

The 2024 Future of Recruiting report

We surveyed thousands of recruiting professionals, spoke with top talent leaders, and analyzed billions of LinkedIn data points to bring you 6 predictions that will help talent professionals usher in the new world of work.

[Read the full report](#)



AI will supercharge recruiting

Generative AI will help streamline recruiting and boost productivity, and talent leaders expect adoption to accelerate in the coming year and beyond.



of recruiting pros using Gen AI tools say it's faster and easier to write job descriptions

What this means for you: Encourage recruiters to [explore the possibilities of Generative AI](#), while embracing guidelines for using it responsibly.

Recruiting will build the skills-based workforce of the future.

More organizations will prioritize skills-based hiring and upskilling to help widen their talent pools and find qualified workers.



of recruiting pros say hiring based on skills is a priority

What this means for you: Make a [business case for skills-based hiring](#) and establish what you're looking for in qualified candidates.

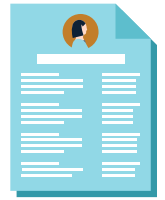
Quality of hire will top the recruiting agenda

With hiring still in decline, employers will be increasingly vigilant about making sure every hire is the right one.

Quality of hire is the

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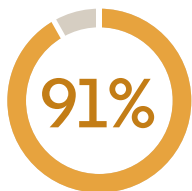
topic shaping the future of recruiting



What this means for you: Create a framework to help you identify the quality of a hire, based on evidence and free from biases.

Agility will be a must-have for recruiting teams

Recruiting teams will make a strong effort to ensure their organization is able to quickly adapt to changes in the labor market.



of recruiting pros say they're focused on being agile to adapt to hiring needs

What this means for you: Break down barriers between TA and other HR functions. [Create playbooks](#) for how you should respond as conditions change.

Recruiting teams will advocate for flex work policies

Companies that allow employees to choose their work location see a positive impact, and recruiters can advocate for effective policies.

+146%

increase in remote job applications last year

-46%

decrease in remote job postings last year

What this means for you: Make yourself known as an informed talent advisor on the positive impact of flex work policies, using data to make your case.

Attracting Gen Z will require a new playbook

Gen Z will account for more than a quarter of the workforce by 2025. Accessing this new generation of talent will be a priority and a challenge.

Attracting and retaining

Gen Z



is one of the biggest challenges facing talent teams in the next 5 years

What this means for you: Ensure your employer branding is authentic and speaks to the areas Gen Z values, like professional development.

