

THE BIGGEST VILLAIN IN TOWN

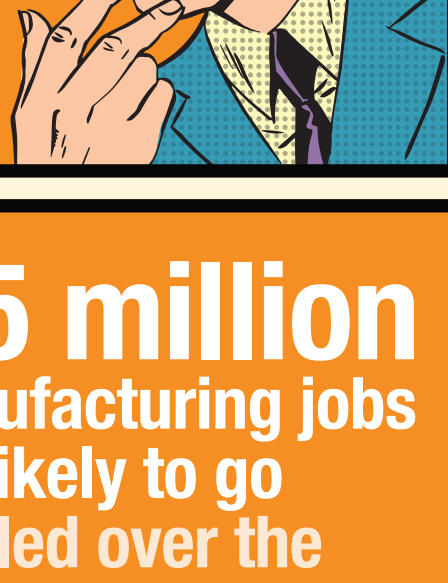
The Talent Shortage!



It's not easy to find the right talent.

Over the past 10 years

the percentage of U.S. employers reporting talent shortages has fluctuated between 14-52%



32%

of employers reported facing difficulties filling jobs in 2015



3.5 million

manufacturing jobs are likely to go unfilled over the next decade

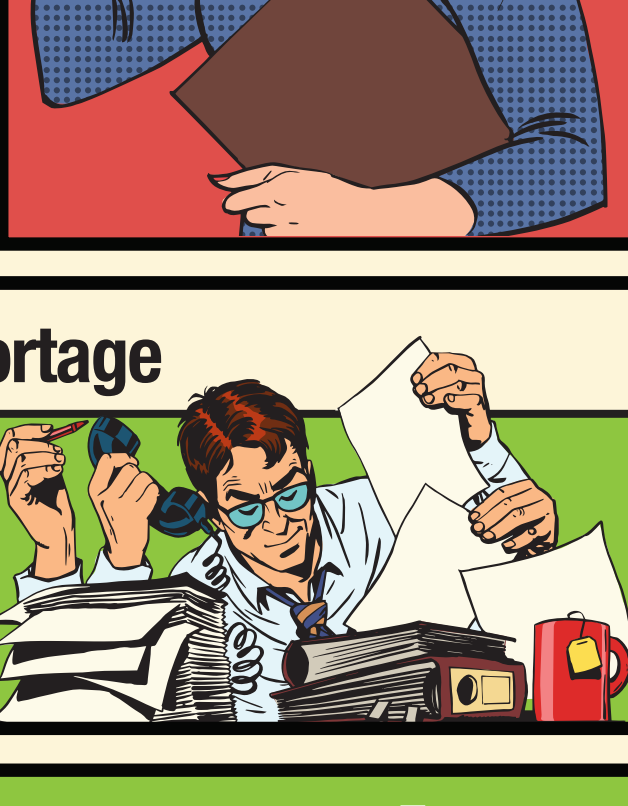


The skills gap is contributing to major talent shortages!

The skills gap refers to a discrepancy between employer need for skilled talent and the skills of the available workforce



1 of the top 3 biggest worries of business leaders is how to close the skills gap



60% of CIOs & 58% of CFOs

reported that finding skilled professionals is somewhat or very challenging

Perils of the Talent Shortage

Talent shortages are driven by a lack of available applicants



1/3

of employers say this is why they cannot fill jobs

19%

say lack of required experience adds to the difficulty of filling jobs

17%

cite a lack of candidates with technical competencies



New hiring practices and engagement tactics can help!

