

State of the Industry – Oct 2025

THE WALL STREET JOURNAL.

U.S. ECONOMY

The Unofficial Jobs Numbers Are In and It's Rough Out There

In a federal data blackout, Wall Street numbers and surveys are filling the void

Hiring is not decreasing due to AI efficiencies

Even though every influencer on LinkedIn is claiming this.

PRODUCTIVITY PUZZLE

Time saved by AI offset by new work created, study suggests

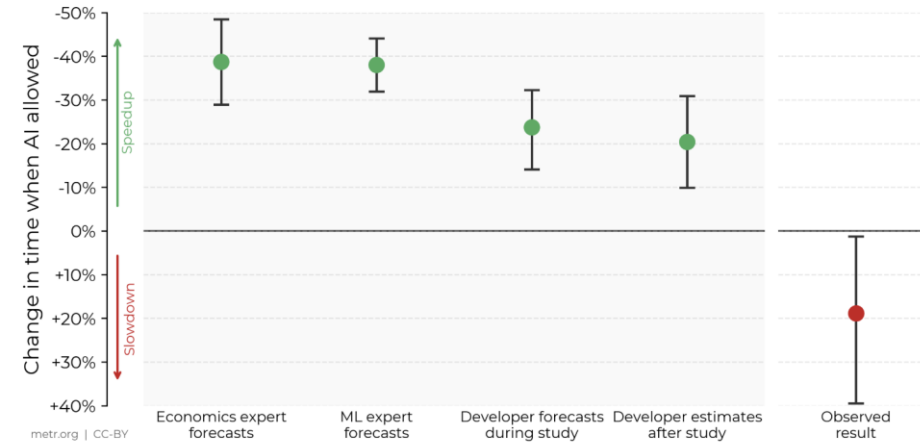
Survey of 2023–2024 data finds that AI created more tasks for 8.4 percent of workers.

BENJ EDWARDS – 1 MAY 2025 23:32 | 143

Against Expert Forecasts and Developer Self-Reports, Early-2025 AI Slows Down Experienced Open-Source Developers

METR

In this RCT, 16 developers with moderate AI experience complete 246 tasks in large and complex projects on which they have an average of 5 years of prior experience.



2

Currently, measures of exposure, automation, and augmentation show no sign of being related to changes in employment or unemployment.

Yale Study, Oct 2025

But due to years of overhiring and derisking

The number of job openings declined over the last year.

Monthly job openings (seasonally adjusted), December 2000–August 2025



Plan accordingly for the next few years...

alexanderchukovski.com | elevatehrtech.com | crowdcast.io/@hrtechlab

Job seekers report hundreds/thousands of applies



u/Burrito_bandido14 • 2 hr. ago

I got a job - after 4 months. Here's what actually worked (and what didn't)

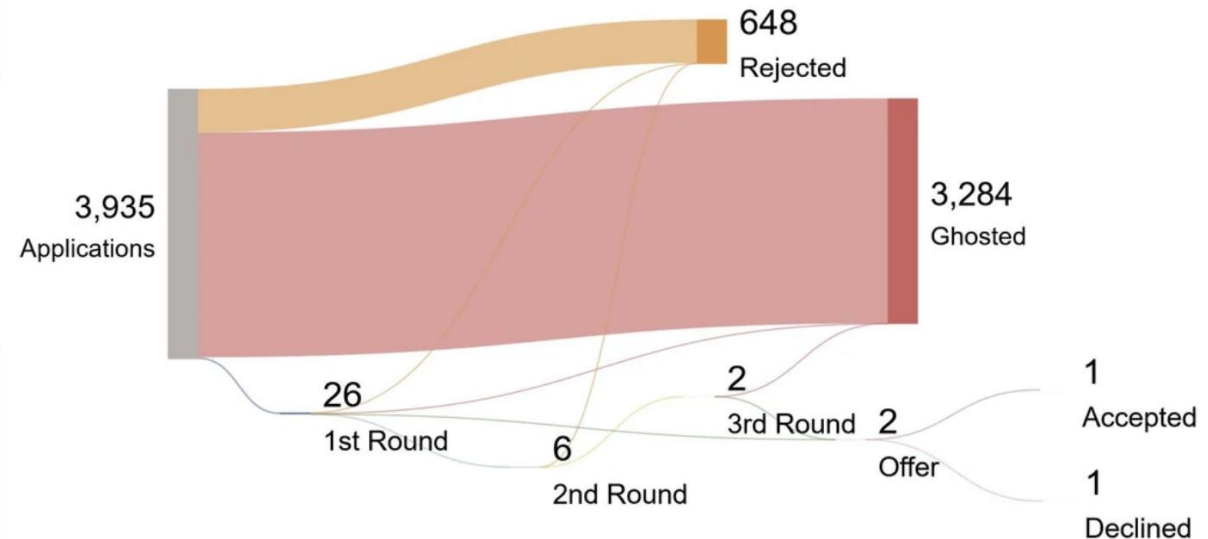
I got a job - after 4 months. Here's what actually worked (and what didn't) And after 4 months, all it took was:

