# Unit 7 Job Hunting

Lesson 2

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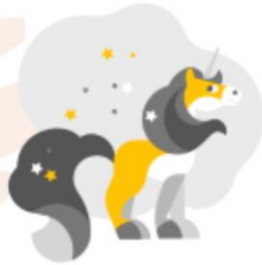
# Content

Text 2
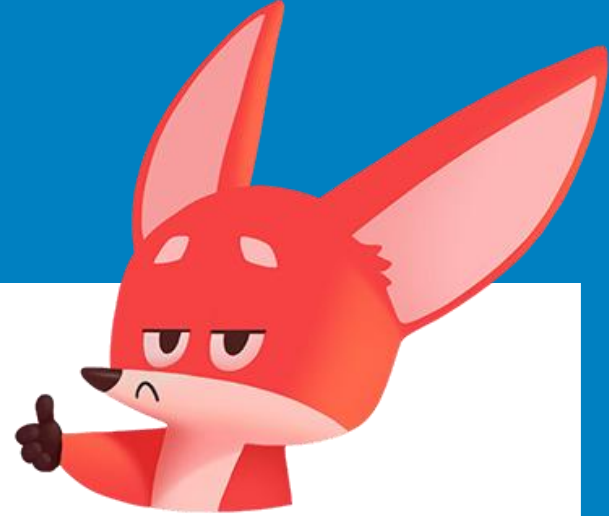**Job search
in the age of AI**

Homework

Text 2

# Job search
# in the age of AI

# Paragraph 1. Challenges!

- 请找到第一段中，和 change 含义类似的动词。

  <mark>Alter (v.) 改变</mark>

- 通过上下文，猜测以下几个词的含义：

  - Gatekeeper ——— <mark>(n.) 守门员、看门人</mark>

  - Screening ——— <mark>(n.) 筛查</mark>

- ROI（投资回报率) 中的 R 是那个词?
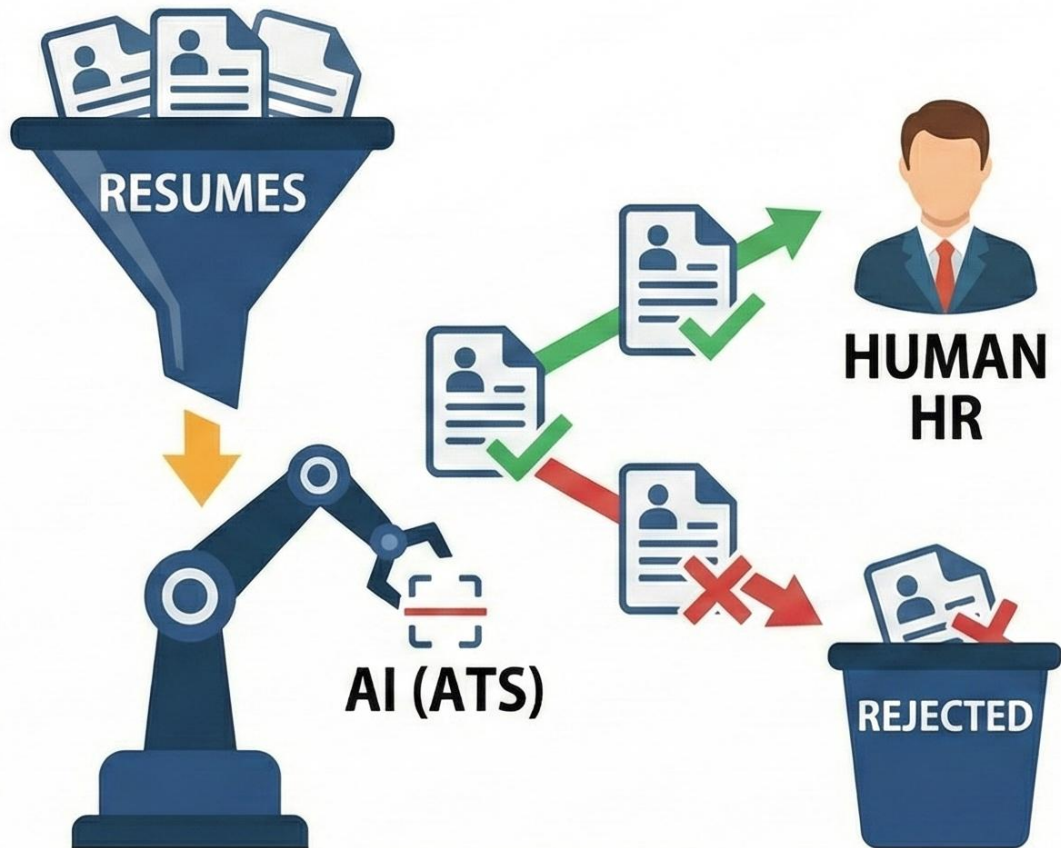  （在本段出现）

  <mark>Return (n.) 汇报</mark>

Recruit 和 hire 有什么区别？

If you haven't searched for a job in recent years, things have changed significantly and will continue to evolve thanks to artificial intelligence (AI). According to a Korn Ferry Global survey, 63% of **respondents** said AI had altered the way **recruiting** happens in their organization. Not only do **candidates** have to get past human gatekeepers when they are searching for a new job, but they also have to pass the screening of artificial intelligence that continues to become more sophisticated. Recruiting and hiring new employees is an expensive endeavor for organizations, so they want to do all that's possible to find candidates who will make valuable long-term employees for a good return on their recruitment investment.

- Respondent (n.) 调查对象
- **Recruiting** (n.) 招聘
  - **Recruit** (v.) 招聘/招募。侧重过程和寻找
  - **Hire** (v.) 录用/雇用。侧重结果和决策
- Candidates (n.) 候选人
- Get past 绕过（障碍物）
- Pass 通过（审查）
  - Pass an exam

# ATS & AI GATEKEEPERS (智能把关人)

**System that filters resumes before human review.**

RESUMES

AI (ATS)

HUMAN HR

REJECTED

## Business Context

海投简历的"隐形杀手"。必须针对关键词优化简历，才能通过机器筛选。

## Language Point

ATS = Applicant Tracking System.
搭配：Beat the ATS, Keyword optimization.

If you haven't searched for a job in recent years, things have changed significantly and will continue to evolve thanks to artificial intelligence (AI). According to a Korn Ferry Global survey, 63% of **respondents** said AI had altered the way **recruiting** happens in their organization. Not only do **candidates** have to get past human gatekeepers when they are searching for a new job, but they also have to pass the screening of artificial intelligence that continues to become more sophisticated. Recruiting and hiring new employees is an expensive endeavor for organizations, so they want to do all that's possible to find candidates who will make valuable long-term employees for a good return on their recruitment investment.

