

Hiring Graduates in the Age of AI:

A Best-Practice Checklist

AI is making every graduate application look exceptional. And when everyone looks polished and considered, the hiring signal disappears. Blanket bans on AI aren't the answer; a smarter, more deliberate process is.

Use this checklist to sense-check whether your current assessment and selection approach is designed to find genuine graduate talent, regardless of how polished everyone else looks.

Process design	Assessment tools	Supplier due diligence
☐ Identify vulnerable stages We know which parts of our process are most susceptible to AI-generated responses ☐ Define assessment intent We are specific about what we need to assess at each stage of the process, and why ☐ Include live thinking We include at least one stage in our selection process where candidates must demonstrate live, unscripted thinking ☐ Check for consistency We compare candidate performance across multiple stages to spot inconsistencies ☐ Equip hiring managers We ensure hiring managers understand what AI-assisted responses look like and how to probe effectively	☐ Use large item banks Our assessment tools use large item banks to reduce the risk of questions circulating online or being fed into AI models for training ☐ Monitor unusual activity Our assessment platform can flag anomalies in video, audio, or on screen behavior ☐ Track focus and tab switching We can see when candidates switch tabs, lose focus, or show other signs of external assistance ☐ Lock down the test environment We use a secure browser which blocks secondary screens, external browsers, and plug-ins during the assessment ☐ Verify technical authenticity Our technical assessments use code replay or plagiarism detection to identify non-original work	☐ Review AI-response safeguards We have asked our assessment provider how their solution detects and mitigates AI-generated candidate responses ☐ Verify compliant proctoring Our supplier's proctoring solution meets regional compliance and consent requirements ☐ Evaluate integrity scoring Our supplier offers an overall proctoring integrity score rather than fragmented raw data requiring manual review ☐ Review LLM testing rigor Our supplier can clearly explain their LLM testing program, not just describe it in general terms ☐ Understand future readiness We understand how our supplier's approach will evolve as AI capabilities develop

Hiring graduates?

SHL's Graduate Hiring solution uses validated science to identify the skills that predict graduate success, now and as they develop. See the assessment experience for yourself.

Explore the demo 

SHL.

