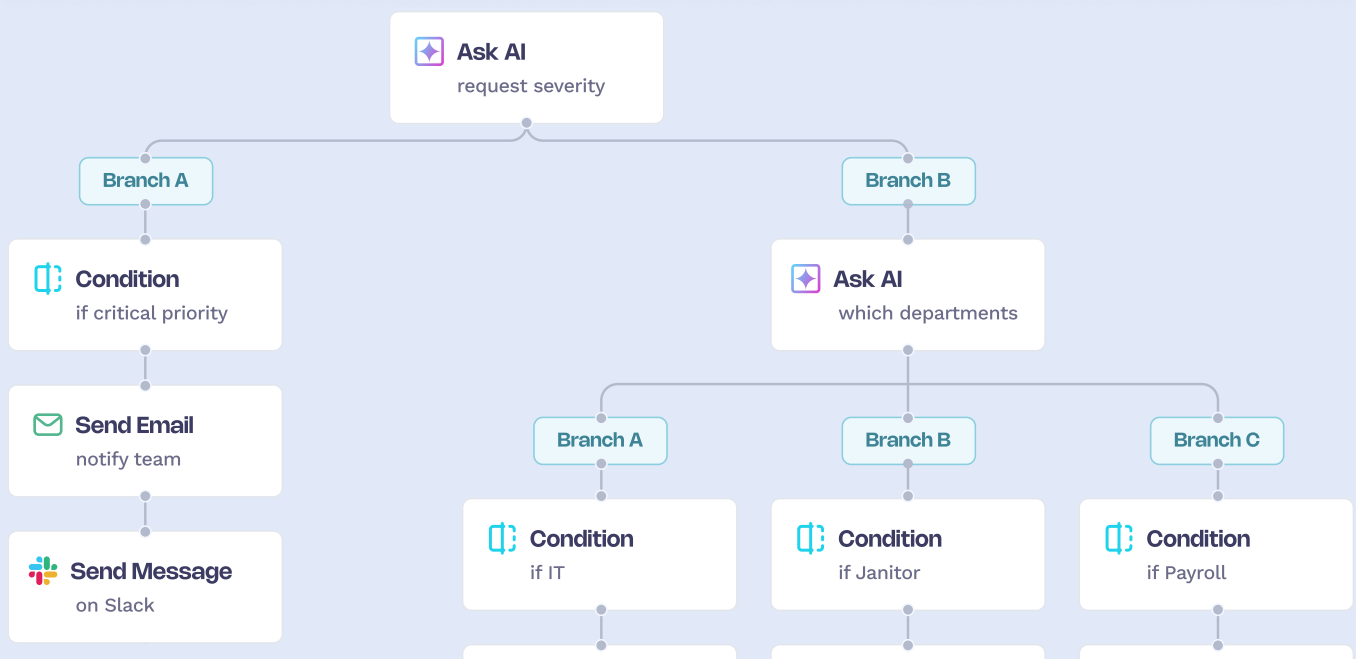
3. Improve compliance

As compliance requirements grow, manual processes create unnecessary risk. AI-powered automation ensures every action is logged, tracked, and compliant - reducing errors, spotting potential issues early, and making audits faster and easier.

Examples of what AI can do (within workflows)

- ✓ **Candidate profiling:** AI agents can profile candidates based on linkedin profiles or CVs to enable personalised communications.
- ✓ **Automated interview:** AI generates tailored interview questions based on a candidate's CV and job description, or summarises candidate profiles to help interviewers prepare quickly and focus on the right topics.
- ✓ **Onboarding workflows:** AI supports onboarding by drafting welcome emails, generating personalised documents based on employee data, or summarising submitted information for HR teams.
- ✓ **Employee feedback analysis:** AI can automatically collect, categorise and analyse employee feedback, helping HR teams identify key issues and areas for improvement quickly.

