



## AI JOB APPLICATIONS

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We have heard about how AI can write letters and create presentations and more. Now there are interfaces to AI systems that will create cover letters and resumes for you. Then they find positions that match your criteria and submit the resume and cover letter for those positions.

One AI system requires that you download Python and tweak some settings using their instructions. Another advertises as the one to use if you can't get the Python based one to work. Something for everyone.

Both ask you to put in your basics, such as biographical information and the types of jobs wanted, geography desired, in office or remote, etc.

The AI models search LinkedIn for jobs that match your profile. They then create a custom cover letter along with a resume tuned to the open position.

It can do all this with no further input from you. One user reported the AI system had submitted a custom cover letter and resume for more than 150 jobs overnight while they slept.

Another user reported the AI system applied for over 2000 jobs in about 3 months. One more user said 200 applications were submitted in four weeks resulting in being called for an interview at six of them.

Other users also reported getting interviews from the applications. Not all of them, obviously. But enough that the experience was positive. All without manually searching LinkedIn for positions, writing custom cover letters, adjusting your resume to match the job description, etc.

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It's not surprising that bots like this have been created and are being accepted. Companies began automating the recruitment process years ago with programs to review applications and resumes. This automation made the process faster for HR and enabled "reviewing" the large quantities of resumes received.

Everyone knew the process was flawed. Many qualified candidates were excluded by the system and never made it to a human reviewer because their resume lacked a key word or term the automated system required.

AI has taken it a step further. The new AI systems that create the applications will tailor the cover letters and resumes based upon the requirements in the job posting. This may mean that the right key words are included and qualified candidates are not excluded.

However, it also means that there will be many more applicants for a position as the AI systems are doing the searching and submitting. This escalates the need for and use of automated systems and AI to review that many resumes. Wonderful for the AI companies.

Will this improve the overall hiring process and result in better candidates being hired? Time will tell.

Will it go further? Companies are using AI bots to review resumes submitted for open positions. Bots are now doing the applications. How long before a bot posts the position, a bot applies, and the bot or AI system gets the job removing people entirely?

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