

# AI in the World of Work

## Student guide: Questions to ask about AI in recruitment



AI is sometimes used in recruitment to manage applications, screen CVs, or support decision making. It's okay to ask thoughtful questions: this shows awareness, not suspicion.

You don't need to ask all of these. Choose what feels appropriate for the role and situation.

### **About the recruitment process**

- "Do you use AI or automated tools at any stage of the recruitment process?"
- "At what points are humans involved in reviewing applications?"

### **About fairness and bias**

- "How do you check that automated tools don't disadvantage certain groups?"
- "Is there a way for applicants to query or appeal decisions?"

### **About data and privacy**

- "How is applicant data used and stored when AI tools are involved?"
- "Are application materials shared with third party AI systems?"

### **About human judgement**

- "Is AI used to support decisions, or to make final decisions?"
- "Who is responsible for the final hiring decision?"

#### **You don't have to ask if:**

- It doesn't feel relevant
- The process has already been clearly explained
- Timing or context doesn't feel right

Trust your judgement.