AI Powered Helpdesk



What AI should not do:

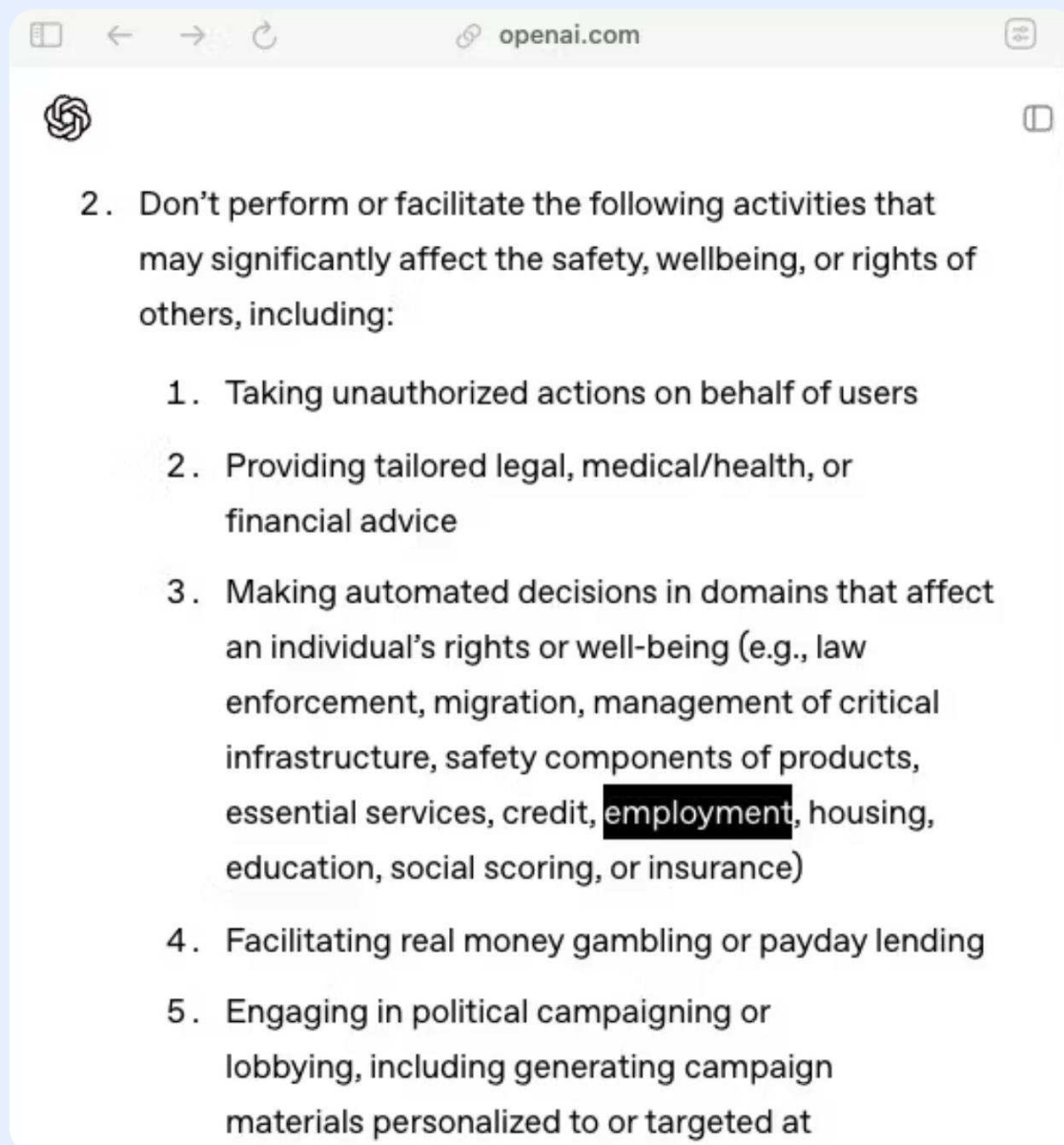
While AI agents can do a lot, certain tasks require human insight, empathy, or strategic thinking. Here are examples of what should stay in human hands:

- ✓ **Final hiring decisions** or **conflict resolution**.
- ✓ **Legal decisions** or **disciplinary actions**.
- ✓ Anything requiring **empathy, personal judgement**, or **strategic thinking**.



Don't use AI for high-stakes automated decisions in domains that affect an individual's safety, rights or well-being

Law enforcement, migration, management of critical infrastructure, safety components of products, essential services, credit, employment, housing, education, social scoring, or insurance.

