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## Artificial Intelligence for Competences and Learning

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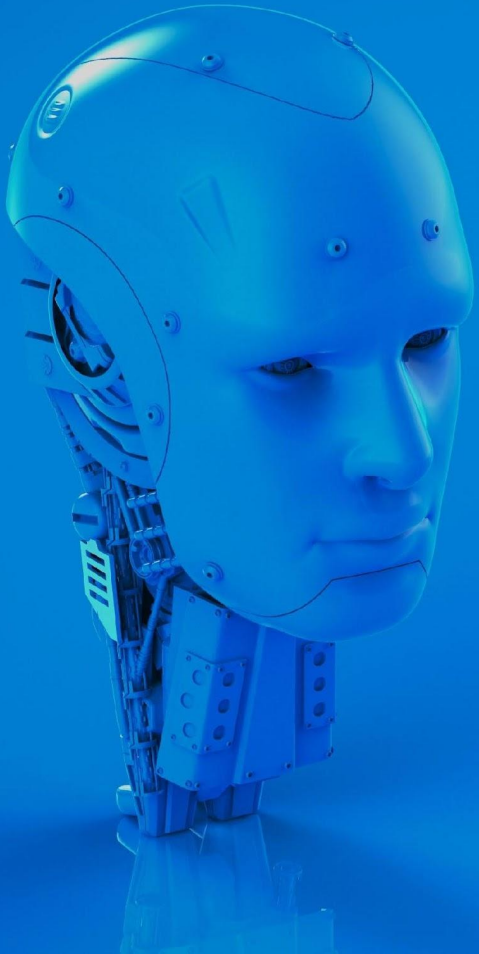


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# CLAIM

## Policy Recommendations

# Policy Recommendations

## Enhancing AI Adoption in Human Resources to Improve Talent Management and Skills Alignment in SMEs



### Description

Encourage the widespread and responsible adoption of artificial intelligence tools by human resources personnel in SMEs to foster processes such as skills diagnostics, recruitment, training needs identification, and strategic talent planning.

# Policy Recommendations

## Description of the issue and specific recommendation for policy reformation

SMEs often encounter structural limitations within their human resources departments, such as a lack of specialised staff, limited time for strategic analysis, difficulty in identifying skills gaps and limited capacity to anticipate future needs.

AI tools, such as those developed within the CLAIM project, can automate tasks, provide reliable diagnostics, support decision-making, and facilitate personalised training.

However, the adoption of AI in HR remains low due to:

- lack of training for HR personnel;
- the absence of ethical and quality frameworks;
- financial limitations that hinder technology uptake in SMEs;
- weak integration between SMEs, VET providers and technology developers.

In order to realise the full transformative potential of AI in talent management, more structured policy support is required.

## Category of the PR (e.g. integration, training, support, micro-credit/ finance, entrepreneurship policies)

### Training + Support + Integration

Specific recommendations for policy reformation:

Establish programmes for AI training and support in HR, including:

- Mandatory certified training in the ethical and practical use of AI for HR professionals (e.g. skills diagnostics, recruitment and training planning).
- Co-funding for SMEs adopting AI tools for talent management (licensing, implementation and technical support).
- Creation of ethical and quality standards specifically for AI in HR, including simplified audits suitable for SMEs.
- SME-VET-technology provider partnerships to ensure that AI diagnostics feed into continuous training and reskilling programmes.

Provide fiscal incentives or grants for companies that integrate AI into their skills development strategies.

# Policy Recommendations

## Level of applicability: Micro - Meso - Macro

This involves Capacity Building for HR personnel, providing financial and operational support for SMEs, and integrating AI into HR processes and regional/national training systems.

**Micro:** Adoption of AI within internal HR processes in SMEs.

**Meso:** Collaboration between SMEs, VET providers and technology suppliers.

**Macro:** Regulatory reforms, ethical frameworks and support programmes for talent digitalisation.



## Time frame (short-term actions/medium term actions/long-term actions)

### Short-term actions (1–2 years):

- Launch basic training modules in AI for HR staff.
- Introduce initial financial incentives to encourage SMEs to adopt AI-based skills diagnostics.

### Medium-term actions (3–5 years):

- Systematically integrate AI into regional and national employment and training strategies.
- Establish ethical standards and auditing mechanisms.
- Develop SME–VET partnerships

### Long-term actions (5+ years):

- Normalise the use of AI as a strategic HR tool.
- Encourage the widespread uptake of predictive skills diagnostics for workforce planning.
- Assess the impact on productivity, employability, and the reduction of the skills gap.

# Policy Recommendations

## Implementing actors

- National and regional governments (Ministries of Labour, Education and Industry).
- Vocational Education and Training (VET) providers deliver certified training.
- Business associations and chambers of commerce promote and facilitate adoption.
- Technology developers and AI solution providers, including CLAIM partners.
- Supervisory and regulatory bodies ensure ethical standards and data protection.

## Specific Country

ALL countries of the Consortium (Italy, Spain, Slovenia, Poland, Greece and Bulgaria)





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