如果你这几年没有找过工作，那么现在的求职环境已经发生了显著变化，而且还会在人工智能（AI）的推动下不断演变。

根据光辉国际（Korn Ferry）的一项全球调查，63%的受访者表示，AI已经改变了他们所在组织的招聘方式。

如今，求职者在寻找新工作时，不仅要通过人力招聘人员的筛选，还必须通过日益复杂的人工智能筛选。

招聘和雇用新员工对组织而言是一项成本高昂的工作，因此，他们希望尽一切可能找到能够长期创造价值的员工，以确保在招聘投入上获得良好的回报。

# RECRUITMENT ROI (招聘投资回报率)

**Measure of the value a new hire brings vs. the cost of hiring.**

BAD HIRE

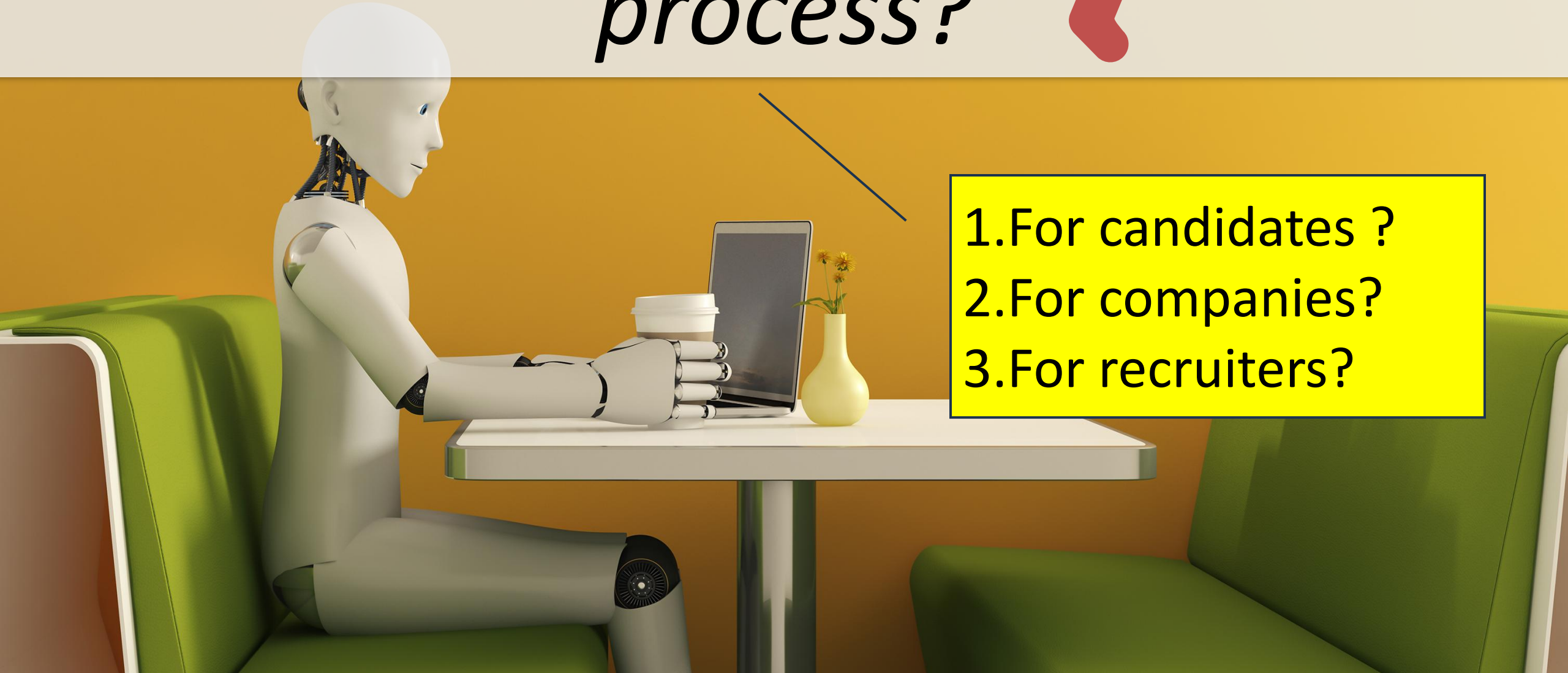GOOD HIRE

COST

VALUE

## Business Context

企业引入AI的核心动力：降低昂贵的"错聘成本"，提高"优聘回报率"。

## Language Point

ROI = Return on Investment.

搭配：Maximize ROI, Cost per hire.

# How AI helps in the recruiting process? 🧦

1. For candidates ?
2. For companies?
3. For recruiters?

Just like in other industries, artificial intelligence has the potential to **streamline** the job search process and **take over time-consuming** tasks for humans. There are several ways artificial intelligence helps candidates and companies during a job search and throughout the recruiting and hiring process.