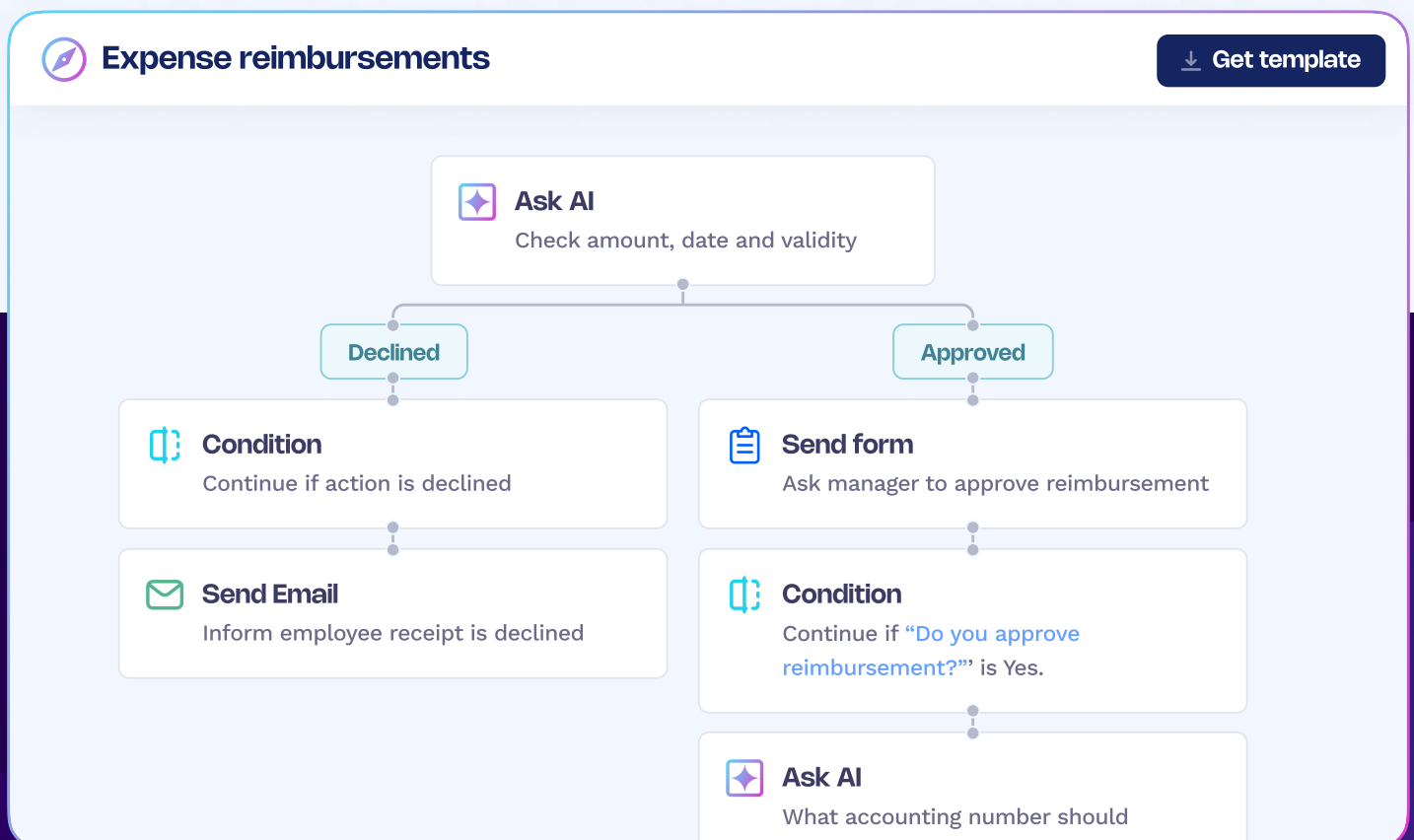


- OpenAI Usage policies

Example use cases

1. HR operations

- ✓ **Onboarding:** From summarising documents to automating communications and drafting documents, AI handles the repetitive tasks in the onboarding process
- ✓ **Expense reimbursement:** AI automates the approval process for employee expenses, with compliance checks built in.
- ✓ **Leave requests:** AI tracks employee leave requests, automatically approving them and notifying managers when employees are nearing leave limits.



