

ATS Systems Can Give Clear Visibility into Recruiter Performance

How to give feedback to cross-cultural teams



Increase Your Profits with a Split Network!

How to Delegate Like a Pro

Hiring Manager Indecision Costs You The Placement



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MID-SIZED GROWING COMPANIES RECRUITING STAFFING SMALL



JUST ASK Judy



ASK COACH

Mike
Michael Gorta

DID YOU KNOW?

* Establishing benchmarks for both activities and performance will help set clear expectations for recruiters. pg 6

* Split networks can give recruiters access to more candidates and more job orders. You can specialize in what you do best sourcing people or posting job opportunities. pg 8

* Be careful that the captivating and motivating things energetically are things you love doing. One of the tests, if you are doing it, and you look up at the clock and you are like, where did the time go? And you have energy. You are not fatigued. pg 10

* Here's what most hiring managers don't realize: every day they delay the candidate is getting wooed by someone else. Every extra interview loop is another opportunity for doubt to creep in. Every request to "see just a few more people" sends the message that this candidate isn't quite good enough. pg 11

* Make sure your message is understood: "What might seem clear to you might get lost in translation, and cultural differences can influence how a message is interpreted. When delivering feedback, be sure to encourage employees to share their perspective to ensure you leave the conversation fully aligned with one another. pg 13



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ATS Systems Can Give Managers Clear Visibility into Recruiter Performance

By Jennifer Roeslmeier Mikels

Recruiters are the backbone of staffing agencies. They drive candidate outreach, communication, and interviews. It's up to recruiters to find the best person for your job orders, in a timely manner. It's up to recruiters to find quality candidates who aren't going to ghost on the first day or leave mid-way through the assignment. **Recruiters drive the overall success of staffing operations.** Because recruiters play a vital role at staffing agencies, being able to clearly measure recruiter performance is essential, including being able to measure gross margin per recruiter.

Your ATS system is not just a tool used to find and place candidates on an assignment, it can be a critical tool for establishing recruiter performance benchmarks and measuring overall activities and outcomes.

In this article, we will look at key metrics for measuring recruiter performance, how owners and managers can utilize their ATS for visibility, and lastly, we will explore recruiter gamification (because who says you can't have a little fun along the way?)

Measuring Recruiter Performance

To measure recruiter performance, you first need to establish benchmarks. What metrics are important to your staffing agency for recruiter performance? This can be a mix of activity and performance measurements. Activity measurements would be the number of certain activities you want the recruiter to do each week, such as calls/outreach, interviews, etc. Performance measurement measures the success of the recruiter's placements.

Tracking Activities and Establishing Benchmarks

Activity tracking and goals help set standardized benchmarks for recruiters. This helps the recruiters know what is expected each week and helps managers ensure goals are being met. Activities can be measured daily, weekly, monthly, etc., all depending on preference. Weekly is generally a good benchmark.

Activities to Measure

When choosing activities to track, below are several activities you can establish benchmarks for depending on what is important for your agency.

- Calls/Outreach – Number of candidate calls/outreach
- Interviews – Number of candidate interviews
- Submittals – Number of candidate submittals to customers
- Assignments Ending – Number of assignments ending. This might not necessarily be a metric that you establish a benchmark for, but it's important to track so recruiters can stay on top of assignments ending and reach out to those candidates to place them at new opportunities.
- Starts Per Week- Number of candidates starting an assignment. This metric is important because it is what helps drive revenue and brings in actual dollars for staffing agencies.

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Performance Measurement

Performance metrics help measure recruiter performance. How are the candidates they are placing? What percentage of job orders are being filled? What is the gross margin per recruiter? These are examples of metrics that help you track individual recruiter performance and impact.

Below are several benchmarks you can establish and track per recruiter, again depending on what is most important to your agency.

