The State of AI in RecTech:
Now, Next, and the Gap in Between

How top recruitment agencies are using AI agents and workflows to eliminate 10+ hours of admin work every week.

(Backed by insights from recruiters across 150+ countries)

What's inside this report

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AI is no longer experimental in recruitment.

90%
of recruiters say AI now handles half their workload.

But **only 22%** are using it extensively enough to see real results.
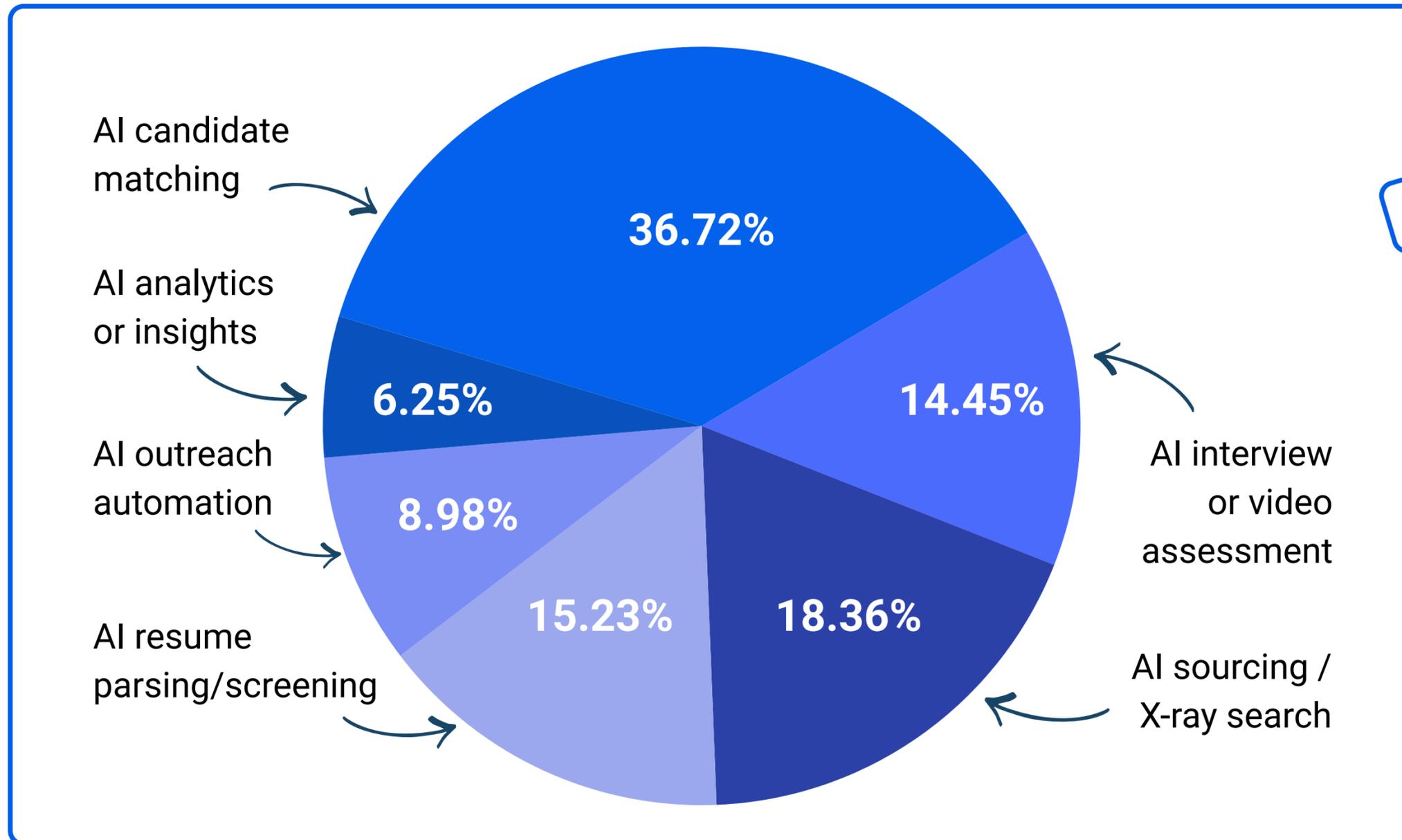
This report breaks down:

- How recruiters are actually using AI today

- The 3 AI features 70% of recruiters rely on (and the ones they're ignoring)

- Where AI agents are eliminating 10+ hours of manual work weekly

- And what this means for recruitment teams heading into 2026

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Most agencies have **AI features** they never use.

