



Market Landscape Guide

Talent Acquisition Technology 2025

An in-depth analysis of the evolving talent acquisition landscape, highlighting how technology transforms and streamlines recruitment processes. This report explores tools that help organizations attract, evaluate, and hire top talent, offering insights into both current solutions and emerging innovations that improve efficiency, candidate experience, and hiring outcomes across industries.

Report Sponsored by **isolved** Talent Acquisition
Formerly ApplicantPro





Introduction

Over the past two years, talent acquisition has been in a state of near-constant evolution, shaped by economic uncertainty, shifting employee expectations, reduction in resources, and rapid technological advancements. Just as companies and teams adjusted to the new normal, something else surfaced to change it all again.

The Great Resignation exemplified this shift, with almost 48 million U.S. workers quitting their jobs in 2021, averaging nearly 4 million departures each month—a record high.¹ This mass exodus highlighted workers' priorities for greater flexibility, better pay, and a healthier work-life balance. At the same time, businesses faced the challenge of balancing hiring needs with financial constraints, some turning to internal mobility and reskilling as companies looked inward to fill skill gaps. The sharp rise in U.S. inflation during 2021–2022, which peaked at 9.0% in June 2022, added pressure on companies.²

Soon after, a wave of layoffs hit the headlines in early 2023, with almost 200% increase in layoffs in the first nine months of the year.³ With less budget, fewer open positions, and an overflow of applicants, many of the layoffs impacted HR departments and recruiting teams as companies determined they no longer needed sourcers and recruiters to find talent. This reduction in hiring personnel coincided with a reliance on technology and hiring managers to oversee the recruitment process. Despite an influx of applications, almost half of companies reported struggling to identify candidates possessing the necessary skills.⁴

As businesses entered 2024, their priorities shifted further. Companies became more focused on reducing costs and increasing revenue, pushing hiring and retention concerns further down their list of immediate objectives.⁵ In this climate, talent acquisition professionals must prove their strategic value, not just as recruiters but as key contributors to driving business success.

The rise of AI and automation has transformed the hiring process, streamlining candidate sourcing, screening, and engagement. However, these advancements have also introduced new concerns around bias, ethics, and compliance, with emerging regulations aimed at ensuring fair hiring practices. Meanwhile, pay transparency laws, diversity initiatives, and the increasing importance of employer branding have pushed organizations to rethink their approach to attracting and retaining top talent.

Top Company Concerns for 2024

1. **Increasing Revenue**
2. **Cost Saving**
3. **Hiring/Recruiting**
4. **Turnover/Retention**



Introduction, Cont.

Despite efforts to create more efficient and equitable hiring practices, talent acquisition professionals continue to navigate challenges such as recruiter burnout, hiring freezes, and an unpredictable labor market. With job seekers gaining more power in negotiations and companies facing growing competition for specialized skills, the future of hiring will be shaped by agility, adaptability, and a deep understanding of what today’s workforce truly values.

A modern talent acquisition tech stack plays a crucial role in enabling recruiters to meet these challenges head-on. From AI-driven sourcing and screening tools to candidate engagement platforms and skills-based assessment solutions, the right technology can help recruiters work smarter—automating repetitive tasks, surfacing high-potential candidates, and providing data-driven insights that inform hiring strategies. However, success isn’t just about implementing more tech—it’s about using it strategically to enhance the human side of hiring. The most effective recruiters will leverage technology to free up time for high-value interactions, foster deeper candidate relationships, and make more informed, equitable hiring decisions—proving that talent acquisition is not just a function but a strategic advantage.

This comprehensive landscape guide covers:

- Talent Acquisition Today & Why It Matters4
- Modern Approach to Talent Acquisition.....8
- Business Impact of Talent Acquisition.....11
- Talent Acquisition & Technology16
- Current Tech Stack.....18
- Definitions of Solutions and Categories in the Tech Stack.....20
- Buying Insights for Talent Acquisition.....35



Talent Acquisition Today

Talent acquisition plays a pivotal role in establishing the foundation of the employer-employee relationship, serving as the first touchpoint where candidates assess what an organization stands for and how it aligns with their personal and professional goals.

In today's evolving job market, the expectations employees have for this relationship are shifting. It's no longer just about salary and benefits; candidates are now prioritizing workplaces that offer work-life balance, flexible remote work options, inflation-adjusted pay, effective leadership, and job stability.

Talent acquisition teams are responding to these changing needs by adjusting their strategies. Instead of simply focusing on skills and experience, companies are increasingly recognizing the importance of aligning candidates' values and aspirations with the organization's culture and mission. Company values have become a critical factor in candidate research, with 46% of candidates citing them as the most important content they review.⁶

This shift presents both a challenge and an opportunity for organizations to rethink their workforce strategies, emphasizing alignment and cultural fit. This approach sets the stage for a long-term, mutually beneficial relationship between the company and its employees.

This change is also driven by a dynamic job market. Even with low unemployment rates and a sense of job security, only half of workers report being extremely or very satisfied with their jobs.⁷ Reports show that nearly half of employees have changed jobs in 2024, and 72% are actively seeking new opportunities within the next year. Even more striking, 93% of those who recently switched jobs are already considering another move.⁸ This underscores the growing trend of employees seeking roles that better align with their evolving personal and professional aspirations.

This strategic shift prompts organizations to ask key questions:

- **Are we attracting the people that have the right skills?**
- **Are we assessing more than just titles and previous job experience?**
- **And most importantly, how do we ensure that our employees stay engaged and aligned with our mission?**



Talent Acquisition Steps

The five steps of talent acquisition—Attract, Engage, Evaluate, Hire, and Retain—work together to create a holistic approach to building a strong workforce and driving company success. Each stage plays a critical role in shaping the employer-employee relationship, ensuring that organizations not only find the right talent but also create an environment where employees can thrive.

By balancing candidate experience with organizational goals, talent acquisition teams can build a hiring process that is both efficient and impactful. A thoughtful approach to each step helps companies attract top talent, keep candidates engaged throughout the hiring process, make informed decisions based on meaningful evaluations, secure the best hires, and foster long-term retention.

When done well, this approach strengthens employer brand, enhances employee satisfaction, and ultimately contributes to business success.

1

Attract

Attracting the right talent starts with building a strong employer brand and creating job opportunities that resonate with potential candidates. Companies focus on showcasing their culture, values, and career opportunities, while job seekers look for organizations that align with their personal and professional aspirations.

2

Engage

Engagement is about establishing meaningful connections with candidates throughout the hiring process. Companies foster engagement by maintaining clear communication, providing a seamless application experience, and ensuring candidates feel valued and informed. Job seekers, in turn, look for responsiveness, transparency, and a positive interaction with potential employers.

3

Evaluate

Evaluation ensures that both the employer and candidate are making informed decisions. Companies assess candidates based on skills, experience, and cultural fit, while candidates evaluate the company's leadership, growth opportunities, and overall work environment. A well-structured and fair assessment process benefits both sides, leading to better hiring outcomes.

4

Hire

The hiring process is about making the right match official. For companies, this means ensuring a smooth and efficient hiring experience, from final interviews to offer negotiations. For candidates, it's the moment they transition from job seeker to team member, looking for clarity on expectations, benefits, and onboarding.

5

Retain

Retention in talent acquisition is about building a workplace where employees feel valued, supported, and motivated to stay. It involves creating opportunities for growth, maintaining competitive and fair compensation, and leveraging data to understand workforce trends. A strong retention strategy ensures that employees remain engaged and aligned with business goals, reducing turnover and fostering a more stable and committed workforce.



Why Talent Acquisition Matters

Talent acquisition is more than just hiring—it plays a crucial role in shaping careers, businesses, and communities. A well-executed hiring process connects individuals with opportunities that align with their skills and aspirations, driving personal and professional growth. When organizations prioritize fair, strategic hiring, they contribute to economic stability, workforce development, and greater social mobility.

Beyond filling positions, talent acquisition helps create more inclusive workplaces, fuels innovation, and strengthens industries. By focusing on skills, potential, and equitable access to opportunities, businesses not only build stronger teams but also support a more dynamic and resilient workforce—one that benefits individuals, organizations, and society as a whole.

As organizations continue to compete for top talent, every step of the talent acquisition process plays a vital role in shaping a company's ability to attract, hire, and retain the right people. From the initial impression a candidate gets through the application process, to the flexibility offered in the workplace, to the ongoing development of internal talent, each element contributes to a larger strategy that impacts long-term success.

~170 million new jobs will be created this decade⁹

63% of employers identify skills gaps as a major barrier to business transformation for the next five years¹⁰

Diverse and inclusive workplaces see 5.4 times higher employee retention, along with greater revenue growth, increased innovation readiness, and a broader ability to recruit diverse talent¹¹



Top Hiring Challenges

In today's competitive job market, organizations face a range of challenges in attracting, hiring, and retaining top talent.

While some of these challenges have been around for a while, others have emerged as workforce expectations shift and technology continues to advance.

Tackling these challenges requires a thoughtful strategy and a clear understanding of what's influencing your hiring process.

These are the top challenges identified through our annual State of HRTech research.¹²

Lack of Candidates with the Right Skillset

A significant challenge for nearly half of employers is finding candidates with the specific skills and experience needed for roles. With industries constantly evolving and new technologies emerging, it's becoming more difficult to match the right talent with the right job. To overcome this, companies are increasingly focusing on upskilling and reskilling their current workforce to fill critical skill gaps.

Pay Expectations

As compensation demands continue to rise, many organizations find it challenging to meet candidate expectations while staying within budget. Today's job seekers are placing more importance on competitive pay, along with additional benefits and bonuses. For companies, balancing these demands with budget constraints requires careful planning and strategic negotiation to attract the best talent without overextending financially.

More Diverse Applicant Pool

Attracting a diverse range of applicants remains a key priority for many organizations, but for one-quarter of employers, this is still a challenge. Creating an inclusive hiring process requires reaching out to a broad range of talent and eliminating biases from recruitment efforts. By implementing more inclusive practices, companies can improve diversity and foster a more equitable work environment.

Candidates Only Want Remote Roles

As remote work becomes the norm for many employees, almost 1:5 employers are facing the challenge of competing for talent that increasingly prefers remote opportunities. While remote work offers flexibility, it can be difficult for companies that require on-site presence to meet these preferences. Offering flexible or hybrid work models can help organizations remain competitive and attract top talent in this changing environment.

New Hires Leave in 60 Days

High turnover in the first few months of employment is a growing concern for many organizations. With almost one-fifth of employers seeing new hires leave within just 60 days, it's clear that a positive onboarding experience is crucial. By setting clear expectations, providing ongoing support, and ensuring a good cultural fit, businesses can improve retention and reduce the likelihood of early turnover.

Modern Approach to Talent Acquisition

Putting Candidates First & Building a Strong Brand

A strong employer brand and exceptional candidate experience are foundational to attracting top talent and improving retention.