- **Time to Fill** – Length of time it takes for a job order to be filled
- **Fill Rate** – Percentage of job orders being filled
- **Quality of Hire** – This measures the quality of the candidates being placed. Measuring this depends on what you establish as being a quality hire. Two metrics to consider for this are Turnover Rate and No Show Rate. Turnover Rate measures the percentage of employees that leave an assignment mid-way through. No Show Rate measures the percentage of candidates that don't show up to the job.
- **Redeployment Rate** – This measures the percentage of employees that are reassigned to a new assignment. This metric is an important way to track retention. How are your recruiters at retaining candidates? It also ties back to tracking Assignments Ending. Are recruiters tracking assignments ending and reassigning those recruiters?
- **Revenue/Gross Margin** – This measures the revenue and gross margin per recruiter. At the end of the day, this is the most important metric because it provides clear visibility into the dollar amounts being brought in by each recruiter and how it impacts your bottom line.

Establishing benchmarks for both activities and performance will help set clear expectations for recruiters. What you establish benchmarks for all depends on what is most important for your staffing agency. What activities do you want recruiters to accomplish each week? What metrics are important to you for measuring recruiter performance?

Dashboard Insights for Owners and Managers

Once you establish your benchmarks, it's time to track. This is where your ATS system can play a vital role in your operations. See how your ATS can track the above metrics for individual performance and team performance. You and the team work out of your ATS every day, so these metrics should automatically be tracked for easy visibility. If your ATS has dashboards, see what metrics you can add to your dashboard so you can track activities and performance in real time. Visibility to these metrics is key to helping establish accountability and ensures company goals and revenue are being met. Displaying these metrics on a dashboard provides the information you need to know in a clear and concise format.

Your ATS may also have an integration with reporting tools that allow you to visualize these metrics on a dashboard and daily, weekly, and monthly metrics can be automatically sent to you.

Your ATS is a powerful tool for you to track key recruiter metrics. All of the information you need is already being inputted into your ATS. Don't miss the opportunity to track these key metrics and see clear, real-time visibility into your staffing business.

Gamification for Recruiters

While tracking metrics is important for your business, it can also be rewarding for your recruiters. Accomplishing and exceeding goals is something to celebrate. See what gamification features your ATS might have to make meeting and exceeding goals a little more fun. Can the recruiter get a star on their dashboard or a trophy when they meet or exceed their goals? Perhaps confetti can come down on their screen! Small features in your ATS like this can make goal tracking fun and rewarding for recruiters. It also becomes a win-win. They are meeting their goals and in return, your staffing agency is meeting their goals.

