

AI Is Screening Job Seekers. And They Are Judging It.



2026 AI SENTIMENT REPORT

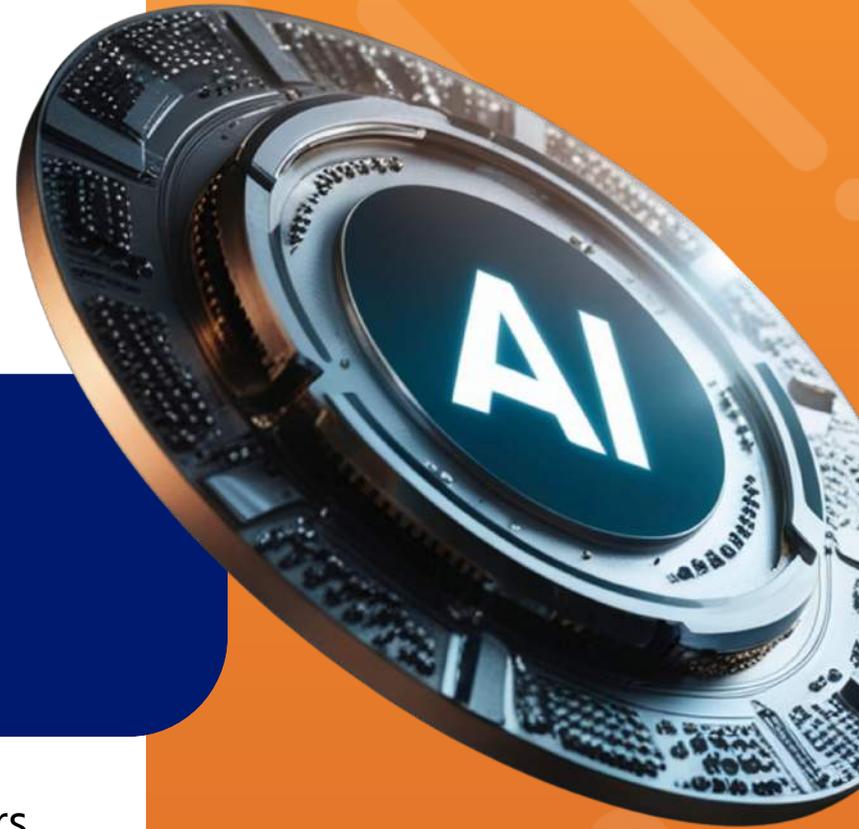


Let's be honest...

Artificial intelligence is rapidly becoming part of the hiring process. From resume screening and automated outreach to chatbots and interview scheduling, employers are increasingly turning to AI to make recruiting faster and more efficient.

**But as technology reshapes hiring,
one question matters more than ever:
How are job seekers experiencing it?**

To better understand this shift, we surveyed job seekers to find out where automation is helping, where it's hurting, and where the experience breaks down. Here's what we found — and what it means for creating a recruitment process that feels efficient and human.



Visibility of AI in Hiring.

Most candidates aren't fully aware of when AI is being used—but that doesn't mean it isn't shaping their experience.