Hiring with Skills & Data at the Core

By utilizing skills-based hiring and data-driven insights, companies can better match candidates' abilities to the roles, improving overall fit and retention.

Continuous Improvement & Thoughtful Change

Modern recruiting functions are always looking for ways to be more efficient and adaptable to be responsive to shifting workforce expectations.



Equity & Transparency

Ensuring transparency in the hiring process can significantly expand your talent pool and help you both building a stronger, more inclusive workforce.

Building Strong Cross-Functional Partnerships

talent acquisition teams not only improve hiring efficiency but also contribute to long-term employee retention by aligning hiring and development strategies with the company's overall growth and culture.



Modern Approach to Talent Acquisition

The Aspect43 Approach to Modern Talent Acquisition combines technology, data, and a focus on candidate experience to drive smarter, more strategic hiring decisions that address today's key challenges in talent acquisition.



Putting Candidates First & Building a Strong Brand

A strong employer brand and exceptional candidate experience are foundational to attracting top talent and improving retention. Companies addressing the challenges of lack of candidates with the right skillset and pay expectations are those who:

- Make it easy for candidates to learn about the company and what it stands for.
- Stay transparent with clear job descriptions, honest messaging, and salary ranges, offering a realistic view of compensation and benefits.
- Keep the application process simple and quick, with no unnecessary steps to minimize in-progress opt-outs, and ensure regular, clear communication with candidates throughout the process.
- Build long-term relationships with potential future hires, even before positions open, improving the talent pool for hard-to-fill roles and diverse candidates.



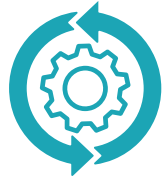
Hiring with Skills & Data at the Core

Modern recruiting isn't just about filling positions—it's about finding the right fit for both the company and the candidate. By utilizing skills-based hiring and data-driven insights, companies can better match candidates' abilities to the roles, improving overall fit and retention.

- A focus on hiring for skills rather than just experience or qualifications, ensuring employees thrive and grow within the company.
- Leveraging AI and data tools to make smarter, more informed hiring decisions, using predictive analytics to match candidates with the company's needs and market trends.
- Measuring everything—hiring is a key part of driving business growth, with performance tracking, analysis, and adjustments to ensure the recruiting process continuously aligns with company goals.



Modern Approach, cont.



Continuous Improvement & Thoughtful Change

Modern recruiting functions are always looking for ways to be more efficient and adaptable. This continuous improvement mindset helps companies stay agile and responsive to shifting workforce expectations.

- Regularly assess and refine their processes to keep things simple and effective, balancing innovation with strategy.
- Carefully manage any changes, ensuring smooth transitions and ensuring that new tools and methods make sense for both the team and candidates.
- Consider the impact on everyone involved—from recruiters to hiring managers—ensuring that changes do not negatively affect the employee experience or candidate retention.



Equity & Transparency

Ensuring transparency in the hiring process can significantly expand your talent pool and help you both building a stronger, more inclusive workforce.

- Provide transparent compensation information to ensure pay equity across the organization.
- Integrate fair, equitable, and inclusive hiring practices with measurable actions, focusing on attracting candidates from a wide variety of backgrounds, experiences, and perspectives.
- Give recruiters the tools they need to keep compensation competitive, actively sourcing talent from all groups, and fostering accurate and inclusive job descriptions and hiring practices.



Building Strong Cross-Functional Partnerships

Effective recruiting is most impactful when closely aligned with other business functions. By fostering these cross-functional relationships, talent acquisition teams not only improve hiring efficiency but also contribute to long-term employee retention by aligning hiring and development strategies with the company's overall growth and culture.

- Partner with departments like talent management, compensation, and benefits to ensure hiring strategies match company goals.
- Collaborate closely with teams like product and sales to share insights about hiring trends and talent needs
- Support internal mobility by working with learning and development on career pathing, ensuring that employees have opportunities to grow.
- Stay on top of compliance to ensure that hiring practices are both fair and legally sound



Business Impact of Talent Experience

How an organization hires directly impacts nearly every aspect of the business.

Recruiting and hiring are not just HR functions—they are strategic business drivers that influence financial performance, operational efficiency, and company culture. Talent acquisition efforts shape not only the quality of candidates and cost per hire but also employee engagement, retention, diversity, brand reputation, customer experience, product quality, and ultimately, revenue.

Research shows that companies with high-maturity, strategic talent acquisition teams outperform reactive teams, generating 18% higher revenue and 30% greater profitability.¹³

By adopting a data-driven, proactive approach to talent acquisition, organizations can improve retention, ensure compliance, and enhance the overall employee experience, aligning hiring strategies with business goals to build a workforce that is engaged, diverse, and equipped for long-term success.

The stakes rise for brands where job applicants are also customers. A study found that up to 18% of retail customers are job applicants, and how they're treated during the hiring process directly affects their continued business. Poor candidate experiences can cost companies up to \$5 million annually in lost customer revenue.¹⁴ This shows how the candidate experience is not only a reflection of the company but also a critical part of the customer journey.



Organizations recognized for an outstanding candidate experience see a **56% higher willingness to refer others.**

The impact is even greater when companies seek feedback, as candidates who are asked about their experience are **126% more likely to refer others.**

Referrals play a crucial role in hiring, accounting for **20% to 40% of workforce hires**, making them a key differentiator in today's competitive talent landscape.¹⁵



Business Impact, cont.

Hiring decisions must be embedded in the organization's culture and strategy, not just in HR's processes. When companies treat talent acquisition as a business driver, they signal that they understand the direct link between hiring the right people and achieving business success. Leadership invests in the right talent because they know it's essential for driving growth, innovation, and long-term stability.

A reactive approach to hiring limits an organization's ability to scale and compete. **Strategic talent acquisition ensures that hiring is proactive, data-driven, and aligned with long-term business needs.** It involves workforce planning, employer branding, and leveraging technology to attract and retain top talent.

The candidate experience is crucial. Candidates often view the hiring process as a preview of what it's like to work for a company. And the data backs this up - recently hired employees who report having an exceptional candidate experience are more than twice as likely to say their job is "as good as" or "better than" they expected.¹⁶ **Over 60% of candidates said a positive experience influenced their decision to accept a job offer**, but negative experiences have the opposite effect.¹⁷ More than half of public sector job seekers abandoned applications due to long or complicated processes,¹⁸ and negative interactions during interviews caused 36% of candidates to decline offers.¹⁹ In a competitive market, these losses waste recruitment marketing and interview time and resources, further demonstrating the need for a more strategic, candidate-focused approach.

When job posts showcase belonging, community, and employee-first values but candidates face poor treatment, it creates a disconnect. Negative reviews and mishandled candidate experiences tarnish both your employer brand and overall company reputation. Research shows that brands with consistent messaging are 3.5x more likely to achieve strong brand visibility.²⁰ Aligning your employment brand with reality builds trust and strengthens both recruitment and retention.

Employer review sites like Glassdoor amplify every experience - positive or negative - and both candidates and employees are looking, which impacts retention. Today, **86% of employees and job seekers research company reviews and ratings to decide on where to apply for a job.**²¹ In fact, companies with a stronger employer brand have a 28% lower turnover rate.²² Talent acquisition plays a direct role in shaping that reputation by ensuring consistency between what is promised and what is delivered.

Your brand is shaped, in part, by how you manage and engage your workforce. Poor talent acquisition practices lead to fewer quality hires, higher turnover, and disengaged employees. This erodes productivity, morale, and retention, creating a cycle that harms your brand. Talent acquisition teams must act strategically and treat candidates with the same respect they expect for employees. By improving candidate experience and aligning hiring practices with company values, TA teams can drive long-term success, improve retention, and enhance company reputation.



Business Impact Stats

Investing in strategic talent acquisition drives engagement, reduces turnover, and ultimately supports the company's financial health and growth.

It has the power to increase revenue and cut costs - company priorities this year.

Revenue/Cost Savings

- **Business lost:** 57% of companies have lost business in the past 12 months due to being understaffed.²³
- **Talent shortage costs:** 81% of employers globally report difficulty finding skilled talent, leading to increased hiring costs and inefficiencies.²⁴
- **Employee turnover:** The average cost per hire is estimated to be \$4,700, but can reach up to 60% of the departing employee's annual salary, including hiring, training, and lost productivity.²⁵
- **Cost savings from skills-based hiring:** US employers hiring for \$60,000+ salaried roles save between \$7,800 and \$22,500 by reducing mis-hires through skills-based hiring. They also save between 412 and 792 hours per senior management hire and between 339 and 660 hours per non-senior hire.²⁶
- **Improved hiring success:** Companies with the most skills-based searches are 12% more likely to make a quality hire, improving workforce stability and reducing rehiring costs.²⁷
- **Application drop-off due to pay transparency:** 85% of job seekers won't apply for a job if salary information is missing, potentially reducing the talent pipeline and increasing time-to-fill.²⁸

Employee Engagement/Retention

- **Impact of pay transparency on retention:** 68% of employees would switch employers for greater pay transparency, even if compensation remained the same, affecting retention strategies.²⁹
- **Internal mobility:** Internal mobility has increased 6% year-over-year, reducing turnover and hiring costs by retaining employees in new roles within the company.³⁰
- **Skills-based hiring effectiveness:** 94% of employers agree that skills-based hiring is more predictive of on-the-job success than resumes, improving hiring accuracy and performance.³¹
- **Employee preference for skills-based hiring:** 68% of employees prefer a skills-based hiring process, which can improve candidate satisfaction and hiring outcomes.³²



Deeper Dive

Compliance

Talent acquisition plays a key role in making sure hiring processes are both effective and compliant with important laws and regulations. Every company needs to follow various rules around equal employment opportunities (EEO), anti-discrimination, and more. If these regulations aren't followed, it can lead to costly fines or even damage the company's reputation. Talent acquisition teams help by ensuring that all aspects of hiring are aligned with these legal requirements, protecting both the organization and its employees and ensuring the candidate experience.

At the heart of compliant hiring is fairness and transparency. Companies must make sure all candidates have an equal chance, no matter their background. This means avoiding biased language in job descriptions and using fair criteria to evaluate candidates. Being transparent about job requirements, compensation, and the selection process also builds trust with candidates. Keeping clear records of decisions and interviews is also important for demonstrating fairness if the company's practices are ever questioned.

Talent acquisition also plays an important part in building a diverse and inclusive team. By promoting fairness and following DEI (diversity, equity, and inclusion) practices, companies not only stay compliant but also bring in fresh perspectives that help drive success. Regularly reviewing hiring practices to keep up with changing laws is essential. In the end, embedding compliance into every step of hiring helps companies create a more fair and inclusive process while minimizing legal risks.

