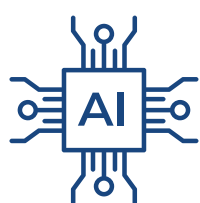


AI is Changing Hiring: Here's What Leaders Need to Know

SUMMARY

Today, it feels like nearly every recruiting conversation touches on AI and its effects on the process. The best changes enable more human connections, deeper insight into candidate capabilities, and new value creation from recruitment activities. The 2025 Lighthouse Research & Advisory Talent Acquisition Trends study of over 1,000 employers explored this topic and key findings are highlighted below.

AI's Impact on Hiring



6 in 10 employers using AI say it's a **valuable tool that improves performance**



62% of employers report candidates are also using AI in the hiring process, which ups the pressure for employers to respond.

TIME SAVED WITH AI IS BEING REINVESTED INTO:



Stronger candidate relationships



Tracking metrics and proving value



Boosting communications and employer brand

Over the last few years, we've received about 20,000 resumes per month on average. In the last year, we've been receiving about 20,000 resumes every three days. We have to use AI because our teams simply can't look at all those resumes.

—TALENT ACQUISITION EXECUTIVE
GLOBAL LIFE SCIENCES COMPANY

Business-Aligned Teams Lead the Way

When talent acquisition teams are proactive, aligned to business needs, and actively partnering on organizational priorities, their results are different from more passive/reactive companies.

BUSINESS-ALIGNED TALENT ACQUISITION TEAMS ARE:



25% MORE LIKELY TO SEE AI AS VALUABLE AND STREAMLINING RECRUITING



MORE LIKELY TO USE AI ACROSS **EVERY STAGE:** SCREENING, MATCHING, SCHEDULING, AND BEYOND



25% MORE LIKELY TO REPORT **GREATER RECRUITER EFFICIENCY** FROM AI TOOLS

CONCLUSION

The Bottom Line: AI in hiring is no longer experimental. Teams aligned with business goals are capturing the real efficiency and value, while also setting the pace for how technology reshapes talent acquisition.

SOURCE

2025 Lighthouse Research & Advisory Talent Acquisition Trends Study (n=1,013 employers)

2024 Lighthouse Research & Advisory Talent Acquisition Trends Study (n=1,234 employers)