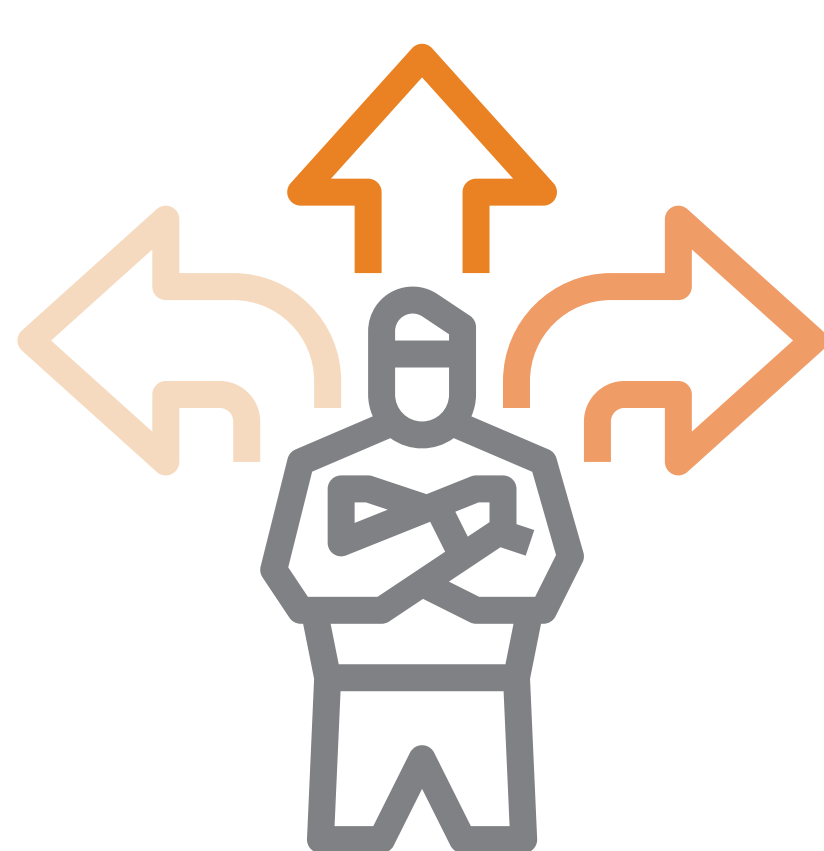


# HR & RECRUITING TRENDS

# 2021

**HRC** HUMAN RESOURCES CONSULTING • OUTSOURCING

## CANDIDATES WILL SEEK MORE FLEXIBILITY

According to a survey which asked over 38,000 employers in 43 countries, over half of employers globally are planning to offer flexible work options for the long-term.



## AI IN THE RECRUITMENT PROCESS

# 72%

of employers believe that some talent acquisition roles and human capital management will have gone entirely automated within the next ten years.

## NOT ALL FURLOUGHED WORKERS WILL RETURN

# 60%

of employees will be back full-time.

# 19%

of employees will have reduced hours.

# 9%

of employees will not be brought back.



## MULTIGENERATIONAL WORKFORCE

# 89%

of talent professionals say a multigenerational workforce makes an organization more successful.

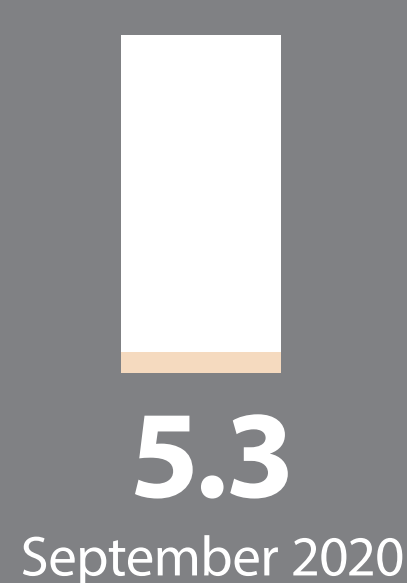
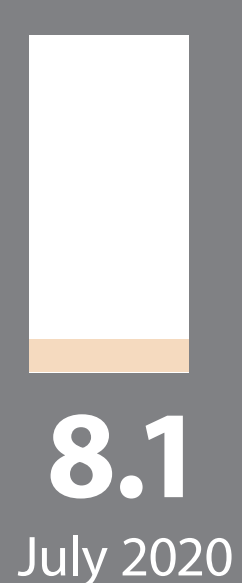
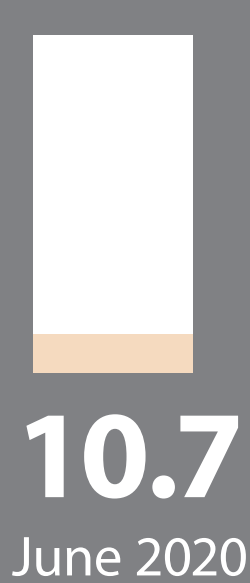
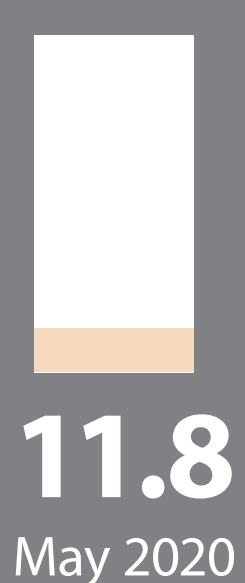
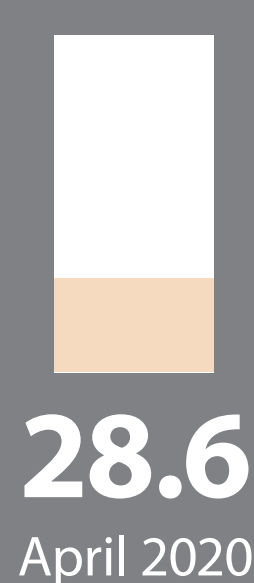


