

2025: THE YEAR

HIRING NEVER FELT SO RIGHT.

hire **RIGHT**[®]

The battle for talent has intensified.

Driven by post-pandemic recovery, economic uncertainty, and the need to rapidly adapt amid unprecedented change, the global hiring landscape has seen great shifts in just a few short years.

Hiring for skills over experience and education is becoming the norm. AI and automation are changing the hiring game by helping make it easier than ever before to find and vet candidates. The importance that candidates place in brand reputation is growing.

LEAPS OF FAITH ARE FOR GYMNASTS, NOT HIRING DECISIONS.

Speed to hire remains critical, but businesses need to get talent right – not just right now. They need people with the skills to do the job and the determination to make a difference.

Effective background screening is a critical step in ensuring that the people you want arrive in the business motivated to succeed – building a positive, resilient, and low-risk workforce.



This eBook from HireRight reflects the results of a benchmarking study we have been running across the globe for the last 17 years – a comprehensive survey of HR, risk, and talent acquisition professionals on how they are navigating new territory in finding, screening, and retaining talent.

Our team has analyzed the last three years of this data to present you with an outlook that will inform a more strategic approach to hiring.



HOW IS BACKGROUND SCREENING GOING SO FAR?

Background screening requires a delicate balance, ensuring speed never comes at the expense of accuracy. Navigating the intricacies of local employment laws, cultures, and languages are also important concerns.



Screening is one of the first things that you do for a new hire. So the last thing you want to do is get off on the wrong foot. It can make or break trust coming out of the gate.”

**Talent Acquisition Director, Financial Services
North America**

2022

Accuracy (76%), speed (51%), and cost (51%) topped the list of factors influencing choice of screening providers.

2023

Speed became king, reflecting urgency in talent acquisition over accuracy which was chosen by 68% as the most important factor.

2024

Accuracy regained its top spot with 73% of respondents seeing it as the most important factor in background screening, signaling a shift towards risk mitigation over quick turnarounds.

Increased Centralization

Companies in EMEA and APAC have increasingly adopted centralized global management models for screening programs to ensure uniformity and simplify processes.

Regional Preferences

In North America, a majority still prefer regional or in-country management models (53%), highlighting different operational structures and regulatory landscapes.

THE SWING FROM SPEED TO ACCURACY IN HIRING

■ In 2025, we will see that...

Hiring criteria are evolving and a holistic view is needed to determine a great candidate. Screening must go further and explore wider to gain a truly accurate picture of each applicant.

In 2025, companies will focus not only on educational background, qualifications or geographical location, but also on core skills and potential to grow. It is more important than ever that brands must work with the right partner to hardcode accuracy into their global screening program.



PROACTIVITY TAKING PRECEDENCE IN HIRING MODELS

■ In 2025, we will see that...

2025 will be an era of proactive rather than reactive recruitment. Creating and managing talent pipelines even before job vacancies materialize will be a salient feature.

Regardless of the hiring model, companies need the clarity and agility to make quick, accurate decisions if they are to secure top talent. This takes on new importance with the need to screen for roles and responsibilities that may not exist yet.

HYBRID WORK IS INDEED HERE TO STAY

2022

Screening programs adapted to the rise of hybrid work, ensuring compliance with remote onboarding.

2023

Remote working was steady in EMEA and APAC but showed a slight decline in North America as some companies reverted to office-centric models.

2024

Hybrid work remained a focus, with organizations refining screening strategies to support diverse working environments.

2022–2023

Global compliance and workplace safety consistently ranked highly among the risks addressed through screening.

2024

Due to high-profile incidents of fraud and misrepresentation, brand reputation emerged as a more prominent screening concern in EMEA.

■ In 2025, we will see that...

The schism between Return-to-Office (RTO) and hybrid work advocates continues to widen, with 50% of workers considering changing jobs if RTO mandates take precedence¹. At the same time, hybrid work brings risks; in December 2024 alone, 14 individuals were indicted² for infiltrating U.S. organizations through fraudulent hiring schemes.

Regardless of your preferred model, background screening is an essential safeguard, helping to verify the experience and qualifications of your new hires before they join your organization.

BRAND REPUTATION IS BECOMING TOP-OF-MIND

■ In 2025, we will see that...

Employer branding must reflect the evolving priorities of today's workforce. From leveraging AI and social media for high-visibility engagement to prioritizing well-being, transparency, and candidate privacy, companies that align with these trends will attract and retain top talent³.

When awareness of brand reputation and background screening's importance in hiring are aligned, the result is an employer brand that projects confidence and integrity while delivering a positive candidate experience. In the future hiring landscape where transparency and trust matter more than ever, dependable screening must be leveraged as the cornerstone of hiring strategy that it is – not just a box to check.