Here's what's actually getting adopted:

AI candidate matching

AI analytics or insights

AI outreach automation

AI resume parsing/screening

36.72%

14.45%

6.25%

8.98%

15.23%

18.36%

AI interview or video assessment

AI sourcing / X-ray search

Key takeaway

The top 3 features account for 70% of recruitment. Focus on the ATS that eliminates manual work (not the one that sounds impressive in a sales deck).

The AI Quality Problem: Better candidates, but fewer of them.

34% of recruiters say AI delivers high-quality matches, but in smaller numbers than manual searches. This is the trade-off agencies are navigating right now.

Here's why the top 3 features still win despite it:

AI candidate matching	**AI sourcing / X-ray search**	**AI resume parsing & screening**
Quickly surfaces best-fit candidates by comparing skills, experience, and past placements.	Expands talent pools by finding relevant candidates beyond job boards.	Eliminates manual resume review by extracting structured candidate data instantly.

The verdict   Recruiters will trade volume for quality if it means getting their time back.

AI agents are already handling the work recruiters hate most.

40% of recruiters now use AI agents to automate:

- Candidate communication and follow-ups

- Screening and qualification questions

- Interview scheduling and coordination

The result

Less time on admin. More time on high-value work like client strategy and candidate relationships.

In fact, **AI agents** are splitting the industry in two.

Current usage:

22%
use AI agents extensively.

46%
are planning to adopt them.

But here's the shift: 46% plan to adopt AI agents soon, meaning the majority will be using them within the next year.

What separates the 22% who use them extensively?

They're not just automating one-off tasks but building agent-driven workflows that eliminate entire categories of manual work.

90% of recruiters say AI agents now handle 50–75% of their tasks.

Let that sink in: half of recruitment work is already automated.

The time savings are measurable:

- 61% save 5–10 hours every week

- 14% save more than 10 hours weekly

- That's 260–520 hours recovered per recruiter, per year

The result

Less admin work. Faster placement cycles. More time for the work that actually drives revenue, like client strategy and candidate relationships.

If your team isn't in this 90%, you're competing against agencies that have an extra full-time recruiter's worth of capacity.

56% of recruiters believe AI will handle all repetitive tasks soon.

But there's a problem: most legacy ATS platforms can't support it.

Here's what's at stake:

- AI-enabled teams spend 35% more time on client engagement (when screening and matching are automated)
- Recruiters are shifting from execution to strategy—but only if their tech stack allows it
- Agencies stuck on legacy systems are competing with teams that have fundamentally more capacity

The question isn't whether AI will take over repetitive tasks. It's whether your **ATS + CRM** can handle it when it does.

Here's why leading agencies choose Recruit CRM

Recruit CRM is an AI-ready ATS + CRM built for recruitment agencies that want to:

✓ Automate screening and candidate matching (used by 36% of recruiters)

✓ Source passive candidates without leaving your ATS

✓ Spend 35% more time on client engagement (not admin work)

