The Talent Forecast
Part 1: Adapting today’s candidate priorities for tomorrow’s organizational success.
talent acquisition and human resources leaders from across all geographies and sectors shared the issues and trends influencing their role by completing an online survey commissioned by Korn Ferry Futurestep.
54% of talent acquisition professionals say recruiting talented workers is more difficult than a year ago.
Today’s complex economy... has created jobs that require new skill sets and new capabilities. And good candidates are hard to come by.
Identifying people... with the right skills is the top business challenge impacting recruiting.
of talent professionals say competition for talent and the quality of their hires are the issues that...

Keep them up at night.
Many people are opting to work as independent contractors, now being called ‘Gig Economy’...

for a variety of organizations rather than as full-time employees.
75% of organizations use a contingent workforce on either a regular or as-needed basis.
Show me the culture!

Benefits Package

Today: Culture is the top reason a candidate chooses one organization over another; 5 Years Ago: Salary and Benefits were the most important factor.
Workplace flexibility... will be the top reason candidates choose an employer five years from now, talent professionals predict.
Sales positions are the most difficult position for which to recruit, along with Research and Development, & Tech positions.
To recruit and secure the best people, organizations should take a blended approach that includes...

- Campus Recruitment
- Contingent Workers
- Training and Leadership Development
- A Powerful Employee Brand