Retention






Talent acquisition is not just about filling open positions—it's about securing long-term success for the organization through careful, strategic hiring practices that contribute directly to employee retention. Aptitude Research found that only 41% of talent and HR professionals consider retention during the recruitment process, but they should. Companies that align recruitment and retention enjoy improved retention, quality of hire, and productivity.³³

One way this happens is by hiring people who fit well with the company's culture. When new hires feel connected to the organization's values, they're more likely to stick around. Setting clear expectations from the start also makes a huge difference. More than half of US employees don't know what's expected of them at work, negatively impacting engagement and retention.³⁴ When talent acquisition teams focus on providing candidates with a clear picture of the job, it leads to a more successful onboarding process and increases the likelihood of long-term retention. When candidates know exactly what the job will entail and what's expected of them, it helps avoid confusion and keeps everyone on the same page, boosting retention.

Offering competitive pay and benefits is another key factor. Recent data shows that 56% of employees would leave their current job for a better compensation package.³⁵ When talent acquisition teams make sure the company's salary packages are in line with the market, employees are more likely to stay. But it's not just about the paycheck—onboarding also matters. A smooth and welcoming onboarding experience sets the tone for new hires, making them feel supported from day one, which increases the chances they'll stay with the company for the long run.

Creating an overall positive experience for candidates, offering opportunities for growth, and promoting work-life balance go a long way in retention. When employees see that they have a chance to grow and the company values flexibility, they're more likely to stay. 94% of employees say they would stay longer with a company that offers career development opportunities.³⁶ Talent acquisition teams that understand what candidates want and align those goals with the company's needs can help ensure that new hires stay happy and committed for the long haul.

Talent acquisition directly impacts retention, workforce stability, and financial health.
 Our State of HRTech research highlights shifting employee expectations, pay concerns, and skill gaps shaping hiring success.

 Competitive Pay	 Growth Options	 Stressful Work	 Work/Life Balance	 Staffing Shortages
<p>Employees are leaving due to salaries not keeping up with market expectations. Transparent & competitive pay helps improve attraction & retention.</p> <p>36% report that expected salaries exceed what they can offer</p> <p>28% of companies say retention issues are tied to not paying competitive salaries</p>	<p>Companies are embracing skills-based hiring but struggle with implementation. Skills assessments and career pathing help connect candidates to growth opportunities.</p> <p>28% of companies report that limited opportunities negatively impact retention and engagement.</p> <p>34% of companies are concerned about training, reskilling, and upskilling</p>	<p>Burnout and lack of growth opportunities drive employees to seek new jobs, increasing turnover costs. Hiring for long-term fit and cultural alignment helps.</p> <p>Over half of employees feel burned out</p> <p>41% of employees considered quitting</p>	<p>Employees are struggling to balance work and personal life. Flexible work arrangements and policies can help improve work-life balance.</p> <p>30% of employees struggle to balance demands of work and home</p> <p>38% say that remote work options and a better work/life balance would improve their employee experience.</p>	<p>High turnover and staffing shortages strain remaining employees. Building strong talent pipelines can help reduce staffing gaps and workforce disruptions.</p> <p>26% of companies report high-stress, short-staffed work environments</p> <p>1:4 employees interviewed for a new position</p>



Talent Acquisition & Technology

Talent acquisition has long been a leader in adopting new technologies within the HR space. As one of the first areas of HR to fully integrate digital tools, talent acquisition has driven much of the innovation in how companies identify and hire the right talent.

From the early use of job boards to the introduction of applicant tracking systems and more advanced AI-driven recruitment tools, technology has dramatically reshaped the recruitment landscape, making the process more efficient and effective.

Technology has not only streamlined tasks for recruiters but has also enhanced the overall candidate experience.

By automating routine processes, offering deeper insights through data, and helping recruiters make better-informed decisions, technology has transformed talent acquisition into a more strategic and data-driven function. It enables organizations to reach broader talent pools, improve the speed of hiring, and ensure that decisions are based on more comprehensive, objective information.

To understand how we arrived at today's tech-driven recruiting landscape, it's helpful to look back at the history of talent acquisition technology. The evolution from manual, paper-based methods to today's solutions has played a pivotal role in shaping how talent acquisition teams operate.



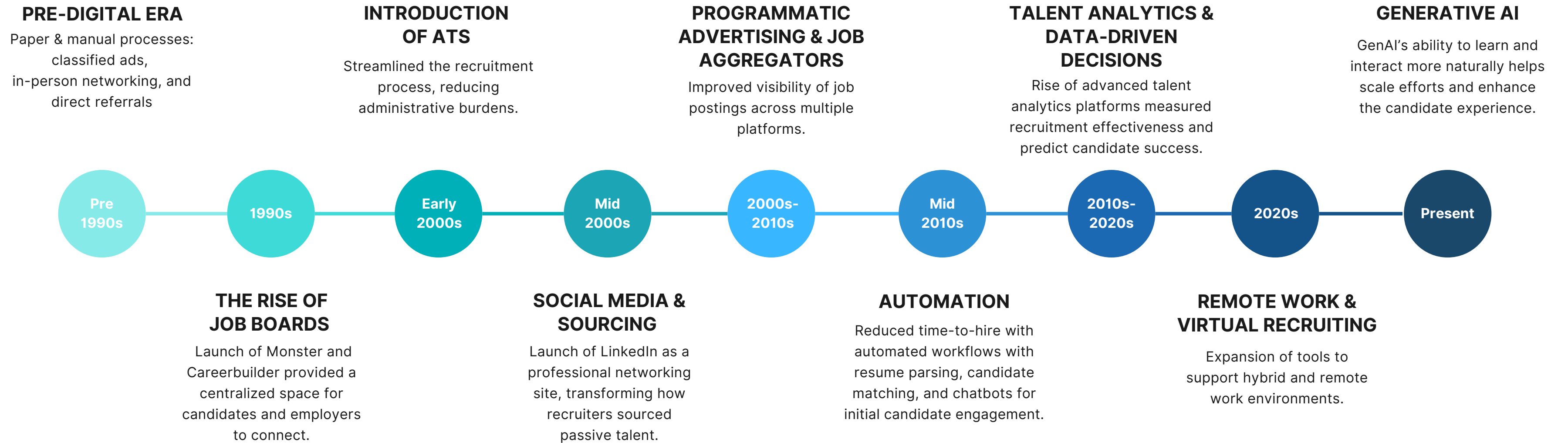
Investment in TA Tech

With 79% of talent acquisition technology buyers maintaining or increasing their HR tech budgets, organizations continue to see TA technology as a priority.

Despite economic pressures, hiring remains a strategic function that companies are willing to fund.



Timeline of Talent Acquisition Technology



2024 Talent Acquisition Tech Stack

The talent acquisition (TA) technology market has evolved significantly over recent years, with increasing consolidation among different tools and systems. What were once separate technologies, such as applicant tracking systems (ATS) and candidate relationship management (CRM) tools, are now being integrated to create a more cohesive tech stack. Similarly, recruitment marketing platforms are blending with CRM systems, enabling a more unified approach to candidate engagement. Central to this transformation is the rise of artificial intelligence (AI), which is increasingly being incorporated into various aspects of the hiring process, from sourcing to screening.

Today, recruiters are leveraging multiple tools, platforms, and point solutions to manage their hiring processes with estimates from 12-30 different browsers open at a time to complete the recruitment process of one role. Time and accuracy can drown in this sea of technology, as talent acquisition specialists wade through the logins, windows, and copy/pastes.

With this growing complexity, there is an increasing expectation that technology will handle time-consuming, repetitive tasks allowing recruiters to focus more on the strategic, human elements of their role. By automating routine processes, technology enables recruiters to dedicate more time to evaluating cultural fit, building relationships, and making decisions that require a personal touch.

As we examine the current TA technology landscape, the focus is shifting from simply adopting new tools to seamlessly integrating AI, automation, and data-driven insights into every stage of the hiring process. The latest advancements are not just improving recruiter efficiency but also empowering hiring managers and other stakeholders by surfacing relevant insights when and where they need them. TA tech is increasingly focused on finding new and better ways to attract, identify, engage, and evaluate candidates—leading to stronger, long-term hiring decisions. This new wave of technology has the potential to redefine how organizations approach hiring, paving the way for the next generation of emerging solutions.



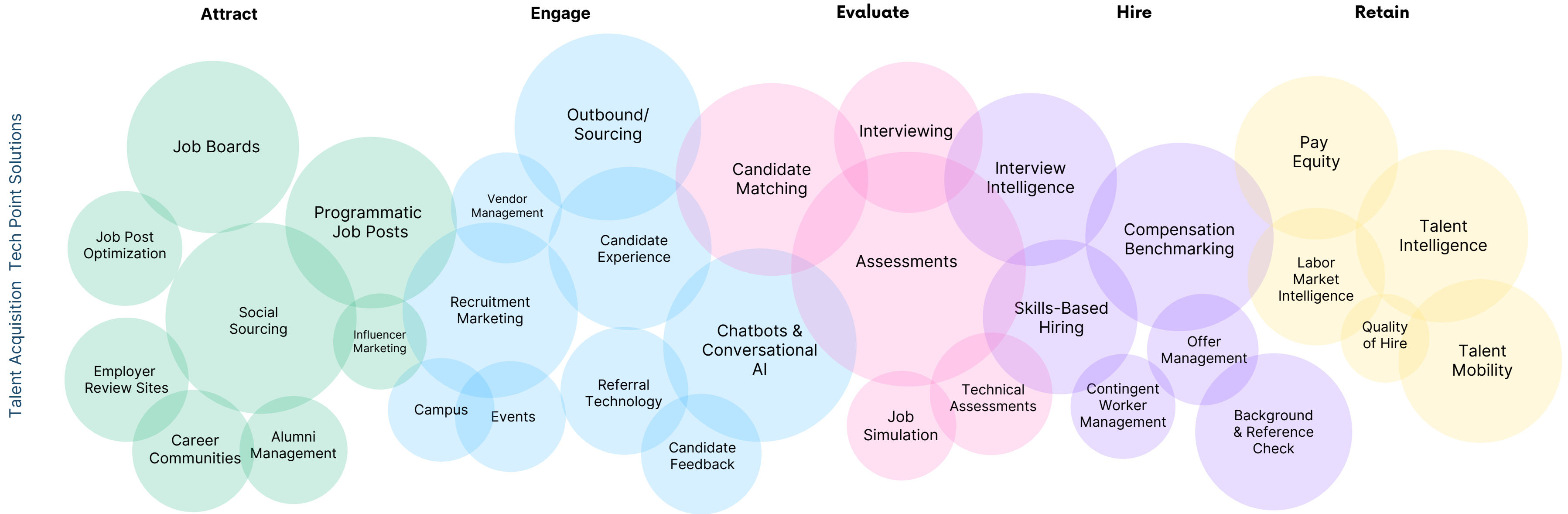
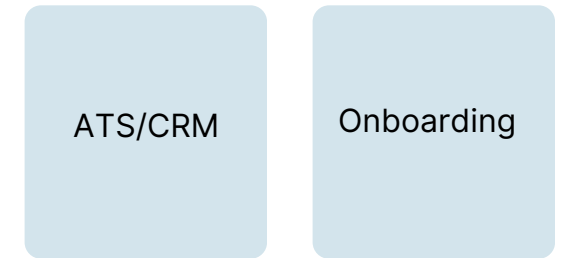
Today's organizations often rely on familiar TA processes and tools, but incremental changes are no longer enough. To stay competitive, companies must rethink their entire TA approach, not just improve existing methods. Modern technologies, such as assessments, skills, AI, automation, and data-driven insights, offer the potential for a complete transformation in how talent is sourced, assessed, and hired.

