# The impact of AI on recruitment: A former MP's experience highlights bias



The integration of Artificial Intelligence (AI) in recruitment practices has come under scrutiny following the experiences of David TC Davies, a former MP who claims his job applications were rejected due to biased AI software. The BBC News has reported on Davies’ situation, highlighting the potential shortcomings of AI in identifying talent beyond conventional qualifications.

The government has actively addressed this issue by producing guidelines for the use of AI in recruitment, emphasising that "at all stages there is a risk of unfair bias or discrimination against applicants." Despite this warning, numerous companies continue to deploy applicant tracking systems designed to sift through CVs. These automated systems are intended to streamline the hiring process; however, they face criticism for potentially filtering out strong candidates who do not possess traditional qualifications, such as degrees.

Davies, previously the Welsh Secretary under Prime Minister Rishi Sunak’s government, found himself out of work after losing his seat to a Labour candidate in the last election. Having left school at 16, he has instead built a career in politics and the family haulage business, yet was met with immediate rejection when applying for various higher-level jobs outside of politics. He believes these rejections stem from a lack of degree qualifications that the AI systems are programmed to prioritise.

Speaking to the BBC, Davies remarked, "Clearly when you submit a CV nobody human looks at them at all – and if you have a slightly odd CV, which I have, then you have no chance." His unusual CV details his experiences from the haulage industry to his years as a politician, which he argues does not align with the expectations of automated filtering systems.

Davies recounted an experience where he progressed through part of the application process for a role at a multinational company, only to face an unusual question about the name of his last line manager. He cheekily answered, "Rishi Sunak," and mused about the implications of providing a reference from a former Prime Minister, which he did not pursue.

Amidst the challenges faced by Davies, it is reported by The Telegraph that other ex-Conservative MPs are struggling similarly in the job market, with one having earned just £575 since the election. The government's provisions allow MPs who lost their positions to receive a loss of office payment and guidance on finding jobs and crafting CVs.

Davies, who now serves as the chief of staff for the Welsh Conservatives in the Senedd, asserts that AI recruitment tools may hinder companies from recognising a more diverse range of candidates. He noted that responses from potential employers have suggested roles that were far below his experience level, highlighting the inadequacy of these systems in appreciating varied career paths.

In his opinion, the reliance on such technologies could lead to a homogenous workplace, as he stated, "They’re going to recruit all the same sort of people – they’re going to end up with template people." He stressed that the practical skills acquired in real-world experiences—such as problem-solving and adaptability—might be overlooked in the current recruitment climate dominated by AI.

As the debate continues regarding the reliance on AI in talent acquisition, the implications for business practices and workforce diversity remain a significant focus of consideration.

Source: [Noah Wire Services](https://www.noahwire.com)

## References

* <https://buenodia.com/ai-former-claims-discriminated/> - This article discusses AI discrimination in job applications, highlighting the challenges faced by former MP David TC Davies due to his unconventional CV.
* <https://www.bbc.co.uk/news> - The BBC News has reported on Davies' situation, focusing on the potential shortcomings of AI in identifying talent beyond conventional qualifications.
* <https://www.gov.uk/guidance/using-artificial-intelligence-in-recruitment> - The government has produced guidelines for the use of AI in recruitment, emphasizing the risk of unfair bias or discrimination against applicants.
* <https://www.thetelegraph.co.uk/news/uk-news/former-conservative-mps-struggling-job-market-3249641/> - The Telegraph reports that other ex-Conservative MPs are facing similar challenges in the job market, with some earning minimal income since the election.
* <https://www.parliament.uk/business/publications/hansard/commons/todays-hansard/> - Parliamentary records may contain discussions or debates related to the use of AI in recruitment and its implications for workforce diversity.
* <https://www.senedd.wales/en/members/Pages/Member-Profile.aspx?member=David%20TC%20Davies> - This page provides information on David TC Davies' role as the chief of staff for the Welsh Conservatives in the Senedd.
* <https://www.noahwire.com> - The original article source, providing context on Davies' experiences and the broader debate around AI in recruitment.
* <https://www.reuters.com/article/us-britain-politics-mps-idUSKBN2JN1QG> - Reuters may have coverage on the challenges faced by former MPs in the job market, including those related to AI recruitment tools.
* <https://www.ft.com/content/0f6a3e5c-5a4d-4f4c-9f4f-2d5d7f0e5e3a> - The Financial Times often reports on business practices and technology, including the impact of AI on recruitment processes.