- **Streamline (v.) 简化、精简**
  - Streamline the workflow
  - 优化工作流
  - **Streamline the organization**
  - 精简机构/裁员
- **Take over (v. phr) 接管/取代**
  - Robots will eventually **take over** many dangerous jobs.
    （机器人最终将接手许多危险的工作。）
- **Time-consuming (adj.) 耗时的**
  - Editing the video was a **time-consuming** process, but the result was worth it.
    （剪辑视频是个耗时的过程，但结果是值得的。）

Just like in other industries, artificial intelligence has the potential to **streamline** the job search process and **take over time-consuming** tasks for humans. There are several ways artificial intelligence helps candidates and companies during a job search and throughout the recruiting and hiring process.

- 与其他行业类似，人工智能有潜力简化求职流程，并替代人类处理耗时的任务。

- 在求职以及整个招聘与录用过程中，人工智能可以通过多种方式为求职者和企业提供帮助。

## Text 2 (Paragraph 3)

Candidates can use artificial intelligence job-seeking tools to find open positions that match their particular **skill-set** and discover organizations with the culture they want. This alone can save candidates an incredible amount of effort in an already time-consuming activity. Similarly, AI can conduct **candidate outreach** much more efficiently for companies so they can find candidates actually suited for the role. When the **CV screening** process is automated, it is much more efficient—appreciated by candidates and human resources departments alike. Since recruiters won't **get bogged down** in the CV review process, they have more time to **nurture** relationships with candidates.

- **Skill-set** 技能组、特定技能
- **Outreach (n.)** 延伸、拓展
- **CV (n.)** 简历 curriculum vitae (一般比Resume更详细)
- **Be bogged down** 陷入沼泽/泥淖，进展困难
- **Nurture (v.)** 培育、养育

Candidates can use artificial intelligence job-seeking tools to find open positions that match their particular **skill-set** and discover organizations with the culture they want. This alone can save candidates an incredible amount of effort in an already time-consuming activity. Similarly, AI can conduct **candidate outreach** much more efficiently for companies so they can find candidates actually suited for the role. When the **CV screening** process is automated, it is much more efficient—appreciated by candidates and human resources departments alike. Since recruiters won't **get bogged down** in the CV review process, they have more time to **nurture** relationships with candidates.
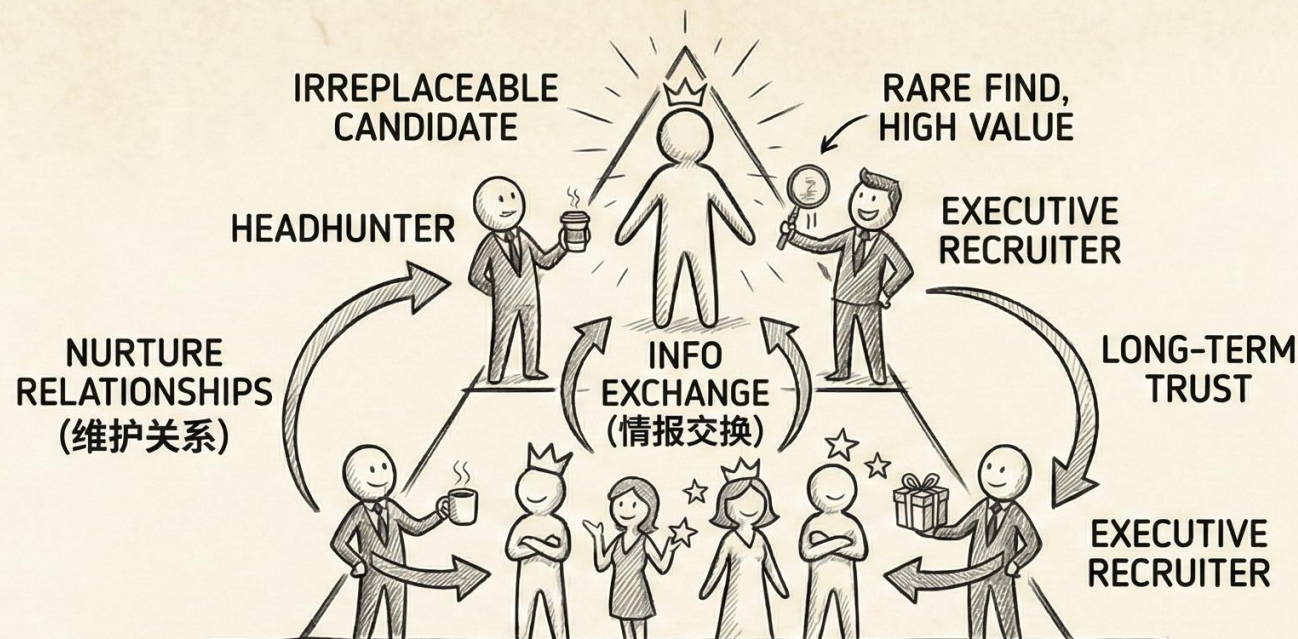
- 求职者可以使用人工智能求职工具，寻找与自身特定技能匹配的空缺职位，并发现具有其理想企业文化的用人单位。