The time to evolve is now—don't just improve your TA processes, transform them.

Talent Acquisition Tech Stack: 2025

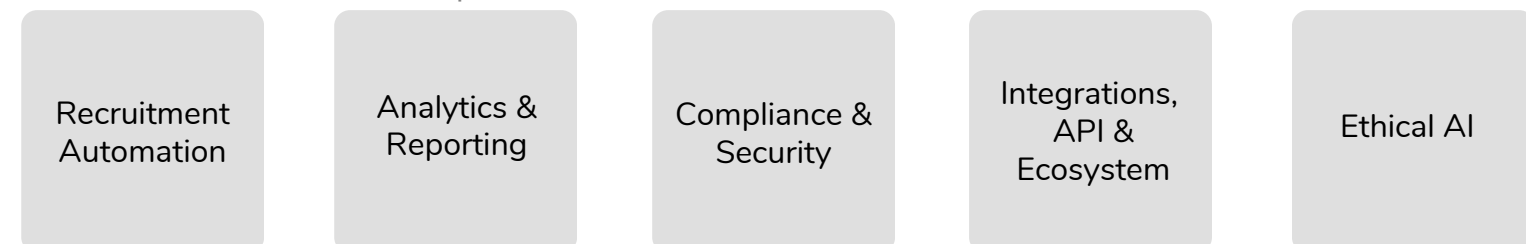
Core Talent Acquisition Tech Solutions

Talent acquisition technology is the strategic enabler that integrates people, processes, and technology to optimize outcomes of recruiting, hiring, and onboarding.



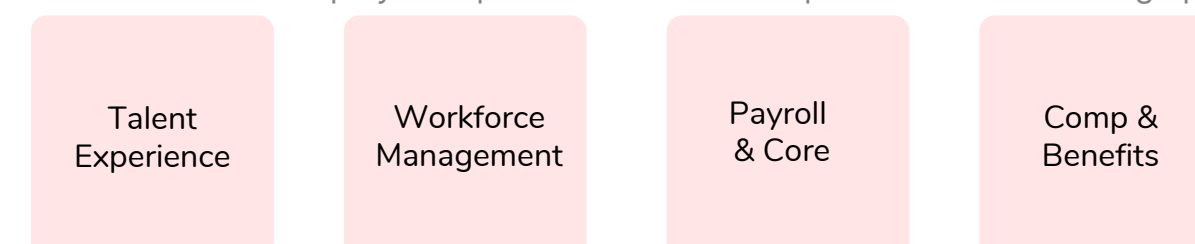
Foundational Functionality

Features that exist in core & point solutions



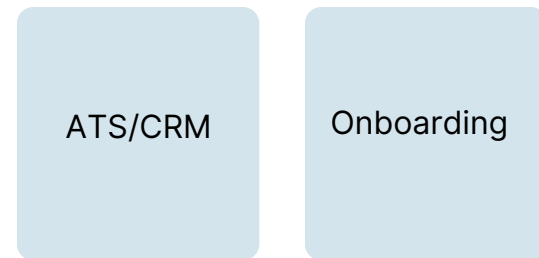
Complementary Tech

Tools outside of employee experience that have impact on retention in high performing organizations.





Core



ATS/CRM

CRMs and ATSs used to be separate tools, but now they're blending together to create a more seamless way to manage the entire candidate journey—from first contact to hire. These combined systems offer a range of features like managing candidate relationships, tracking job applications, and analyzing recruitment data. CRMs now use AI to help match candidates with roles, automate tasks, and keep candidates engaged over time, improving long-term hiring success. ATSs streamline processes like job requisitions, applications, and interviews, and act as the core of your hiring tech stack. Although configuring an ATS can still be a challenge, recent updates have improved the experience. The merging of CRMs and ATSs gives organizations a more efficient, integrated approach to hiring, but it's important to consider product differences when choosing the right solution.

- **Applicant Tracking System (ATS)**

An ATS is designed to streamline and automate the hiring process. It manages job requisitions, applications, resumes, candidate workflows, and interview scheduling. The ATS acts as the central hub for talent acquisition technology, integrating with other HR tools to support features like resume matching, candidate management, and reporting. ATSs are crucial for automating routine tasks and ensuring that recruitment processes are efficient and organized.

- **Candidate Relationship Management (CRM)**

A CRM focuses on building and nurturing relationships with candidates throughout the hiring journey. It helps recruit and engage talent even before a job is open, by storing candidate information, segmenting talent pools, and delivering targeted communication. CRMs help recruiters build long-term relationships with candidates, improving engagement and ensuring that your organization stays top-of-mind for future hiring needs. With the integration of AI and machine learning, CRMs can proactively match candidates to roles and automate routine tasks, leading to better hiring outcomes.

Onboarding

Onboarding solutions help companies streamline and automate new hire workflows, improving both company and employee experiences. These tools ensure administrative tasks are completed, compliance is met, and new hires are integrated into the company culture, making them productive quickly. The goal is to create a consistent yet personal experience that supports employees from day one and beyond. Onboarding software has expanded to facilitate other types of employee transitions such as Offboarding, Crossboarding, and Reboarding.

For a more in-depth look at Onboarding, look at the [Onboarding Category Guide](#).



Emerging Areas of Talent Acquisition Tech

Referrals at Scale

Modern HR technologies are transforming employee referral programs by automating tasks like tracking, rewards, and communication. These platforms, like **Erin**, help organizations scale their referral efforts, increasing participation and hiring efficiency. By optimizing this process, companies can create a reliable pipeline of high-quality candidates sourced from trusted internal networks.

Community Sourcing

Community sourcing technologies are expanding recruitment beyond internal referrals to external networks such as professional communities, alumni groups, and industry forums. These tools enable organizations to tap into broader talent pools, enhancing diversity and engagement while reaching passive candidates who may not be actively applying but are a great fit.

Influencer Marketing for Hiring

Leveraging social media advocacy through platforms that facilitate employee, industry leader, and brand ambassador engagement is becoming a new HR strategy. These technologies, like **Flockity**, help organizations amplify their employer brand by using authentic voices and content-driven approaches to attract passive talent and increase visibility within targeted talent markets.

Social Media Screening

Social media screening tools enable employers to evaluate candidates' online presence during recruitment while upholding privacy and anti-discrimination standards. A 2020 Harris poll revealed that 71% of employers review candidates' social media during the hiring process, and this figure is likely higher today.³⁷ These technologies provide a more holistic view of candidates, helping employers make more informed hiring decisions. These tools, like **Fama**, comply with legal standards to ensure candidate information is handled securely and responsibly, focusing solely on job-relevant misconduct, while removing protected class information to maintain fairness and compliance.

Quality of Hire

Technologies designed to measure the quality of hire go beyond just performance metrics. They track long-term factors such as cultural alignment, retention, and employee satisfaction. By using data analytics to evaluate success across these dimensions, HR professionals can refine their hiring strategies and make more informed decisions about candidate fit and impact.

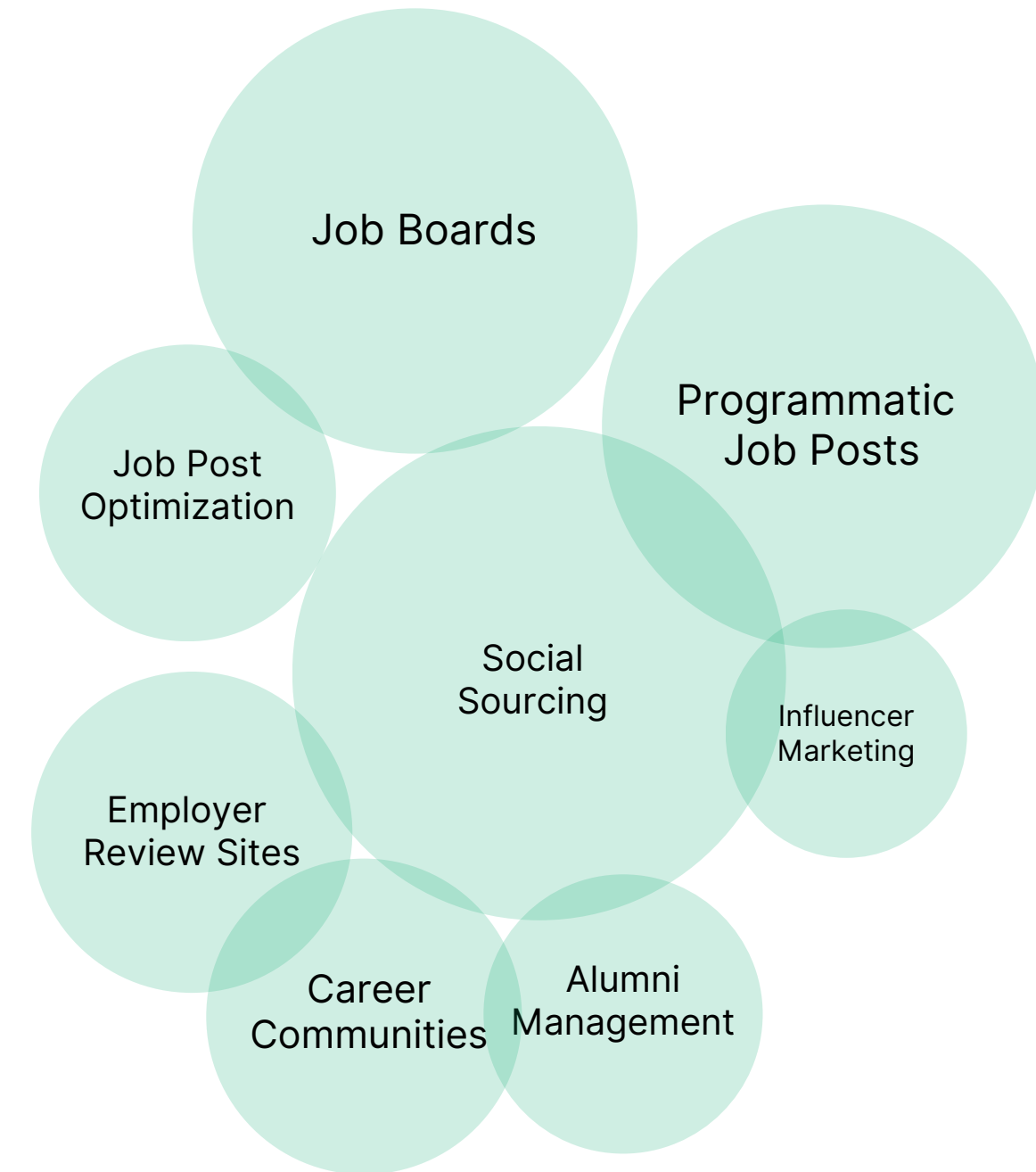


Solution Categories Defined: Attract

The Attract group of technologies focuses on helping companies capture the attention of the right candidates from a variety of sources. This group includes tools that improve visibility among active and passive job seekers, optimize job ads, and enhance employer branding to make organizations stand out in a competitive talent market.

