

the U.K.

78%

of companies that haven't yet adopted a total talent approach plan to do so in the next 12 months



94%

say their talent acquisition strategy is more about total value creation for the company than achieving cost savings



80%

are creating specific talent communities and content plans to engage and nurture the future talent pipeline



56%

use AI, big data and machine learning to reduce recruiting bias



90%

believe technology enhances the attraction, engagement and retention of talent



98%

say the goal of their talent strategy is to have a measurable impact on the business



45%

of talent who had a positive candidate experience would recommend their employers to others



84%

say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent



86%

believe robotics will have as much, if not more, influence on their business over the next year



62%

of professionals say their expectations of employers are continually evolving

