

Job application overload: 86% of job applications go 'ignored'

8 months ago



86% of jobseekers in the UK feel that their job applications are being ignored – with 54% admitting that they now use AI to help with the job hunt process.

The survey findings – from global talent solutions business [Robert Walters](#) – reveal how the skyrocketing volume of job applications is leaving hiring managers overwhelmed, leading to longer response times and, ultimately, candidates being left in the dark.

Increased applications with automation tools

58% of jobseekers state that they would not apply to a role if it had a long application process – with a further 45% confirming they are utilising AI/automation tools in their job search. 19% state that they use AI regularly.

73% of hiring managers claim they can spot when a candidate has used AI to create their CV or cover letter, mainly due to the impersonal language and perfect formatting, with 35% stating that a use of AI would negatively impact their opinion of the candidate.

70% of hiring managers have noticed an increase in applications. Consequently, 57% admit that this influx in applications has caused delays, with many prospective hires not meeting the basic criteria for the roles in question.

The top cause for rejecting applications is a lack of relevant experience, with 62% of hiring managers citing it as their primary reason. In addition, 37% of employers manually review and manage applications in their applicant tracking systems (ATS), but the sheer volume has led to some qualified candidates

slipping through the net and being overlooked.

Chris Eldridge, CEO of Robert Walters UK&I, explains, “While AI can be helpful for quick applications, hiring managers value authenticity and a true reflection of a candidate’s experience. Many professionals believe tailoring their CV with AI improves their chances, but employers can often spot the language or overly polished formatting, which can actually work against them.”

Candidate ‘ghosting’ becoming more prevalent

The survey reveals that 29% of jobseekers send out over 20 job applications per week.

Chris adds: “This mass outreach can result in candidates missing key details of job postings or failing to tailor their applications to the role. In turn, employers are seeing a higher rate of applications that miss key experience or skills requirements.”

According to the Robert Walters [hiring challenges report](#) there has been a correlation with the rise in AI usage in job application and the number of professionals who don’t see the hiring process through to the end. In other words, they ‘ghost’ the hiring manager.

Chris comments: “To improve candidate engagement and reduce ghosting, organisations should focus on creating a positive and transparent interview experience. This involves maintaining open communication throughout the process, providing timely feedback, and addressing any candidate concerns promptly.

“Additionally, emphasising company culture, values, and career opportunities can help attract and retain motivated candidates who are committed to the organisation’s long-term success.”