

HR.com's Future of Recruitment Technologies 2025-26

Maximize your recruitment technology stack's potential with the right tools



At most organizations, talent acquisition (TA) technology stacks need improvement

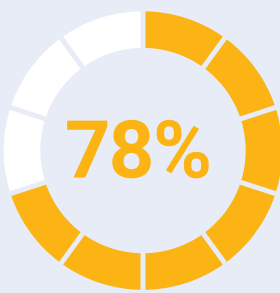


So, what steps can most organizations take to improve?

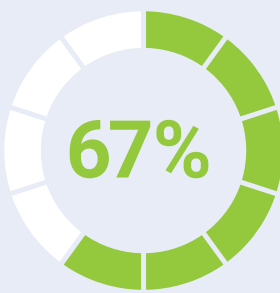
First, adopt the right mix of TA tools

The most widely adopted TA technologies are:

applicant tracking systems



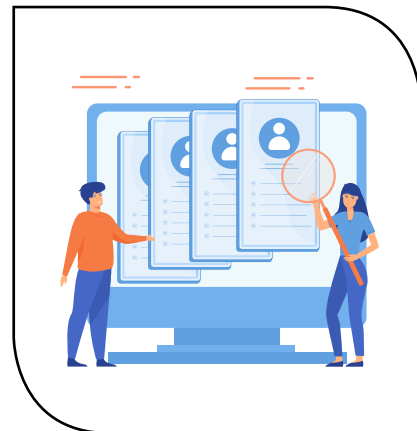
employment hiring platforms



Only about a third of organizations use:

- recruitment analytics tools
- video interviewing technology
- assessment tools

Recruitment technology leaders are much more likely than laggards to leverage:



recruitment analytics tools
55% vs 20%



video interviewing technology
45% vs 24%



assessment tools
45% vs 21%

Takeaway:

Don't assume that an ATS is all you need. Assess various types of TA technologies to decide which ones will best meet the needs of your organization.

Defining recruitment leaders and laggards

Recruitment technology leaders

rate their TA technology stack in terms of its ability to improve the overall recruitment and hiring capabilities as "excellent" or "good."

Recruitment technology laggards

rate their TA technology as "average," "below average," or "poor."



Second, strengthen recruitment measurement

Only **48%** rate their organization as above average or excellent at measuring retention of new employees.

Even fewer say they are as good at measuring:



- candidate experience **36%**
- time to fill **35%**
- cost per hire **27%**

Compared to recruitment technology laggards, leaders are significantly more likely to measure:



candidate experience
47% vs 26%



time to fill
54% vs 18%



cost per hire
41% vs 13%

Takeaway:

Determine which TA metrics are most critical to your organization. Consider implementing standardized dashboards to track metrics such as time to fill, cost per hire, and candidate experience.

Third, improve confidence in hiring decisions

Regrettable hires is a major concern at most organizations



only **23%** would rehire **76%–100%** of employees hired from the past year



whereas **43%** would rehire fewer than half of last year's hires

Takeaway:

Introduce predictive analytics to anticipate potential regrettable hires and identify high-potential candidates **before** hiring.