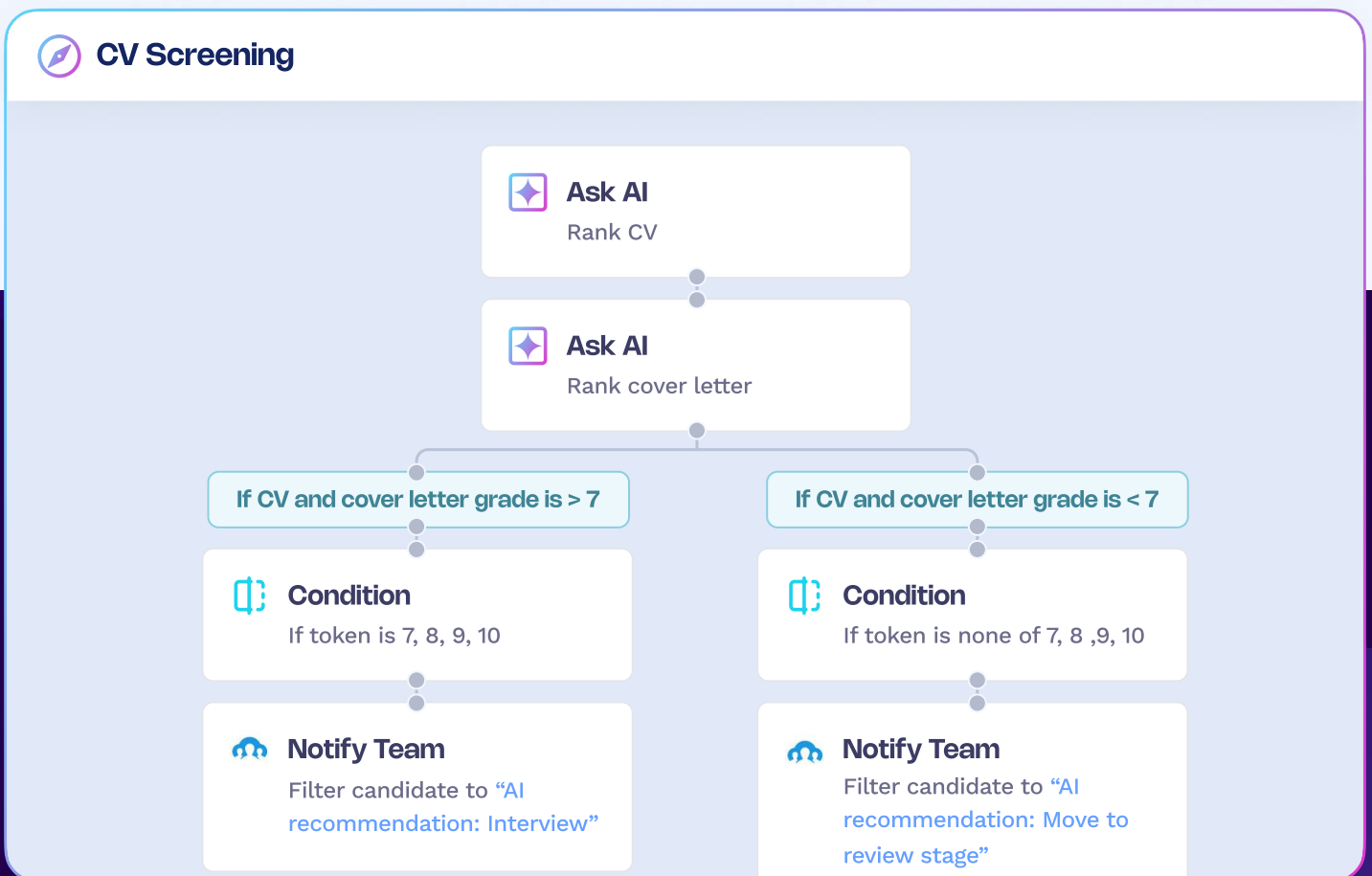
2. Talent acquisition

✓ **Candidate summarisation:**

AI helps summarise the key details of each candidate's application, making it easier to decide who to interview.

✓ **Offer letter creation:** AI creates personalised offer letters using the relevant data—factoring in salary, location and job details.

✓ **CV screening:** Using an AI agent built for screening, CVs are evaluated against set criteria to help HR teams shortlist candidates faster and reduce manual review.