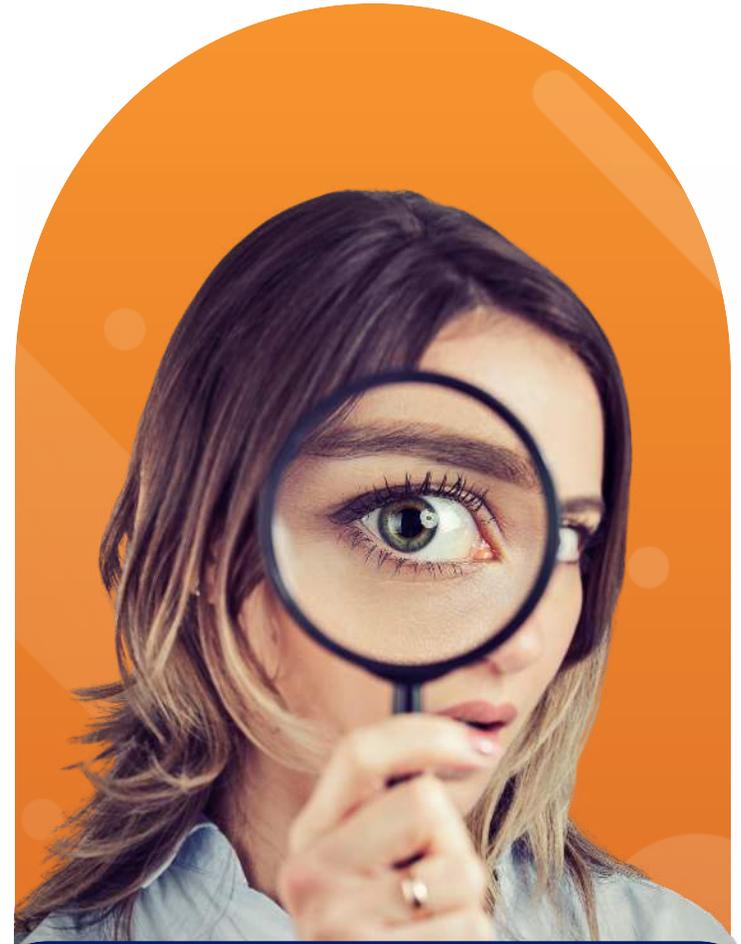
31% Of job seekers have definitely interacted with AI.



39% Say they haven't interacted with AI.



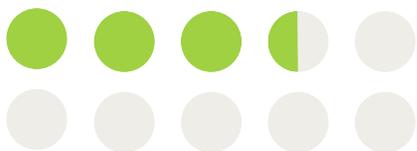
30% Are unsure—meaning AI is becoming so seamless they can't even tell it's there.



The Takeaway: AI may already be influencing hiring decisions—but when candidates don't understand how decisions are being made, it can create uncertainty and mistrust in the process.

What Candidates Actually Care About.

When it's time to apply, candidates aren't just looking for a paycheck; they're looking for clarity and fairness.



35%

Say clear communication about the role is their #1 priority.



23%

Want a fair evaluation of their application.



21%

Are still holding out for that personal connection with a recruiter.

The Takeaway: AI is great for speed, but if it sacrifices clarity or the human touch, candidates start to disengage. The fastest hiring process in the world won't help if candidates drop out before the finish line.

The Tradeoffs They Notice.

We asked how they'd feel if AI sped up their search but reduced personal interaction. The responses showed a clear tension between efficiency and human connection.

34%

Negative: personal connection is more important than speed.

20%

On Board: Not against sacrificing humans for pure speed.

46%

Unsure: it depends on the situation.

The Takeaway: Candidates appreciate efficiency—but not if it makes the process feel impersonal. Automation works best when it supports recruiters, not replaces them.





24%
are worried

It's not about technology—it's about how decisions are made and being evaluated fairly.

● THE FEAR FACTOR

Why Candidates Are Hesitant.

Candidates have specific, valid concerns about AI in the hiring process:

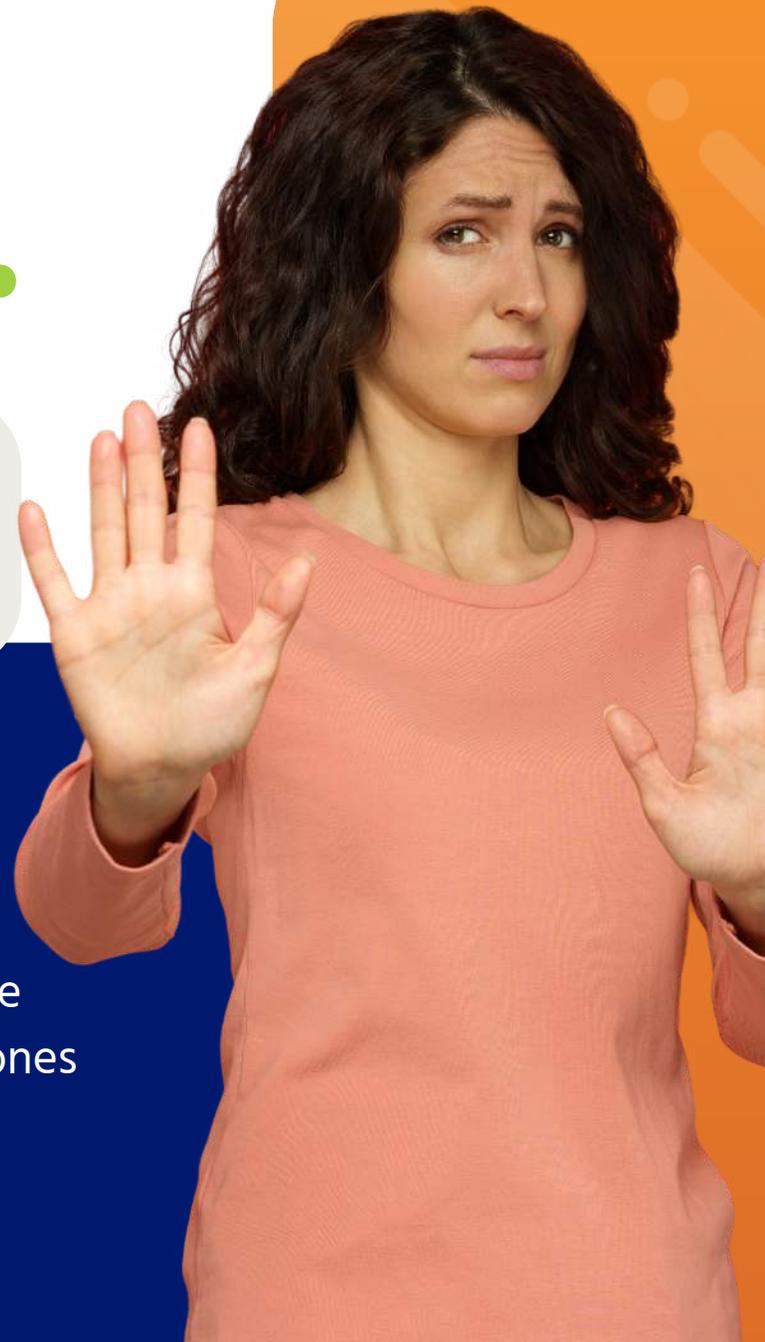
- ✓ **Lack of human judgment:** Can a machine really "get" a candidate's potential?
- ✓ **Bias & Unfair Screening:** Candidates are worried about being filtered out by a flawed algorithm.
- ✓ **The "Black Hole" Effect:** Automated rejection without any feedback is a major pain point.

Don't Automate Candidates Away.

AI can make recruiting faster, more scalable, and more efficient. But the data suggests something important: **speed alone isn't what candidates value most.**

They want clarity. Fair evaluation. And at key moments in the process, **real human interaction.**

The companies that get the most out of AI won't be the ones that automate everything. They'll be the ones that **use AI strategically**—to remove friction while keeping the human moments that matter.



AI in Hiring: Every Move Counts.



In a competitive hiring market, the goal isn't just filling roles faster. It's making sure candidates feel seen, heard, and valued throughout the process.

The real opportunity isn't choosing between technology and people. It's using AI to handle routine tasks while keeping human interaction where it matters most.



Automation handles tasks.
Humans handle trust.
That's the winning formula.

● THE TALENTLAUNCH NETWORK

High-Tech, High-Touch, Highly Effective.

Great teams aren't built by algorithms, but great processes are. Our powerhouse tech stack streamlines hiring and supercharges your recruiting strategies. But here's the kicker: while AI optimizes the process, it's our people who make it personal.

That's why employers trust us to deliver both efficiency and connection.