In recent years, the landscape of talent attraction has evolved significantly. While some companies still use the “post & pray” methodology, most are increasingly relying on data-driven strategies to target specific talent pools, whether through programmatic advertising, job post optimization, or leveraging social media platforms like LinkedIn and Instagram. These tools not only allow companies to reach a wider audience, but they also enable them to create more engaging, inclusive, and relevant job posts. The use of AI and machine learning in this space helps ensure job ads are placed in the most effective channels, driving higher quality applications at lower costs.

In addition to traditional job boards, niche platforms and career communities are becoming crucial for targeting specialized talent, such as developers or designers, and fostering deeper engagement. Social sourcing tools allow businesses to connect with both active job seekers and passive talent, building relationships early on. Employer review sites also play a growing role, as candidates increasingly look for insights into company culture and employee experiences.





Solution Categories Defined: Attract

Job Boards and Aggregators

Platforms that host job postings and help employers gain visibility among active job seekers. These platforms aggregate job listings from various sources, allowing candidates to browse multiple opportunities in one place. The rise of specialized job boards (e.g., for specific industries or job types) and the integration of AI to enhance job recommendations is gaining momentum.

Job Post Optimization

These technologies help make job descriptions more engaging, inclusive, and better tailored to the ideal candidates. With AI, companies can craft job posts that not only stand out but also appeal to a wider and more diverse pool of talent. This approach helps ensure the job is described in a way that resonates with the right people, increases applications, and reduces bias—ultimately helping organizations find the best fit faster.

Programmatic Advertising

Programmatic advertising automates the process of placing job ads, making sure they appear in the right places at the right time. It helps companies reach the best candidates by showing ads where they'll have the most impact. With AI and automation, this process is becoming quicker and more efficient, allowing companies to focus their budget on the spots that matter most.



If you don't know what Programmatic Advertising is, you're not alone.

50% of TA technology users and buyers are uncertain about what this tech does and how it benefits an organization.³⁸

Social Sourcing

Using social media platforms (LinkedIn, Twitter, Instagram, etc.) to find and connect with potential candidates, often targeting both active job seekers and passive candidates. Social media is playing a bigger role in recruitment, especially for reaching passive talent, with an increasing emphasis on employer branding through these platforms.

Employer Review Sites

Platforms that allow employees and candidates to leave feedback about their experiences with a company, offering insight into company culture, work environment, and recruitment practices. Companies are taking a more proactive approach to managing their online reputation on platforms like Glassdoor and Indeed, and are leveraging newer sites like TikTok for employer branding. A 2021 study showed that 86% of job seekers check company reviews and ratings on platforms like Glassdoor before deciding where to apply for a job and we expect this to be even higher today,³⁹ meaning most candidates actively research a company's reputation on review sites before applying.

Career Communities & Candidate Marketplaces

These platforms encourage talent interaction, skill-sharing, and networking, creating more engaged talent pools. Candidate marketplaces take this a step further by utilizing AI to match pre-vetted candidates with job openings, reducing sourcing time and improving candidate-job alignment.

Alumni Management

Engaging with former employees to stay connected for future opportunities, referrals, or collaborations. This involves creating alumni networks that allow companies to tap into a pool of former talent. This technology has been gaining traction since 2021 as the number of "boomerang employees" - those who previously left the company and then returned - increased.⁴⁰



Solution Categories Defined: Engage

Engaging with candidates is about creating meaningful connections and building relationships with potential hires. The Engage group of tools focuses on just that - helping companies reach out to, nurture, and connect with talent in a more personalized and efficient way.

As recruitment evolves, many of these tools are merging into a new category called Recruiter Enablement, which empowers recruiters with the right tools, data, and resources to be more strategic and effective in their roles. Many of the TA platforms are developing these connections within their system, while point solutions, like **PoetryHR**, were built for this purpose and are ATS-agnostic. Unlike traditional recruitment software that automates individual tasks, recruiter enablement solutions integrate various functions into a seamless experience, streamlining candidate sourcing, engagement, screening, and communication into one cohesive platform. This integration helps recruiters reduce time spent on administrative tasks, make more informed decisions, and ultimately improve the quality and speed of hires.

From proactive sourcing and campus recruiting to chatbots that provide real-time answers, these tools make it easier to engage with candidates at every step of their journey. They help organizations reach passive talent, improve their employer brand, and create an experience that keeps candidates excited and informed throughout the hiring process.





Solution Categories Defined: Engage

Outbound Recruiting/Sourcing

Outbound recruiting tools help companies identify passive candidates—those not actively job hunting but open to opportunities. These tools enable recruiters to proactively reach out and build a talent pipeline. As recruitment evolves, outbound recruiting is moving from a standalone tool to an integrated part of broader talent acquisition strategies.



Outbound recruiting is increasingly integrated into the broader recruitment process, with platforms combining sourcing, outreach, and engagement to streamline workflows and improve data sharing.

HireEZ, a leading outbound recruiting solution, has evolved into a "talent acquisition platform," signaling a trend toward this integration. As a result, this point solution category is likely to merge into recruiter enablement or become a standard feature.

Employer Branding and Recruitment Marketing

Employer branding tools allow companies to showcase their workplace culture, values, and vision through targeted marketing campaigns. These tools help businesses craft compelling narratives that attract top talent and differentiate themselves from competitors.

Vendor Management

Vendor management solutions help organizations manage relationships with external partners who provide recruitment services, like staffing agencies or employer of record (EOR). These tools streamline the process of working with these vendors, ensuring that contracts are maintained, performance is tracked, and collaboration is smooth.

Referral Tech

Referral technology helps organizations tap into their networks to find candidates by automating and optimizing the employee referral process. It encourages employees, industry contacts, and even external advocates (referred to as community-sourcing) to recommend qualified candidates, making hiring more efficient and cost-effective.

Campus & Event Recruiting Tech

Campus and event recruiting technologies help companies connect with potential candidates through both in-person and virtual events, tailored to specific groups such as students, recent graduates, and entry-level talent. These tools streamline the recruitment process by offering specialized features for campus hiring and career fairs, allowing recruiters to engage with talent in real-time.

Candidate Experience

Candidate experience focuses on creating a smooth, positive journey for applicants throughout the hiring process. This includes providing clear communication, personalized interactions, and real-time updates. By ensuring candidates have a positive experience, companies are more likely to convert applicants into hires. The rise of AI-powered personalization is helping companies deliver tailored communication and real-time updates, improving transparency and engagement for candidates at every stage.

Candidate Feedback

Candidate feedback tools gather insights from candidates about their experience during the recruitment process. By collecting this data, companies can measure candidate satisfaction, identify areas for improvement, and enhance their recruitment practices.

Candidates who are asked about their experience are 126% more likely to refer others.⁴¹

Chatbots and Conversational AI

Chatbots and conversational AI tools engage candidates by providing instant, automated responses to their questions. These AI-powered assistants help candidates with everything from scheduling interviews to answering frequently asked questions, allowing for a more efficient recruitment process. These are especially impactful for high-volume hiring organizations.

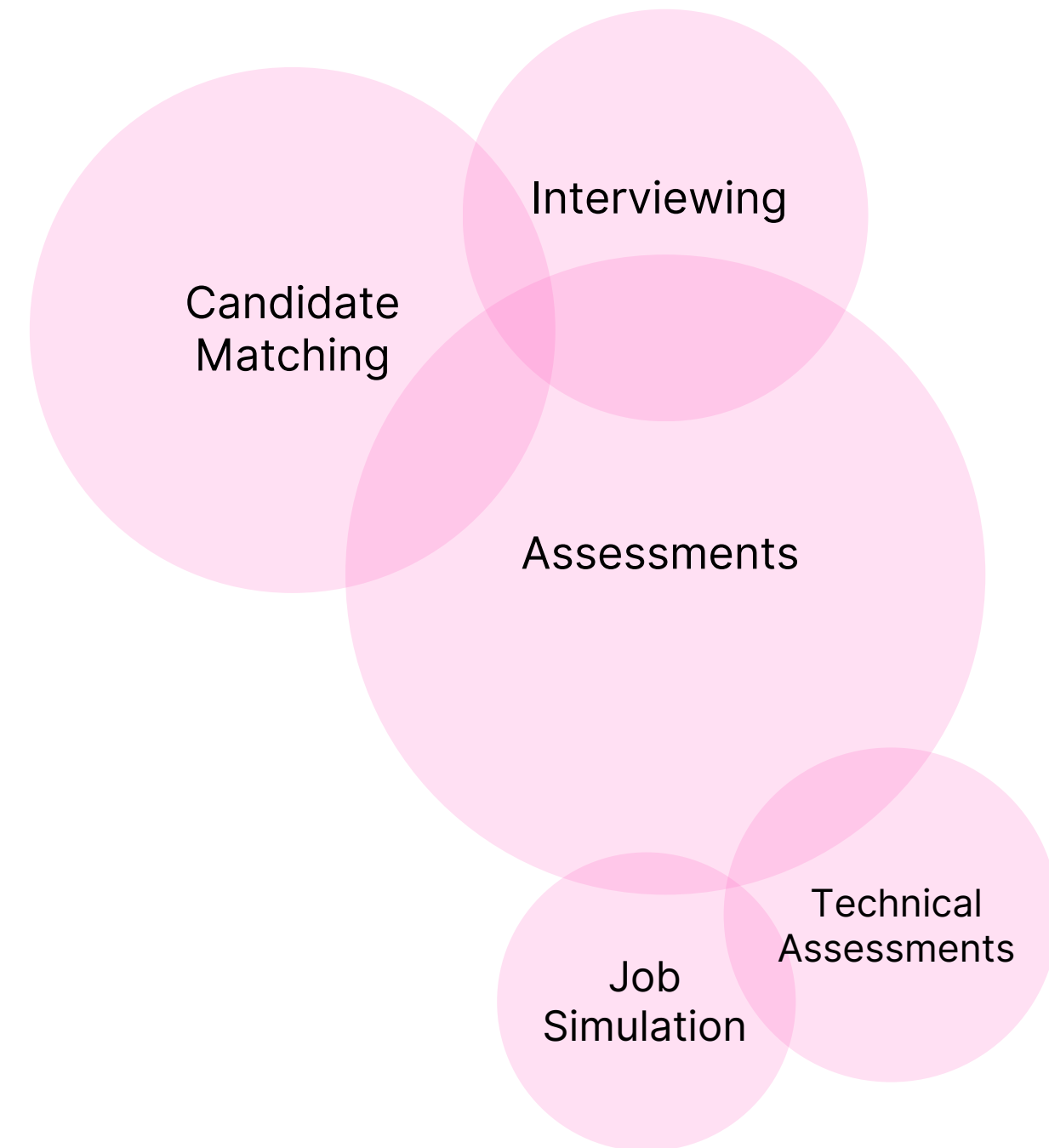


Solution Categories Defined: Evaluate

As the demand for skills-based hiring grows, technology has expanded the global talent pool and made it easier for candidates to personalize applications. More people are actively seeking roles, not just those who are unemployed, leading to a surge in applications across the board. This increase in applicant volume, combined with the growing complexity of identifying the right skill sets, has made effective candidate evaluation more critical than ever. Traditional methods like resume screening and interviews are no longer sufficient on their own. Assessment technologies are now playing a key role in this process, offering a more thorough evaluation of candidates' skills, cognitive abilities, personality traits, and long-term fit.

