



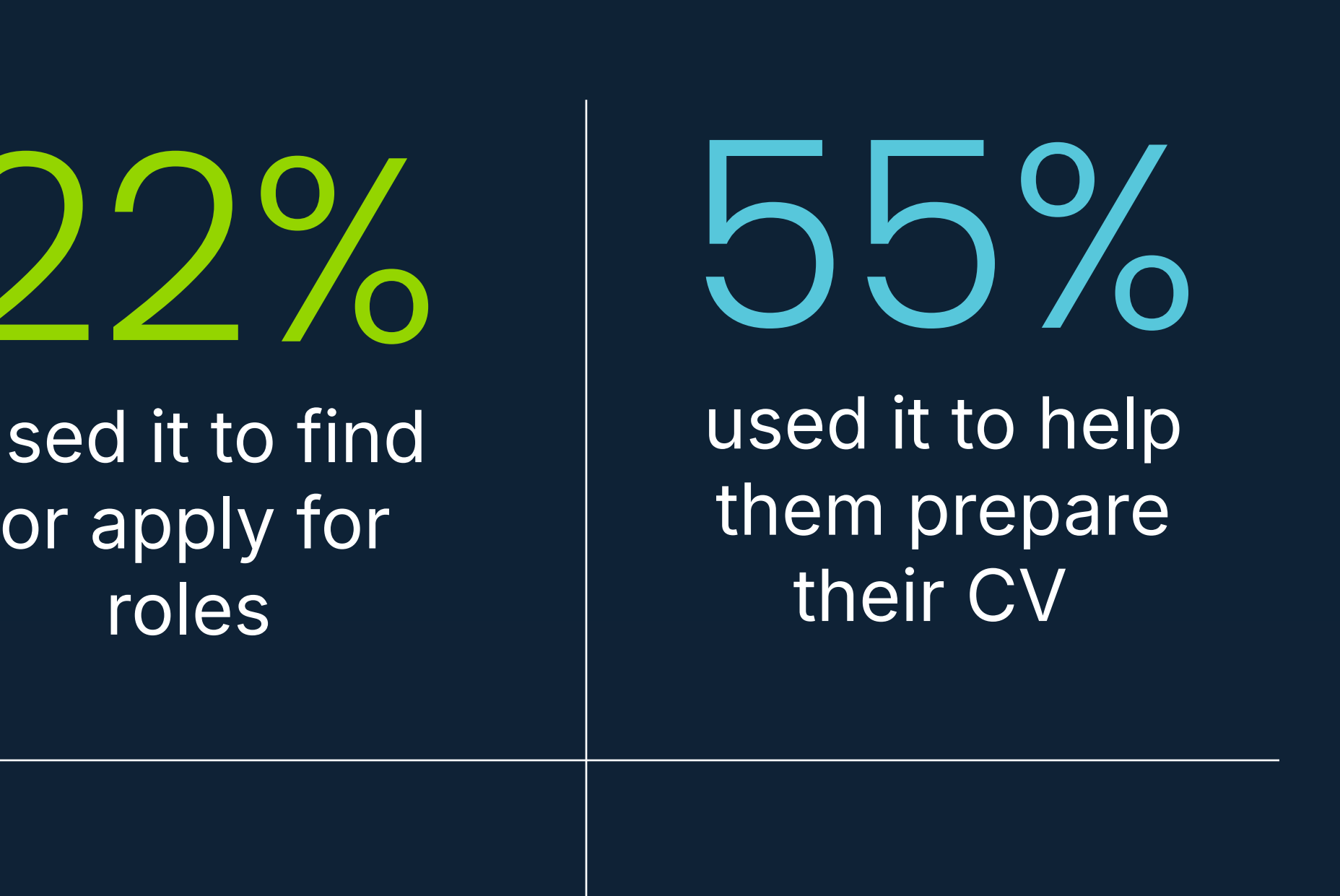
The Truth About AI in Job Applications: How Candidates Are Really Using Gen AI

Key findings from our research report, *The AI-Enabled Applicant: How Candidates Are Really Using Gen AI in Recruitment*.

While media narratives often portray the use of Gen AI tools, like ChatGPT and Gemini, as nearly universal among job seekers, our research indicates a more measured reality.

Fewer than 1 in 5 people who changed jobs in the last year used Gen AI at any point in their job search.

This calls for a reality check on the hype.



How Gen AI is Used by Candidates

Of those using Gen AI:

22%
used it to find or apply for roles

55%
used it to help them prepare their CV

52%
used it to help complete a job application

20%
used it to complete an online test

9%
of Gen AI users who had a prerecorded interview said they used Gen AI to help with their interview

8%
of Gen AI users who made it to a live virtual interview stage used it to help with the interview, with 4% using it *during* the interview

Candidate Attitudes

Considering all application stages, how much did Generative AI help you in the recruitment process?

