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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

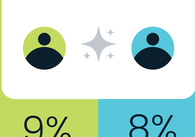
Of those using Gen AI:

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?

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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