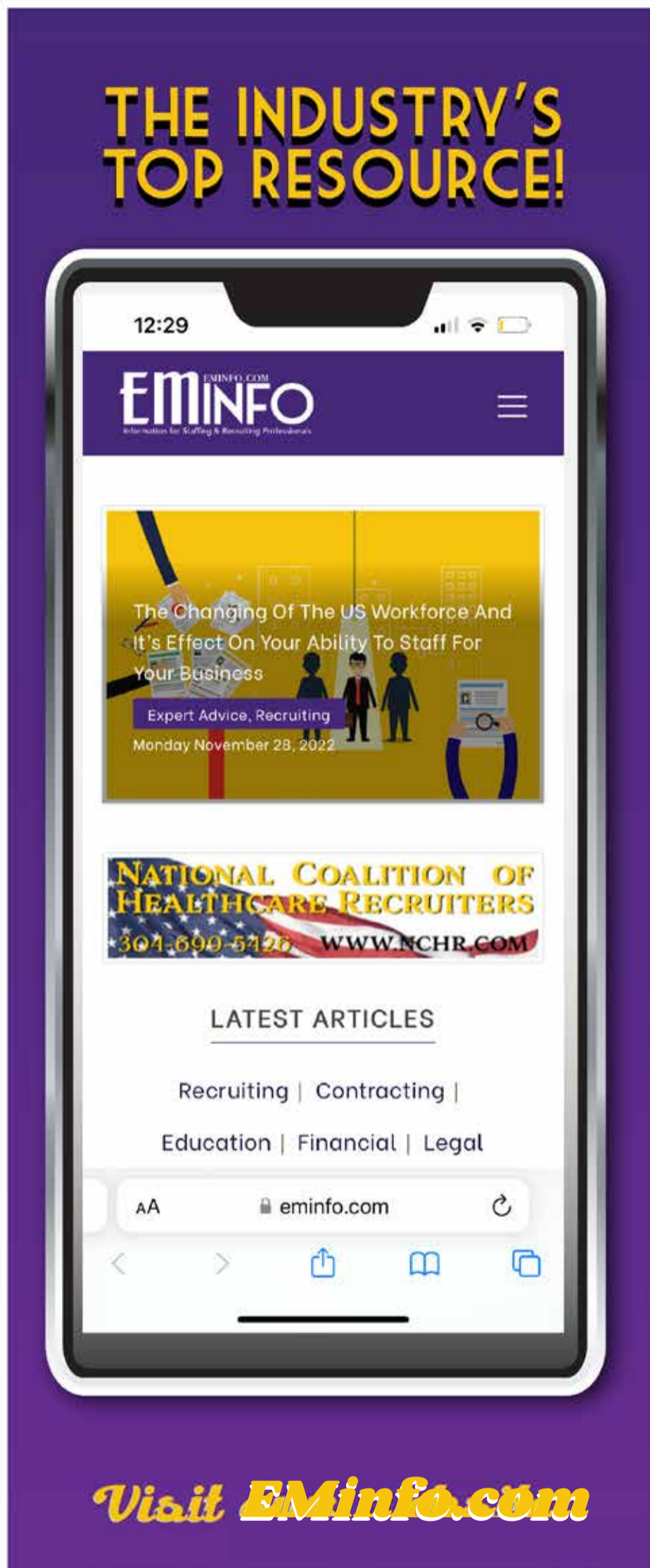
Recruiter Leaderboard in Office

Providing gamification motivates recruiters to perform at a higher level. Some staffing agencies display recruiter leaderboards on a TV in their office. This helps celebrate the top monthly recruiters and motivates recruiters to try to reach the leaderboard. Staffing agencies can even provide prizes and rewards for top monthly or quarterly performing recruiters.

Visibility into Recruiter Performance

Knowing what metrics are important to your staffing agency in measuring recruiter performance is the first step to gaining insights. Next, be sure you are taking advantage of the data in your ATS and the tools you have at your fingertips to visualize this data. Visibility into key metrics will provide instant insights into recruiter and company performance. Tracking metrics and goals doesn't just have to be for accountability though. It can be a way to motivate recruiters to reach their goals, have fun along the way, and maybe even get rewarded for their performance, whether that is through gamification built into your ATS, company rewards given, or both. Your ATS system is a powerful tool. Be sure you are taking advantage of everything it has to offer to meet and exceed your company goals and measure performance.

Want to learn more about how to track metrics and recruiter performance in an ATS? [Schedule a Demo](#) of Ultra-Staff EDGE Staffing Software to see how you can track and exceed your staffing goals with dashboards and gamification.



JUST ASK Judy

Increase Your Profits with a Split Network!



By Judy Collins

Could joining a split network for recruiters benefit a small or boutique staffing firm? Split networks are adding revenue for their members. Whether you work in a primary market based on location or industry, there is a split network that can work for you. Expand your reach, increase your job pipeline, and add a revenue stream while collaborating with other recruiters that have the same goals – placing more people at the best jobs.

Last week Sarah Freiburger, Business Development and International Sales Director at NPA Worldwide, posted that one of their members reported one of the largest split placement fees that they have seen in many years. The placement involved an AI Engineer role with a \$650,000 annual salary. The client fee was 30% and the total placement fee was \$195,000. Because it was a split placement made within the network, both the job recruiter and the candidate recruiter each received \$92,625. The possibilities of making more and faster placements are there when you work together. If you would like to see more of my interview with Sarah, visit my YouTube channel *Just Ask Judy*:

<https://www.youtube.com/@JudyCollinsStaffingResources>

I recently returned home from the NIRA Annual Conference. NIRA – National Insurance Recruiter Association - focuses on making placements within the insurance market. President Gail Audibert, Owner/Founder of Gail Audibert Associates, Inc., put together a 3-day conference for members to meet in person, talk about the market, what was working for their members, and learn how to use new technology. With 40 members they split over \$1,445,000 with members receiving between \$5,000 to \$100,000. By working together, they all benefited.

