



DELIVERING EXCEPTIONAL TALENT QUICKLY

TALENT ACQUISITION TRENDS 2025

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 wrksense

PREPARED BY:
Rent a Recruiter



EXECUTIVE SUMMARY

This white paper encapsulates insights shared during a webinar featuring leading experts in talent acquisition, recruitment technologies, and workforce management. The discussion focused on the transformative role of artificial intelligence (AI), skill development, and evolving workplace dynamics as organisations adapt to future challenges. It highlighted the critical interplay of AI-driven tools, strategic talent planning, and the integration of new generational workforces like Gen Z to build resilient and innovative organisations.

KEY SPEAKER INSIGHTS



Barry Prost (Moderator and Panelist)

Chair & Co-Founder of Rent a Recruiter & Dublin Regional Skills Forum.

- **Leverage AI for Recruitment Productivity:**

- Recruiters should use AI to handle up to 15-20 roles simultaneously by automating repetitive tasks such as shortlisting, creating job descriptions, and formatting CVs.
- AI can significantly enhance efficiency in the recruitment lifecycle.

- **Prioritise Upskilling:**

- To meet future demands, organisations must develop structured upskilling initiatives. For example, 500,000 individuals in Ireland will need new skills by 2030.

- **Adapt to Gen Z Preferences:**

- Companies should align their values with younger workers by offering flexible work environments, clear career progression, and purpose-driven roles.

- **Focus on Recruitment Metrics:**

- AI adoption must enhance critical KPIs such as cost per hire, time to hire, and quality of hire to justify the investment.

KEY SPEAKER INSIGHTS

Kieran Gilmurray (Panelist)

AI and Digital Transformation Expert



Adopt AI Skills and Tools:

- Professionals with AI and data proficiency will have a competitive edge in the workforce. Building these skills should be a priority for both individuals and organisations.
- Organisations must avoid "Digital Darwinism" by actively integrating AI and automation technologies.

Promote Flexibility and Continuous Learning:

- Lifelong learning is essential to keep up with the pace of change. Companies should support employees in acquiring and applying new skills rapidly.

Implement Reverse Mentorship:

- Bridging generational skill gaps is crucial. Senior employees can offer experience and insights, while younger, digitally fluent workers can introduce new tools and methods.

Prepare for Autonomous AI Systems:

- The rise of agentic AI and digital workers will require organisations to redefine roles and responsibilities while ensuring workforce adaptability.

KEY SPEAKER INSIGHTS



Aisling Soden (Panelist)

Section Manager of the Talent Development and Digitalisation Department at IDA Ireland

- **Strategic Talent Planning:**

- Align talent development plans with organisational strategies to ensure employees have clear pathways for growth and development.

- **Strengthen Employer Branding:**

- To attract and retain Gen Z, companies should emphasise their societal impact, sustainability initiatives, and opportunities for meaningful work.

- **Foster a Learning Culture:**

- Organisations should use learning management systems to provide accessible, bite-sized training. Internal gig projects and peer-to-peer collaboration can further encourage skill acquisition.

- **Optimise Organisational Design:**

- Restructure teams to be more collaborative and cross-functional, enabling innovation and faster adaptability to market demands.

KEY SPEAKER INSIGHTS

Andrew Connolly (Panelist)
(CEO of WorkSense)



Tailor AI Solutions to Business Needs:

- Organisations should focus on strategic applications of AI, ensuring that automation enhances workflows without losing the human touch in recruitment.

Support Emerging Workforce Models:

- The growing gig and fractional workforce require tools and processes that facilitate seamless integration while maintaining engagement and efficiency.

Enhance Data-Driven Decision Making:

- Clean, structured data is a prerequisite for successful AI implementation. Companies should invest in robust data practices to unlock AI's full potential.

Maximise Efficiency Gains:

- Time saved through AI should be reinvested in activities like innovation, collaboration, and strategic planning, increasing organisational agility.



KEY TOPIC TAKEAWAYS

1. Current Trends in Talent Acquisition

- **AI Integration in Recruitment:**

- AI tools streamline repetitive tasks such as shortlisting candidates, writing job descriptions, and managing job postings.
- Impact: Recruiters using AI tools can manage up to 15-20 roles versus 5-6 roles without AI.
- A significant statistic shared was that 62% of recruiters prefer candidates with AI competency.

- **Generative AI's Rising Influence:**

- The panelists emphasised that while AI won't replace jobs directly, those skilled in AI will have a competitive edge.
- Tools like generative AI enable smarter decisions throughout the recruitment life cycle, from onboarding to alumni engagement.

2. Strategic Workforce Planning

- **Skill Development:**

- Strategic planning for workforce development is critical for attracting and retaining talent.

- **Key approaches:**

- Clear career progression pathways.
- Emphasis on AI and digital competency alongside soft skills like emotional intelligence and adaptability.
- Statistic: 500,000 individuals in Ireland require upskilling by 2030.

- **Multinational Strategies:**

- Larger firms focus on structured talent development aligned with business strategies.
- Adoption of internal "gig" projects encourages employees to acquire diverse skillsets through cross-functional collaboration.

