1   1 / 1 point

According to Lolita Hill from EY, what is EY's primary method for screening job applicants?

○ A hybrid system involving both AI and human review.

○ Third-party AI software that pre-screens resumes.

✓ ● Manual, hand-review of all resumes by recruiters.

○ Automated AI systems that rank candidates based on keywords.

2   1 / 1 point

According to Erica Levine, what is a good strategy for job seekers to increase their chances of success in a job search?

○ Avoid networking and focus solely on online applications.

○ Apply to as many diverse roles as possible, regardless of qualification.

✓ ● Focus on roles where you meet most of the qualifications and have relevant experience.

○ Expect immediate interview invitations for every application.

3 1 / 1 point

Anita Galliano states that CohnReznick uses what system to manage applicants, rather than AI for screening?

○ Blockchain technology.

○ Direct email communication only.

○ Manual spreadsheet tracking.

✓ ● Applicant Tracking System (ATS).

4 1 / 1 point

According to Josh Tinney, what advice does he give regarding career coaches who claim to help optimize for AI by stuffing keywords?

○ Keyword stuffing is the most effective way to beat AI systems.

○ All companies universally use AI to detect keyword density.

✓ ● Such claims often overestimate the sophistication of current ATS AI.

○ Their services are essential for getting noticed.

5 1 / 1 point

Kim Rice DeGross notes a common trend among firms using AI for applicant tracking. What is the primary function of these systems?

✓ ○ To identify the best match based on applicant skills and rank candidates.

○ To write cover letters for applicants.

○ To conduct initial video interviews with AI bots.

○ To automatically reject applications without human review.

6 1 / 1 point

When using AI tools to assist with job application materials, what specific caution does Kim Rice DeGross give about attention to detail?

○ Always use the exact phrasing suggested by AI.

○ Ensure the font and formatting are consistent.

○ Focus only on the length of the document, not the content.

✓ ○ Be careful about using the wrong company name or no name at all.

7   1 / 1 point

The overall sentiment from the recruiters regarding AI in screening applicants is:

◯ Most firms extensively use advanced AI to screen applicants.

✓ ⦿ While Applicant Tracking System (ATS) are common, true AI screening is not yet widespread in their firms.

◯ AI is used primarily to generate interview questions.

◯ AI is replacing all human recruiters in the initial screening phase.

8   1 / 1 point

Why is it important to use keywords that match the job description in your resume and cover letter, according to Kim Rice DeGross?

◯ It guarantees an immediate interview.

✓ ⦿ Applicant Tracking Systems (ATS) look for these keywords to surface matches.

◯ It makes the document longer and more impressive.

◯ It is a sign of good grammar and spelling.

9 1 / 1 point

What advice is given about using AI to create a cover letter?

○ You should only use AI to generate the entire letter without customization.

○ AI-generated cover letters are always preferred by recruiters.

○ It is a best practice for efficiency.

✓ ● It can make your letter sound generic, like other AI-generated ones.

10 1 / 1 point

Beyond simply matching keywords, what does Kim Rice DeGross suggest a cover letter should do to help an applicant stand out?

○ Primarily focus on listing every past job title.

✓ ● Include a narrative that highlights what makes the applicant special.

○ Be as brief as possible to save recruiter time.

○ Be an exact replica of the resume in prose form.