



## Hiring Practices and Recruitment Trends in Canada: Evolving for a New Era

By Chemistry Consulting Group

"In recent years, Canada's recruitment landscape has undergone significant transformation. As the workforce becomes more diverse, digital, and values-driven, employers are rethinking how they attract, evaluate, and retain talent. From shifting attitudes toward remote work to the growing emphasis on inclusive hiring, the country's recruitment trends reflect broader societal, economic, and technological shifts..."

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## Talent Trends Shaping 2025 So Far



### Talent Canada

"The most forward-thinking companies are already doubling down on adaptability, digital transformation, and a human-first approach to stay ahead. In an era where workplace decisions are increasingly driven by budgets and economic pressures, the ability to pivot quickly, foster innovation, and balance business needs with employee engagement will define the winners and losers of this evolving landscape..."

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# The Talent Crunch: How to Compete For In-Demand Skills

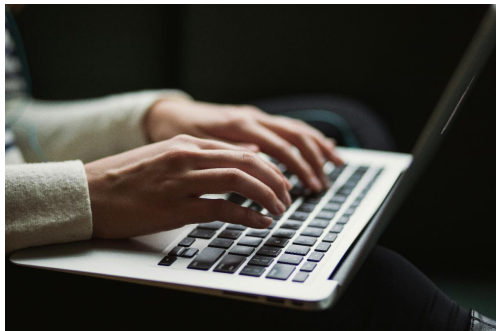


**Randstad**

"In a job market defined by change, traditional recruitment strategies are no longer as effective as skills based hiring. Today's talent shortages are often caused by a mismatch between the skills employers need and the skills available in the workforce, making it difficult to find the right candidates..."

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# AI in Job Postings: What Employers in Canada Need to Know



**Ogletree Deakins**

"Artificial intelligence (AI) is rapidly changing the hiring landscape. Whether scanning resumes with machine learning tools or ranking candidates based on predictive models, employers in Canada may now want to ensure transparency when using AI during recruitment. This is no longer just a best practice—it is increasingly being reflected in legislative requirements..."

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# JULY 2025

Unemployment rate unchanged at 6.9% as unemployed people continue to face difficulties finding work

The employment decline in July was concentrated among youth aged 15 to 24.

## Unemployment Rate Across Top Canadian Cities

Vancouver, BC	6.1
Victoria, BC	4.8
Kelowna, BC	7.0
Calgary, AB	7.7
Toronto, ON	9.0

[The Daily Labour Force Survey - July 2025](#)

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