- 仅此一项，就能在本已耗时的求职过程中为求职者节省大量精力。同样地，企业也可以利用人工智能更高效地开展候选人联络工作，从而找到真正适合该岗位的人选。

- 当简历筛选流程实现自动化后，其效率将大幅提高——这一点同样受到求职者和人力资源部门的欢迎。由于招聘人员不再被繁琐的简历审核工作拖累，他们就有更多时间来维护与候选人的关系。

# Quick question for you:

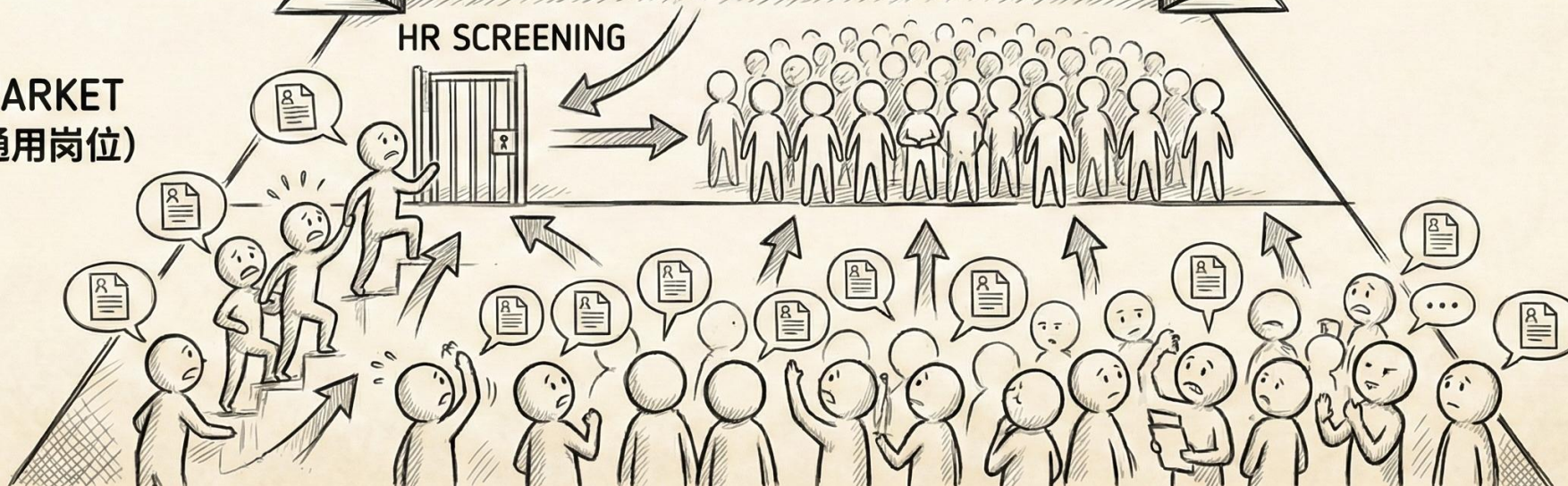- Guess: Why should recruiters nurture relationships with candidates?
