

# The impact of the AI-enabled recruiter

We surveyed 380 recruiters and recruiting leaders around the globe about how they're using AI, or not, and analyzed proprietary [Metaview](#) product data. Spoiler alert: The data shows that AI-enabled recruiters are more efficient and productive than their colleagues not using AI.

At a time when it's more important than ever to do more with less, there's no better moment for recruiting teams to start experimenting with, operationalizing, and optimizing their approach to AI.

There's endless chatter about AI in recruiting, but how are recruiting teams actually using AI? And is it having a real impact?

## Chapters

- The state of AI in recruiting
- The impact of the AI-enabled recruiter
- Key takeaways

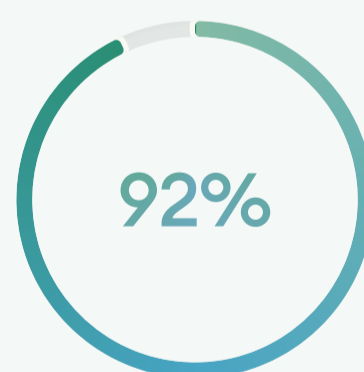
## The state of AI in recruiting

### LEARNING 1

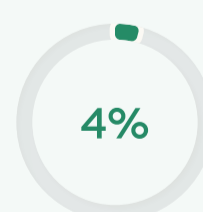
## The main reason recruiting teams adopt AI is to save time and increase productivity

### Why did you start using AI?

92% of recruiters and recruiting leaders who use AI started leveraging it to **save time and increase productivity**.



4% started using AI to solve a specific business problem



2.5% started using AI because they wanted to see what all of the hype was about



1.5% started using AI because their company told them to



There's one clear reason why recruiting teams are turning to AI: to boost their productivity.

AI adoption in recruiting is still in its early days. Only 27%\* of talent pros say they're currently using or experimenting with AI.

Those that are already using AI are doing so because they want to supercharge their productivity. In our survey of 380 recruiters and recruiting leaders, we found that 92% said that the reason they started using AI in their hiring process was to "save time and increase productivity".

And it's not just hype: only 2.5% of respondents said they "just wanted to see what all the hype was about".

With such a massive need for efficiency, recruiting teams are looking to AI to ease the burden of admin work and help them do more, faster.

\* SOURCE LinkedIn Future of Recruiting 2024 Report

LEARNING 2

# Summarizing unstructured conversational data is the most common task recruiters are asking AI to help them with

We looked at aggregated, anonymized queries for Metaview's AI Assistant chatbot to uncover some of the most common ways recruiters are asking AI for help.

## Most common types of AI Assistant queries

**NOTE** The percentages refer to the proportion of overall Assistant queries each use case represents



26%

Summarizing candidates' experience and responsibilities

Can you summarize the candidate's current and previous job experience?

What did the candidate say about their roles and responsibilities in their most recent job?

11%

Understanding candidates' specific skills, qualifications, and technical expertise

What experience does this candidate have with TypeScript?

What did the candidate say about their experience with gathering customer feedback?

9%

Recalling what candidates mentioned about compensation and benefits

Remind me what comp range they mentioned.

What did the candidate mention about total rewards?

8%

Understanding candidates' motivation for wanting a new role

What did the candidate say about why they're looking for a new role and what they want next?

Why did the candidate leave their last job?

6%

Questions related to scheduling, availability, and logistics

Did the candidate mention a notice period?

When is the candidate available to meet for an in-person interview?

LEARNING 3

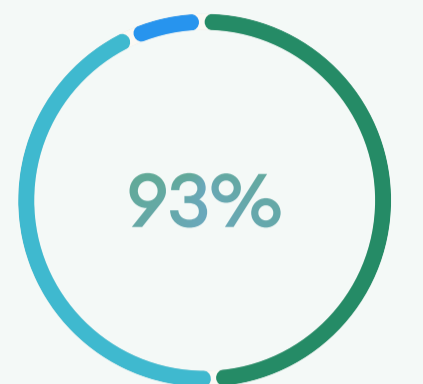
## AI skills are fast becoming a must-have

Though there's a lot of fear-mongering about AI replacing recruiters, the only recruiters at risk for obsolescence are the ones not using AI. 93% of recruiters and recruiting leaders actually believe that AI skills are necessary for the job.

### 93% believe that AI skills are necessary

Do you think experience with AI tools is a necessary skill for recruiters?

- Yes, you need to be an expert. (49%)
- Yes, you only need to know the basics. (44%)
- No, it's not needed. (7%)



Expert take



Adam Steinharter · Head of Talent Acquisition

Deepgram

“I don't see AI as replacing us, but it is going to make us more efficient and more effective. You're not going to be able to replace that human element of our role.

So I think companies should be willing to jump in, embrace AI, and experiment. Let's try some things out. And if it works great, if it doesn't let's understand why and continue to move forward.”