These tools allow employers to assess candidates early in the application process, streamlining evaluation and reducing time-to-hire. They provide valuable insights into candidates' qualifications and offer candidates feedback that enhances their experience, ultimately improving hiring accuracy and engagement.

Additionally, assessment technologies create a more structured, objective evaluation process, helping employers make informed decisions while ensuring compliance with hiring regulations through standardized and documented procedures. As these technologies continue to evolve, they enable a more strategic and efficient approach to recruitment, supporting better-informed, compliant hiring decisions.





Solution Categories Defined: Evaluate

Assessments

Assessment tools evaluate candidates based on various criteria such as technical skills, cognitive abilities, personality traits, and cultural fit. These evaluations help organizations make more informed and data-driven hiring decisions. As skills-based hiring gains momentum, assessments are being pushed earlier in the hiring process, enabling companies to gather better data on candidate capabilities.

Candidate Matching

Candidate matching technologies leverage AI, machine learning, and keyword searching to analyze resumes and job descriptions to match candidates with suitable roles. These tools help to streamline the hiring process by automating initial screening and identifying candidates who best align with job requirements. This trend is expected to continue, with matching technologies becoming more integrated into the overall talent acquisition platform.

38% decrease in time-to-hire experienced by users of iSolved's AI recruiting & candidate matching⁴²

Interviewing

Interviewing technologies assist organizations in screening and evaluating candidates through digital platforms, often in asynchronous formats. These tools streamline the interview process with features such as interview scheduling, automated notetaking, and AI-powered candidate screening. Initially focused on video interviewing, these technologies have expanded to provide a comprehensive solution that covers every stage of the interview process, offering flexibility to candidates while allowing companies to review responses at scale.

Technical Assessments

Technical assessment tools test a candidate's knowledge and expertise in specific technical areas, such as coding, data analysis, or IT. These assessments can include practical tasks, simulations, or tests tailored to the requirements of a role. As technical roles become more specialized, technical assessments are evolving to offer more tailored, realistic evaluations. Organizations are increasingly adopting platforms that integrate coding challenges, live project simulations, and automated testing, all designed to measure real-world proficiency.

Job Simulations

Job simulation tools create interactive experiences—often through assignments, games, or virtual reality (VR)—that replicate real-world job scenarios. These simulations help candidates demonstrate their skills and how they would approach tasks in the actual role.

WARNING

It's important to understand how these technologies work - they're here to help, not to make decisions for you. These tools support the hiring process, but human judgment should always be part of the equation. Regularly check that the system isn't unintentionally introducing bias and ensure it aligns with a fair and transparent recruitment strategy.

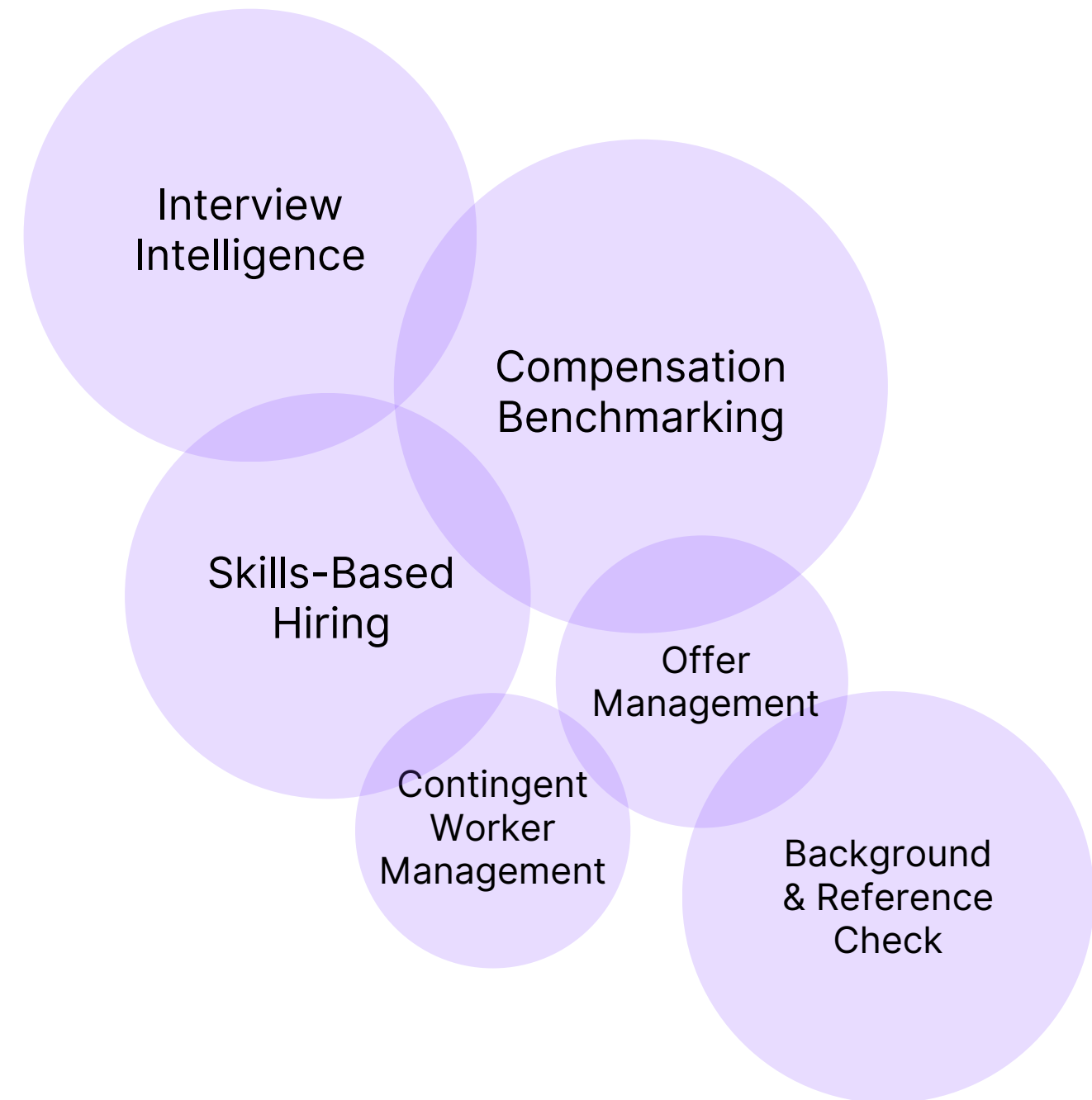


Solution Categories Defined: Hire

The "Care" group includes technologies that focus on supporting employees' overall well-being—physically, mentally/emotionally, financially and in other areas of life. These solutions provide access to wellness programs and resources that help employees lead healthier and more balanced lives.

While wellness tools have been around for some time, their role and functionality have changed significantly in recent years. As companies have come to recognize the importance of supporting employees in all aspects of their lives, wellness solutions have evolved to be more comprehensive and personalized. These tools now offer a wider range of services, from mental health resources and physical fitness programs to financial wellness support and stress management tools.

Thanks to technological advancements, wellness solutions have become more accessible and tailored to individual needs. Whether it's through mobile apps, wellness dashboards, or personalized wellness plans, these tools help organizations better address the unique needs of their diverse workforce. As a result, employees have more control over their well-being, and companies can create a supportive environment that promotes not only individual health but also overall employee satisfaction, engagement, and productivity.





Solution Categories Defined: Hire

Interview Intelligence

Interview intelligence solutions use AI and data-driven insights to optimize the interview process for candidates, hiring teams, and recruiters. These tools offer features like real-time coaching, structured guides, AI-powered analysis, and transcription. They aim to improve decision-making by enhancing fairness, consistency, and effectiveness during interviews.

Skill-based Hiring

With an increasing emphasis on finding candidates who can perform the tasks required for the job, organizations are shifting away from traditional qualification-based hiring. Crafting skill-focused job descriptions and interview questions ensures that employers are targeting the right candidates, while skills gap analysis helps identify where the organization needs talent the most. This trend is becoming more widespread as companies seek to create more inclusive, efficient, and data-driven hiring processes that prioritize real-world abilities over traditional qualifications.

Compensation Benchmarking

Compensation benchmarking tools use market data to ensure that a company's salary offers are competitive within their industry and geographic location. These tools provide insights into current compensation trends, helping organizations set pay structures that attract and retain talent. Companies are now more focused on offering competitive and transparent pay packages that reflect current market standards, ensuring they remain attractive to top candidates. Expect further integration of AI and market analytics to make these benchmarks more dynamic and responsive to changing trends.

Offer Management

Offer management technology automates the generation, signing, and tracking of offer letters. These tools streamline the administrative side of making job offers, ensuring the process is efficient, transparent, and free from errors. As remote work and global hiring increase, automation in offer management ensures companies can quickly secure top talent by making offers in a timely, professional manner. These tools are becoming more integrated with other HR systems, enabling a smoother transition from candidate to employee.

Background Check & Reference Check

Background and reference check technologies verify a candidate's credentials, criminal records, and employment history to ensure the accuracy and integrity of their application. These checks can include verification of professional references, education, and certifications. More recently, tools have emerged that also scan social media profiles and digital footprints to gather additional context about a candidate's character, online presence, and alignment with company values. Additionally, the use of blockchain for credential verification is gaining traction, providing an immutable and secure way to confirm professional qualifications.

