A modern office interior with wood-paneled walls. In the foreground, a woman with glasses and a bun is talking to a woman with dark hair. In the background, a man with a beard is talking to a woman. To the right, a man in a blue shirt and a woman in a white shirt are sitting at a table, looking at a large screen displaying data. The scene is lit with warm, natural light from a window.

# **Job Search Trends for 2025: What You Need to Know to Stay Ahead**

# Agenda

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- 3 Key Employment Trends in 2025
- AI and its impact in recruiting
- How To Talk about AI in Interviews
- Get out of the ATS and get hired by networking
- Final tips, links & takeaways



# INTRODUCTION

LIONSOLOGY

Career Coach/Leadership Coach for over 20 years

Author of “ I Quit” and “Hear Us Roar – Unapologetic Women Leading In Corp. America”

I don't believe everything I read or watch.

I talk to people and gather trends, along with data.

# #1 Skills Based Hiring

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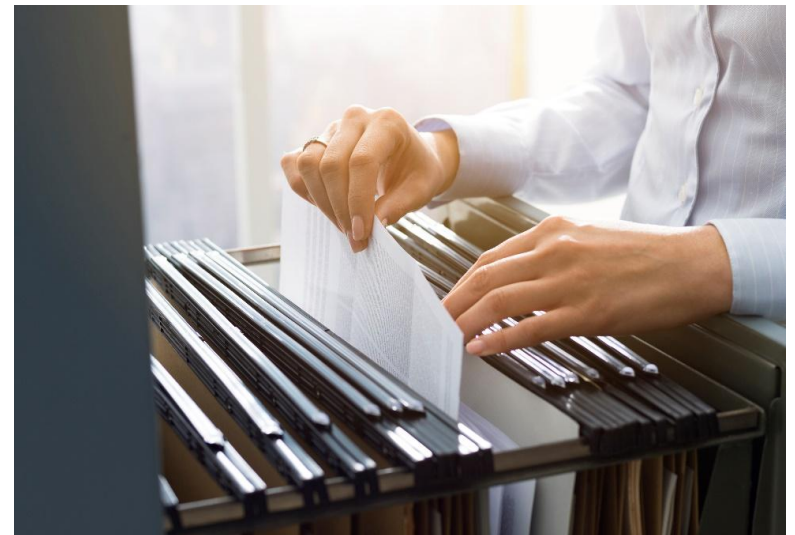
Companies moved away from traditional degree requirements and instead focusing on critical skills.

