

Jobvite Automation Nation Report

Recruiter Perspectives on an Automated Future

Additional Insights from the Jobvite Recruiter Nation Report

Many headlines about automation paint doomsday scenarios — worried predictions about the ‘rise of robots’ and the downfall of American jobs. Statistics like “38% of U.S. jobs are at high risk of replacement” ([PwC](#)) circulate like apocalyptic rumors.

But the truth is, those who know the market best are not so worried. Recruiters have their finger on the pulse of employment in America — they find, hire, and cultivate our nation’s talent. And when it comes to their own jobs, they feel largely optimistic about the changes automation will bring.

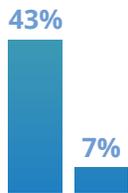
With this survey, we sought to understand how the “Automation Revolution” will affect the way we hire. It turns out recruiters are hopeful about the impact technology will have on their work (as well as everyone else’s) over the next months, years, and decades.

The following report breaks down why that is, and what recruiters are already seeing and doing to prepare us for the changes ahead.

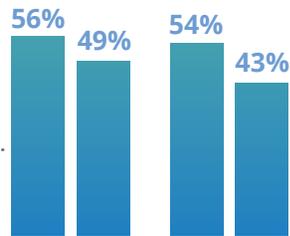
Recruiters Feel Confident in an Automated Future

Despite what the headlines may say, hiring teams across the country feel hopeful about what's to come.

Almost all surveyed recruiters have an either positive (49%) or indifferent (42%) attitude when it comes to automation/AI in respect to their own jobs.



43% of surveyed recruiters believe automation/AI will actually make **their own jobs better** — compared to only 7% who believe it will **make them worse**



Recruiters over 50 tend to have a more positive attitude than their younger counterparts regarding automation/AI's **impact on their own jobs** (56% vs. 49% of millennial recruiters), and are even more positive about its **impact on the overall US workforce** (54% vs. 43%)



49% of Tech / IT recruiters feel positively toward automation/AI in **their own jobs** — 46% toward the **overall workforce**

49%

Recruiters have a positive attitude when it comes to automation/AI in respect to their own jobs

Recruiters have an indifferent attitude when it comes to automation/AI in respect to their own jobs

42%

20%

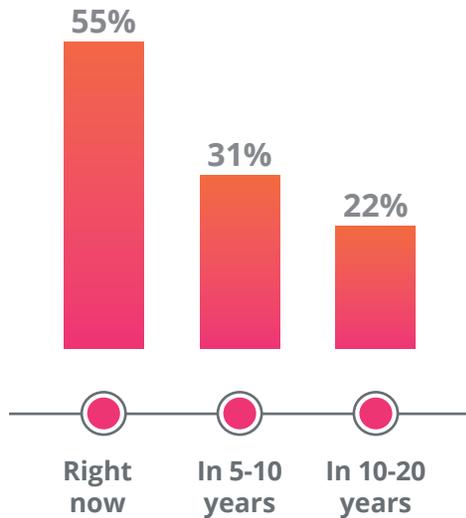
Recruiters feel negatively about the prospect of automation/AI when it comes to the overall U.S. workforce

Automation Won't Happen Overnight

Recruiters don't anticipate immediate job displacement.

Right now, the majority of surveyed recruiters (55%) believe no one in their company will be displaced in the next three years due to automation.

- In 5-10 years, this number drops to 31% — and in 10-20 years, it drops to 22%.



Do you believe any employees at your company will be displaced (fired/laid off) due to automation/AI in the next...

3 years?



2%

5-10 years?



5%

10-20 years?