- 300+ online applications
- 100+ "cold call" emails
- 2 interviews



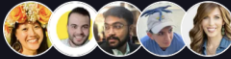
r/recruitinghell • 5 mo. ago
naterate12

Job Search After 4,000 Applications



B2c monetization works in tight labor markets

Choose your membership

 ★★★★★
Loved by 10,000+ remote workers

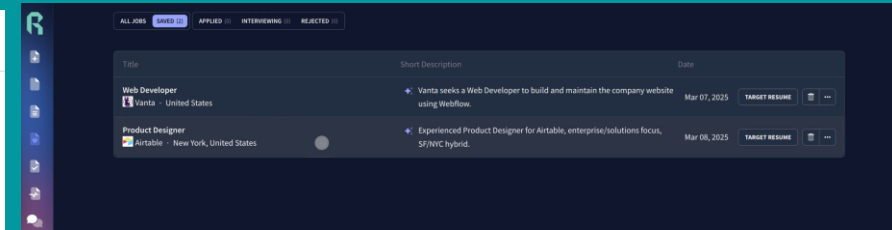
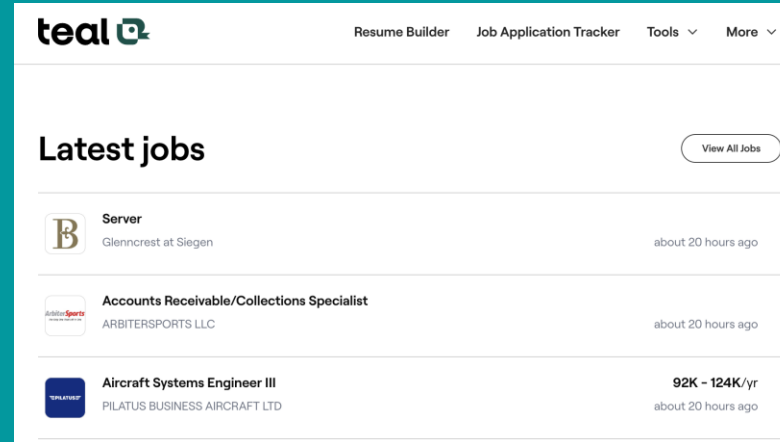
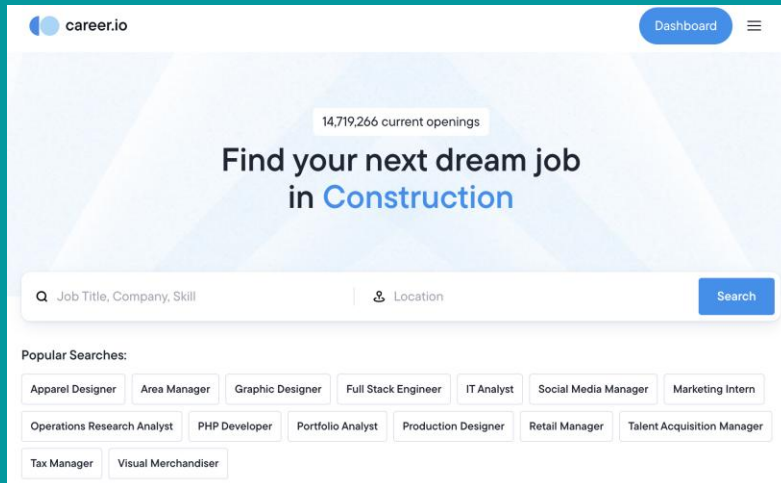
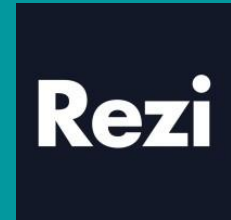
	MOST POPULAR	BEST VALUE
 \$7 / week	 \$21 / month	 \$63 / year
Cancel anytime	\$30 Save 30% vs weekly	\$252 Save 75% vs monthly
Cancel anytime	Cancel anytime	Cancel anytime
 Unlock all jobs	 Unlock all jobs	 Unlock all jobs

