

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 recruiters usher in the new world of work.

[Read the full report](#)



AI will supercharge recruiting

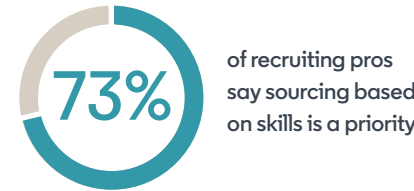
Generative AI will help streamline recruiting and boost productivity, and talent leaders expect adoption to accelerate in the coming year and beyond.



What this means for you: Encourage your teams 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 attract qualified workers.



What this means for you: Drive incremental value for your clients by partnering with them to inform their strategies for skills-based hiring, upskilling, and internal mobility programs.

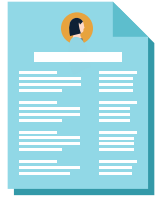
Quality of hire will top the recruiting agenda

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

Quality of hire is the

#1

topic shaping the future of recruiting



What this means for you: Work with your clients to develop a framework to help them identify and assess the quality of a hire, based on evidence and free from biases.

Agility will be a must-have for recruiters

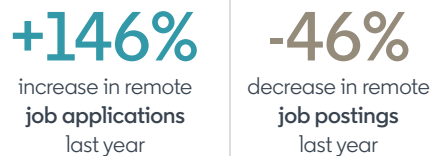
Search and staffing teams will make a strong effort to ensure their organizations are able to quickly adapt to changes in the labor market.



What this means for you: Hold scenario planning sessions with clients. Work with them to envision what an upswing or drop in hiring demand might look like. Then, [create recruiting playbooks](#) for how they should respond.

Recruiting teams will advocate for flex work policies

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



What this means for you: Position your team as informed talent advisors 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: Partner with your clients to ensure their employer branding is authentic and speaks to the areas Gen Z values, like professional development.

