

Leoforce's Q3 2025 Market Trends Report Reveals How AI and Fairness Are Shaping the Future of Hiring

New data explores how rising unemployment, bias regulations, and innovation are redefining recruiting technology.



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Leoforce, the AI-powered recruiting intelligence platform, today released its Q3 2025 Market Trends Report, revealing how economic headwinds, new fairness regulations, and accelerated AI adoption are transforming the U.S. hiring landscape.



Recruiting is entering an era where efficiency isn't enough"

Stephanie Rahlfs

Key Findings

Unemployment climbed to 4.3%, job creation slowed, and "ghost job" postings rose across multiple industries. Yet, recruiting technology continued to advance, with major acquisitions by SAP, Workday, and iCIMS signaling

continued confidence in AI-driven innovation.

The report highlights that fairness, transparency, and outcome-based models are increasingly guiding how organizations source, engage, and retain talent.

Responsible AI Takes the Lead. "Recruiting is entering an era where efficiency isn't enough," said Stephanie Rahlfs, Chief Marketing Officer at Leoforce. "The companies that thrive will use AI responsibly, empowering recruiters, not replacing them."

[Download the Full Report](#)

The complete Leoforce Q3 2025 Market Trends Report is available for [download here](#). The publication offers data-backed insights for recruiters, employers, and HR leaders navigating today's shifting labor market.

About Leoforce

Leoforce is the outcome-based, AI-powered recruiting intelligence platform built for staffing

firms, employers, and government agencies. We help hiring teams cut through complexity to find and connect with the right candidates faster, without adding to their tech stack or workload. Backed by more than a decade of AI learning and human insight, Leoforce transforms recruiting into what it should be: smarter, simpler, and more human.

Learn more at leoforce.com.

Outcome-Based. AI-Powered. The Future of Recruiting is Now.

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