CAN YOU NAVIGATE A DYNAMIC COURSE?

see how you measure up with global talent leaders

Faced with a rapidly changing market and increasing talent scarcity, can your organization dodge and weave to get ahead of the pack? With input from nearly 400 HR, talent and business leaders in more than 60 countries, we captured the outlook of your peers, enabling you to benchmark how your strategies and execution stack up against fellow talent leaders.

Has talent scarcity made talent acquisition a priority for business leaders?

Yes **82%**

No **18%**

Do you feel you have adequate resources to address talent scarcity?

Yes **59%**

No **41%**

Has talent scarcity negatively impacted your business?

Yes **72%**

No **28%**

If so, what was the impact?

- **53%** Prompted additional investment in talent acquisition resources
- **45%** Threatened leadership continuity and succession
- **42%** Disrupted existing business
- **40%** Increased outsourcing expenditure for talent
- **34%** Limited business growth
- **22%** Delayed the launch of new products and/or services
- **11%** Changed our business strategy
- **9%** Limited research and development activities
- **3%** Required the company to close operations in some geographic locations
- **3%** Other

What are business leaders doing to support your organization's efforts to find talent?

76%	Increased collaboration between HR and business leaders on organizational goals and growth strategies
61%	Increased investment in employer branding and recruitment marketing efforts
56%	Provided more internal recruitment resources and budget
43%	Increased investment in relevant technology solutions to increase speed of process and access to talent
39%	Invested in business and HR analytics to improve recruitment processes and outcomes
25%	Supported a business case to outsource talent acquisition solutions, i.e., Recruitment Process Outsourcing (RPO) and/or Managed Services Programs (MSPs)
5%	Other

What additional resources do you need?

- More internal resources **58%**
- Improved internal processes **54%**
- Investment in specialized recruiting/sourcing operations for specific skill sets **50%**
- Better technology (i.e., ATS, VMS, CRM) **47%**
- More market intelligence **46%**
- More budget **46%**
- Investment in business and HR analytics **45%**
- More external recruiting expertise **34%**

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