Split networks can give recruiters access to more candidates and more job orders. You can specialize in what you do best sourcing people or posting job opportunities. The benefits of joining a split network include:

- More job roles with a higher placement potential when your own pipeline is slow
- By working together, you can tap into more candidates and improve placement rates
- Reduce the risk and cost of hiring internal staff to grow your business
- Have access to training, referral partners, and market analysis
- Increase your geographic reach and strengthen your client relationships

When you are thinking about increasing your business potential, remember that joining a split network works for many independent, solo, and niche recruiters. Members form life-long friendships and trusted partnerships. Split networks are another tool in the toolbox to grow and expand.

For more information on Employer of Record Services and Back Office Support contact me at judy@jcsrllc.com, or visit my website at <https://www.jcsrllc.com>!

[Read More By Judy Collins](#)



How to Delegate Like a Pro

QUESTION:
How do I determine what I want to delegate?

The Client Experience

I had a client in 2008, a guy named Bob. He has close to a \$2 million office now. But, he did not hire an admin until 2016. I constantly stressed how much it was costing him, physically costing him not to have an administrator. He “yea’d” me to death. Eventually, he hired somebody, and about a year later, he was “fun angry” with me because I did not push him harder to hire that person earlier. He went through the whole laundry list of everything that freed him up. This person was arranging the interviews and double-checking things. You can have an administrator do a whole slew of things that are not in your core competency, even some baseline research.

The Bigger Game Transformer

The original question was: how do I determine what I want to delegate? I learned a great exercise in The Strategic Coach program, developed by Dan Sullivan. It is so simple that I can teach it here. First, download your free copy of our Bigger Game Transformer.

You can keep this by your side as you go through your day. Everything you do, personally and professionally, falls into one of those three categories. It is annoying, just okay, or it is captivating and motivating.

My experience with most recruiting firm owners, whether solo or firm owners, is that they only spend 5% to 10% of their day in the category captivating and motivating. This is why the business becomes a grind.

Transition to Captivating and Motivating

I did not know this exercise, but I did remnants of it 20-something years ago. I took myself off a desk because many of the baseline functions of running a desk became irritating. But I was confused because I was good at taking datasheets, taking searches, and running my desk. A lot of people confuse being excellent at something with it being fascinating.

Some of the things you do that you are excellent at are fascinating, but if you are honest with yourself, does the execution of the task excite you?

An Example

Marketing was never captivating or motivating for me, specifically marketing calls. So I hired marketing coordinators, people that would develop leads for me. What was captivating and motivating for me was closing somebody that had an opening. I enjoyed taking them through the process to line them up as a client that would hire us with money upfront, walking the client through their problem, their pain points, what our solution was, and negotiating the agreement.

When I took myself off a desk, I never stopped doing that. I did that with my team members. My team members would bring in the searches they had. They would set up appointments, and we would have a conversation with the account executive and the client, and I would give the opening back to the account executive to do the fulfillment on, and they were all great recruiters too.

The Challenge

There are no hard and fast rules as to what is fascinating and motivating for you and what is

annoying. I would challenge you to keep that piece of paper at your desk over the next few days. Every time you start a new task, record it in one of the three categories. Be honest with yourself. That is the first step. You will come up with a bunch of stuff under annoying if you do it the right way.

Be careful that the captivating and motivating things energetically are things you love doing. One of the tests, if you are doing it, and you look up at the clock and you are like, where did the time go? And you have energy. You are not fatigued.

After a few days, you will have a list of three categories, and you can look at everything under annoying. I would posit to you, to delegate it within 90 days.

All of our situations are different. We all live in different sized homes, states, and countries with varying labor laws.

This process works. If something is annoying, there is a way to delegate it.

P.S. Whenever you're ready... here are 4 ways I can help you grow your recruitment business:

1. Grab a free copy of my Retainer Blueprint
It's the exact, step-by-step process of getting clients to give you money upfront. <https://get.therecruiteru.com/Im>

2. Join the Recruiter Think Tank and connect with firm owners who are scaling, too. It's our Facebook community where smart recruiters learn to make more money and get more freedom. <https://www.facebook.com/groups/there...>

3. Join me at our next event
3x a year, I run a 3-day virtual intensive, sharing the 9 key areas that drive a 7-figure search firm. Click here to check out the dates of our upcoming event. <https://get.therecruiteru.com/live>

4. Work with me and my team privately
And if you ever want to get some 1:1 help, we can jump on the phone for a quick call and brainstorm how to get you more leads, more placements, and more time. <https://get.therecruiteru.com/scale-now>

[Read More by Mike Gionta](#)



Will your existing organization and/or personal style allow you to implement any resolutions or changes that you would like to make?