Hate subscriptions? Get lifetime access

LIFETIME ACCESS
 \$89 once-off
Pay once, access for life. No recurring fees
 Unlock all jobs for life

There has been an explosion of paid job boards where job seekers pay fees to use the platforms.

New competitors in organic search



You are competing with new players for job seekers attention

SEO IS getting harder due to ai overviews



DATA & STUDIES

AI Overviews Reduce Clicks by 34.5%

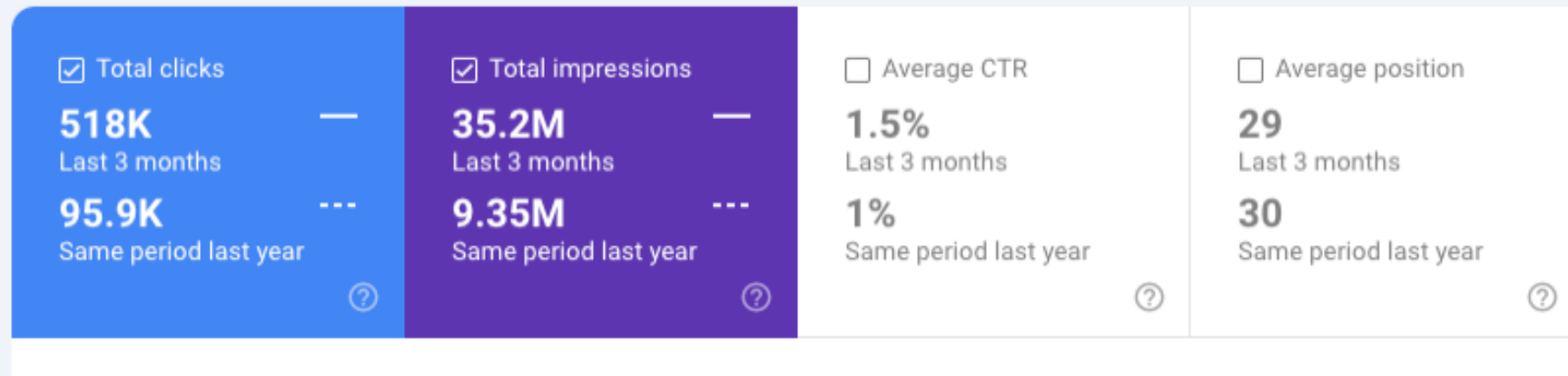
By Ryan Law, Xibeijia Guan

April 17, 2025 ▪ 3 min read

ahrefs blog

For information keywords, clicks will continue to drop...

Traditional seo is more important than



Job search is mostly represented by transactional keywords, which are (so far) safe from AI overviews.

Indeed is leading AI adoption in the job board space

OpenAI Customers who have used 1T+ Tokens

Number	Name	Company	Role	Number	Name	Company	Role
1	Isaac Andersen	Duolingo	Senior SWE	16	Praty Sharma	HubSpot / Dashworks	AI / CoFounder
2	Alex Atallah	OpenRouter	CEO and CoFounder	17	Denis Shiryayev	JetBrains	Group Product Manager
3	Chris Colon	Indeed	Director, AI Platforms	18	Sam Spelsberg	Delphi	Co-founder & CTO
4	John Emmons	Salesforce	AI Leadership	19	Ashwin Sreenivas	Decagon	Co-founder
5	Harjot Gill	CodeRabbit	CEO and CoFounder	20	Shriram Sridharan	Rox	Co-founder
6	Cris Ippolite	iSolutionsAI	CEO and Director of AI	21	Nandan Thor	T-Mobile	VP of AI, Product & Engineering
7	Jiahui Jiang	Outtake	CEO	22	Prashant Upadhyay	Zendesk	President, Product/Engineering/AI
8	Mahesh Kumar	Tiger Analytics	CEO and CoFounder	23	Aaron Weldy	Harvey	Software Engineer
9	Calvin Lee	Ramp	Founding Engineer	24	Luke Woloszyn	Read AI	Senior Data Scientist
10	Zachary Lipton	Abridge	Co-founder & CTO	25	Danny Wu	Canva	Head of AI Products
11	Joel Liu	Sider AI	Founder	26	Scott Wu	Cognition	Co-founder & CEO
12	Zach Lloyd	Warp.dev	Founder & CEO	27	Kai Xin Tai	Datadog	Product Manager
13	Dani Passos	Shopify	Developer/creator relations	28	Denis Yarats	Perplexity	Co-founder & CTO
14	Sarah Sachs	Notion	AI Lead / AI Engineering	29	Pablo Zamudio	Mercado Libre	AI & Data / ML Expert
15	Douglas Schonholtz	WHOOOP	Senior AI Engineer	30	Kay Zhu	Genspark AI	Co-founder & CTO

