LinkedIn Talent Connect 2026

Trust as the foundation

Rebuilding the candidate journey in an AI-generated world

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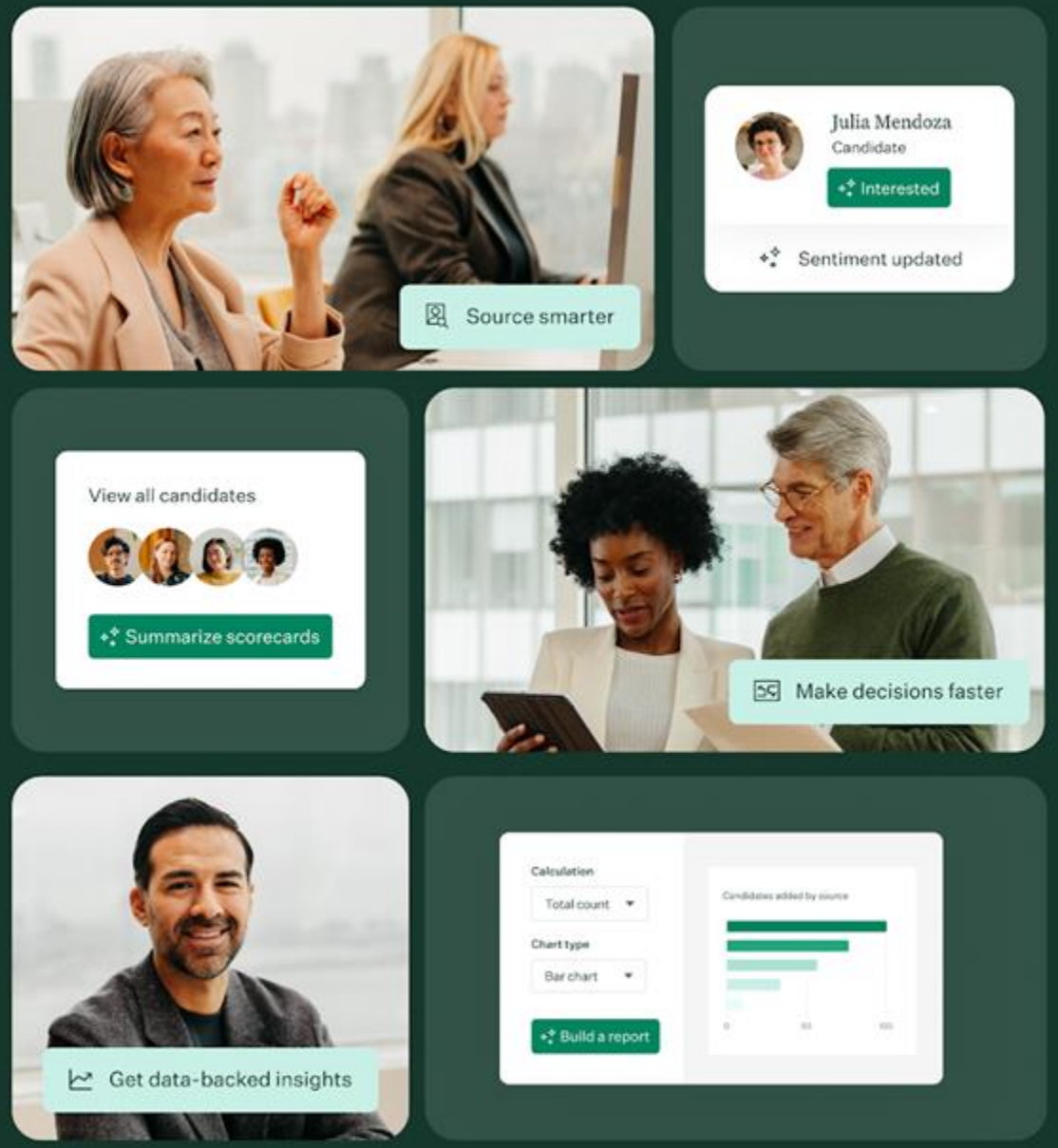

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01

The current state of hiring

Neither side is winning.

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THE PENDULUM

For the first time, *both* sides are unhappy.

Same market. Same broken signal.

Two very different kinds of frustration.

Job seekers

Applying more.
Hearing less.

Employers

Flooded with applicants.
Starved of reliable signal.

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WHAT CHANGED

The AI doom loop

74%

of job seekers now use AI in their job search, flooding funnels with look-alike applications

More noise
Volume climbs, quality reads flat

Less distinct signal
Everyone looks equally qualified

Trust collapses
Neither side believes the other

Source: Greenhouse 2025 AI in Hiring Report

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NEW RECRUITER ROUTINE

The fraud burden

Proxy candidates

Live AI cheating

Deep fakes

State-backed actors

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THE DEEPER PROBLEM

Strip out the fraud entirely. The problem is still there.

41%

of US hiring managers name detecting AI-generated applications as one of their most pressing challenges.

> **The problem is not a shortage of candidates. It is a shortage of confidence in who they really are.**

Source: Greenhouse 2025 AI in Hiring Report

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02

The trust and signal crisis

Trust is the new currency of hiring.

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TWO CRISES, ONE SYSTEM

Most recruiting tech was built for volume, not for trust

The signal crisis

The trust crisis

When you cannot trust a resume, a profile, or a face on a video call, trust has to be rebuilt into the infrastructure itself.

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THE SCALE OF IT

This is not a rounding error.

300+

US firms, Fortune 500 among them, victimized by hiring scams.

US DEPARTMENT OF JUSTICE

1 in 4

job applicants will be fraudulent by 2028.

GARTNER

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Raise your hand

if the pace of change in hiring right now feels like a lot.

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HOT TAKE

This is the LEAST amount of change we are ever going to see.

It only accelerates from here.

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03

What good actually looks like

Candidates are not rejecting AI.
They are rejecting bad AI.

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WHAT CANDIDATES ACTUALLY WANT

Only a fifth want less AI. The rest want it done right.

19%

of candidates want less AI in hiring.

- **Tell them AI is being used**
- **Explain what it measures**
- **Let them opt out**

Source: Greenhouse 2026 Candidate AI Interview Report

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A FRAMEWORK TO HOLD VENDORS TO

Five pillars for responsible AI

Structured hiring is at the core

Hiring, purposely reimagined

Grounded in the human experience

Explicit decision ownership

Explainability, non-negotiable

Greenhouse was built on structured hiring long before AI entered the conversation. That foundation let AI be applied with integrity.

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RESPONSIBLE AI IN ACTION

Real Talent™

More signal. More trust.
More confidence in every hire.

60%
less time reviewing applications

27%
increase in quality passthrough

10.2M+
fraud checks run to date

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Make hiring work for everyone.

Technology can help solve the signal and trust crisis, when it's built on structure, explainability, and clear human ownership.

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