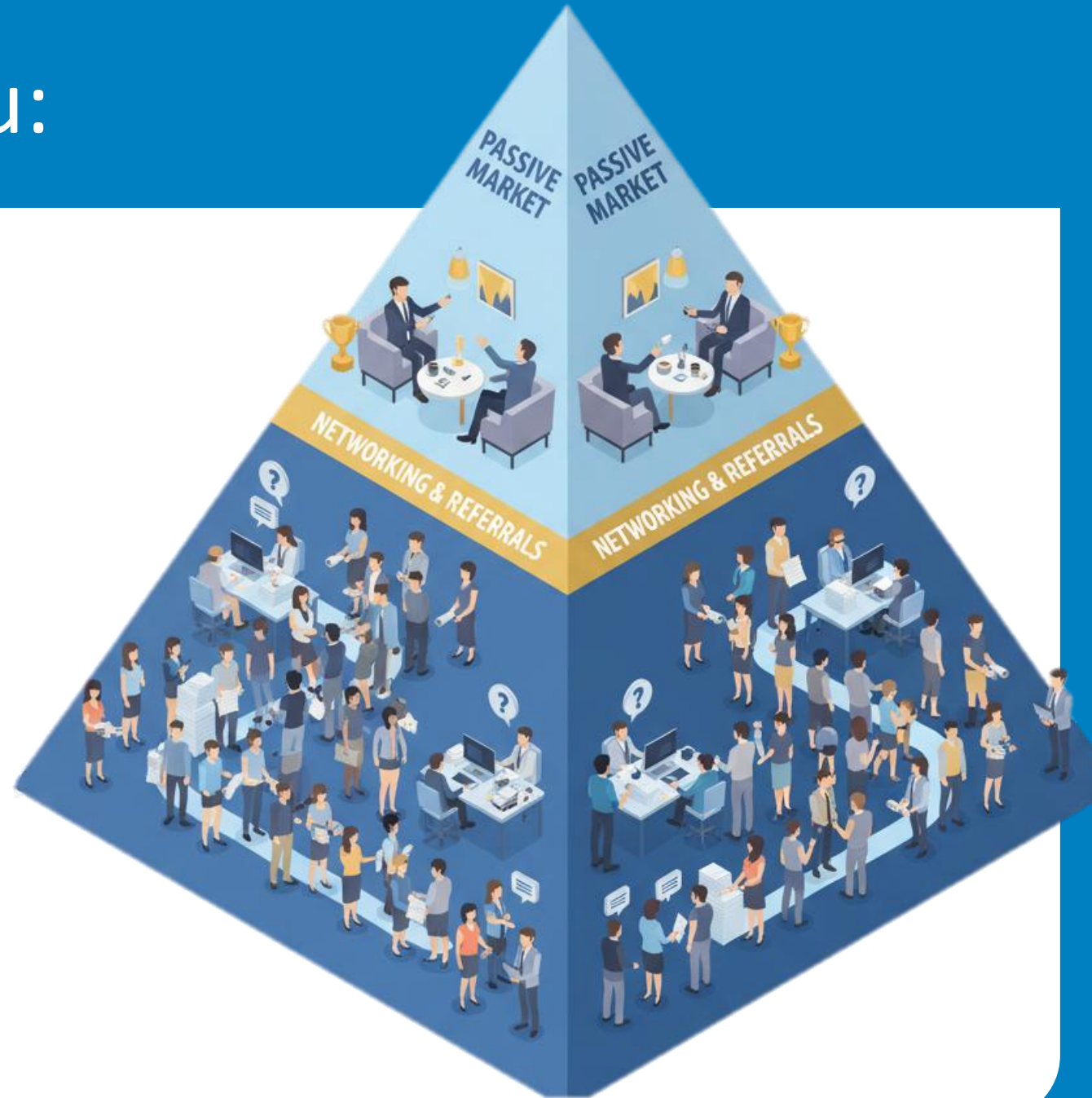
AI-powered chatbots are responsive and quick to support a candidate during the application process. Having a chatbot handle **inquiries** from candidates is another way artificial intelligence **frees up** the time for human **personnel** to handle tasks only they can tackle.