✓ Build agent-driven workflows that eliminate manual tasks

See how **recruitment agencies** like yours are using Recruit CRM to automate workflows and scale faster.
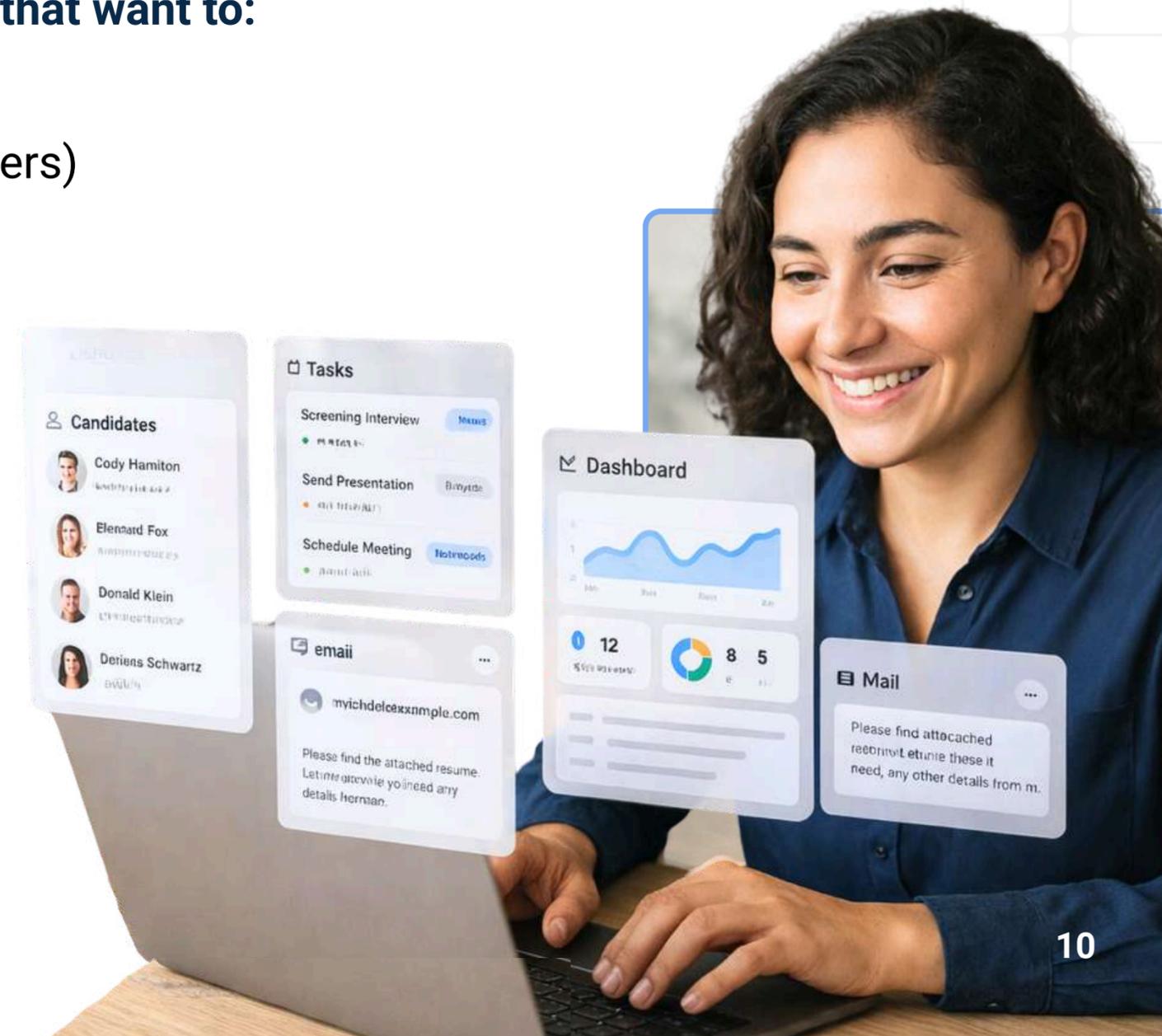
How **Recruit CRM** helps agencies hit recruitment KPIs

AI-powered features

From sourcing to placements, Recruit CRM gives you the firepower to hire faster, smarter, and at scale with AI-powered capabilities and premium functionalities.

24/7 support

Get help anytime in under 2 minutes in your preferred language. Reach us via live chat, email, phone, or in-app messaging, whatever works best for you.

Ease of use & 100% customizability

Access an easy-to-use, fully customizable dashboard to adjust workflows and reports to suit your processes.

