BEYOND THE ALGORITHM:
How to Use AI and Your Experience to Get Hired

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Objectives of this Presentation:

- Understand the Job Market in the USA and in PR of January 2026
- Learn what are the recruitment tendencies companies are using in this era of AI.
- Implement a Strategy Plan to assist on your job search.
- Identify opportunities the candidate can do to improve their resumes.
- Provide AI hand on tools to improve your job hunting search.

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What is The reality of the Job Market Today?

Workforce Snapshot: Puerto Rico vs. U.S. (Latest Monthly)

PUERTO RICO - Nov 2025

5.7%

Unemployed rate

Unemployed (estimated)
~70.7K

Civilian labor force
1.24M

UNITED STATES - Dec 2025

4.4%

Unemployed rate

Unemployed
7.5M

Want a job (not in labor force)
6.2M

Part-time (economic reasons)
5.3M

Puerto Rico unemployed estimate = 5.7% x 1,239,936 ≈ 70,700.

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What is The reality for People Looking for a Job

Average Time to Hire

20.6 weeks
(roughly 5 months)

Recent data shows it takes an average of to secure a professional role.

Expectation vs. Reality

Approximately of expect to find work within 3 months, but in practice, only about the result achieve this.

The Early Start

6.4 months

Successful candidates are starting their search earlier—averaging before needing to start working.

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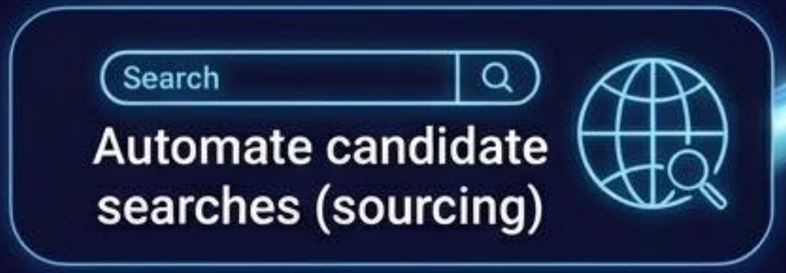
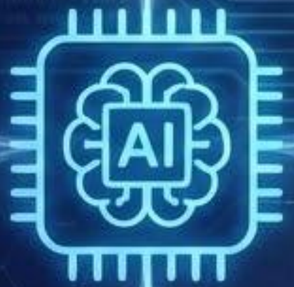
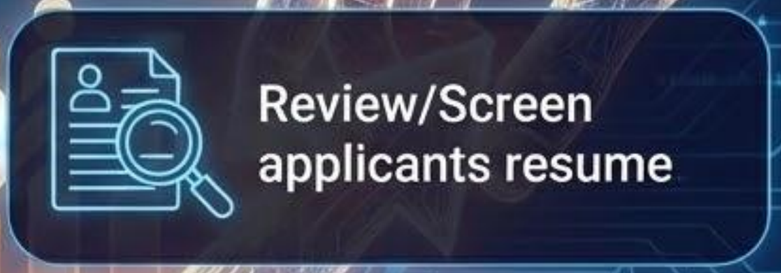
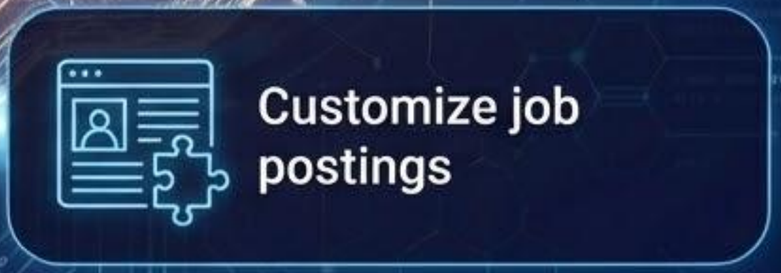
How is AI being implemented in the Recruiting

SHRM is stating that **51%** of organizations report using AI to Support in the recruitment process









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what does this means for you...

Increased Competition

More candidates are looking for employment than employers are creating job post.

Operational Efficiency & Cost

Due to external factors, companies are needing to operate with less employees and lower cost.

AI-Driven Screening

In most cases the person that reviews your job application is AI and not Human eyes.

The New Job Hunt Reality

Tactics that use to work in the job hunt market are not working right now.