3. Employee experience & compliance

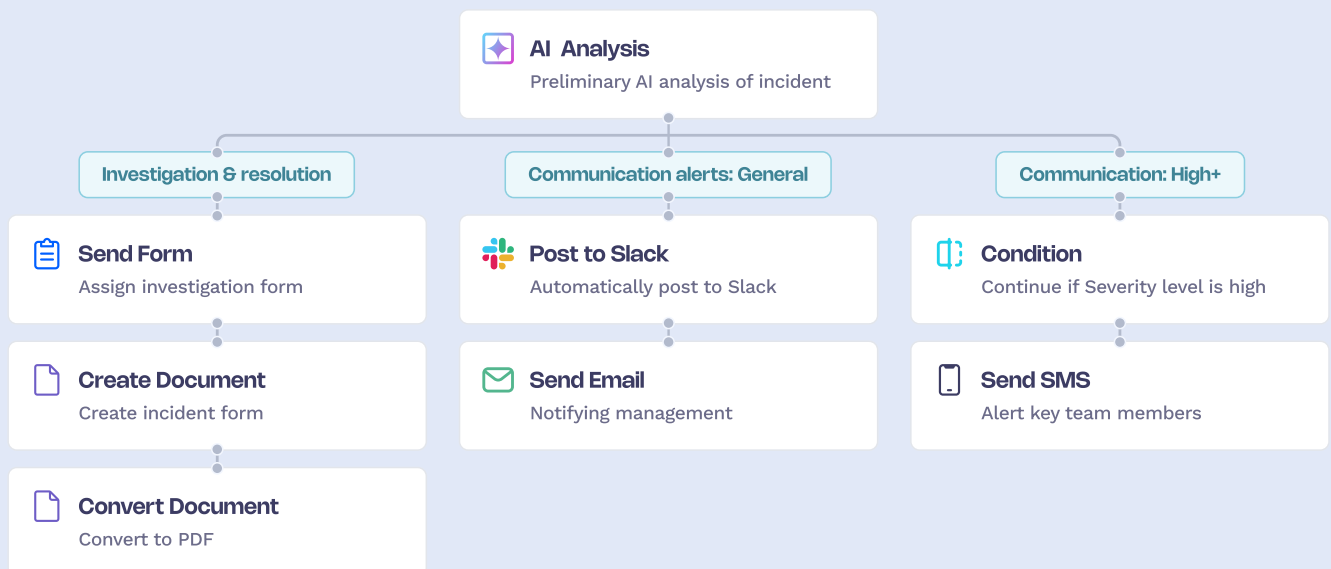
✓ **AI-powered request workflows:** Submitted forms trigger workflows where AI agents validate requests, suggest next steps or draft responses.

✓ **Compliance reporting:** Automated reporting ensures HR teams remain fully compliant without hours of admin.

✓ **Employee engagement:** AI helps collect and analyse feedback from employees, categorising responses automatically and highlighting areas for improvement.



Incident Reporting



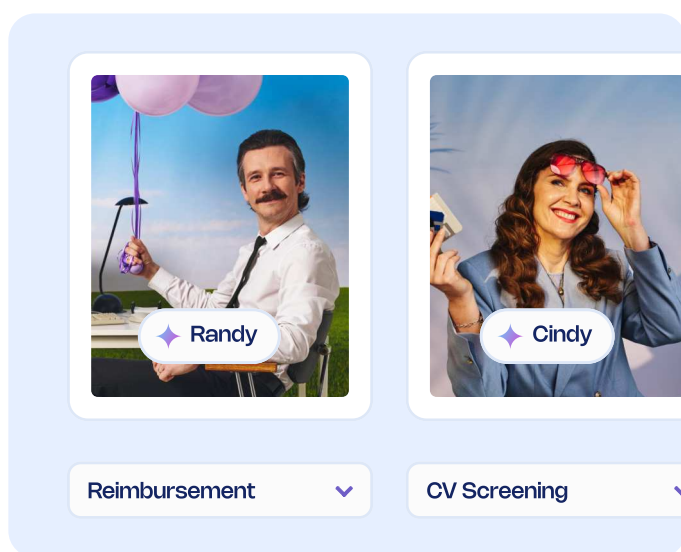
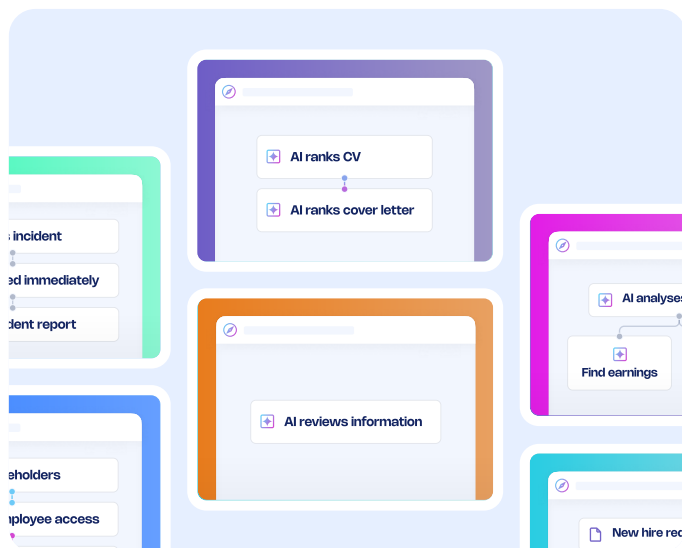
How 50skills works

Okay, now you're thinking: "This all sounds great, but how do I get started?"

