

Team Project Plan and Proposal

TEC400 – Group Research Project

Juan Pablo Carrillo Alzate; Manya Sharma and Riyana Ahmed

1. Project Overview

Project Title / Due Date for the Final Report:	The Impact of Generative AI on Entry-Level Hiring Practices in the Tech Industry <i>July 17th, 2026</i>
Project Objectives (What are your project goals?):	Our project aims to investigate what impact generative AI is having on entry-level hiring practices in the technology industry. Specifically, we will: - determine whether, and to what extent, generative AI adoption is associated with changes in entry-level hiring volume and criteria in tech roles; - identify the firm-level and macroeconomic conditions (such as company size, digital infrastructure, and economic climate) that explain why AI's effects on hiring vary across contexts; and - develop recommendations for entry-level job seekers, employers, and educators based on our findings.
Project Rationale (Why have you chosen this topic?):	Entry-level hiring in the tech sector has become a widely discussed and contested topic since the rise of generative AI tools. Industry commentary frequently attributes recent hiring slowdowns directly to AI adoption, but our preliminary research into peer-reviewed and institutional studies suggests the relationship is more conditional than these narratives imply. We chose this topic because it directly affects our own career prospects as students entering the tech workforce, and because the existing evidence is mixed enough to warrant a closer, well-sourced investigation rather than relying on anecdotal reporting.
Project Benefits (Think beyond the grade! What will your team learn from doing this project?):	Beyond developing our research, data analysis, and technical communication skills, this project will give our team a clearer, evidence-based understanding of how AI adoption is reshaping the job market we are about to enter. The findings will benefit entry-level job seekers deciding how to position themselves, career services staff advising students, and employers and educators seeking to understand which skills and hiring practices are genuinely shifting because of AI versus other economic factors.

Student Research Proposal

To:

Tatyana Tsvinda

From:

Juan Pablo Carrillo Alzate, Manya Sharma and Riyana Ahmed, TEC400 NBJ

Date:

July 17, 2026

Subject:

Proposal to Research the Impact of Generative AI on Entry-Level Hiring in the Tech Industry

Summary	We propose to write a report that will explore what impact generative AI is having on entry-level hiring practices in the technology industry. The report will investigate competing explanations for recent shifts in entry-level tech hiring — including AI-driven changes to required skills and hiring criteria, as well as unrelated macroeconomic conditions — and will identify the specific circumstances under which generative AI most strongly influences hiring outcomes. Based on our findings, the report will offer recommendations for entry-level job seekers, employers, and educators.
Background	Public discussion of generative AI's effect on entry-level tech hiring has grown rapidly since 2022, with many industry reports pointing to AI as a primary cause of hiring slowdowns for junior technical roles. Peer-reviewed and institutional research, however, presents a more conditional picture. Examining employment data across 23 OECD countries, Georgieff and Hyee (2022) found no consistent overall relationship between an occupation's exposure to AI and its subsequent employment growth or decline; where an effect did appear, it depended on factors such as existing computer-use intensity rather than AI exposure alone. Similarly, using matched survey and financial data from more than 12,000 firms across the EU and US, Aldasoro et al. (2026) found that AI adoption raised labour productivity without producing an adverse short-run effect on firm-level employment, with productivity gains concentrated among medium and large firms that could invest in complementary training and infrastructure. Extending this pattern to a broader set of technologies, Das et al. (2025) analyzed panel data from 28 countries and found that the relationship between automation and AI-related employment is not uniform but instead depends on country-specific thresholds such as internet penetration, innovation capacity, and labour force quality. Taken together, these sources suggest that generative AI's employment effects are conditional on firm size, sector, and national context rather than following a single global pattern of displacement. This creates a meaningful research gap: existing studies rarely isolate entry-level tech hiring specifically, and industry commentary rarely accounts for confounding macroeconomic conditions such as interest rate changes and hiring freezes. Our report will address this gap by examining entry-level tech hiring data alongside these broader findings to determine which explanation — AI-driven change, general economic conditions, or some combination — best accounts for observed hiring trends.
Project Plan	The project that we propose to write will have four stages. We will 1. review academic and institutional literature on AI adoption and employment outcomes to establish an evidence-based baseline; 2. investigate firm-level and sector-level data on generative AI adoption and entry-level hiring trends specifically within the tech industry; 3. compare competing explanations for observed hiring changes, including AI-driven shifts in required skills versus macroeconomic factors such as interest rates and hiring freezes; and