Onboarding support

Our dedicated specialists ensure a smooth migration from your current system to Recruit CRM with hands-on setup assistance within 10-12 business days.

Most popular features of Recruit CRM

The Big 3 (used by 70% of recruiters)

- ✓ AI candidate matching that surfaces best-fit talent in seconds

- ✓ Source passive candidates from LinkedIn without leaving your ATS

- ✓ Parse 100 resumes in the time it takes to read one
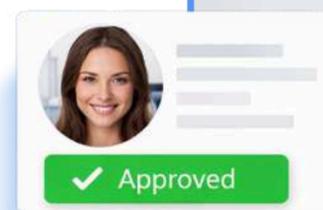
Most popular **features of Recruit CRM**

Agent-driven automation

- ✓ <u>Let GenAI work for you: Hi, outreach templates!</u>

- ✓ <u>Reply to your candidates on LinkedIn directly from the ATS</u>

- ✓ <u>Save 3+ hours daily with automated recruitment workflows</u>

- ✓ <u>Submit the candidate to contact in no time</u>

Most popular **features of Recruit CRM**

10/10 Client & Candidate Experience

✓ Advanced email marketing capabilities

✓ Transform scattered data into real dashboards

✓ Track deals and performance in real time

✓ Build customizable career pages for a 10/10 candidate experience

Trusted by agencies that want speed, visibility, and control.

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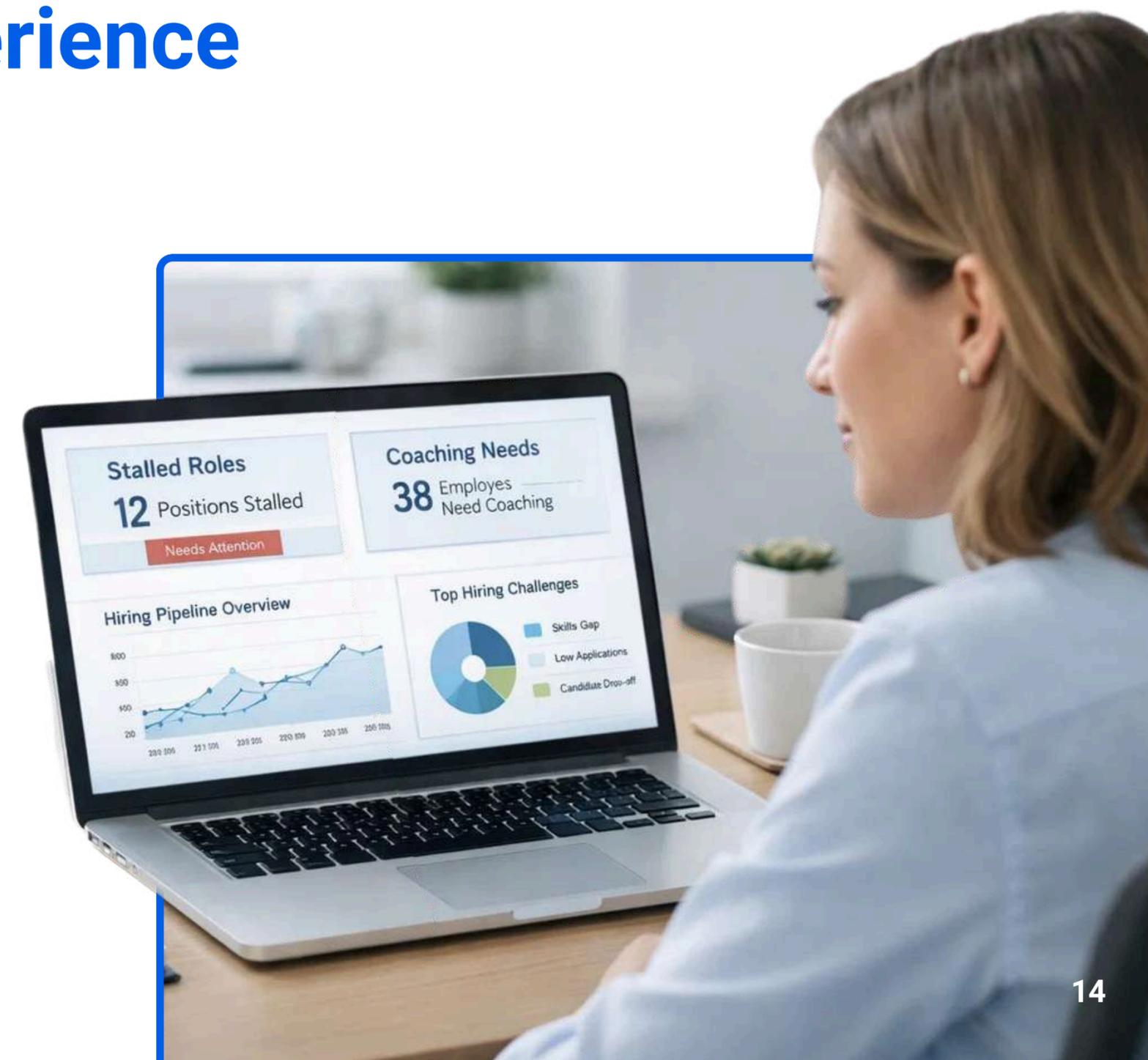
Explore Recruit CRM
[+ all the features] yourself