That's where we come in. 50skills is a visual, no-code platform that helps HR and operations teams build smart, AI-powered workflows, no tech degree required. We'll guide you through automating your first workflows so you can hit the ground running and see results straight away.

Easy to set up

You don't need a developer. Simply pick a template or build your own workflow from scratch. HR teams can start automating processes like CV screening or onboarding within minutes.



Design your AI agents

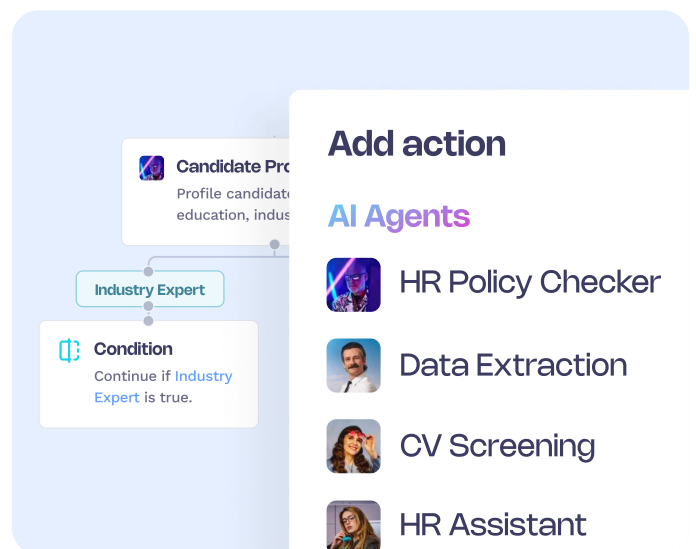
Create smart agents by defining their tasks, instructions, context, and outputs. Decide how they support your workflows, from generating content to approving requests.

Forms and portal

Create forms for any HR task—leave requests, expense submissions, equipment orders—and publish them to a branded portal where employees or managers can trigger workflows easily.

Workflow automation

Build workflows using a simple, visual interface. Add AI agents to handle tasks like generating documents, summarising input or approving repeatable requests.



Governance and transparency

AI doesn't work in the background without oversight. With 50skills, you can see exactly where AI was used, what prompt was given and how it responded. Full audit trails and automated reporting help you stay compliant without added admin.

The screenshot shows a 'Parental Leave Form' builder interface. It features a 'Content' panel with options for H1, H2, Text, Video, and Image. An 'Inputs' panel lists Short text, Long text, Date, File upload, and Email address. A 'Structure' panel shows Section and Separator. A 'Selections' panel shows Multiple choice and Dropdown. The form preview on the right includes a heading, a paragraph, a cartoon character, an email field, and a date field.



Tips to get started with AI in HR

Start small

Begin with straightforward tasks like handling requests or automating approval processes. Focus on repetitive work that slows your team down but doesn't need human judgment every time.

Map your workflows

Pick one simple process and map out the steps. Once you've automated it, you can build from there, growing your AI-powered workflows one process at a time

Scale gradually

Once you've automated the basics, start scaling your workflows to handle more complex tasks. Build your AI capabilities step by step, as your team becomes more confident.

Take action with 50skills

HR is about to get a whole lot easier. By starting small and scaling gradually, your team can use AI to automate repetitive tasks and free up time for more strategic work. 50skills makes it easy to implement AI-powered workflows-no developers required.

Book a demo today to see how we can help your team save time, boost efficiency and start building smarter HR workflows with AI.

Start small, scale intelligently and use AI to make your team more agile and efficient. With 50skills, you don't need to worry about complex setups, compliance or costly development teams. AI is ready and waiting to make HR easier for you.

Candidate AI Evaluation

● Jonathan Smith

● Score 20.5/30



Summary

Placeholder text for summary

CV Score

8.0

Cover Letter

8.5