LEARNING 4

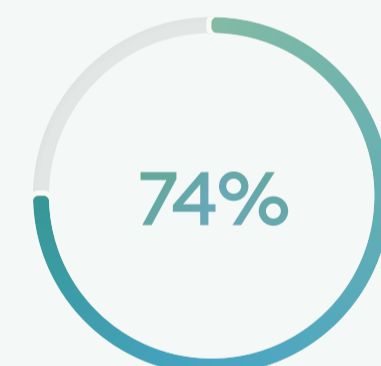
## Most recruiters believe that AI will have a positive impact on their job

Contrary to what you might read on your LinkedIn feed, we're seeing that most recruiters aren't scared that AI is coming for their job.

In fact, 74% of recruiters and recruiting leaders actually believe that AI has had or will have a positive impact on their job security.

The future of AI in recruiting isn't about replacing people; it's about improving efficiency so that recruiters are free to focus on the human parts of the job that they do best.

74% of recruiters and recruiting leaders believe that AI has had or will have a positive impact on their job security.



### Here's what we heard from recruiters we surveyed:



Contrary to the notion that AI might diminish the human element of recruitment, I believe it's actually enhancing it. AI tools like Metaview, which was my first experience with AI, have opened up a new world for me. It allowed me to focus more on strategic, creative, and advisory roles, thus amplifying the human touch in my work.



AI can augment what a recruiter can do - you may not need as many recruiters, but the ones that can utilize AI well will be secure in their roles.



AI makes me more efficient and effective, which makes me able to close searches faster and stay more valuable.

# The impact of the AI-enabled recruiter

LEARNING 5

## AI is already saving recruiters massive amounts of time

89% of recruiters say that the main benefit they get from AI is time savings.

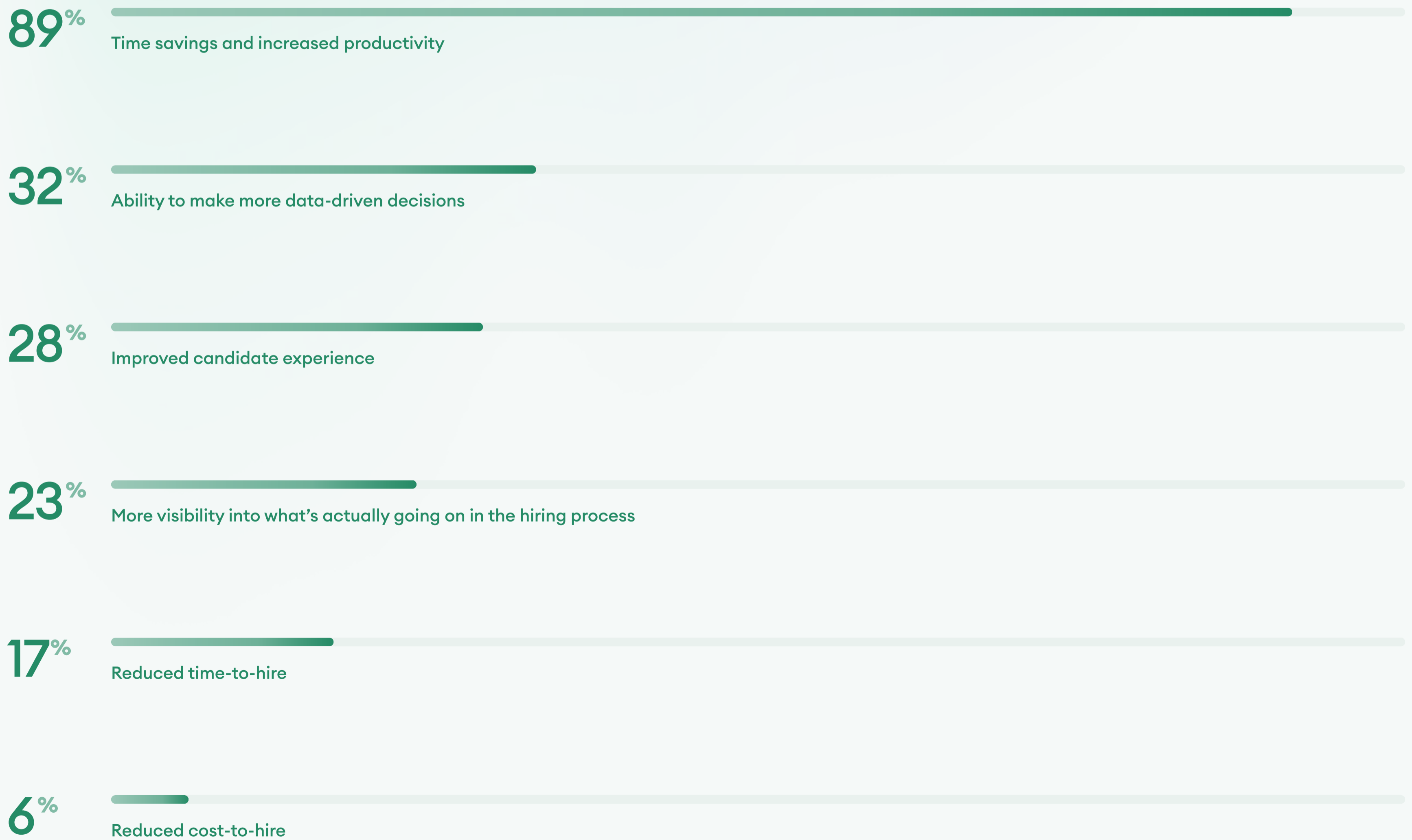
These time savings and productivity gains aren't small: 42% of AI-enabled recruiters say that they would lose "massive" amounts of productivity if they could no longer use AI in their hiring process.