Mike Gionta & his company, The RecruiterU are sought out by solo recruiters and recruiting firm owners who want more revenues, better clients, great recruiters, etc. The RecruiterU has custom programs for any type of owner who has the strong desire to build their business, but simply lacks the best strategies to get them there.

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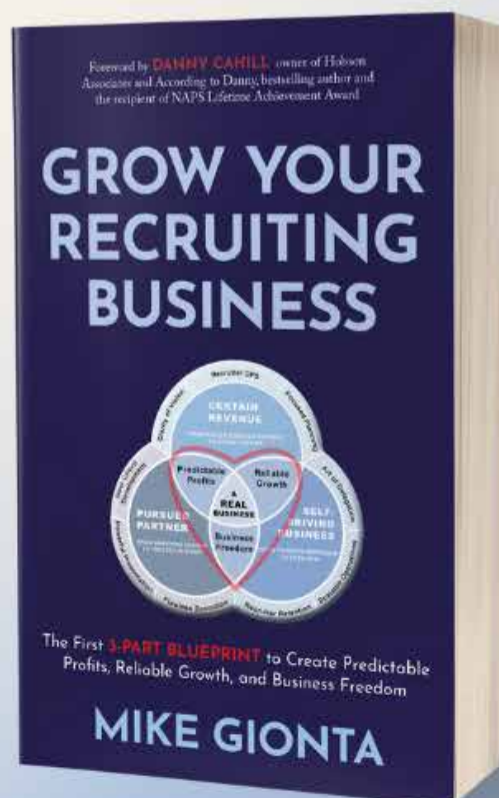
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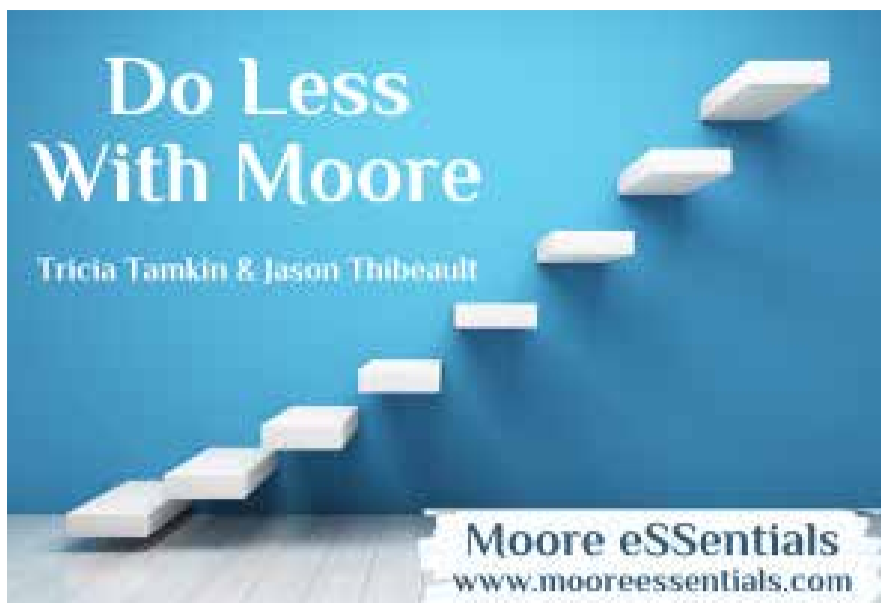
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"I've read several books on recruiting and listened to a number of trainers over the years, but Mike is the one that has helped me the most in growing my recruiting practice. Mike and his team have a way of identifying and clarifying the key processes and mindsets to be successful in recruiting. They also present it in a way that breaks it down to help you identify your starting steps, and to keep you going." – Marts King





Hiring Manager Indecision Costs You The Placement

By Tricia Tamkin

Sometimes we find ourselves in situations where the hiring manager says they love our candidate, the candidate wants the job, but then the hiring manager keeps asking to see a few more options "just to be thorough." Meanwhile, the candidate who everybody likes keeps interviewing, and now our deal is at risk. So what do we do? What do we do to move the needle forward?