## GEN Z VALUES ON THE JOB TRAINING

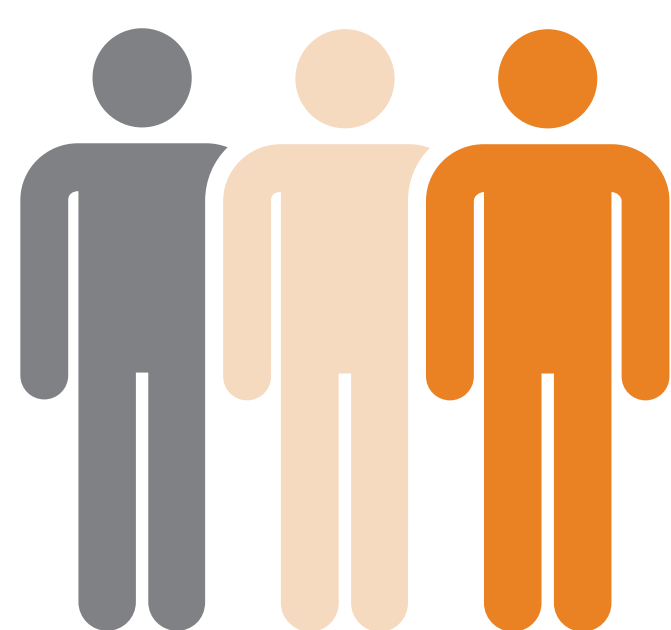
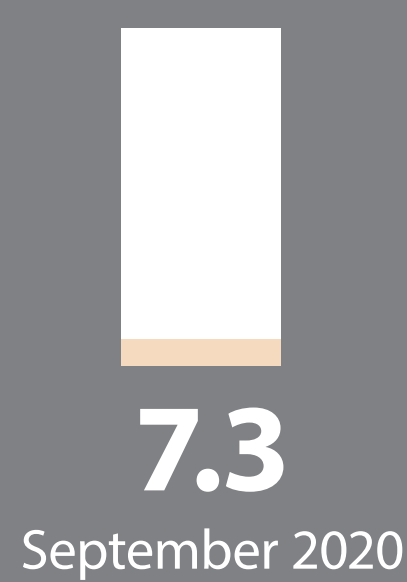
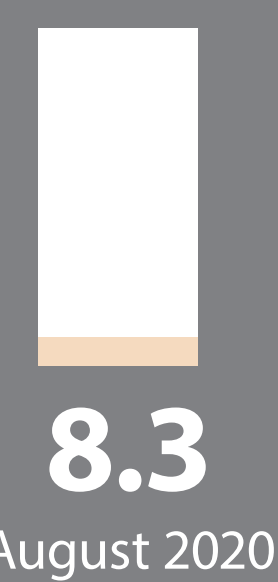
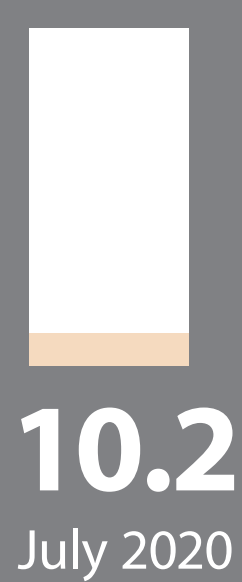
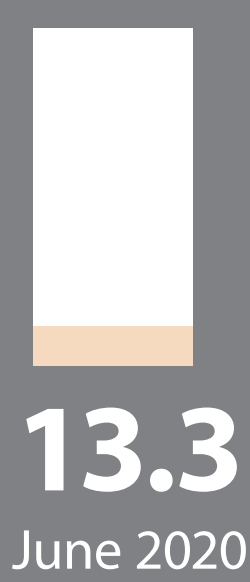
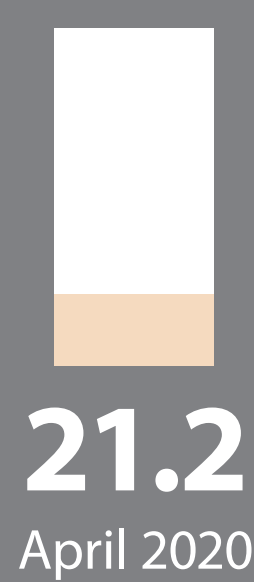
# 39%

of Gen Z calls it a top factor when considering a new job.

## UNEMPLOYMENT RATE ELKHART/GOSHEN AREA APRIL 2020–SEPTEMBER 2020



## UNEMPLOYMENT RATE SOUTH BEND/MISHAWAKA AREA APRIL 2020–SEPTEMBER 2020



## DIVERSITY TO CONTINUE AS A PRIORITY

We expect to see neurodiversity become a trend as employers look to diversify in terms of outside the box thought process. Of course, gender and cultural diversity will continue to be important hiring factors.



## HR AND RECRUITMENT LEADERS TO GUIDE CORPORATE STRATEGY

HR can play a key role in the development of long-term strategies. HR and recruitment leaders have access to some incredibly useful data such as potential skills gaps, employee skills data, and industry talent shortages. In 2021, we expect to see more companies leverage this data at board level.



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