42% of recruiters say they would lose massive amounts of productivity without AI

42%

What are the main benefits of using AI in your hiring process?

NOTE Respondents could choose more than one option



LEARNING 6

## AI-enabled recruiters get more done

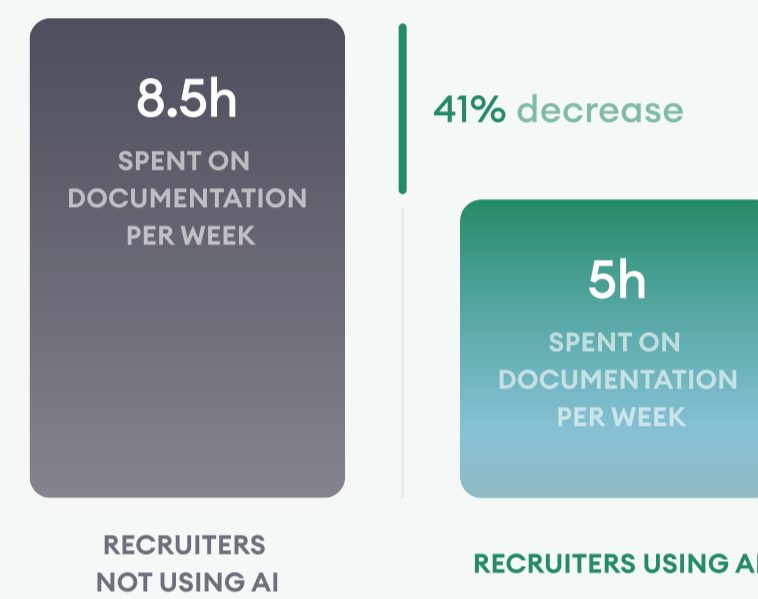
AI-enabled recruiters are seeing major impact in core parts of their work.

Top AI-enabled recruiters are supercharging their efficiency by speaking to substantially more candidates per week versus their counterparts who aren't using AI. They're also spending far less time on administrative tasks like writing up candidate notes. That equates to hours per week they get back to spend on higher-leverage work.

### Top-performing AI-enabled recruiters get through 25% more interviews per week



### Top-performing AI-enabled recruiters spend 41% less time on documentation



LEARNING 7

## Team-wide adoption of AI results in an outsized impact

On average, recruiters who said their team has a centralized approach for applying AI across the hiring process reported getting through 66% more screens per week than counterparts who use AI in their individual work only.

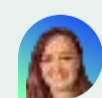
The AI-enabled recruiter is only so effective on their own. Organizations with a centralized AI strategy will see impacts compound.

### AI-enabled teams complete 66% more screens per week

66%

+66% Increase in screens per week completed by recruiters whose teams have AI centrally implemented throughout the hiring process vs. recruiters using AI on their own.

Expert take



Hannah Wardle · Global Head of Recruiting

Quora

Hannah shares the impact Quora has seen from implementing an AI tool like Metaview across their full hiring process, including not just recruiters but also hiring managers:

“All of our hiring team basically said that Metaview saves them hours. We're getting feedback within 10- 20 minutes from interviews now, which is just ideal for a recruiting team that works with time-to-hire targets.”

## Key takeaways

<p>1</p> <p>The main reason recruiting teams adopt AI is to save time and increase productivity</p> <p>92% of recruiters and recruiting leaders who use AI started leveraging it to save time and increase productivity.</p>	<p>2</p> <p>Summarizing unstructured conversational data is the most common task recruiters are asking AI to help them with</p>	<p>3</p> <p>AI skills are fast becoming a must-have</p> <p>93% of recruiters and recruiting leaders believe that AI skills are necessary.</p>	<p>4</p> <p>Most recruiters believe that AI will have a positive impact on their job</p> <p>74% of recruiters and recruiting leaders believe that AI has had or will have a positive impact on their job security.</p>
<p>5</p> <p>AI is already saving recruiters massive amounts of time</p> <p>89% of recruiters say that the main benefit they get from AI is time savings, and 42% say they would lose "massive" amounts of productivity if they could no longer use AI.</p>	<p>6</p> <p>AI-enabled recruiters get more done</p> <p>They're speaking to 25% more candidates per week and spending 41% less time on documentation.</p>	<p>7</p> <p>Team-wide adoption of AI results in an outsized impact</p> <p>Recruiters whose teams have AI centrally applied throughout the hiring process are completing 66% more screens per week vs. recruiters using AI on their own.</p>	

Ready to supercharge your recruitment process with AI?  
Try Metaview for free.

[Try Metaview for free](#)

Metaview is the AI platform for recruiting conversations, helping hiring teams save time, run better interviews, and make more confident hiring decisions.

