Press release
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AI skills expected in new hires; generative AI making it harder for Australian employers to assess candidates

- 97% of Australian hiring managers require new hires to have AI and automation proficiency
- 88% say it is challenging to find talent with the right AI and automation skills
- 37% say assessing AI-generated CVs make it difficult to accurately assess candidate quality

Sydney, 28 April 2026 – As AI continues to reshape how work gets done, the proficiencies new hires are expected to demonstrate are also evolving. At the same time, generative AI is making hiring more complex as Australian employers work to assess whether candidates genuinely have the skills and experience they claim.

Rising AI expectations are reshaping hiring

Independent research by specialised recruiter Robert Half finds nearly all employers (97%) expect new hires to have some level of AI and automation proficiency. More than four in five workers (83%) also believe generative AI skills are necessary for career success, signalling a broader shift in how both organizations and professionals view employability and future career growth. However, 88% of hiring managers report it is challenging to find talent with the right capabilities, highlighting a gap between expectations and available talent.

As AI becomes more embedded in day-to-day work, employers are seeking candidates who can use it effectively. The majority (89%) of businesses are already using AI in at least one finance, HR or technology process while more than nine in 10 tech leaders (92%) say AI is influencing workforce planning beyond experimental use.

This shift is influencing how employers think about job readiness and creating hiring pressure as companies compete for a limited pool of professionals with the ability to apply AI and automation in practical, business-relevant ways.

"AI skills are becoming part of the baseline, but they are only one piece of the puzzle," says **Nicole Gorton, Director at Robert Half.** *"Employers are looking for people who can apply AI tools productively and responsibly, and in ways that create business value. However, organisations cannot rely on hiring alone to close capability gaps. Upskilling existing staff and taking a skills-based approach to recruitment are critical.*

Generative AI is raising challenges in candidate assessment

While AI skills are in demand, the rise of AI-generated applications is making evaluating those skills more difficult; a challenge cited by 37% of hiring managers. This is leading employers to rethink parts of their hiring process.

"While generative AI can help candidates present themselves more effectively, it can also make it harder to distinguish between overly polished applications and genuine capability. Consequently, many organisations are strengthening their hiring processes with skills testing, deeper interviews and more rigorous checks to ensure candidates can deliver what their applications suggest," concludes Gorton.

Further insights into how AI is shaping the labour market is available on the Robert Half website: www.roberthalf.com/au/en/insights/ai-hiring-impact

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Notes to editors

About the research

The research was developed by Robert Half and conducted online across multiple studies in 2025 by an independent research company. It includes responses from 500 hiring managers across finance, accounting, IT and technology, and HR, as well as 1,000 workers in finance, technology, and administrative roles. Respondents were drawn from SMEs, as well as large private, publicly listed, and public sector organisations across Australia.

About Robert Half

Robert Half (NYSE: RHI) is the world's first and largest specialized talent solutions and business consulting firm, connecting highly skilled job seekers with rewarding opportunities at great companies. We offer contract talent and permanent placement solutions in the fields of finance and accounting, technology, marketing and creative, legal, and administrative and customer support, and we also provide executive search services. Robert Half is the parent company of Protiviti®, a global consulting firm that delivers internal audit, risk, business and technology consulting solutions. Robert Half, including Protiviti, has been named one of the Fortune® Most Admired Companies™ and Australia's Best Workplaces™ for Women 2026. Explore comprehensive talent solutions, research and insights at www.roberthalf.com/au

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