



ARCTIC SHORES

Brand new survey data:

It's not just Early Careers candidates who are using GenAI...

**Key findings from data on
1,000 professionals with
more than 3 years of
work experience**



Professional adoption of GenAI is now mainstream

47%

of professionals are using ChatGPT

68%

describe themselves as proficient

1h22

is the average time professionals use GenAI every week



ChatGPT is levelling the playfield for traditionally underrepresented groups

74%

of Black candidates are using ChatGPT

64%

of Mixed ethnic groups are using ChatGPT

52%

of neurodiverse candidates are using ChatGPT

compared to

43%

of white candidates are using ChatGPT

3

Professionals are increasingly using GenAI to help get jobs

58%

have used or plan to use GenAI to help in the application and interview process

1 in 5

have used or plan to use GenAI to complete a psychometric assessment

2 reasons employers must redesign their process to embrace GenAI usage

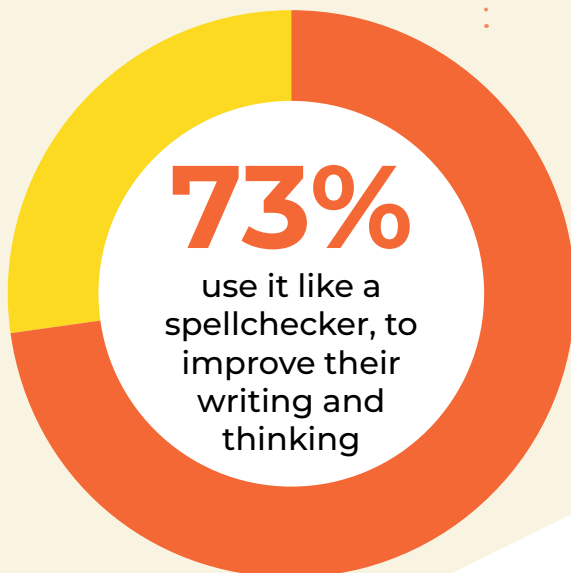
1

Candidates ARE NOT using GenAI to cheat

Just

10%

say they want to cheat the system



37%

just want to give themselves the best possible shot at getting a job

▶ **1 in 3** Black candidates use GenAI because they've been applying for roles for a long time and struggling to break through

2

And professionals believe employers must embrace GenAI usage

1 in 3

professionals believe it's their right to use GenAI

42%

believe GenAI is a positive development for society

61%

of Black candidates believe employers should allow GenAI usage in the recruitment process

To maintain an equitable hiring process, employers must Embrace and Guide candidates' use of GenAI

To learn more about how to maintain an equitable and effective hiring process in the era of the AI-enabled candidate, download ['The ultimate guide to managing candidate use of GenAI now'](#).



[Sign up to the newsletter to be notified of new data when it's released](#)



ARCTIC SHORES