Yes, many people Yes, a few No, no one Not sure

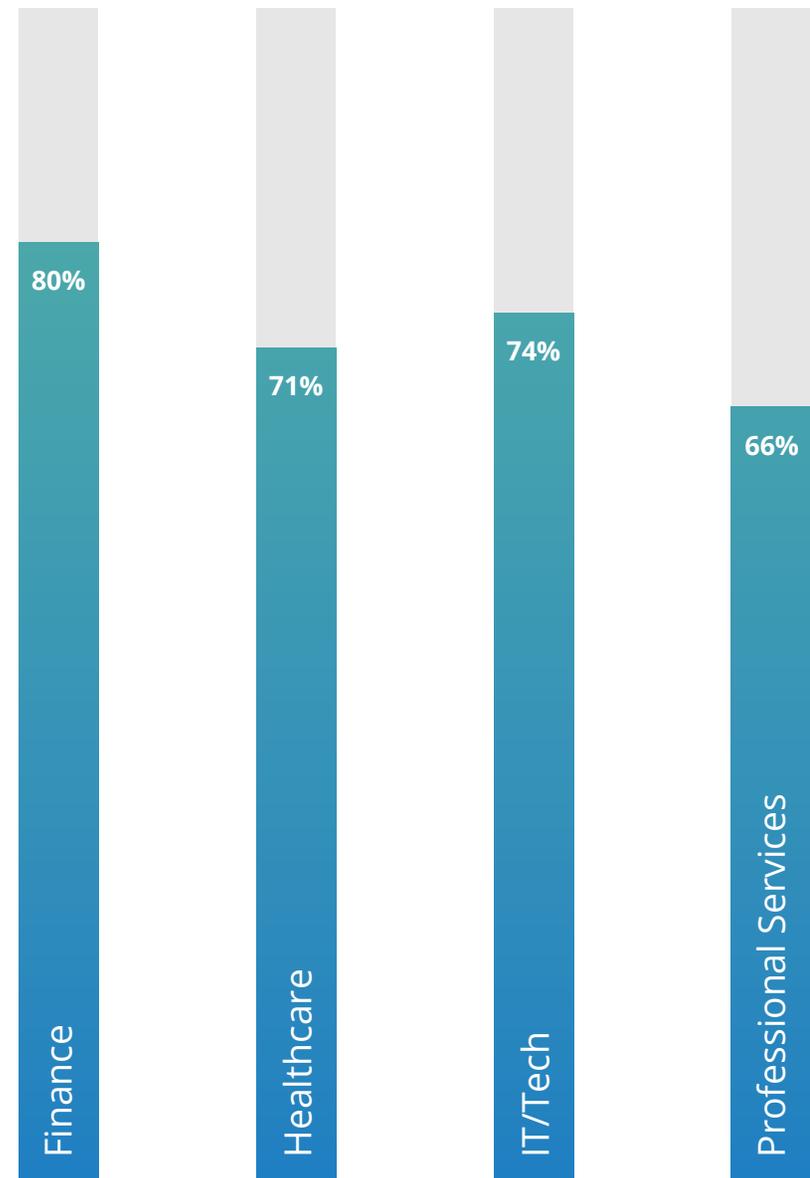
As Automation Becomes Real, Hiring Must Evolve

Recruiters hope that getting rid of routine tasks and evolving hiring strategies will usher in this new future.

Thirteen percent of recruiters say automation has already impacted their hiring plans and nearly one in four (22%) say leadership at their company is discussing automation's impact or preparing for it.

72%

A strong majority (72%) of surveyed recruiters believe their approach to hiring will need to evolve as automation/AI becomes more prevalent.



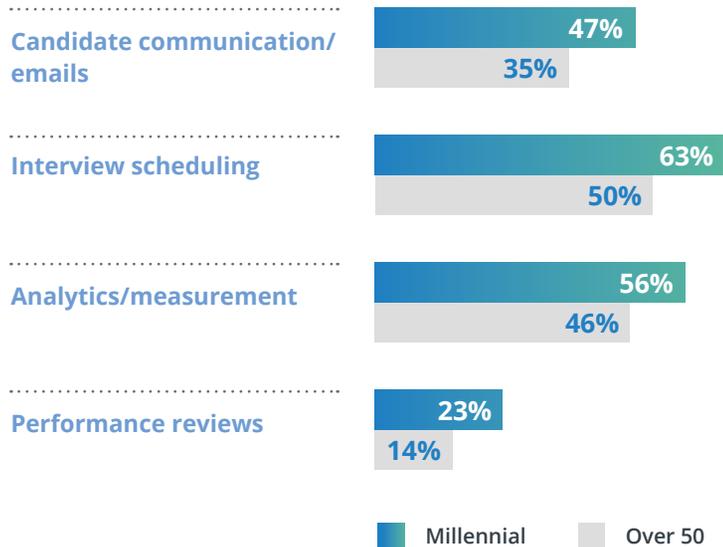
This is true across every industry. Recruiters in **finance (80%)**, **healthcare (71%)**, **IT/tech (74%)**, and **professional services (66%)** believe they need to change their approach to adapt to automation/AI.