Contingent Worker Management

Contingent worker management solutions help companies attract, hire, and manage non-employee workers, such as contractors, freelancers, and gig workers. These tools streamline the process of integrating and managing contingent labor, which is becoming a larger portion of the workforce.



The rise of the gig economy and the shift to remote work have driven a surge in contingent workforce management tools. However, many organizations still struggle with ownership and integration of these workers into their broader workforce strategy. Despite some challenges, the contingent workforce is projected to grow significantly in the coming years, prompting companies to adopt more comprehensive solutions for managing this flexible labor pool. The number of freelance workers in the U.S. alone is projected to reach 90 million by 2028, representing a significant portion of the workforce.⁴³



Solution Categories Defined: Retain

Attracting talent is only the beginning; retaining that talent is where organizations can truly thrive. Retention is not just about holding onto employees but about creating an environment where they feel valued, engaged, and motivated to grow within the company. While the hiring process may end with an accepted offer, the journey to long-term success begins with how organizations support and develop their people.

Retention challenges are significant for many companies today. Factors like misalignment between compensation and employee expectations, limited opportunities for internal mobility, high-stress work environments, and struggles with work-life balance are top concerns. In fact, 28% of employees report that their compensation isn't aligned with their expectations, and 27% cite limited internal mobility as a major retention hurdle. Addressing these challenges early on can significantly improve employee satisfaction and long-term engagement.

By focusing on retention throughout the entire employee lifecycle, organizations can create a culture that promotes career development, fosters growth, and ensures employees are continuously supported. Leveraging technology in areas like talent mobility, pay equity, and labor market insights helps organizations identify opportunities for internal advancement and better align their offerings with employee needs. When retention is prioritized, organizations not only keep their best talent but also position themselves as employers of choice in a competitive market.





Solution Categories Defined: Retain

Talent Intelligence

Talent intelligence involves the use of data and analytics to assess the skills, experiences, and potential of both current and prospective employees. This helps organizations make more informed decisions about hiring, talent development, and workforce planning. Talent intelligence platforms aggregate and analyze large volumes of workforce data to provide insights on candidate suitability and internal talent gaps.

Labor Market Intelligence

Labor market intelligence is the collection and analysis of data regarding workforce trends, job market conditions, and talent availability. This can include analyzing employment rates, wage trends, skill shortages, and competitive landscape insights to make strategic hiring and workforce planning decisions.

In today's competitive labor market, organizations are increasingly relying on labor market intelligence to stay ahead of trends, such as skill shortages or emerging industry demands. With the labor market constantly shifting, having access to real-time data and insights allows HR teams to make informed decisions about where to source talent and how to remain competitive in offering compensation and benefits. As technology advances, these tools are becoming more sophisticated, helping companies understand broader market forces that could affect hiring and retention.

Pay Equity

Pay equity ensures that employees are compensated fairly for their work, regardless of gender, race, tenure, or other factors. It involves evaluating and addressing any pay disparities that may exist within the organization. Many compensation and payroll systems have begun building this into their platforms, so be sure to check with your current solutions.

There is growing emphasis on pay equity in the workplace, with companies increasingly recognizing the importance of transparent pay practices. With regulatory pressure rising in many regions, pay equity has become a strategic priority for HR teams. Companies that prioritize pay equity not only reduce the risk of legal action but also build a reputation as equitable employers, which can aid in attracting and retaining top talent.

Quality of Hire

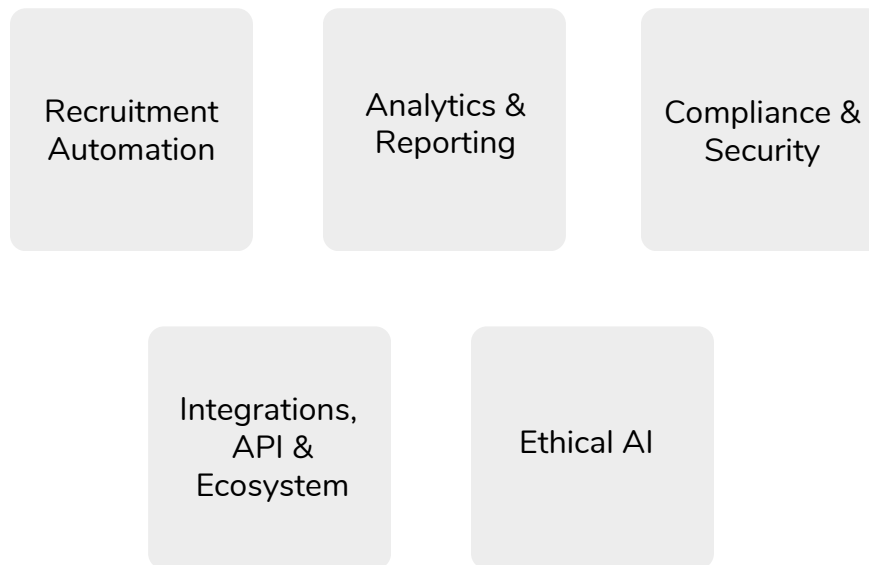
Quality of hire refers to the overall value a new hire brings to an organization, based on their performance, retention, and long-term contribution to the company culture. Companies are increasingly focusing on quality of hire as a way to measure the success of their recruitment strategies.

Talent Mobility

Talent mobility technology refers to digital tools and platforms that help organizations manage and support the movement of employees within the company. These technologies enable internal career growth, skills development, and role transitions by matching employees with new opportunities based on their skills, experience, and career goals. Talent mobility tech often includes features such as career pathing, internal job boards, skills assessments, and training or development programs to help employees advance within the organization.



Foundational Functionality



Recruitment Automation

Recruitment automation tools are designed to streamline repetitive tasks in the hiring process, allowing recruiters to focus on more strategic aspects of talent acquisition. These tools automate time-consuming activities such as resume screening, candidate communications, and scheduling, significantly improving efficiency. By enhancing collaboration through automated workflows, recruitment automation keeps all stakeholders, such as hiring managers, informed at key stages. To ensure effectiveness, these tools should be customizable to fit your unique hiring workflows and scalable to meet the demands of a growing organization.

Analytics & Reporting

Analytics and reporting capabilities are an essential part of any modern recruitment technology. What was once considered a frustrating area is now becoming more user-friendly, with dashboard-style interfaces and AI-powered customization that allow hiring teams to easily analyze key metrics. These tools provide real-time insights into KPIs like time-to-hire, cost-per-hire, and source effectiveness, enabling data-driven decisions that improve hiring outcomes. With the rise of predictive analytics, organizations can also forecast trends, identify potential challenges, and make adjustments in real time to optimize recruitment strategies.

Compliance & Security

Compliance and security are more critical than ever in today's hiring landscape. As governments worldwide continue to introduce complex privacy and security regulations, it's nearly impossible to manage compliance manually. Recruitment technology must have built-in compliance features to protect candidate and company data while adhering to privacy rules such as GDPR, EEOC, and other regional mandates. These tools help safeguard sensitive information, ensuring everything stays in line with legal requirements and preventing unauthorized access to data.

Integrations, API, & Ecosystem

The ability for systems to integrate and work together is no longer optional—it's a must-have. Effective recruitment technology should seamlessly connect with other HR tools, whether it's your ATS, HRIS, payroll, or other software. Integrations not only streamline workflows but also reduce manual data entry and ensure smooth data transfer across platforms. It's important to consider the costs and compatibility of integrations, understanding that different vendors offer varying levels of partnership with their integration partners.

Ethical AI

When evaluating solution providers, pay attention to their approach to AI. The technology should be designed to ensure fairness, with algorithms and actions that treat everyone equally. Take the time to understand how the AI works, how its models are built and applied, and what safeguards are in place to identify and prevent bias.



Complimentary Technology



Talent Experience

Talent experience technology focuses on enhancing the overall experience of employees throughout their journey with the company, from hiring to exit. It merges talent management and employee experience tools to help organizations engage, develop, and retain their workforce. By prioritizing things like employee development, recognition, and well-being, talent experience tools ensure that employees feel valued, supported, and motivated throughout their tenure.

Workforce Management

This is the technology that manages organizing schedules, tracking time, and keeping everything running smoothly. Workforce management tools help plan shifts, manage time off, and ensure you're following labor laws. They make it easier to balance employee needs with business operations.

Payroll & Core HR

Payroll and core HR systems handle the basics that every company needs—like making sure employees get paid correctly and on time, keeping tax records, and managing employee data. These systems are the backbone of HR, helping everything else run smoothly.

Compensation & Benefits

Benefits Management tools help organizations define, plan, and administer benefit programs for different groups of employees. Standard features include enrollment, reporting, and change administration, while some advanced options are calculators, advisory tools, and benefit communication platforms. This also includes pay equity and total compensation analysis.



AI & Talent Acquisition

AI in talent acquisition is not a new concept, but what has changed is its accessibility. While AI-powered tools have been used for years to automate sourcing, streamline screening, and support decision-making, advancements in technologies like generative AI and large language models have made these capabilities more available to teams of all sizes—not just those with large budgets.

Key AI Uses in Talent Acquisition

1. **Talent Pool Insights:** Simplifies complex data into actionable insights, allowing recruiters to identify trends and make informed decisions about their talent pool without needing deep statistical expertise. This helps organizations stay ahead of talent needs and optimize hiring strategies.
2. **Automated Candidate Sourcing:** Automatically source candidates from various platforms, significantly reducing the manual work involved in finding top talent. This increases both the speed and quality of the talent acquisition process by providing a more targeted candidate pool.
3. **Passive Candidate Insights:** Analyzes online activity and behaviors to identify passive candidates - those who aren't actively seeking a new job but may be a great fit for open roles. This helps companies proactively engage with potential candidates who may have otherwise been overlooked.
4. **Resume Screening and Sophisticated Matching:** Streamline the resume screening process by going beyond basic title and keyword matching. They assess and infer candidates' skills, experiences, and potential to create a more comprehensive understanding of their fit for a role.
5. **Chatbots for Candidate Engagement:** Engage candidates by answering questions, providing real-time updates, and scheduling interviews. These bots ensure candidates stay informed and engaged throughout the recruitment process, improving their experience and reducing drop-off rates.
6. **Bias Mitigation:** Reduces bias by standardizing assessments and decisions, focusing solely on skills and qualifications. This ensures a more inclusive hiring process, free from unconscious biases that can often affect human decision-making.

The Future of AI in Talent Acquisition

The future of AI in TA isn't about replacing recruiters but empowering them. AI is set to give recruiters unprecedented access to the right tools, data, and automation, allowing them to be more effective and strategic in their roles.

As AI continues to evolve, the focus is on responsible usage—tools that align with a company's values, mitigate bias, and ensure fairness. Organizations should establish guiding principles on AI use, focusing on transparency, accountability, and inclusivity. Furthermore, targeted training can help recruiters master both the technical aspects of AI and the human skills necessary for success.