We always have to present it in terms of what's in the best interest of the client. And what's in the best interest of the client is quickly making the hiring decision. We can educate the client. The delays made them feel unwanted. They start to question whether this company wants them. They wonder if this is what decision-making looks like at this organization, and if it is, do they really want to work there?

Here's what most hiring managers don't realize: every day they delay the candidate is getting wooed by someone else. Every extra interview loop is another opportunity for doubt to creep in. Every request to "see just a few more people" sends the message that this candidate isn't quite good enough. Even if you eventually make the offer, you've already damaged the relationship. The candidate who was excited two weeks ago is now lukewarm at best.

So, what do we say?

If you're not 100% sure, Mr. Hiring Manager, what I can do for you is continue to search so that we have a backup pipeline in case this isn't the right hire for you. But I'm not in a position where I can continue to supply you people on an unlimited basis simply for comparative purposes. It's not only a waste of their time, it's also a waste of your time, and it tarnishes my reputation.

Let's be clear about what's happening here. When you keep asking for more candidates even though you like the one in front of you, you're not being thorough; you're being indecisive. And indecision is expensive. It costs you the candidate. It costs you time. It costs you momentum. And in a competitive market, it costs you the hire altogether.

So why don't we dig in? What are the real issues? What were you hoping to see in this candidate that isn't there? What are we subconsciously looking for in a few other options that this person doesn't have? Let's name it. Because sometimes when we articulate what we think is missing, we realize it's either not that important or it's not realistic to find in combination with everything else we need.

See if you can dissect what's missing and what the hesitation really is. It could simply be that they've made bad hiring

decisions in the past and they're having a little bit of a crisis of confidence. If that's the case, you have to build them up a little bit and help them feel more confident in their decision-making process.

You might say something like:

I understand the hesitation. Hiring is one of the most important decisions you make, and I know you want to get it right. But here's what I'm seeing: you've got a candidate who checks every major box, who's excited about the role, and who your team unanimously likes. What's the risk we're actually protecting against by waiting? Because the risk of losing this person is very real and very imminent.

Sometimes you need to give them permission to make the decision. Sometimes you need to reframe their perfectionism as paralysis. And sometimes you need to point out that waiting for someone who's 100% perfect means you'll never hire anyone at all.

You can also offer to extend a guarantee. That takes some of the perceived risk off the table. If this doesn't work out in the first 90 days, we'll replace them at no charge. But let's not lose a great candidate because we're afraid to pull the trigger.

Here's the bottom line: our job as recruiters isn't just to find candidates. It's to facilitate good hiring decisions. And sometimes that means coaching our clients to actually make a decision. Because the best candidate in the world doesn't matter if you're too scared or too slow to hire them.



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How to give feedback to cross-cultural teams...

By Jack Brookes

Feedback enables individuals to grow and develop in their careers, but at times, cultural barriers prevent leaders from truly understanding their employees and how best to present feedback.

As businesses become more global, with 75% still adopting a hybrid working model¹, leaders who are unable to recognise these differences risk their message being misunderstood.

With this in mind, the experts at Country Navigator have shared their tips on communication styles, fostering relationships, and navigating the delivery of feedback to an international team.

Chris Crosby, CEO and co-founder at Country Navigator, comments: "Giving feedback to teams is integral for growth and progression in the workplace, but the way it's delivered can have a different impact depending on the cultural context.

"In order to be a great leader, it's important to develop cultural intelligence, as this will allow you to be far more successful at navigating and motivating international teams and avoiding any miscommunications. Below, I've listed my top five tips for those looking to level up their feedback approach."

Understand direct vs. indirect communication styles: "Every country has its own communication style, and this is something to be aware of when dealing with international teams. For example, in countries like the U.S., Germany, and the Netherlands, feedback tends to be quite formal and direct. Whereas overseas in Japan or other parts of Southeast Asia, criticism may be delivered subtly. Be sure to adapt your tone when dealing with these different factions so that feedback is clear without offending.

