CSNCH Annual Meeting 2026 Workshop

AI in Recruiting: Hype, Reality, and What Students Need to Know

Moderator: Alona Bärtschi

The main discussion points:

- AI and ATS systems are commonly used to support recruitment through CV screening, candidate matching, preselection, and automated communication with candidates.
- The group agreed that AI can assist recruiters, but it does not fully replace human decision-making in the hiring process.
- Candidate sorting and first-round screening were considered current and realistic applications of AI.
- Video interview analysis, voice analysis, and personality assessment were viewed as possible future applications, but their reliability and effectiveness remain uncertain.
- The idea that AI alone decides who gets hired was largely considered hype rather than reality.
- AI can support the creation and improvement of job advertisements, but concerns were raised about quality, objectivity, and authenticity.
- Data privacy and the responsible use of candidate data were identified as important considerations.
- AI tools can help students create CVs, cover letters, and application materials and support them in finding suitable employers.
- There is a need to educate students and job seekers on the responsible and effective use of AI during the job application process.
- Overall, the group concluded that AI is a valuable recruitment support tool, but its impact depends on how it is implemented and used.

Suggestions for students:

- Use AI for research and preparation, but do not rely on it to write everything for you.
- Use AI as a supporting tool, not as the sole source of information.
- Double-check and verify any information generated by AI.
- Write your own motivation letter/cover letter and then use AI to improve wording, grammar, and structure.
- Do not blindly believe everything AI tells you.
- Review and adapt AI-generated content to make it personal and relevant.
- Use AI wisely and responsibly.
- Make a list of your skills and experiences and use AI to help identify examples and achievements, while keeping the content authentic.
- Focus on networking, not only on job advertisements.
- Use social media professionally and strategically during the job search.
- Be clear about your values, strengths, interests, and long-term goals so AI can better support your career exploration.
- Use AI tools to help identify suitable employers and improve application documents, but ensure the final application reflects your own voice.