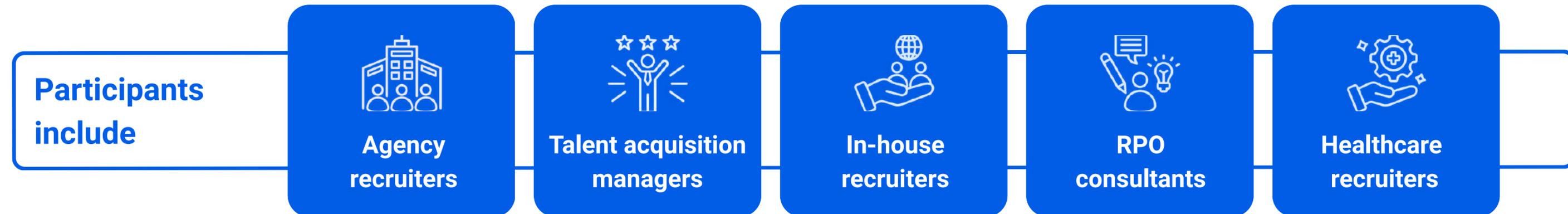See how agencies like yours are saving 15+ hours weekly.

Book a 30-minute demo!

You can also try our **unlimited free trial**—no strings attached! 😉

Survey overview

Our Recruit CRM survey gathered insights from **2900+ recruiters** across the US, UK, Europe, and Australia.

Participants include

| Agency recruiters | Talent acquisition managers | In-house recruiters | RPO consultants | Healthcare recruiters |

Survey methodology

The State of AI in RecTech: Now, Next, and the Gap in Between - Latest Report is Recruit CRM's second AI-focused report, built from months of data collection across email campaigns, social media, and recruitment events.

In this, we explore the transformative impact of AI on the recruitment industry and offer a forward-looking view of where agencies are heading in 2026.

The report captures real-world adoption of AI workflows and agents, not theory.

Want to learn more about **AI workflows?**

Head to **recruitcrm.io**

Let's continue this discussion! Connect with Recruit CRM on:

LinkedIn   **Instagram**   **Facebook**   **X**   **TikTok**   **YouTube**

For more insights, resources, and discussions on recruitment, tech, AI, and automation, visit **our blog** or **subscribe to our newsletter.**

About Recruit CRM

Recruit CRM is an AI-powered ATS + CRM trusted by recruitment agencies in 100+ countries and rated highest on Gartner, Capterra, G2, and Software Advice.

We're on a mission to help recruitment businesses worldwide win with easy-to-use, cutting-edge technology.

We take your data security seriously and are ISO-certified and compliant with GDPR, EEO, and SOC 2.