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Key Success Differentiators

In a crowded market, traditional “degree-only” applications are less effective. Employers are prioritizing practical experience and personal connections:

The Power of Referrals

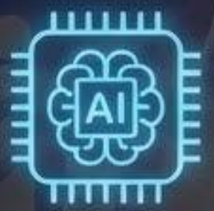
25%

of successful hires are from personal referrals, while the degree itself is cited as the primary factor in only **17%** of cases.

Internships

84%

of graduates who found jobs within 6 months had at least one internship or co-op experience.



The AI Influence

46%

of employers cite the rise of AI as a reason for reduced entry-level hiring, as many “stepping stone” tasks are being automated.

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DON’T PANIC
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I understand what you are going through ...

LET'S START

Your Journey Begins Now. Unlock Your Potential.

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We need to start with YOU:

What Do you want to do?

Create a truthful list of how you see yourself in your next job opportunity.

How does that Translate in the Job Market?

Does this role even exist? What title aligns to the responsibilities you are looking for.

Skills, Certificates, Experience are required

What are this employer looking for in this job post. How are you going to obtain them?

How to Apply?

Identify the websites where they are posting this information. Create a professional resume that will assist on having that initial conversation with the recruitment department.

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The Top 50 Gen AI Mobile Apps, by Monthly Active Users

1. ChatGPT
2. NOVA AI CHATBOT
3. Microsoft Edge
4. Baidu AI Search
5. photomath
6. Quark AI Assistant
7. Doubao
8. character.ai
9. Chat & Ask AI
10. ChatOn AI
14. deepseek
15. VivaCut
16. Chatbot AI Search Assistant
17. meitu
18. FaceApp
19. Filmora
20. BeautyPlus
21. UpFoto
22. Gemini
23. AI Mirror
24. Hypic
25. BRAINLY
26. Polish
27. HiTranslate
28. Genius
29. Luzia
30. Remove It
31. Photoshop Express
32. EPIK
33. Remove Objects
34. Photoroom
35. Facemoji
36. Beat.ly
37. AI Chatbot: AI Chat Smith 4
38. FaceMagic
39. MVideo
40. ChatBot
41. Cici
42. Copilot
43. Photo Lab
44. Photo AI
45. Face Dance
46. Retake
47. Question.AI
48. ChatBox
49. LooksMax AI
50. perplexity

Source: Sensor Tower, January 2025

Charts are for informational purposes only. Past performance is not indicative of future results. None of the above should be taken as investment advice; see a162.com/disclosures.

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What do you want to do?

What is your goal in life: ????

Type of Work: Remote, Hybrid or Onsite

Type of Contract: Full-Time, Contract, Part-Time, Internship, Exempt vs. Hourly

Compensation and Benefits: Salary, Healthcare, 401K, Sick Days, Vacation Time

Location: Metropolitan Area, Puerto Rico, Specific State.

Industry: Human Resources, Medicine, Sports, Arts, Accounting, Engineering

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How does this translate to the Job Market?

Select the AI App of your choice and create a prompt that will start helping you identify which area you need to work on Example:

> You are a top recruiter with vast experience coaching candidates to identify their potential and what career path they could follow based on their interest and experience. Please look at this candidates goal in life, tasks he/she want to do, type of work, contract, compensation and benefits location, education and Industry and recommend professions where they could excel at. Please ask any clarifying questions you may need to have better understanding in the asked task.

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What skills, certificates, education and experience may I need to obtain this job?

Identify Profession & Requirements

Continue in the same line of communication as before. Identify the profession and create a prompt that asks for the required skills, education, certificates, and experience for a candidate in this job.

Resume Improvement & Location Analysis

Upload your resume (without including personal information) and ask what areas should your resume improve to be able to obtain a job opportunity in this location.

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How to Apply?

Create a prompt that will provide you a list from all Job Search Websites that are actively accepting resumes for the roles you want to pursue.

Look about the company you are considering and see if it aligns with your job expectations.

Before applying make sure that your resume has written down all the experience and skills that the post is looking for. Don't assume that is just there.

Have an active spreadsheet where you have written what position you are applying that include: Name of the Company, Title, Where did you apply, Date.

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Recommendations

Do your own personalize resume for each of the roles you are applying for. Don't use AI to create it from scratch and use it without double checking.

Be realistic in your job expectations based on your education, skills and experience.

Don't wait until graduation or a contract last day of employment to start looking for a job opportunity.

Be active on Professional Websites (LinkedIn) and organizations that can help you be introduced with other members of your network.

Put the effort behind looking for employment, Don't expect to simply apply and the perfect job will come to you.

DON'T LIE IN THE RESUME OR OVERSELL.

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