	4. synthesize our findings into practical recommendations for entry-level job seekers, employers, and educators.
Thesis (Hypothetical Statement)	Our research will demonstrate that generative AI is measurably reshaping entry-level hiring criteria in the technology industry, but that its effects are conditional — varying by firm size, sector, and macroeconomic climate — rather than representing a uniform pattern of displacement. We will identify the specific conditions under which generative AI adoption most strongly influences entry-level hiring outcomes and will translate these findings into concrete, actionable recommendations for job seekers, employers, and educators.
Commitments and Responsibilities	Juan Pablo Carrillo Alzate: AI-and-employment economics research (Georgieff & Hyee, 2022; Aldasoro et al., 2026; Das et al., 2025); persuasive video pitch. Manya Sharma: Entry-level tech hiring data and trends research (Brynjolfsson, Chandar, & Chen, 2025; SignalFire, 2025); market-trends section of the report. Riyana Ahmed: Macroeconomic counter-explanations for hiring shifts research (Audoly, Guerin, & Topa, 2026; Hyman et al., 2025); economic-conditions section of the report.
Agreements	1. All team members will complete their assigned research and writing by the agreed internal deadlines, ahead of each official submission date. 2. All sources will be documented and cited in APA Style to ensure academic integrity and avoid plagiarism. 3. Team members will communicate regularly through [agreed platform, e.g., group chat/email] and notify the group promptly of any delays. 4. Work will be divided as evenly as possible, and all members will review the combined report before submission. 5. Disagreements about content or contribution will be raised with the group first and, if unresolved, brought to the instructor.
Signatures (No signatures = -.5 marks)	Signing this project plan indicates that you agree with the terms set out in the responsibilities and actions sections. According to the agreement the entire team shares the mark attributed to the project. <i>Juan Pablo Carrillo Alzate: Juan Pablo C.</i> <i>Manya Sharma: M S</i> <i>Riyana Ahmed: Riyana S Ahmed</i>
Action	We ask for your approval to proceed with this research topic and project plan. Please contact any team member listed above with questions or feedback.



References

- Georgieff, A., & Hyee, R. (2022). Artificial intelligence and employment: New cross-country evidence. *Frontiers in Artificial Intelligence*, 5, Article 832736. <https://doi.org/10.3389/frai.2022.832736>
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- Das, K. C., Rani, N., Bodhi, R., & Yaqub, M. Z. (2025). Do robots impact artificial intelligence (AI)-related employment? Evidence from a cross-national study. *International Journal of Manpower*, 46(5), 899–918. <https://doi.org/10.1108/IJM-04-2024-0277>
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- SignalFire. (2025). The state of tech talent report 2025. <https://www.signalfire.com/blog/signalfire-state-of-talent-report-2025>
- Audoly, R., Guerin, M., & Topa, G. (2026, May 14). Do job postings show early labor-market effects of AI? Federal Reserve Bank of New York, Liberty Street Economics. <https://doi.org/10.59576/lse.20260514>
- Hyman, B., Abel, J. R., Emanuel, N., Hyman, B., & Montalbano, N. (2025, September 4). Are businesses scaling back hiring due to AI? Federal Reserve Bank of New York, Liberty Street Economics. <https://libertystreeteconomics.newyorkfed.org/2025/09/are-businesses-scaling-back-hiring-due-to-ai/>