

## Hey! What's New? 2026-23

### AI-Generated Applications Are Slowing Finance and Accounting Hiring

As artificial intelligence reshapes hiring, organizations are finding it more difficult – and time-consuming – to identify qualified talent. A survey from talent solutions and business consulting firm Robert Half found that 61% of Canadian HR leaders say reviewing AI-generated applications has slowed the hiring process.

The findings stem from a survey developed by Robert Half and conducted by an independent research firm in November 2025. The survey contains responses from 1,500 hiring managers across Canada, in the professional fields of finance and accounting, technology and IT, marketing and creative, legal, administrative and customer support and HR.

According to the research, “64% of hiring managers say the increased volume and authenticity concerns of AI-generated resumes are creating notable challenges for their organization. In many cases, generative AI tools are fabricating or embellishing work history and skills, making it harder for employers to distinguish authentic experience from AI-generated content.”

As a result, “AI-generated resumes and increased applicant volume enabled by AI are creating more work for hiring managers. Hiring teams are spending more time verifying skills, assessing authenticity and evaluating unqualified applicants.”

The research found that “human resources departments are feeling the greatest impact, with nearly 9 in 10 HR managers reporting heavier workloads.” To validate candidates, many organizations have added steps that can further extend hiring timelines, including:

- Spending more time reviewing applications (43%).
- Increasing the number of interviews per candidate (42%).
- Updating job descriptions to discourage generic responses (39%).

"AI is influencing nearly every part of the hiring process," said Koula Vasilopoulos, Senior Managing Director, Robert Half, Canada. "At the same time, the rise in unverified or automated applications is making it harder for employers to move efficiently through candidate pools and verify candidate authenticity."

The study stresses, however, that “not all AI-generated applications are inaccurate or misleading. Many candidates use AI responsibly to improve clarity or grammar. The challenge for employers is the volume of unverified applications and the difficulty distinguishing authentic experiences from AI-fabricated content.”

How can companies cut through the AI noise? Robert Half notes that, “as organizations look for ways to maintain hiring speed and accuracy, many hiring managers are turning to external partners. Sixty-three per cent say they are using staffing firms for hiring support to help navigate AI-related hiring challenges specifically, and 86% report that those partners have been effective in addressing these challenges, primarily by:

- Leveraging advanced tools to help verify candidate materials.
- Conducting targeted skills assessments.
- Delivering pre-evaluated, specialized talent quickly for high-priority roles.”

Vasilopoulos adds that "this research reinforces that technology works best when paired with human judgment, which remains essential for evaluating talent and keeping hiring decisions timely and on track."

Read the news release from Robert Half at [New survey: 61 per cent of HR leaders report AI-generated applications are slowing hiring.](#)