Consider attitudes towards hierarchy: "Again, attitudes towards senior team members differ from culture to culture. In places with a strong respect for hierarchy, employees may feel unable to challenge managers or to express concern about mistakes. Therefore, it's important to create a culture in the workplace where feedback is encouraged and discussed so team members feel able to respond.

Balance criticism with relationship building: "In some workplace cultures, before offering criticism, it's important to establish a bit of rapport and trust first. Be sure to take the time to show appreciation when success happens in order to make constructive feedback be received more smoothly.

Private vs public feedback: "Discussing performance more openly in a group setting may be common in some workplace cultures, but this isn't universal. Some employees may be embarrassed or even find it disrespectful. Be sure to communicate what could be perceived as private or sensitive information on a 1 to 1 basis to prevent any misunderstandings.

Make sure your message is understood: "What might seem clear to you might get lost in translation, and cultural differences can influence how a message is interpreted. When delivering feedback, be sure to encourage employees to share their perspective to ensure you leave the conversation fully aligned with one another.

Chris Crosby finalizes by saying: "Cultural intelligence isn't about memorizing rules for every country. Instead, I would say it's about developing an awareness and flexibility to adapt your communication style depending on who you're dealing with. When a leader does this well, the relationship with your team is all the more rewarding, where feedback can become a powerful tool for performance across all teams."

EMERGING TECHNOLOGIES

Companies are starting to use artificial intelligence (AI) and analytical tools in recruiting and hiring.



Source: The Littler Annual Employer Survey, May 2019.

A collage of various EMINFO magazine pages is shown, including sections like 'Events & Trainings', 'Do I Have the Wrong Staffing Software?', 'ASK COACH Mike', and 'EMINFO Insights'. A large green 3D-style text 'Your Ad Here' is superimposed over the center of the collage, with lines radiating from it to point to various pages. In the bottom right corner, contact information is provided.

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ASA Staffing Index Monthly Report, March 2026

Staffing employment inched up during the week of Mar. 9–15, with the ASA Staffing Index increasing slightly by 0.1% to a rounded value of 87. Staffing companies cited no one particular factor that hindered growth. Staffing jobs were 5.3% higher compared with the same period last year, up half a point from 4.8% recorded the previous week.

The ASA Staffing Index has now shown year-over-year growth in 25 out of the past 26 straight weeks.

New starts also increased in the eleventh week of the year, up 5.2% from the prior week. A little over one third of staffing companies (35%) reported gains in new assignments week to week, below the average of 41% last year.

The ASA Staffing Index four-week moving average improved from the previous week but held at a rounded value of 86. Temporary and contract staffing employment for the four weeks ending Mar. 15 was 4.0% higher than during the same period in 2025.

"Economic uncertainty is driving employers to flexible, short-term staffing at levels we haven't seen since 2024," said Noah Yosif, chief economist at ASA. "In the midst of a tepid hiring market, the staffing and recruiting industry is showing its continued resilience while providing employers with an option for strategic growth."

This week will be used in the February monthly employment situation report scheduled to be issued by the U.S. Bureau of Labor Statistics on April 3.

The ASA Staffing Index is reported nine days after each workweek, making it a near real-time measure of staffing employment trends. ASA Staffing Starts are the number of temporary and contract employees placed in new assignments during the reporting week. ASA research shows that staffing employment has historically been a coincident economic indicator.

Robert Half survey: 67% of HR leaders report AI-generated applications are slowing hiring

- 84% of HR teams report heavier workloads as AI-tailored applications increase
- 65% of hiring managers say AI-enhanced resumes make skills harder to verify

As artificial intelligence (AI) reshapes hiring, organizations are finding it more difficult — and time-consuming — to identify skilled talent. A survey from talent solutions and business consulting firm Robert Half found that 67% of U.S. HR leaders say reviewing AI-generated applications has slowed the hiring process, with 20% reporting delays of more than 2 weeks.

84% of HR teams are feeling overworked due to the added time it takes to review AI-generated candidate applications.

