

Participant Information Sheet (Employers)

Developing resources and tools to support students' use of AI technologies in their career learning and development.

Ethics application ID: 5557651

This research aims to investigate how students use AI in their career learning and development, and how employers use and view AI in the recruitment and selection process. It will also seek to understand the benefits and challenges students and employers encounter in using AI in the context of careers and employability. This study is conducted by a research team from the University of Aberdeen, co-led by Tracey Innes (Head of Careers and Employability) and John Barrow (Dean for Employability and Entrepreneurship). The research findings will be shared via a report and used to create a range of tools and resources, which will help students and graduates develop the skills and insights needed to effectively use AI in their career development and learning, and when applying for roles with employers and organisations such as yourself. The report, tools, and resources will be made accessible on the University of Aberdeen website, including the careers focused section at www.abdn.ac.uk/careers.

We are inviting you to take part in a survey if you are working with, or have an interest in working with, the University of Aberdeen for careers and employability opportunities and activities (e.g. internships, work-based learning courses, graduate recruitment) at either our Aberdeen or Qatar campuses. Taking part in this study will have no reputational impact on you or your organisation, and details of your recruitment and selection processes will not be made public. Please take some time to read the following information carefully before agreeing to participate. Your participation in the survey is entirely **voluntary**, and you can opt out at any stage by closing and exiting the browser.

If you decide to participate, you will answer survey questions about your attitude towards and approach to using AI in your recruitment and selection of employees. Your responses will help us to understand the benefits and challenges of using AI in a career development context, and enable the research team to develop useful tools and resources to support students in using AI effectively. The survey should take about 10 to 15 minutes to complete. Please be aware that after completing the questionnaire, you will not be able to withdraw your data. We will ask for some personal details (e.g. name, job role, and employer details), but no data will be used that can identify you and no quotes or text you provide will be used without your express consent to do so in publications or other materials we develop as part of the study.

The University of Aberdeen is sponsoring this study. All data will be stored on password-protected computers at the University. If data is stored on other devices, it will be moved to the secure storage as soon as possible. The University will look after the data and use it properly. Your rights to access, change, or move this information are limited because we need to manage it in specific ways to ensure the research is reliable and accurate. To protect participants' rights, we will collect all data anonymously and use the minimum personal information possible. For more information visit <http://www.abdn.ac.uk/privacy> or contact the University of Aberdeen Data Protection Officer.

This research has been approved by the Committee for Research Ethics and Governance in Arts, Social Sciences & Business, University of Aberdeen on the 4th March 2025. For further information, or if you have any queries, please contact the lead researcher Tracey Innes, t.innes@abdn.ac.uk.

If you have any concerns about the way in which the study has been conducted, you can contact the Chair of the Committee for Research Ethics & Governance in Arts, Social Sciences & Business, Dr Elizabeth Curtis, at elizabeth.curtis@abdn.ac.uk.