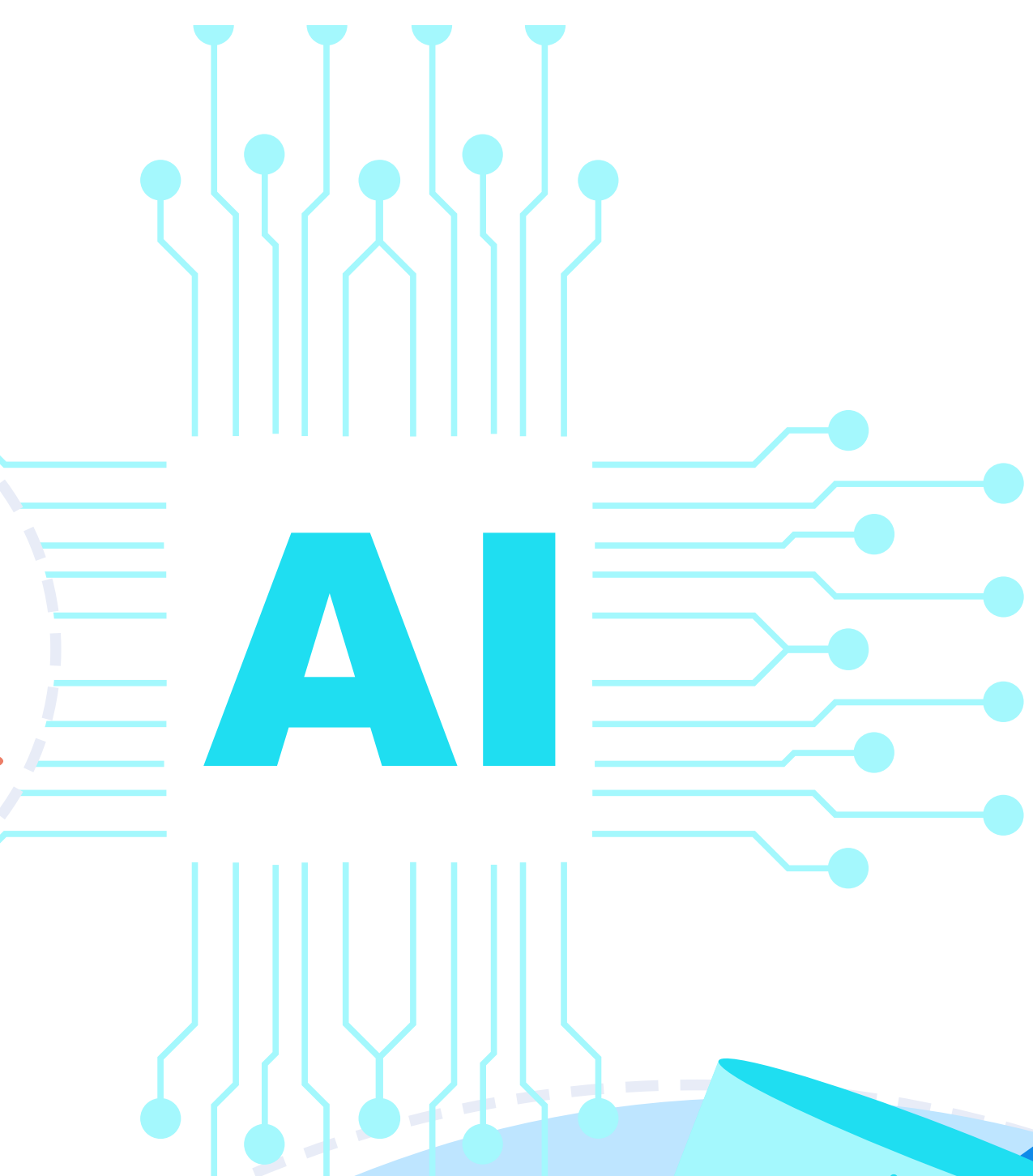
Fourth, leverage AI strategically

Organizations that use generative AI apply it by:

creating interview questions
67%



writing job descriptions
65%



Time savings (70%) is the primary benefit of AI use.

However, TA professionals are also concerned about:

risk of bias
58%

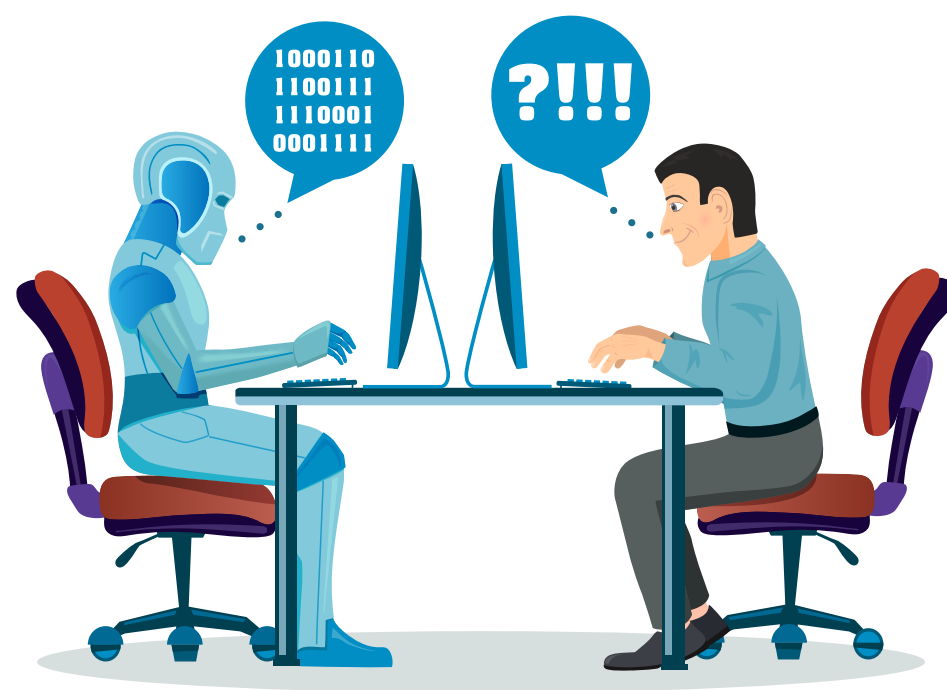
depersonalization
51%

legal risks
50%



Recently, there's more discussion of "AI agents"

Just 13% of organizations are using AI agents for recruitment tasks, though 50% are exploring their use.



What are AI agents?
AI agents are autonomous programs that are said to act like "mini-recruiters"—finding candidates, reaching out, and scheduling interviews independently.

A little over half 53% expect AI use in recruitment to increase in the near future and believe that TA technologies will become more useful.

Compared to recruitment technology laggards, leaders are more likely to use AI for TA activities such as:



candidate communications
56% vs 31%



initial candidate screening
31% vs 9%



interview analysis
24% vs 11%

Takeaway: When it comes to AI, move beyond content generation. Leverage AI for candidate communications, screening, interview analysis and more, but don't forget recruiter training, AI guidelines, and the emergence of AI agents.



Fifth, prepare well for the near future by offering the tools and technologies organizations want

In the next two years, organizations will prioritize:

candidate experience
65%

analytics and tracking
59%

efficiency and optimization
58%

system integration
55%

Takeaway: Prioritize technologies that improve candidate experience, efficiencies, and analytics capabilities. Also consider whether they integrate well with your other systems.



Most TA teams are getting only average results, but recruitment leaders are raising the bar by tracking outcomes, optimizing tech stacks, and using AI strategically.

About the Survey:

"HR.com's Future of Recruitment Technologies 2025" survey ran from July to September 2025 with 225 HR respondents. They were located around the world, but predominantly from North America. The participants represented a broad cross-section of employees by workforce size, ranging from 100 to over 20,000 employees. One-third of the participating organizations have 1,000+ employees.

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State of the Industry Research

Read the full research report