## **What you can do now:**

Certifications, classes, embrace AI

Resumes need to reflect skills

Stories in interviews about HOW you demonstrated the skill



# #2 Hybrid Working

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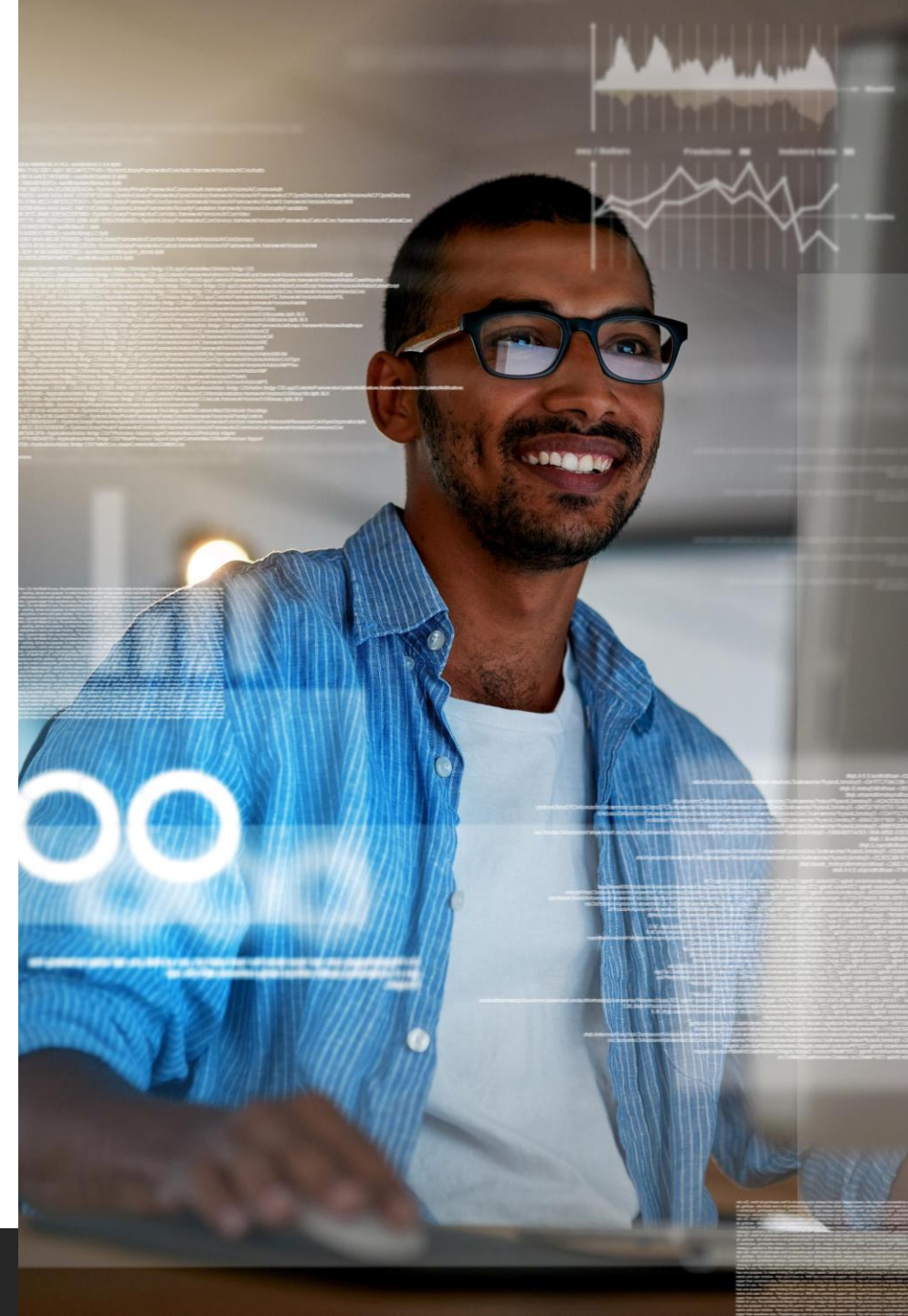
Organizations will be able to steal talent from RTO companies due to inflexible policies.

## What this means:

Core hours- not days for max collaboration

Reduce brain drain when RTO comes into play

Performance driven, not attendance driven



# #3 AI and Hiring

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AI is embedded in some places like LinkedIn. In most places it's really recruiting automation.