Only 1/5 of employers are using new or nontraditional recruiting practices like targeting passive candidates

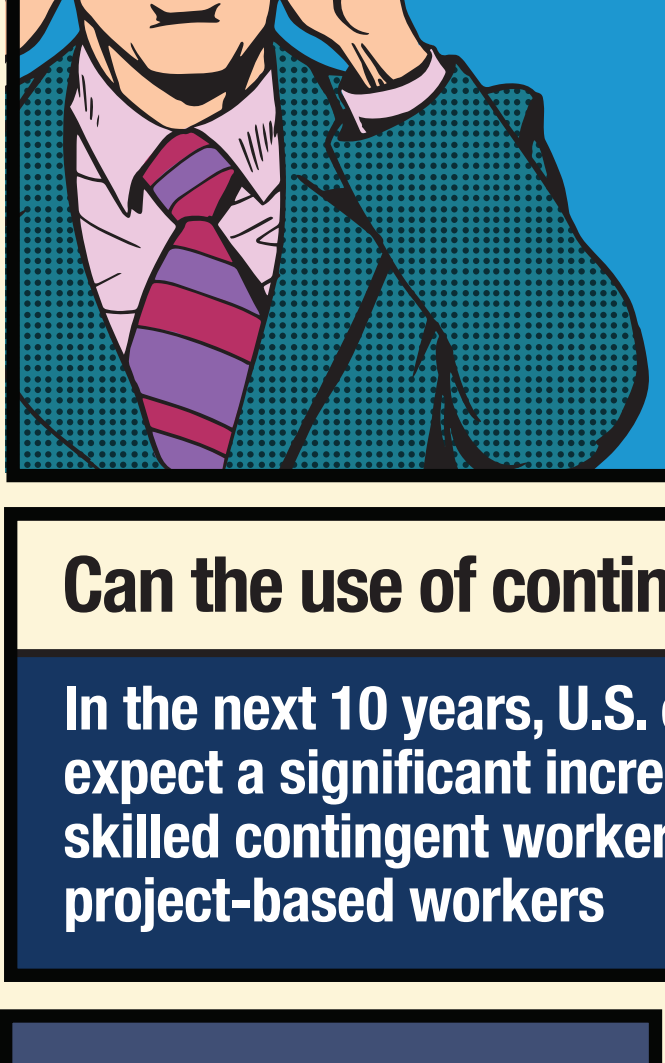


17%

aim to provide more training for current staff to enhance or develop new skills

96%

of job seekers say it's important to work for a company that embraces transparency



84%

would consider leaving their current job if offered a role at a company with an excellent corporate reputation

Can the use of contingent labor help?

In the next 10 years, U.S. companies expect a significant increase in skilled contingent workers and project-based workers



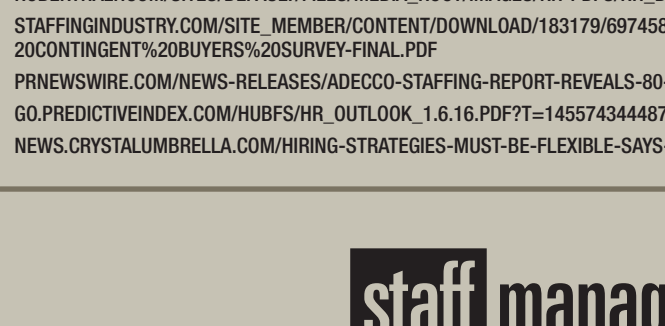
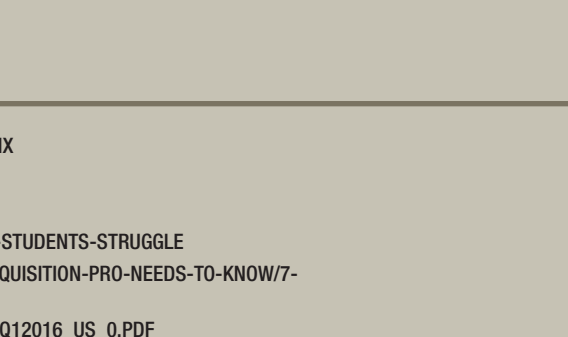
76/80 Fortune 500 companies believe that 30-50% of their skilled workforce will be independent within the next five years

82%

of UK companies say they employ temporary workers to access key strategic skills

76%

use contingent labor to enhance their workforce and close talent gaps



Don't let the talent shortage drag you down.

Sources

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