Saving the Strategy for Humans

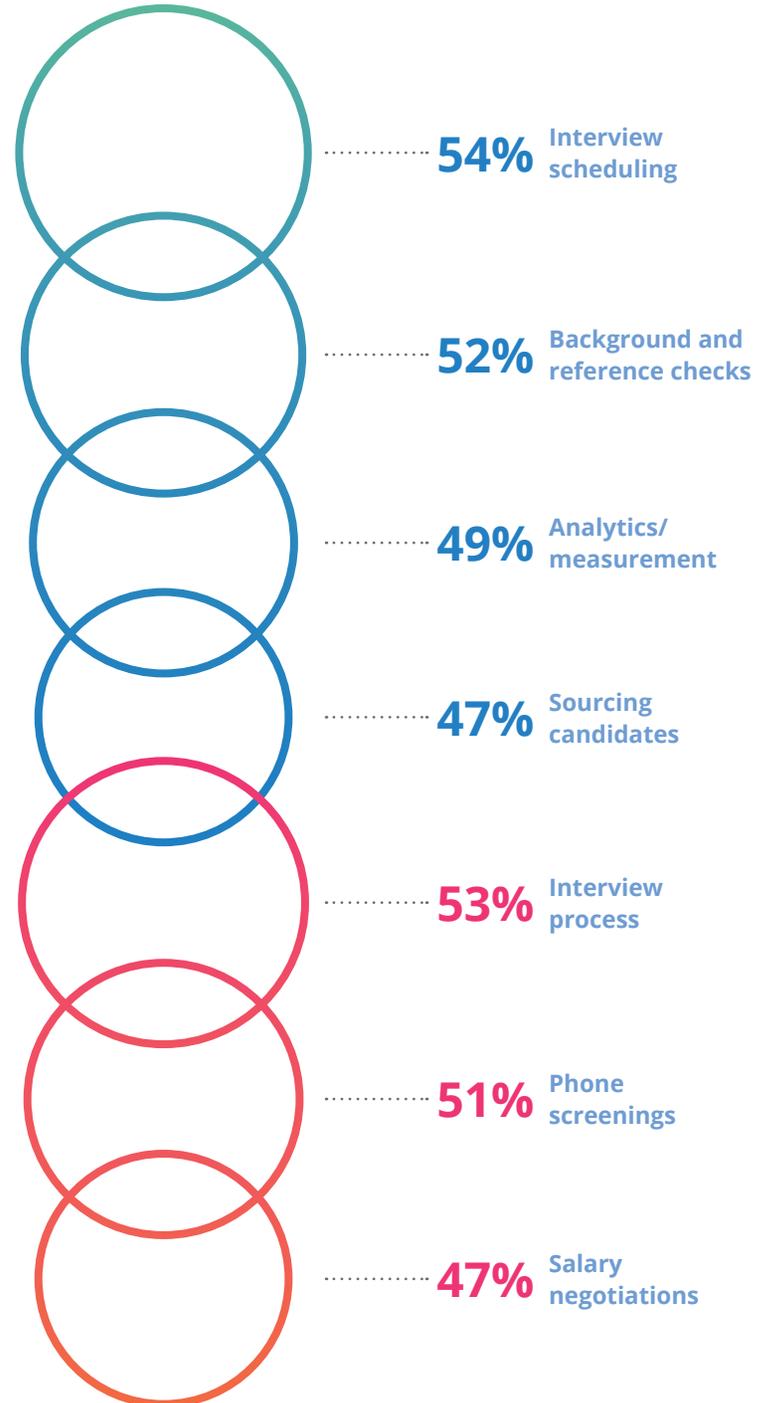
Many recruiters are ready to get rid of their most tedious tasks while preserving human interaction.

Recruiters would **most** like to see interview scheduling, background and reference checks, analytics/measurement and sourcing candidates automated. They would **least** like to see interview process, phone screenings and salary negotiations automated.

- *Lazy millennials or savvy technologists?* Millennial recruiters are more eager than recruiters over 50 to automate certain aspects of their jobs:



Tasks recruiters would **like to see** automated



Tasks recruiters would **least like to see** automated

Some Skills Have Value that Transcends Robots

Jobs won't completely disappear; rather, responsibilities will shift.

Though recruiters think interview scheduling and background checks might be rendered obsolete, they're confident certain skills (recruiting or not) will always need a human touch:



79%

Leadership/
management



59%

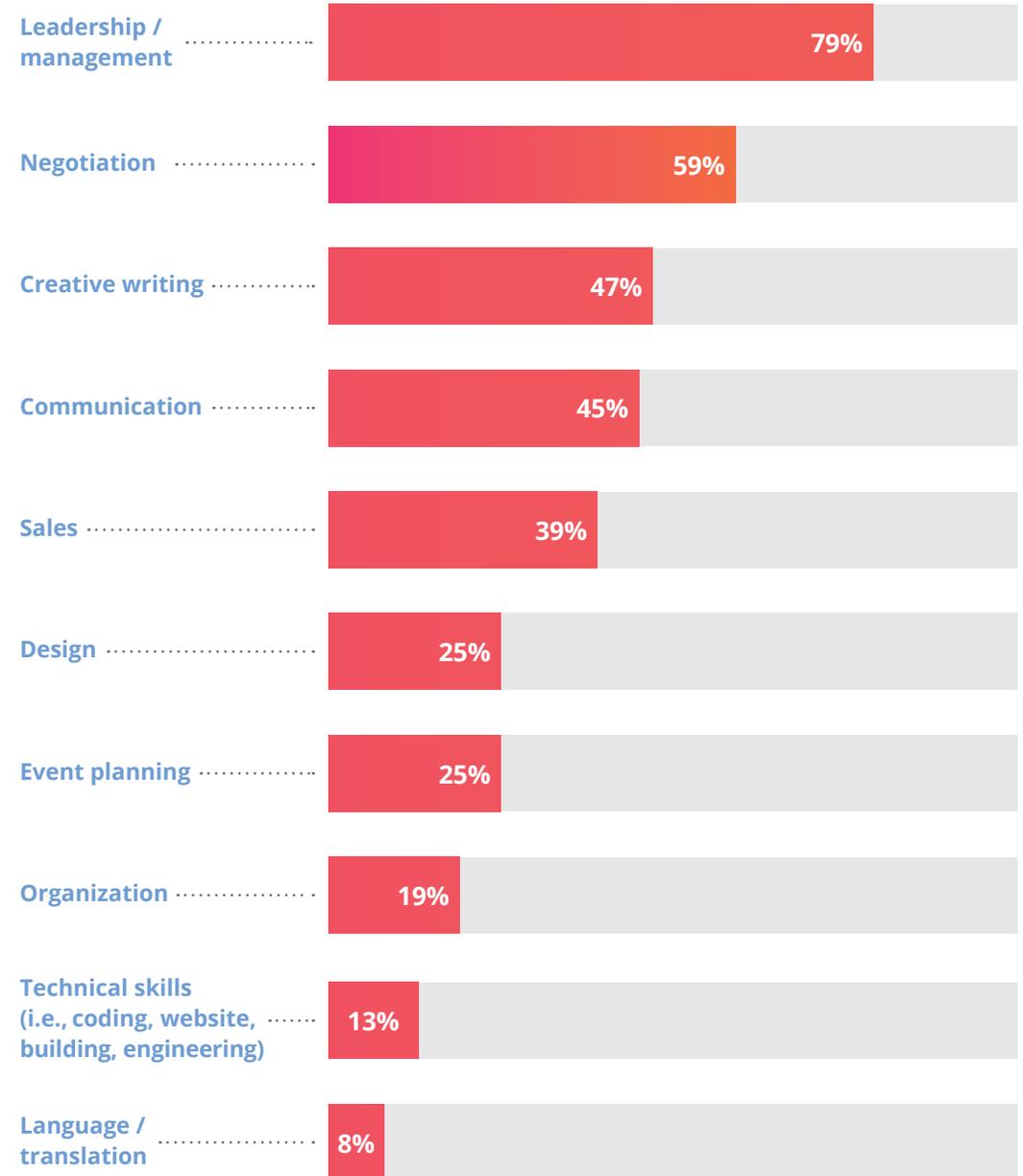
Offer negotiation



47%

Creative writing

Which of the following skills do you believe will *never* be automated/impacted by AI?



About the Recruiter Nation Study

On behalf of Jobvite, Zogby Analytics conducted an online survey of 831 recruiters in the US. Jobvite supplied Zogby Analytics contacts. Each invitation was password coded and secure so that one respondent could only access the survey one time.

Based on a confidence interval of 95%, the margin of error for 831 is +/- 3.4 percentage points. This means that all other things being equal, if the identical survey were repeated, its confidence intervals would contain the true value of parameters 95 times out of 100.

Subsets of the data have a larger margin of error than the whole data set. As a rule we do not rely on the validity of very small subsets of the data especially sets smaller than 50-75 respondents. At that subset we can make estimations based on the data, but in these cases the data is more qualitative than quantitative.

Additional factors can create error, such as question wording and question order.

About Jobvite

Jobvite is the industry leader in recruiting software that helps emerging, mid-market, and enterprise companies hire top talent easily, efficiently, and effectively. Our comprehensive and analytics-driven recruiting platform accelerates recruiting with an easy-to-use Applicant Tracking System (ATS), social recruiting capabilities, mobile-optimized branded career sites, a recruiting branding solution, on-demand video screening, advanced analytics, onboarding, and seamless integration with other HR systems. Focused exclusively on recruiting software since 2006, with offices in San Mateo and London, Jobvite has thousands of customers including LinkedIn, Schneider Electric, Premise Health, Zappos.com, and Blizzard Entertainment.

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