3. Generational Workforce Integration

- **Engaging Gen Z:**

- Gen Z workers, the first digital and AI natives, prioritise:
 - Alignment with organisational values.
 - Opportunities for rapid career progression.
 - Transparency in sustainability and ethical practices.
- Employers must offer flexible career paths and environments that nurture growth to attract this cohort.

- **Intergenerational Dynamics:**

- Successful organisations leverage reverse mentorship to bridge generational skill gaps, combining the wisdom of experienced employees with the digital fluency of Gen Z.

4. Recruitment Technology and Metrics

- **Key Technological Advances:**

- Consolidated recruitment tech stacks reduce friction in processes.
- Learning management systems and AI-driven analytics ensure personalised employee development.

- **Metrics for Success:**

- Productivity: Time-to-hire and recruiter efficiency.
- Engagement: Candidate experience metrics, such as application completion rates and engagement post-offer.
- Outcomes: Alignment with organisational KPIs like cost per hire and quality of hire.

5. Challenges and Pitfalls

- **Data Management:**

- AI's success hinges on clean, well-structured data. Incomplete or messy data undermines effectiveness.
- Solution: Companies must invest in data hygiene before implementing AI tools.

- **Avoiding "AI-washing":**

- Not all solutions marketed as AI-driven deliver true value. Business strategies must dictate technology adoption rather than chasing trends.

KEY RECOMMENDATIONS

Leverage AI as an Enabler:

- Implement AI tools selectively to enhance recruiter productivity and candidate experience.
- Automate routine tasks to allow HR professionals to focus on relationship-building and strategic decision-making.

Prioritise Skills Development:

- Focus on AI literacy, data analytics, and soft skills training for employees and managers.
- Promote adaptability by encouraging continuous learning and cross-functional exposure.

Design for Workforce Diversity:

- Integrate digital natives and experienced employees through mentorship programs.
- Foster inclusive cultures that address the needs of multi-generational teams.

Measure and Optimise:

- Monitor the effectiveness of AI adoption through KPIs like process efficiency, cost savings, and candidate satisfaction.
- Regularly refine recruitment processes based on these metrics.

ACTIONABLE STEPS

1. Audit current recruitment processes for opportunities to incorporate AI.
2. Develop data-driven talent acquisition strategies.
3. Commit to robust skill development programs tailored to emerging needs.
4. Build a workplace culture that resonates with Gen Z and leverages intergenerational strengths.

The webinar underscored the urgency of embracing AI and strategic workforce planning to remain competitive in an evolving job market.

Organisations must align their recruitment and talent strategies with technological advancements and the expectations of a diverse, multi-generational workforce. This approach will not only future-proof businesses but also foster innovation and employee satisfaction.

This white paper is derived from discussions with experts Barry Prost, Andrew Connolly, Aisling Soden, and Kieran Gilmurray.



TRENDS FORECASTED TO SHAPE THE TALENT ACQUISITION LANDSCAPE IN 2025

These 8 key trends highlight critical areas for organisations to focus on in order to future-proof their workforce strategies.

1. Macro-Economic Factors Impacting Hiring

- Economic uncertainties will place greater pressure on HR departments to optimise hiring budgets. Companies must integrate predictive analytics to align hiring plans with financial forecasts.
- Increased demand for cross-border talent pools will challenge organisations to adapt to dynamic geopolitical conditions and immigration laws.

2. Evolution of Remote and Hybrid Work Models

- Key Trend: By 2025, hybrid work is expected to become the norm across industries.
- Companies must refine strategies for building cohesive organisational cultures that thrive in remote environments.
- Investments in virtual collaboration tools and remote team management training will be critical.

3. Ethical and Regulatory Challenges in AI

- AI-driven recruitment tools will face stricter scrutiny as governments introduce regulations to prevent algorithmic bias and ensure data privacy compliance.
- Organisations will need to implement ethical AI frameworks and invest in bias audits for recruitment tools.

4. Expansion of the Gig Economy

- By 2025, the gig workforce is projected to make up 40% of the global workforce.
- Organisations will need tools to seamlessly integrate gig workers into their HR systems while ensuring consistent communication and engagement.

5. Beyond Recruitment: End-to-End Automation

- Automated solutions for onboarding, performance tracking, and career development will reduce manual effort across the HR lifecycle.
- Prediction: 60% of HR tasks could be fully automated by 2025.

6. The DEI Imperative

- A renewed focus on diversity will drive demand for technology that enhances inclusive hiring while minimising bias.
- Companies will also prioritise transparency in reporting DEI metrics to attract socially conscious candidates.

7. Industry-Specific Workforce Predictions

- Tech: Surge in demand for AI engineers, data scientists, and cybersecurity experts.
- Healthcare: Continued talent shortages, with AI enabling more efficient hiring of frontline workers.
- Manufacturing: Increased need for skilled workers proficient in operating automated machinery.

8. Large-Scale Upskilling Initiatives

- Collaboration between governments, academic institutions, and corporations will intensify.
- Example: Public-private partnerships, such as Ireland's goal to upskill 500,000 workers by 2030, will serve as a model globally.



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