



**Declan Slattery –
Chair of The Global Advisory Board**



**Trends in Talent Acquisition:
How organisations are responding to a changing labour market**

Connecting the talent ecosystem...



We bring together a global network of leading employers and solution providers to make better talent and technology decisions.

Talent Leaders

Talent Tech Leaders

Talent Solutions Leaders

Staffing Leaders



TALiNT Partners Global Advisory Board 2023



Booz | Allen | Hamilton



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SONY



Why the tide has slowly turned in recruitment...



Rising interest rates & inflation

Held at 5.25% in the UK (inflation down to 6.7%)

Low unemployment

4.3% in August (and increasing inactivity in the youth market)

High, but falling vacancies

UK - 989,000 in Aug, 13th quarter decline (ONS)

Pay growth

UK pay without bonuses up record 7.8% (ONS)

Shrinking workforce

UK - 20.9% economically inactive (8.78m)
Contingent workforce hit 1.62m in UK June 2023
(Statista)

80% employers can't find talent with right skills
(Manpower)

Hiring confidence cooling

Focus on internal mobility, train vs recruit
(TALiNT Partners GAB)

Employers – What's shaping their thinking.

How are employers responding to the challenge



- **Increased emphasis on the use of Talent Intelligence**
- **Investing in their employer brand proposition**
- **Upskilling/reskilling and Internal Mobility**

- **Constantly reviewing of ways of working**
- **Increasing focus on leveraging technology capability**
- **Reskilling of TA Teams to meet ever evolving demands**

Employers – What's shaping their actions

Leveraging Talent Intelligence

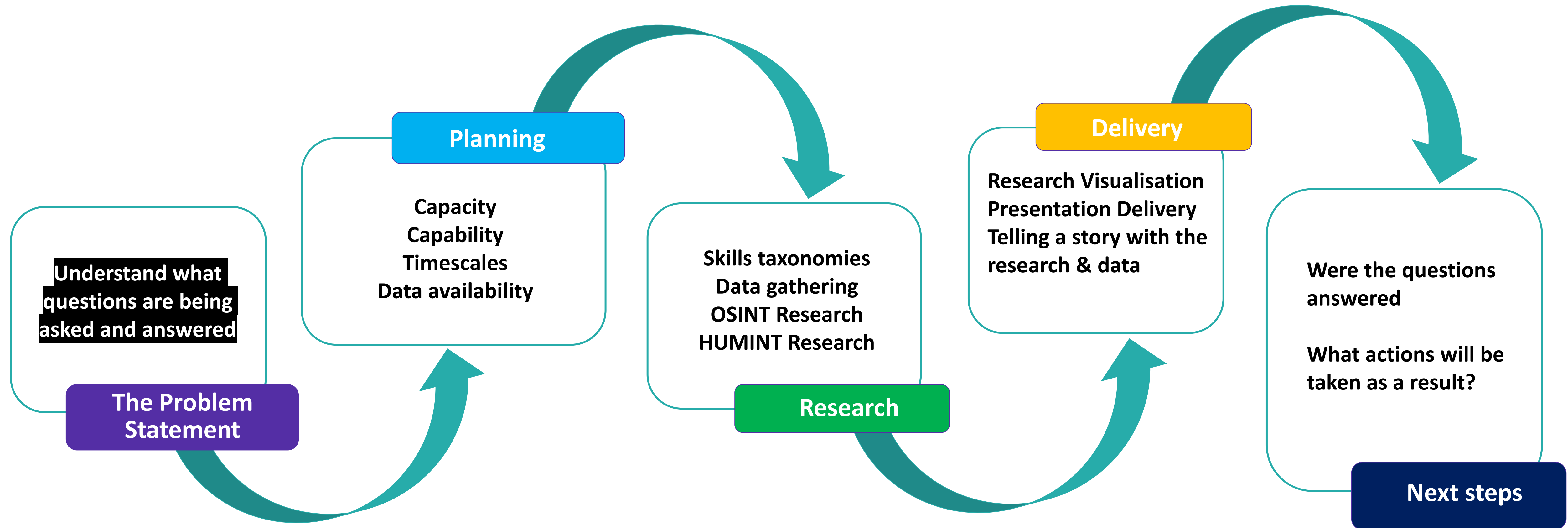
Talent intelligence enables Talent acquisition professionals to mine valuable data and leverage it to make better and more informed hiring and retaining business critical decisions.

Talent Intelligence Informs:

- **Talent sourcing and pooling**
- **DE&I strategy**
- **Location decisions**
- **Remuneration**
- **Way of working**



Talent Intelligence – The Process



Employers – Talent Intelligence informs business critical decisions

Building authentic and responsive Employer Brands

Informing DE&I Strategy

Skills Mapping and Talent pool planning

De-risking location strategies

Shaping internal Mobility strategies

Budget management through precision targeting

Determining technology decisions

Increase HR/TA's reputation as an SME business partner

Employers – Talent Acquisition is a strategic business imperative



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