

The Talent Forecast

Part 1: Adapting today's candidate priorities for tomorrow's organizational success.



Sharing
Issues & Trends



Recruiting
Talented Workers



Today's Complex
Economy



Identifying the
Right People



Competition
for Talent



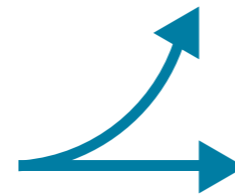
Gig
Economy



Contingent
Workforce



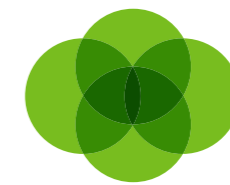
Show me
the Culture



Workplace
Flexibility



Difficult
Recruitment

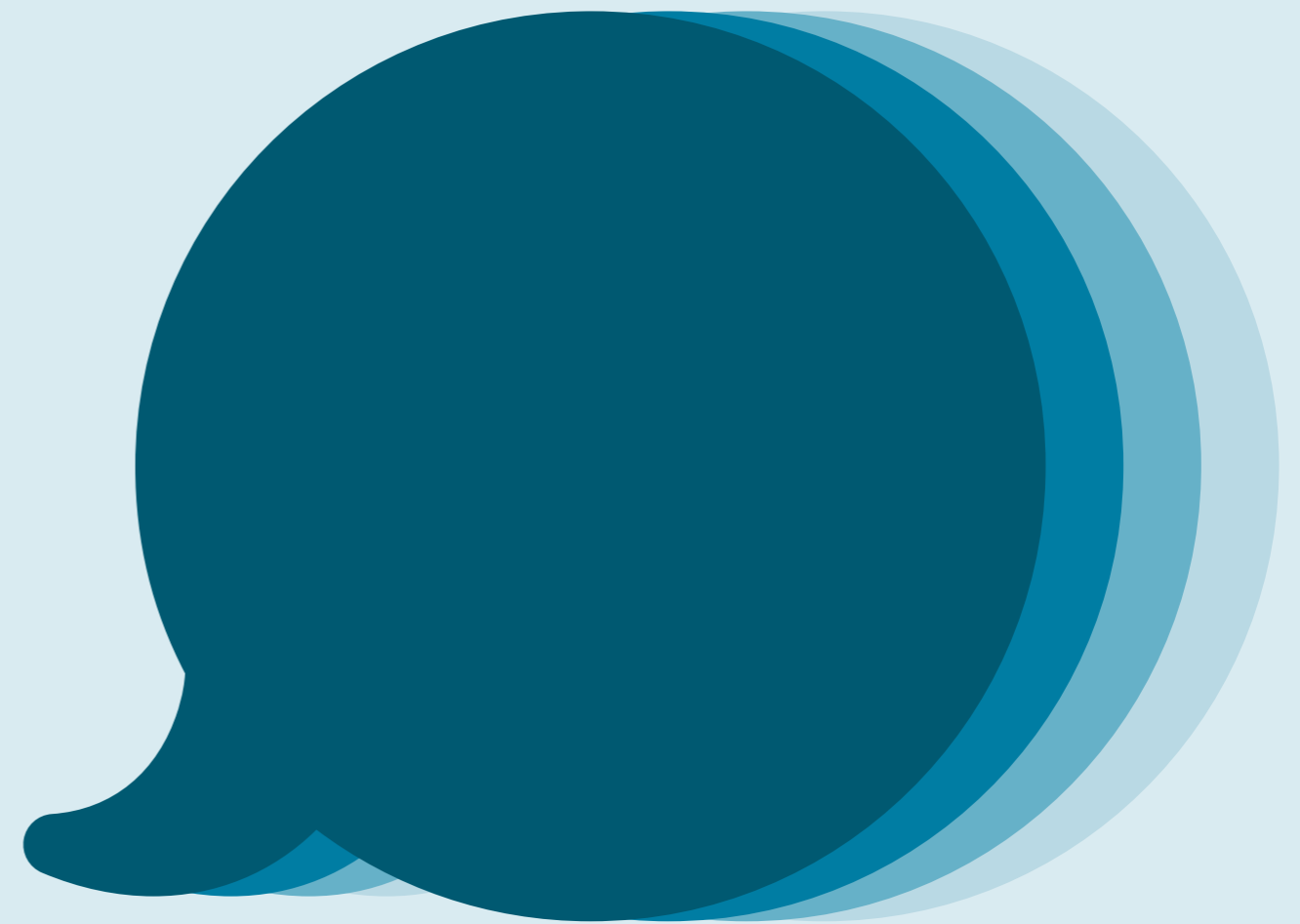


Securing the
Best People



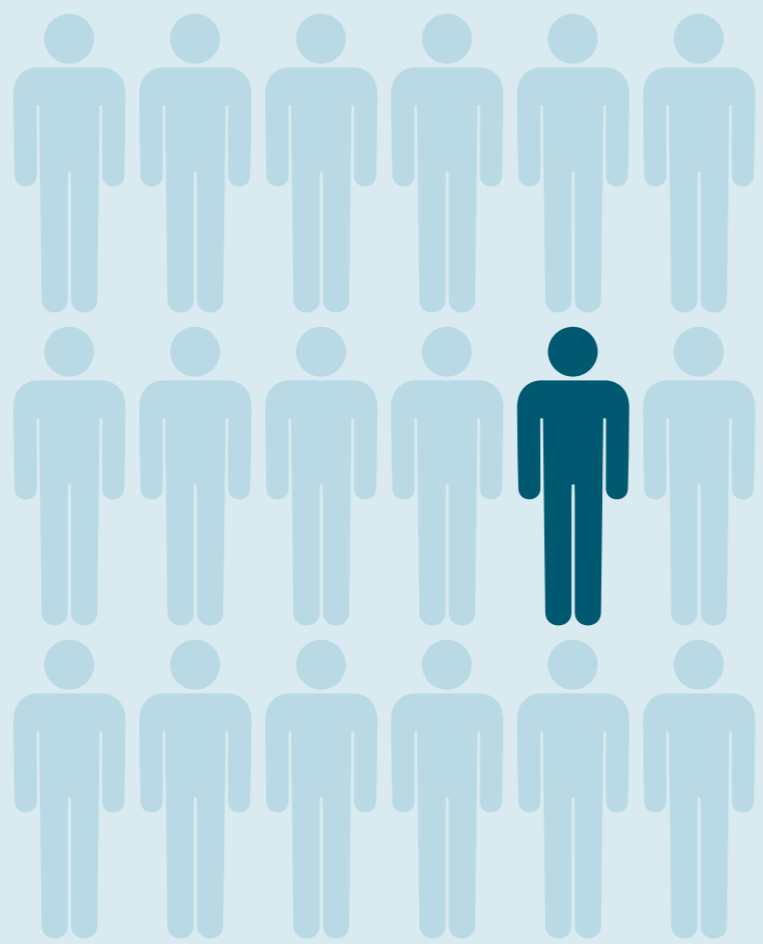
1,100

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.