1% Was the main reason I got the job

20% Helped a great deal

61% Helped a little

16% Made no difference

2% Made things worse

Communication and Transparency

Employers rarely mention Gen AI in their communications with candidates.

Only **5%** of all job changers were spoken to about Gen AI by employers.

When employers do discuss it, **35%** of applicants were told not to use it.

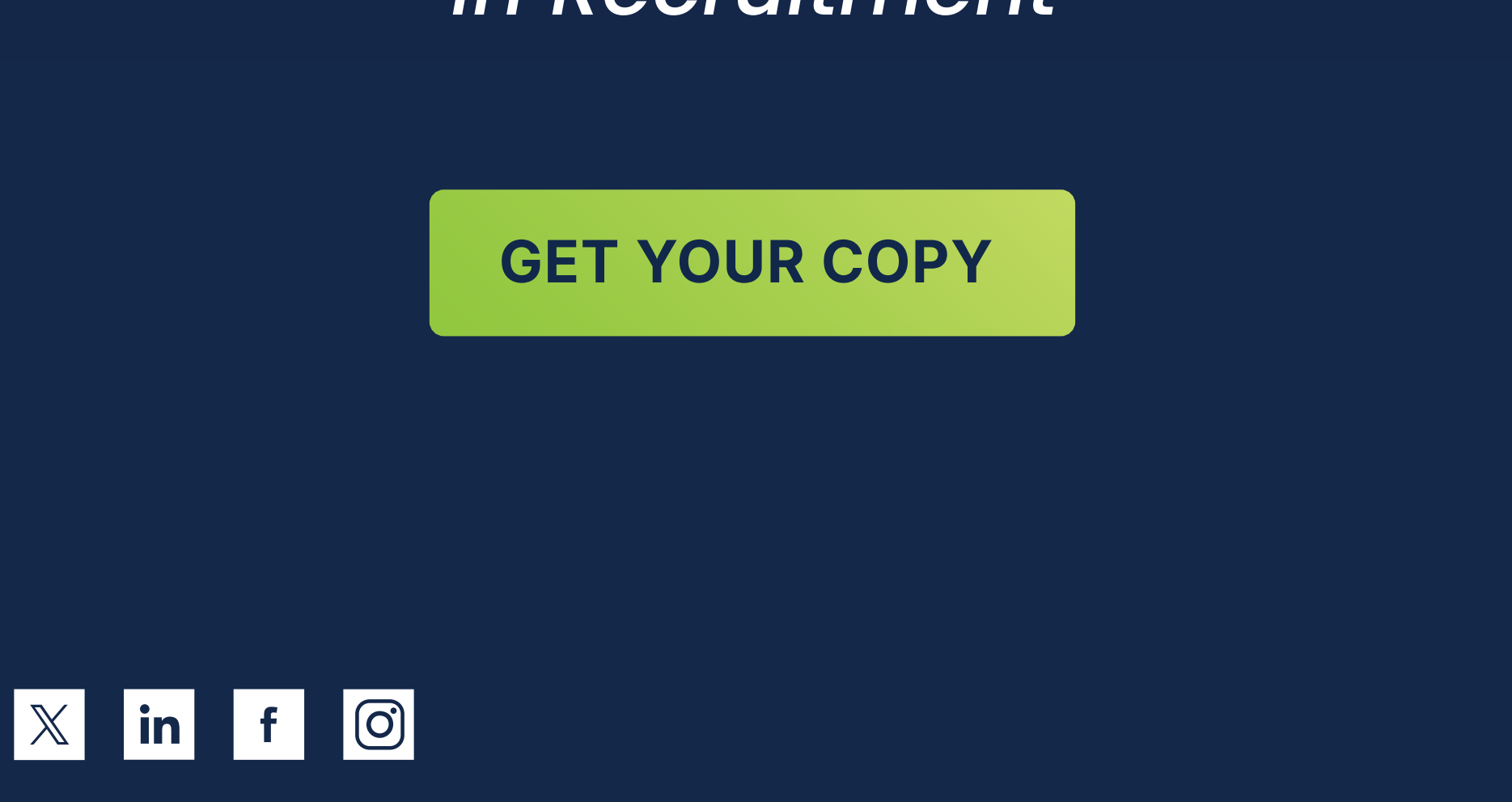
Of those candidates who used Gen AI:

38% would be willing to disclose their use to employers

62% wouldn't disclose their use or are uncertain about disclosure

Who is Using Gen AI?

Use of AI in Job Application by Age (%)



Use of AI in Job Application by Education (%)

Source: PeopleScout/YouGov

To get the full analysis and understand what this means for talent acquisition leaders, download the full research report, *The AI-Enabled Applicant: How Candidates Are Really Using Gen AI in Recruitment*

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