AI驱动的聊天机器人响应及时，能够在申请过程中迅速为候选人提供支持。

让人工智能聊天机器人处理候选人的**咨询**，是人工智能**释放**人力资源时间的另一种方式，从而使**人员**能够专注于只有人类才能处理的任务。

# *Challenges Presented by AI Tools in the Recruitment Process*
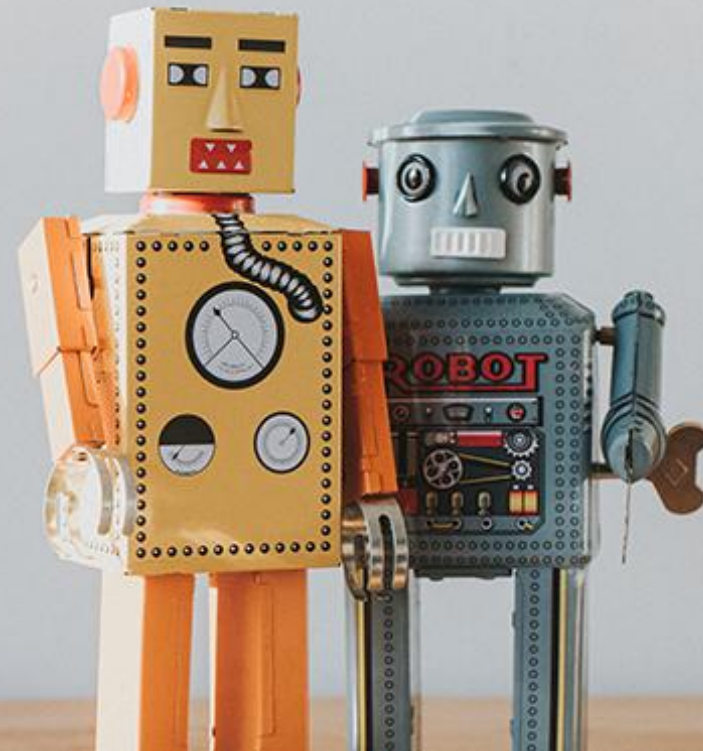
# Question for Paragraph 5

To get through "AI gatekeepers", what does the text specifically say candidates need to do?

A.    Hide their social media accounts

B.    Adjust their résumés and CVs

C.    Avoid automated interviews

D.    Pay for expensive recruitment services

Candidates need to learn how to adjust their résumés and CVs to **get through** the artificial intelligence gatekeepers. If they don't modify their approach, they won't **be matched with** jobs and organizations that might be **a good fit**. They also need to be prepared to succeed if they are asked to an automated interview—where a candidate interacts with AI instead of a human. There are even businesses **popping up** that will help candidates "**beat AI**" in order to get a job.

- **Get through** 通过（困难/测试）
- **Be matched with** 匹配
  - **Job match** 工作匹配
- **A good fit** 契合（文化、价值观、性格等）
- **Pop up** 突然冒出来
  - **Appear suddenly**
  - **Pop-up ads** 弹窗广告
- **Beat AI** 战胜/赢过AI
  - **Defeat/outsmart**

Candidates need to learn how to adjust their résumés and CVs to **get through** the artificial intelligence gatekeepers. If they don't modify their approach, they won't **be matched with** jobs and organizations that might be **a good fit**. They also need to be prepared to succeed if they are asked to an automated interview—where a candidate interacts with AI instead of a human. There are even businesses **popping up** that will help candidates "**beat AI**" in order to get a job.