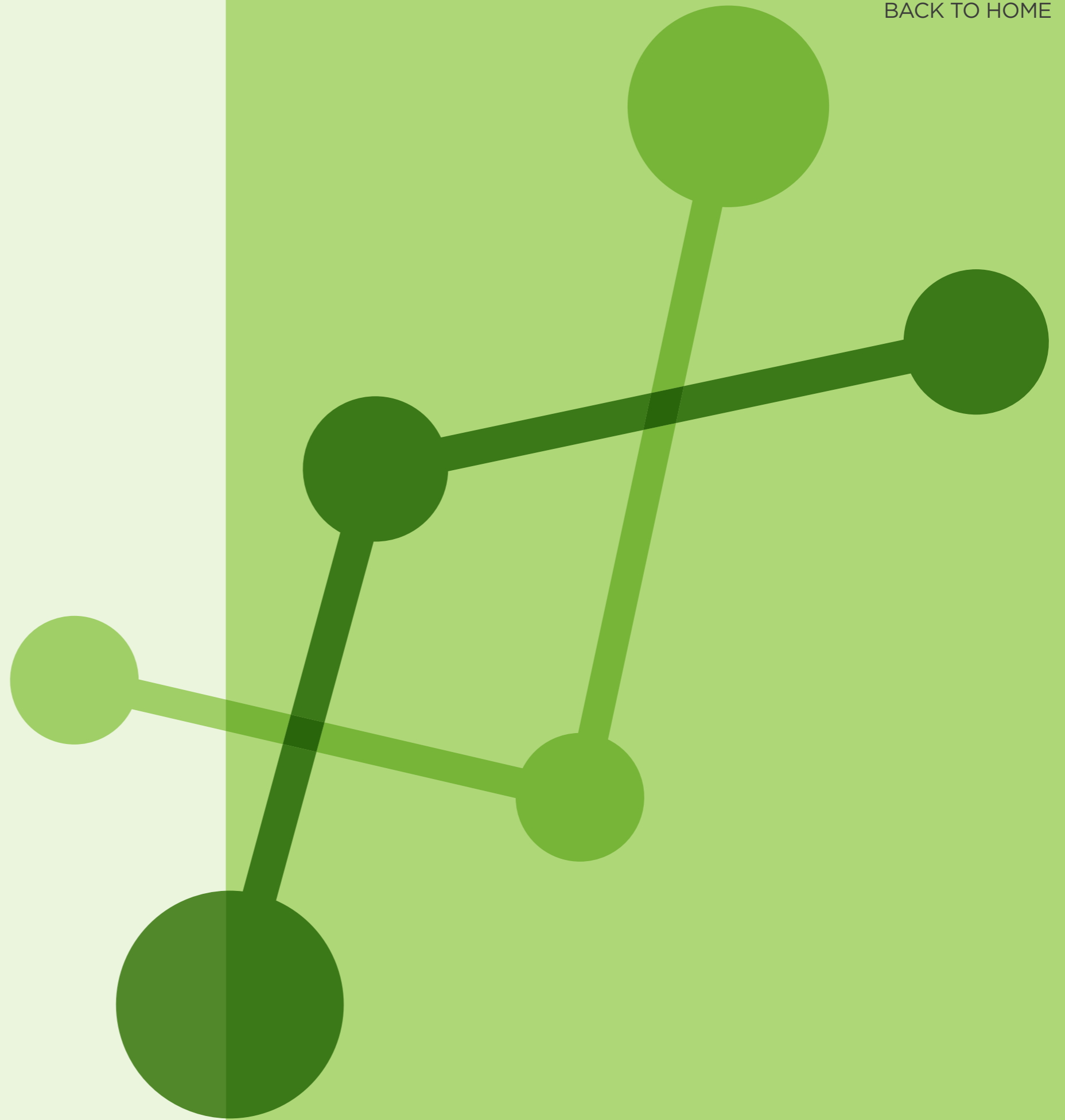
54%

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.

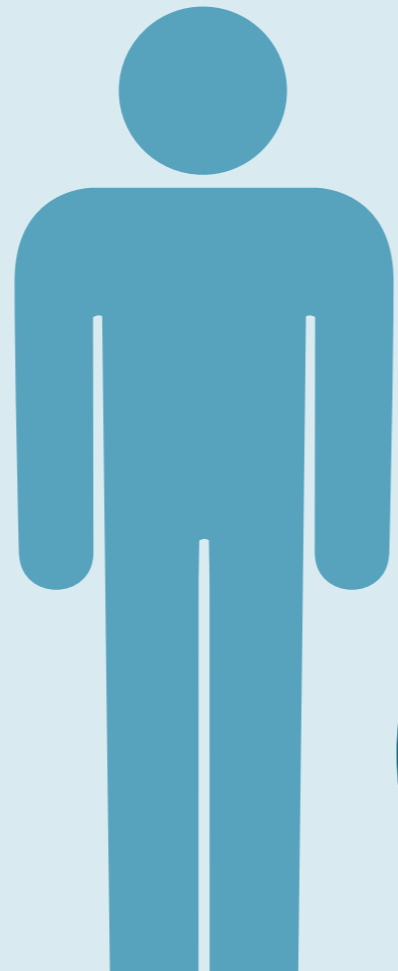




Identifying people...

with the right skills is the
top business challenge
impacting recruiting.





60%

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...