In recent years, companies have struggled to bridge the gap between their efforts to find the right talent and the challenge of identifying highly skilled candidates, many of whom go unnoticed or are not fully considered. This issue often stems from an over-reliance on matching candidates based on job titles and duties, leading to valuable talent being overlooked. Our concern is that much of the current AI technology may simply replicate these mismatches on a larger scale.

However, we've noticed a shift toward technologies that address this gap by focusing on a deeper understanding of candidates' actual skills and experiences. Instead of relying solely on surface-level matches, these tools offer a more accurate and nuanced assessment of candidate potential, improving the chances of identifying talent that may have otherwise been missed.



Buying Insights for Talent Acquisition Tech

Selecting the right technology for your talent acquisition process can feel like a daunting task, given the wide range of tools and options available. However, it's important to remember that your organization doesn't need to adopt every solution on the market.

The focus should be on identifying the tools that will streamline your hiring process, create a positive candidate experience, and ultimately help you find the best talent. No matter your company's size or industry, there are several key factors to consider when making your choice.

Mobile-First Access

Given that around two thirds of applications are completed from mobile devices, it's crucial that your talent acquisition technology is optimized for mobile use. A mobile-friendly platform ensures candidates can easily apply from their smartphones, improving application rates and enhancing candidate experience. Make sure that job postings, application forms, and candidate communication are all accessible and user-friendly on mobile devices.

User Experience & Interface

A well-designed, intuitive user interface is essential for engaging both candidates and hiring teams. If the technology is cumbersome or difficult to navigate, it can lead to frustration and drop-offs. Look for solutions that offer a clean, easy-to-use interface across all devices, ensuring that both recruiters and candidates have a positive experience at every touchpoint.

Personalization & Customization

Technology that allows for personalized and customized experiences helps create more meaningful interactions. Look for tools that offer options to tailor job recommendations, outreach messages, and candidate engagement strategies to meet the specific needs and preferences of both recruiters and applicants. Personalization increases candidate engagement and can improve hiring outcomes.

Integration with Existing Systems

Ensure that the talent acquisition technology you select can integrate seamlessly with your existing systems, such as HRIS, applicant tracking systems (ATS), and other recruitment tools. Streamlined integration reduces the need for manual data entry, improves efficiency, and allows for a unified, comprehensive view of candidate data across platforms.

Scalability

Your talent acquisition technology should be able to scale with your organization's growth. Whether you're hiring for a few positions or hundreds, the technology should adapt to the volume of hiring needs without compromising on performance or candidate experience. Look for tools that can easily accommodate a growing candidate pool and evolving hiring needs.

Analytics & Reporting

Robust analytics and reporting features are crucial for measuring the success of your recruitment efforts. Your chosen technology should allow you to track key metrics such as application rates, time-to-fill, and candidate engagement. Customizable reports and insights into the recruitment process enable data-driven decisions and help identify areas for improvement.



Conclusion

The future of talent acquisition will be shaped by how well organizations adapt to change, think strategically about hiring, and use technology to enhance—not replace—the human side of recruiting. As the job market continues to evolve, companies that prioritize talent acquisition as a critical business function, much like sales or supply chain management, will set themselves apart in attracting and retaining top talent.

But success in talent acquisition isn't just about filling open roles as quickly as possible. It's about building a sustainable talent pipeline, strengthening the connection between hiring and internal mobility, and aligning recruitment efforts with long-term business goals. The best talent acquisition teams don't just react to hiring needs as they arise; they take a proactive approach by continuously engaging with candidates, developing stronger employer branding, and using data to refine their strategies over time.

Technology plays an essential role in this transformation, but it's not just about adding more tools to the tech stack. The most effective teams use technology to automate repetitive tasks, gain deeper insights into candidate behaviors and hiring trends, and create more personalized experiences for both candidates and recruiters. When used strategically, talent acquisition technology helps organizations work smarter—making hiring more efficient, reducing bias, and ultimately improving the quality of hires.

Companies that invest in the right combination of technology, strategy, and human-centered hiring practices today will be better positioned for the future. By focusing on personalization, seamless integration with existing systems, and a long-term approach to workforce planning, organizations can turn talent acquisition into a competitive advantage—one that not only meets today's hiring needs but also builds a strong foundation for future growth.



About Our Sponsor

At Aspect43, we believe market research and education should be accessible to all practitioners, leaders, and companies—free of charge. Thanks to the support of our subscription clients and lead sponsors, we're able to fund and publish multiple reports each year, providing valuable insights into the HR technology landscape. Their commitment helps ensure that HR and business leaders have the data and analysis they need to make informed decisions.

Special thanks to our lead sponsor for this report: iSolved Talent Acquisition (formerly ApplicantPro).



iSolved is the most trusted HCM technology leader, providing the best combination of software and services to meet the needs of today's People Heroes – HR, payroll, and benefits professionals. From talent acquisition to workforce management to talent management, our solutions are delivered directly or through our HRO partner network to more than 7 million employees and 177,000 employers across all 50 states – who use them every day to increase productivity, accelerate decision-making and ensure performance, while reducing risk.

iSolved People Cloud™, our intelligently connected platform, automates the entire employee experience by design, so that organizations can engage, empower, and energize their talent while freeing their People Heroes to exceed their goals and grow their careers.

Visit <https://www.isolvedhcm.com/>



References

1. <https://www.shrm.org/topics-tools/news/talent-acquisition/interactive-chart-how-historic-great-resignation>
2. https://www.dol.gov/newsroom/economicdata/cpi_07132022.pdf
3. <https://www.forbes.com/sites/dereksaul/2023/10/05/layoffs-are-up-almost-200-so-far-in-2023-these-industries-hit-hardest>
4. Aspect43 Insights at Work 2023 Mid-Year, proprietary research.
5. Aspect43 State of HRTech 2024.
6. https://api.eremedia.com/wp-content/uploads/2025/02/2024-Global-CandE-Benchmark-Research-Report_FINAL.pdf
7. <https://www.pewresearch.org/social-trends/2024/12/10/most-americans-feel-good-about-their-job-security-but-not-their-pay/>
8. <https://www.isolvedhcm.com/resource-center/collateral/voice-of-the-workforce-2024-2025>
9. <https://www.weforum.org/publications/the-future-of-jobs-report-2025/digest/>
10. <https://www.weforum.org/publications/the-future-of-jobs-report-2025/digest/>
11. <https://www.greatplacetowork.com/resources/blog/why-is-diversity-inclusion-in-the-workplace-important>
12. Aspect43 State of HRTech 2024
13. <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/human-capital/us-hc-using-talent-acquisition-to-drive-critical-talent-results.pdf>
14. <https://www.ere.net/recruitings-top-7-bottom-line-business-impacts-that-most-ignore/>
15. https://api.eremedia.com/wp-content/uploads/2025/02/2024-Global-CandE-Benchmark-Research-Report_FINAL.pdf
16. <https://hrxecutive.com/the-roi-of-respect-a-blueprint-for-an-inclusive-workplace/>
17. <https://www.careerplug.com/blog/candidate-experience-statistics/>
18. <https://www.neogov.com/hubfs/Content/NEOGOV-2024-Fragile-Future.pdf>
19. <https://www.careerplug.com/blog/candidate-experience-statistics/>
20. <https://www.smallbizgenius.net/by-the-numbers/branding-statistics/#gref>
21. <https://www.glassdoor.com/blog/most-important-employer-branding-statistics>
22. https://business.linkedin.com/content/dam/business/talent-solutions/global/en_US/site/pdf/datasheets/linkedin-why-your-employer-brand-matters-en-us.pdf
23. <https://www.isolvedhcm.com/resource-center/collateral/the-business-owner-imperative-ai-ex-and-hr-optimization>
24. <https://www.manpowergroup.co.in/whitepaper/talent-shortage-and-hr-strategy-trends.pdf>
25. <https://www.shrm.org/topics-tools/news/talent-acquisition/real-costs-recruitment>
26. <https://www.testgorilla.com/skills-based-hiring/state-of-skills-based-hiring-2024/>
27. <https://business.linkedin.com/talent-solutions/resources/future-of-recruiting>
28. <https://blog.adobe.com/en/publish/2023/01/24/adobes-future-workforce-study-reveals-what-next-generation-workforce-looking-for-in-workplace>
29. <https://www.visier.com/company/news/visier-report-pay-transparency/>
30. <https://business.linkedin.com/talent-solutions/global-talent-trends>
31. <https://www.testgorilla.com/skills-based-hiring/state-of-skills-based-hiring-2024/>
32. <https://www.testgorilla.com/skills-based-hiring/state-of-skills-based-hiring-2024/>
33. https://www.apituderesearch.com/research_report/recruitmentandretention/
34. <https://www.gallup.com/394373/indicator-employee-engagement.aspx>
35. <https://www.workhuman.com/resources/reports-guides/unleashing-the-human-element-at-work-transforming-workplaces-through-recognition/>
36. <https://www.linkedin.com/business/talent/blog/learning-and-development/benefits-of-employee-development>
37. <https://www.prweb.com/releases/71-of-hiring-decision-makers-agree-social-media-is-effective-for-screening-applicants-815808007.html>
38. Aspect43 State of HRTech 2024
39. <https://www.glassdoor.com/blog/the-roi-of-employer-branding/>
40. <https://hrxecutive.com/boomerang-employees-your-next-great-talent-pool/>
41. https://api.eremedia.com/wp-content/uploads/2025/02/2024-Global-CandE-Benchmark-Research-Report_FINAL.pdf
42. <https://www.isolvedhcm.com/media-center/press-releases/isolved-cuts-time-hire-by-38-increases-productivity-by-30-40-with-new-ai-based-capabilities-isolved-people-cloud>
43. <https://www.statista.com/statistics/921593/gig-economy-number-of-freelancers-us/>
44. Aspect43 State of HRTech 2024
45. <https://www.appcast.io/mobile-versus-desktop-trends-in-job-search/>



Aspect43 is a boutique analyst and advisory firm focused on how we improve work in the US and around the world through technology.

Our team spends their days trying to identify why work isn't working for so many - talking to leaders, human resource teams, and employees in focus groups and 1:1 calls, surveying thousands of people each year, and meeting with hundreds of technologies and investors - to understand how we can utilize and design technology for the betterment of everyone.

Our Landscape Guides are designed to explain things in clear, simple language - no ratings, rankings, or recommendations - just an unbiased overview of the tech stack, business impact, and overview of the categories in the space so you can make decisions that are right for your business.

In addition to our research, we speak at many HR and business conferences and private events each year and partner with technology companies, service providers, and investors to help them understand the voice of the customer and employee, partnering to develop better strategies around product design and roadmaps, the buyer journey and internal market education for their teams.

HR & Business Leaders can find our FREE resources at aspect43.com/insights

Enterprise technology vendors, high-growth startups, media outlets, events, and investors can learn more about partnering with us by visiting aspect43.com.