AI adds complexity to hiring

The rapid rise in the use of AI tools by job seekers is creating new challenges for employers. 65% of hiring managers report that a surge in applications — many enhanced or generated by AI — has increased the difficulty of verifying candidate skills. In some cases, generative AI tools are fabricating or embellishing work history and skills, making it harder for employers to distinguish authentic experience from AI-generated content. In a market where highly skilled talent is already scarce, this adds time, risk and cost to hiring.

Notably, HR leaders feel the strain, as 84% say their teams are experiencing heavier workloads. To validate candidates, many leaders have added steps that can further extend hiring timelines, including:

- Spending more time reviewing applications (42%)
- Increasing the number of interviews per candidate (38%)
- Updating job descriptions to discourage generic AI-generated responses (32%)

"AI has transformed hiring at every stage," said Dawn Fay, operational president of Robert Half. "Companies are looking to hire, but a surge in

unverified applications is extending timelines and delaying critical work."

How can companies cut through the AI noise?

As organizations look for ways to maintain hiring speed and accuracy, many are turning to external partners. Two-thirds of respondents (67%) say they are using staffing firms for hiring support, and 89% report that those partners have been effective in addressing AI-related hiring challenges, primarily by:

• Leveraging advanced tools to help verify candidate materials

• Conducting targeted skills assessments

• Delivering pre-evaluated, specialized talent quickly for high-priority roles

In addition, staffing firms like Robert Half provide talent with proven skills and experiences based on proprietary candidate performance data from prior engagements. This provides employers with even greater confidence in candidate quality.

"The findings underscore the continued importance of human expertise in assessing talent and reducing hiring risk," Fay added. "AI has made it easier to generate applications, but it hasn't made it easier to identify the right talent. In many cases, it's doing the opposite — increasing the need for trusted experts who can validate skills and deliver qualified candidates quickly."

For more insights, visit Robert Half's Career, Hiring & Employer Advice page.

FAQ:

Why is AI making the hiring process longer for employers?

AI-generated resumes and increased applicant volume enabled by AI are creating more work for hiring managers. Hiring teams are spending more time verifying skills, assessing authenticity and evaluating unqualified applicants.

Are AI-generated resumes always inaccurate or misleading?

Not all AI-generated applications are inaccurate or misleading. Many candidates use AI responsibly to improve clarity or grammar. The challenge for employers is the volume of unverified applications and the difficulty distinguishing authentic experiences from AI-fabricated content.

How can staffing firms help employers navigate AI-driven hiring challenges?

Staffing firms can help streamline candidate evaluations, reduce hiring risk and verify candidate authenticity through proprietary performance data and candidate validation processes.

About the research

The research is gathered from a survey developed by Robert Half and conducted by an independent research firm in November 2025. The survey contains responses from more than 2,000 hiring managers in the United States.

About Robert Half

Robert Half (NYSE: RHI) is the world's first and largest specialized talent solutions and business consulting firm, connecting highly skilled job seekers with rewarding opportunities at great companies. We offer contract talent and permanent placement solutions in the fields of finance and accounting, technology, marketing and creative, legal, and administrative and customer support, and we also provide executive search services. Robert Half is the parent company of Protiviti®, a global consulting firm that delivers internal audit, risk, business and technology consulting solutions. In the past 12 months, Robert Half, including Protiviti, has been named one of the Fortune® Most Admired Companies™ and 100 Best Companies to Work For. Explore talent solutions, research and insights at roberthalf.com.

Letter From The Editor



Don't miss out!

Do you think you need AI but don't know where/or how to use it? Ask AI. It really is amazing and easy to use.

Many Recruiters/Staffers have recommended Claude but there are over 100's of new AI companies. Check a couple out and play with it. OR sign up for a couple of classes with Tricia Tamkin before she truly retires. She is the queen of AI.

The good news is it is not human and can't feel emotions. You will never be replaced by AI.

Just consider it another tool and it opens doors to help do the things you really don't like or do as well as you'd like. In the recruiting business, intuition is still a human trait that can't be replace. So trust your instincts. Don't beat yourself up if you miss a few times. The more you use it the more you will understand the way in which it can help and not hurt.

We continue to strive for excellence when we put our best effort into everything we do. Don't short cut the important stuff.

Research is key so keep checking multiple resources for verification. When in doubt, trust your instincts.

Happy Recruiting...

Pat Turner

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