

The 2025 Future of Recruiting report

How AI redefines recruiting excellence

AI is transforming recruiting by streamlining tasks and driving success in a skills-based economy — explore insights and strategies to harness its potential for better hiring outcomes.

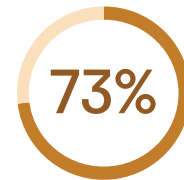
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AI in Recruiting

AI deployment is accelerating — but challenges loom.

AI is helping automate tasks while enabling recruiters to focus on strategic activities. And while adoption grows, challenges like data privacy and budget remain.



of talent acquisition pros agree that **AI will change the way organizations hire.**

Top benefits and challenges to GAI in hiring

Top expected benefits	% of TA pros that agree*	Top challenges	% of TA pros that agree
Improving hiring efficiency	70%	Data privacy/security concerns	37%
Boosting job post effectiveness	47%	Lack of budget	36%
Expanding talent pools	39%	Accuracy concerns	33%
Enhancing the candidate experience	37%	Uncertainty about where to start with AI tools	32%
Increasing the quality of hires	33%	Legal/compliance concerns	31%

“AI is a tool to augment human judgment, not replace it. Successful organizations will find the right balance — using AI to handle routine tasks and consider complex problems, while preserving meaningful human interaction where it matters most.”

Glen Cathey
SVP, Consulting Principal, Talent Advisory and Digital Strategy at Randstad

💡 What this means for you:

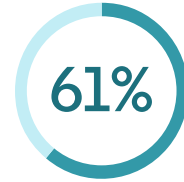
To stay ahead, TA professionals must develop both AI and human-centered skills to excel in evolving, advisor-like roles.

* Among TA pros who indicated they are integrating or experimenting with GAI

Quality of Hire

Organizations are getting serious about hiring the best possible candidates — and measuring the results.

Prioritizing quality hires is vital amid volatile business conditions. Though measuring quality of hire is challenging, AI can help provide predictive insights.



of TA pros believe **AI can improve** how they measure quality of hire.



What this means for you:

By focusing on long-term value over speed, leveraging AI tools, and strengthening employer brand, TA teams can attract and retain adaptable, high-performing talent.

Skills-Based Hiring

As employers strive to fill skills gaps, skills-based hiring is gaining steam.

Skills-based hiring is key to addressing talent gaps in today's fast-evolving economy. By prioritizing skills over degrees or job history, organizations unlock untapped talent, improve role alignment, and drive quality hires.



of TA pros believe **accurately assessing a candidate's skills** is crucial for **improving quality of hire**.



What this means for you:

Using AI tools and insights, TA teams can implement a skills-first approach that ensures better long-term success.

Transform challenges into strategic opportunities.

Adapting to AI may seem daunting, but by mastering AI tools, recruiters can evolve into strategic talent advisors ready to navigate change and shape the workforce of the future.



Explore the full 2025 Future of Recruiting report.

Get insights from billions of data points, a survey of 1,000+ talent pros, and advice from industry leaders.

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