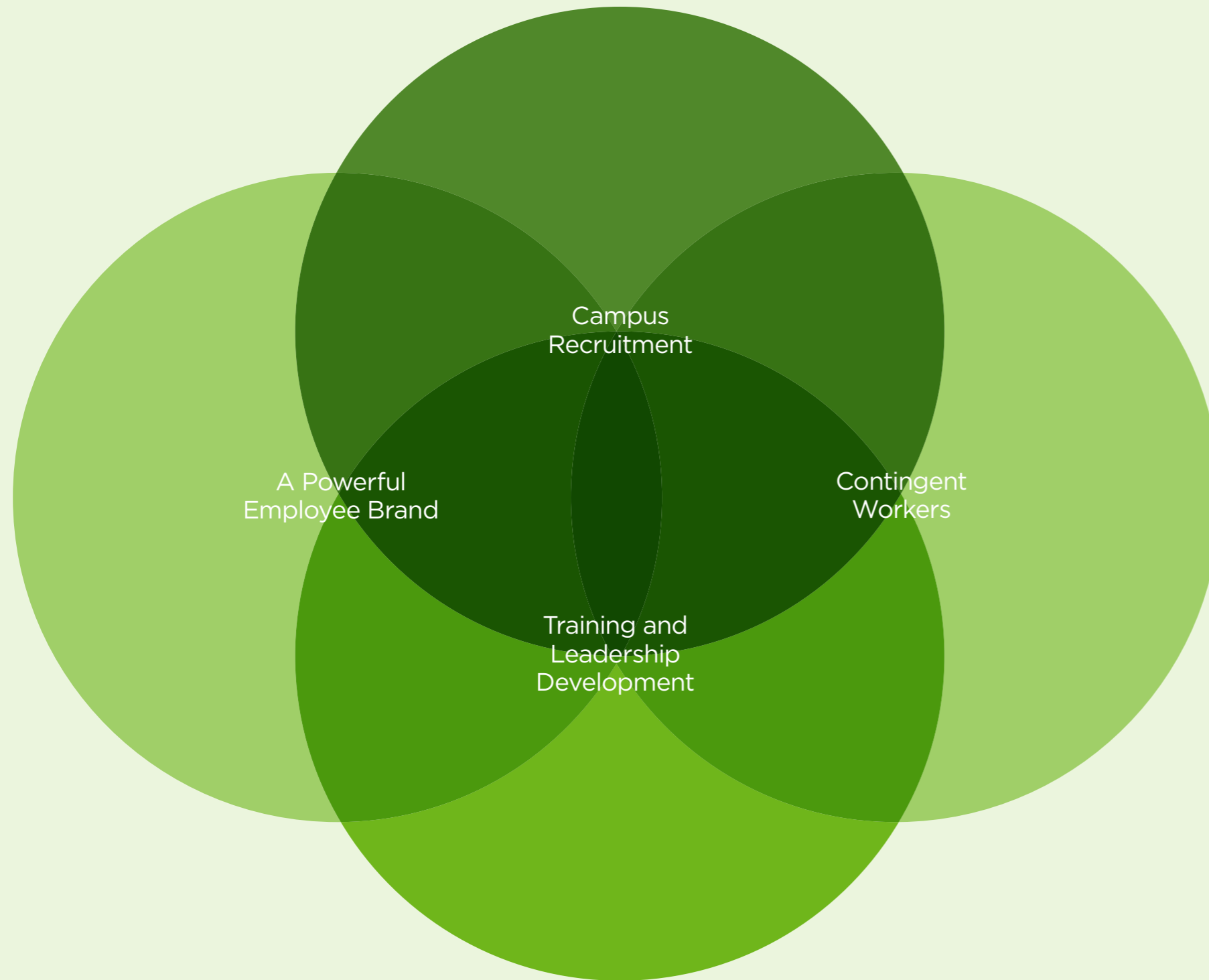
will be the top reason candidates
choose an employer five years from
now, talent professionals predict.

Sales positions are the most difficult position for which to recruit, along with Research and Development, & Tech positions.

More
Difficult

Less
Difficult





To recruit and secure the best people, organizations should take a blended approach that includes...



Find out more on:
kornferry.com/futurestep