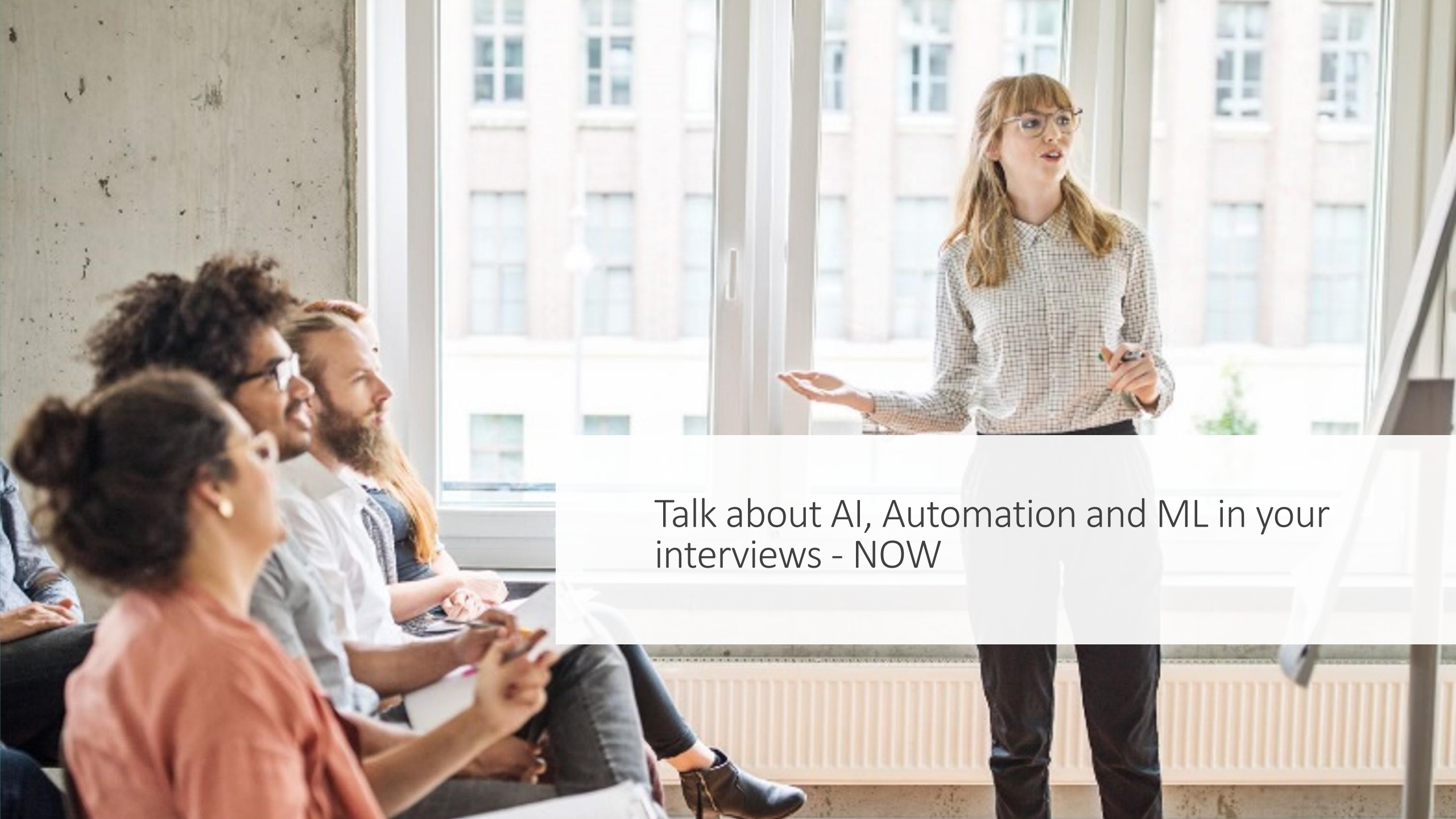
## What this means:

A person reads your resume. Most companies are developing AI or won't allow AI due to employment laws.

Chatbots. Lots of AI chatbots in the hiring process.

Reporting, DEI reporting, onboarding.





Talk about AI, Automation and ML in your interviews - NOW



# How to get hired faster?

In person networking



# Great Reads!

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## Five Hybrid Work Trends to Watch in 2025

- (1) [Key Hiring Trends to Watch in 2025 | LinkedIn](#)
- (2) [2025 Tech Forecast | Pluralsight](#)
- (3) [Top Hiring Trends for 2025: What Employers Need to Know - Blue Signal Search](#)
- (4) [Essential HR And Recruitment Trends For 2025](#)
- (5) [Insight - Amazon scraps secret AI recruiting tool that showed bias against women | Reuters](#)



# Q and A

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Elizabeth Lions

LIONSOLOGY.com

Consultative call