# AI adoption surges in recruitment as skills take centre stage



Artificial intelligence is moving from the margins to the mainstream of recruitment. According to HireVue’s 2025 Global AI in Hiring Report, 72 per cent of HR professionals now use AI in their processes, up from 58 per cent in 2024. Confidence in the technology has also grown, with 51 per cent trusting AI as a support tool for decision-making, compared with 37 per cent a year earlier.

HR leaders say AI boosts productivity by automating resume screening, candidate communication and training. This frees staff to focus on higher-value work such as strategic planning and personal engagement. While machines handle repetitive tasks, final hiring choices remain firmly human.

A major shift is the move towards validated skills assessments. Traditional reliance on resumes is proving unreliable—72 per cent of talent leaders say they distrust self-reported skills. The rise of AI-written resumes and cover letters has deepened concerns, making practical tests such as job simulations increasingly valuable. Firms using validated assessments report striking benefits: a 68 per cent improvement in hire quality, a 62 per cent reduction in bias and a 74 per cent rise in hiring manager satisfaction. Unlike resumes, assessments show how candidates apply knowledge in real-world contexts, helping employers judge long-term potential.

Global companies including Johnson & Johnson and DHL are using AI-driven assessments and training to understand and develop their workforces. These tools support internal mobility and continuous learning, helping organisations adapt to evolving skill demands.

Yet the spread of AI has sparked an “arms race” as job seekers deploy the same tools to write resumes, prepare for interviews and even try to outsmart assessments. This has raised concerns about fairness and prompted some firms to reintroduce human oversight earlier in the hiring process.

Despite challenges, the outlook is optimistic. “This shift will enable companies to build more equitable, effective hiring strategies while giving people greater chances to grow and succeed in their careers,” said Dr Lindsey Zuloaga, Chief Data Scientist at HireVue.

The integration of AI in UK recruitment reflects broader ambitions to lead in responsible innovation. Combining technology with human judgement and ethical oversight, employers can build more diverse, dynamic teams—an approach that could set a benchmark for the future of work.

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## Bibliography

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2. <https://www.hirevue.com/press-release/hirevues-2025-ai-report-shows-the-majority-of-hr-leaders-trust-ai-hiring-decisions> - In its 2025 Global Guide to AI in Hiring, HireVue reports a significant increase in AI adoption among HR professionals, rising from 58% in 2024 to 72% in 2025. The report highlights that 41% of HR professionals now use skill assessments in their hiring processes, and confidence in AI systems has grown from 37% to 51%. Additionally, 57% of workers believe AI in hiring would reduce racial/ethnic bias, a 6% increase from the previous year. ([hirevue.com](https://www.hirevue.com/press-release/hirevues-2025-ai-report-shows-the-majority-of-hr-leaders-trust-ai-hiring-decisions?utm_source=openai))
3. <https://www.hirevue.com/resources/report/2025-global-guide-to-ai-in-hiring> - The 2025 Global Guide to AI in Hiring by HireVue reveals that AI usage among HR professionals has surged to 72% in 2025, up from 58% in 2024. The report emphasizes the importance of skill assessments, with 41% of HR professionals incorporating them into their hiring processes. It also notes a rise in trust towards AI systems, with confidence increasing from 37% to 51%. Furthermore, 57% of workers believe AI in hiring would reduce racial/ethnic bias, marking a 6% increase from the previous year. ([hirevue.com](https://www.hirevue.com/resources/report/2025-global-guide-to-ai-in-hiring?utm_source=openai))
4. <https://www.staffingindustry.com/news/global-daily-news/ai-adoption-among-hr-professionals-rises-to-72> - According to HireVue's 2025 Global Guide to AI in Hiring, AI adoption among HR professionals has increased to 72% in 2025, up from 58% in 2024. The report highlights that 41% of HR professionals now use skill assessments in their hiring processes. It also notes a rise in trust towards AI systems, with confidence growing from 37% to 51%. Additionally, 57% of workers believe AI in hiring would reduce racial/ethnic bias, a 6% increase from the previous year. ([staffingindustry.com](https://www.staffingindustry.com/news/global-daily-news/ai-adoption-among-hr-professionals-rises-to-72?utm_source=openai))
5. <https://www.ft.com/content/9cf58a76-5245-4cdf-9449-239e90077eb5> - Employers are increasingly leveraging AI tools to address skills gaps and enhance workforce capabilities. Companies like Johnson & Johnson and DHL are using AI-driven processes to assess and plan worker skills, identify training needs, and support internal hiring. AI facilitates the creation of personalized training materials and simulations, allowing employees to practice and improve their skills in safe environments. Despite the advantages, experts caution that AI should not replace human input entirely, emphasizing the importance of human oversight for high-stakes decisions. ([ft.com](https://www.ft.com/content/9cf58a76-5245-4cdf-9449-239e90077eb5?utm_source=openai))
6. <https://www.ft.com/content/43cd01f9-ab95-4691-bc74-2403c87f5c17> - The increasing use of artificial intelligence (AI) in job recruitment processes has sparked a chaotic 'AI arms race' between employers and job seekers. Initially introduced by companies in the 2010s to enhance efficiency and reduce bias, AI-driven tools such as asynchronous video interviews have left applicants feeling confused, dehumanized, and overwhelmed. In retaliation, job seekers have begun using AI tools like ChatGPT to craft and deliver responses, sometimes using these technologies to game hiring assessments. This has resulted in a surge of impersonal applications and challenges in identifying the most suitable candidates. Employers are now reconsidering their approach, exploring less AI-vulnerable assessment methods, including in-person testing and early human interactions. Ultimately, the situation underscores the limits of technology in resolving complex staffing challenges and the need to acknowledge and manage inherent trade-offs. ([ft.com](https://www.ft.com/content/43cd01f9-ab95-4691-bc74-2403c87f5c17?utm_source=openai))
7. <https://www.hirevue.com/press-release/hirevues-2025-ai-report-shows-the-majority-of-hr-leaders-trust-ai-hiring-decisions> - In its 2025 Global Guide to AI in Hiring, HireVue reports a significant increase in AI adoption among HR professionals, rising from 58% in 2024 to 72% in 2025. The report highlights that 41% of HR professionals now use skill assessments in their hiring processes, and confidence in AI systems has grown from 37% to 51%. Additionally, 57% of workers believe AI in hiring would reduce racial/ethnic bias, a 6% increase from the previous year. ([hirevue.com](https://www.hirevue.com/press-release/hirevues-2025-ai-report-shows-the-majority-of-hr-leaders-trust-ai-hiring-decisions?utm_source=openai))