In today's modern workplace, technology is no longer a nice-to-have amenity but a critical part of the hiring process. These tools save recruiting professionals time, money, and resources while finding qualified candidates. Here are three staffing industry tech trends that will continue to impact how companies hire and retain talent.

Recruitment Chatbots

Recruitment chatbots are an emerging technology that streamlines the application process for job seekers. Rather than completing lengthy online forms, applicants can interact with a conversational bot, choosing topics of interest and receiving answers to any questions they may have. The benefit of this technology is that it removes much of the admin efforts of the application process. A recruiter can also use this technology to automate much of the tedious work involved in hiring new employees, for example, compiling lists from applicant information, scheduling interviews, and checking references.

Companies are using chatbots to hire employees faster by taking care of initial candidate screening. In fact, 94% of active candidates use their mobile devices for job searches. Chatbots can help businesses find better candidates by saving time and answering commonly asked questions from applicants. 68% of users enjoy the speed at which chatbots respond. By using chatbots as part of your implementation of modern tech trends in your business, you can adapt your talent acquisition strategy to mobile users and simplify the online job application experience.

Applicant Tracking Systems (ATS)

Recruiters use applicant tracking systems (ATS) to manage the entire applicant-to-hire-in process. These systems help sort through candidate credentials and data to streamline the hiring process. It allows recruitment firms to securely store contact details, job application history, reportable data, and other information about candidates in one place. ATS can also be used for storing legal information, documents related to company policies, and onboarding details.

ATS enables employers to set custom criteria that automatically accepts or rejects resumes based on keywords—as well as other applicant data, including; previous placement of the candidate, age, visa requirements, years of experience, etc. Resumes and CVs that don't match the standards are automatically rejected for the role and are added to the talent pool database and can be pulled back up for other roles, so the HR team can focus on finding candidates who meet all requirements.

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Artificial Intelligence Systems (AI)

Artificial intelligence (AI) systems for recruiting can help you identify and address candidate-related issues with your hiring process. For example, suppose AI notes that your job description does not appeal to the candidates you are trying to target. In that case, it can suggest a change in wording—or even that you remove unnecessary words altogether—and show how this adjustment would affect which candidates apply for the position. Additionally, AI can review job descriptions to ensure they are DEI-friendly. For instance, it can identify any biased language in job posts and send alerts when the wording may exclude qualified applicants from more diverse backgrounds.

The idea behind AI recruitment tools is to use software that can understand natural language and process vast amounts of data to learn how to recruit the best talent for your organization. The systems usually have an adaptive learning capability which allows them to continuously improve their performance as candidates apply and your organization evaluates them, allowing you to keep up with the changing workforce.

The technology industry has advanced recruitment at breakneck speed – and will continue to do so. With advancements in tech, it has become easier for job seekers to find openings and for staffing professionals to find the employees they need. Using chatbots, applicant tracking systems, and artificial intelligence to sort through large volumes of data can help you keep up with workforce needs.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.