INDEED (H) OpenAI

Startup

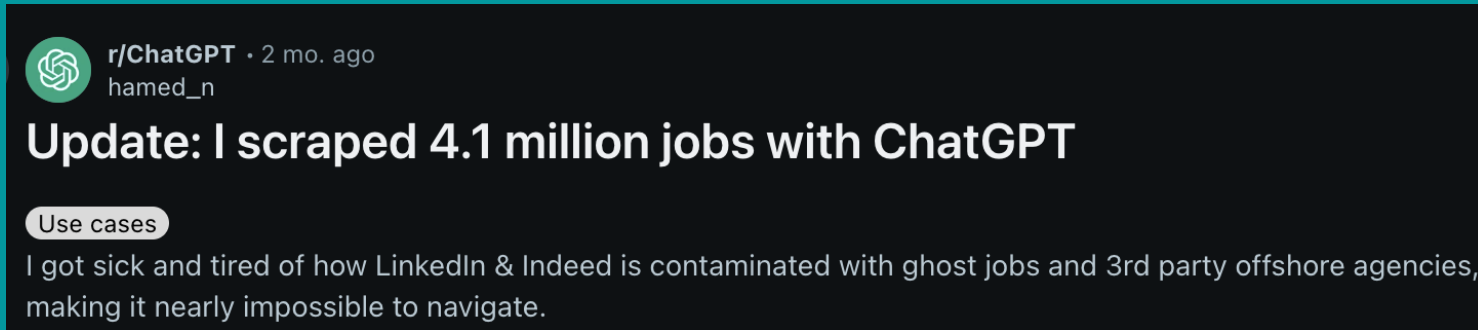
Scaled Company

1T / 100B / 10B

tokens processed

You should be looking into AI right now...

1. Job Processing / Enrichment
2. Taxonomies / Matching
3. Basic customer services
4. SEO
5. Internal process automation



AI assisted and automated applies present a problem...



Axessmed Pharmacy

1,511 followers

1mo • 🌐

Dear Connections,

We have received over 1,000 applications and are in t
candidates for interviews. Please note that we have n

[+ Follow](#) ...



Sophie Johnson ✓ • 2nd

Operating Model Transformation Specialist. Product and ...

2w • Edited • 🌐

[+ Follow](#) ...

I found out that a Director level role I have applied for has had over 2000 applications. How the heck do you see the wood for the trees when this is the landscape?

29 comments

[+ Follow](#) ...



Rosa Bazyluk • 2nd

Building strong businesses, one human at a time

2mo • 🌐

We had over 2000 applications for our Principal Engineer role!



Cowlar Design Studio

10,605 followers

3mo • 🌐

[+ Follow](#) ...

Thank you to everyone who applied!

We've received over 1,000 applications for this position. ...more

... but also a huge opportunity for job boards



Lorraine K. Lee • 2nd

 Grab bestseller Unforgettable Presence to go from ov...

2mo • 

I got over 1,000 applications for one role. 🤯

Dozens were qualified.

+ Follow ...

New marketplaces are emerging...

**Sources: AI training startup
Mercor eyes \$10B+ valuation
on \$450M run rate**



Mercor built an entirely new marketplace for a problem that did not exist two years ago.

Another big tech enters the online recruiting space



Although it is not quite clear what exactly are they building

Takeaways:

1. Use AI (but be smart)
2. Understand the pain of your customers
3. Be the one who defines how the marketplace evolves

Thank you! Let's stay in touch

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Business: elevatehrtech.com

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