候选人需要学会如何调整简历（Résumé 和 CV），以便<u>通过人工智能"守门人"的筛选</u>。

如果他们不改变求职策略，就无法<u>匹配到</u>适合自己的工作和机构。

此外，如果被邀请参加自动化面试——即候选人与人工智能而非真人进行互动——他们也必须做好充分准备以取得成功。

甚至<u>涌现</u>出了一些专门帮助候选人"<u>战胜人工智能</u>"以获得工作的业务。

# Question for Paragraph 6

According to the text, what kind of questions does scanning a candidate's "digital footprint" bring up?

A. Salary questions

B. Privacy questions

C. Technical questions

D. Time questions

Artificial intelligence allows organizations to scan multiple data points about each candidate. **Not only** are social media accounts reviewed, **but** it's possible to **critique** multiple factors that make up the **digital footprint** of a candidate—something that would be impossible if only humans were assigned the task. This brings up interesting privacy questions regarding what information can be used to **qualify** candidates.

- **Not only... but (also)**
  - 句首强调，使用倒装语序
- **Critique (v.) 评判、分析**
  （中性 evaluate or analyze critically）
  - 区分于 criticize 批评、指责
- **Digital footprint 数字足迹**
  - Fingerprint 指纹
  - Thumbprint 拇指印
  - Voiceprint 声纹
- **Qualify (v.) 认定...有资格**
  - Qualifications (n.) 资格证

Artificial intelligence allows organizations to scan multiple data points about each candidate. **Not only** are social media accounts reviewed, **but** it's possible to **critique** multiple factors that make up the **digital footprint** of a candidate—something that would be impossible if only humans were assigned the task. This brings up interesting privacy questions regarding what information can be used to **qualify** candidates.

- 人工智能使组织机构能够扫描关于每位求职者的多个数据点。
- 除了审查社交媒体账户外，人工智能还可以评估构成求职者数字足迹的多种因素——如果仅由人类执行这项任务，这几乎是不可能完成的。
- 关于哪些信息可用于评估求职者资格，这引发了耐人寻味的隐私问题。

这两个 bias 的含义是否一样?

In addition to requiring a lot of data to work effectively, artificial intelligence can also learn human **bias** if the data set and algorithms they operate from have **bias**. Also, attitude, **work ethic**, and other **attributes** are difficult for a robot to critique, but they have also been a part of the hiring process.

- **Bias /'baɪəs/ (n.) 偏见、偏差**
  - *Unconscious bias* (潜意识偏见)
  - *Gender/Racial bias* (性别/种族偏见)
  - 数学/统计学意义: 偏差（期望值减去真实值）
    - 有偏差 biased
    - 无偏差 unbiased
- **Work ethic 职业道德/敬业精神**
  - She has a strong work ethic. (她非常有敬业精神。)
- **Attributes (n.) 人/物的特质**

In addition to requiring a lot of data to work effectively, artificial intelligence can also learn human **bias** if the data set and algorithms they operate from have bias.

Also, attitude, **work ethic**, and other **attributes** are difficult for a robot to critique, but they have also been a part of the hiring process.

- 除了需要大量数据才能有效运作之外，如果人工智能所依赖的数据集和算法本身带有<u>偏差</u>，它还可能习得人类的<u>偏见</u>。

- 此外，态度、职业道德及其他特质虽然难以通过机器人进行评判，但它们一直是招聘过程中不可或缺的一部分。

Homework

# Homework

- 完成 Language Skills 练习 1,2,3 题
- 预习 Text 1 课文（跟读课文）

*END*