1. [Navigating the Shift Toward Full-Scale Office Returns in 2025](#), Site Selection Group, 2024

2. [US charges 14 members of North Korean IT worker scam that bagged \\$88 million in six years](#), ITPro, 2024

3. [Employer Branding Trends for 2025: Insights and Strategies](#), Universum, 2024

AI ISN'T YOUR ONLY SILVER BULLET FOR HIRING

2022–2023

Use of Applicant Tracking Systems (ATS) and integration with screening providers saw steady growth, particularly in APAC where demand for automation and efficiency surged.

2024

AI and automation were widely accepted to enhance the accuracy and speed of screening processes.

■ In 2025, we will see that...

More employers will use AI not just to automate hiring, but to improve the candidate journey. However, the importance of the human touch remains.

Forty percent of talent acquisition professionals surveyed worldwide worry that too much AI in recruitment could make the process impersonal, causing them to miss out on top candidates. Another quarter are concerned about biased training data leading to unfair outcomes⁴. These concerns highlight the need for the screening process to evolve by balancing automation with customized, empathetic experiences.



1

SO WHAT DOES 2025'S HIRING LANDSCAPE LOOK LIKE?

We can expect to see four major trends emerging:



Geo-Resilient Hiring

'Anywhere Teams' and friendshoring are on the rise as businesses spread their teams across politically stable regions to prevent disruption from localized crises.

- **34% of employers surveyed globally identify geo-economic fragmentation as a key driver of this phenomenon⁵.**

As cross-border hiring grows, so will the priority to build trust and credibility in dispersed teams.



2

Talent Agility

- **39% of existing worker skill sets are expected to change by 2030, compounding the fact that skill gaps are considered the #1 barrier to business transformation by 63% of employers surveyed globally⁶.**

The way employers evaluate talent must change to decode skills, adaptability, and potential in a way that static resumes never could.

3

Employee Value Propositions in Practice

- With candidates growing increasingly savvy and no longer enticed by surface-level employee value propositions (EVPs), integrating cultural values will become key to talent attraction – an approach espoused by 45% of HR professionals surveyed worldwide⁷.

In an era of automation and standardization, unique human experiences will remain the standout differentiator. Across every touchpoint of the hiring journey, EVPs must highlight an organization's cultural and motivational fit with a human touch, going beyond talent attraction to ensure long-term workforce stability.



Long-Term Loyalty

4

The advent of “hire-to-retain” programs that guarantee continuous growth, role evolution, and even industry shifts over decades could spell an end to the era of job-hopping.

- 85% of employers surveyed globally plan to prioritize upskilling their workforce, with 51% intending to transition employees internally from declining to growing roles⁸.

Such partnerships between employer and employee hinge on trust, built on a clear and accurate picture of individual employees' journeys from day one.

7. [Talent Acquisition Trends 2025](#), Korn Ferry, 2024

8. [The Future of Jobs Report 2025](#), World Economic Forum, 2025



GET TALENT RIGHT WITH THE RIGHT BACKGROUND SCREENING PARTNER

With background screening that is accurate, compliant, and delivers exceptional candidate experiences, hiring can be about much more than avoiding risks. It can unlock new opportunities for growth and talent retention.

Make your screening program the crucial link in shaping a workforce that thrives.



I think HireRight is one of the most user-friendly platforms; it is designed to be very intuitive. Integration is very easy. Its centralized dashboard makes it easy for us to check the status of any background check. HireRight's other strengths include rigorous screening, data integrity, and compliance expertise."

Chief HR Officer, Technology
North America

ACCURACY IMPROVES YOUR CHANCE OF GETTING EACH HIRE RIGHT THE FIRST TIME.

ASK YOURSELF...

■ Am I screening with both urgency and integrity?

HireRight uses a streamlined, results-driven background screening process that values the strength of your talent as much as the speed of their hiring.

Approximately 80% first call resolution rate for customer service issues

70 integrated solutions with more than 45 HCM and ATS providers

■ Am I scaling my screening while maintaining compliance?

HireRight governs globally while operating locally. Our worldwide network of screening experts work fast – but also smart – to ensure the quick answer is the right one.

Approximately 50% of customers come from Fortune 100 enterprises

24/7 platform access to in progress reports, real-time notes, and comprehensive activity logs

■ Am I making screening a source of motivation instead of frustration?

HireRight has created an empowering, streamlined screening process that protects your brand and welcomes all with transparency.

98.12% of U.S. background checks require no changes following an FCRA dispute

Applicant Center available in 25 languages and dialects at no extra cost



MAKE THIS THE YEAR
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