

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

Connecting the talent ecosystem...





Talent Leaders Talent Tech Leaders Talent Solutions Leaders

Staffing Leaders

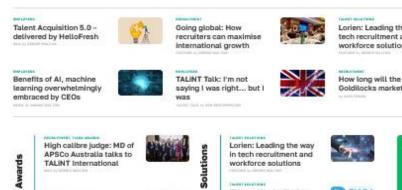












High calibre judge: Mo of APSCo Australia talks to TALINT international workforce solutions

TALINT international workforce solutions

Talint international workforce solutions

Tickets for the TIARA Talent Solutions Awards are on sale now!

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TALINT Partners Global Advisory Board 2023

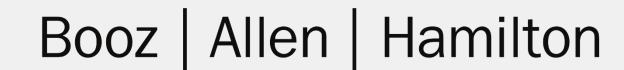








































SONY





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



Business intelligence

Software and services to transform data into insight that informs decision making

Data mining

Infrastructure

Data visualisation

Business analytics

Data tools



Talent intelligence

Applying external data relating to people, skills, jobs, functions, competitors and geographies to drive business decisions

People

Jobs

Functions

Skills

Competitors



Geographies

Workforce planning

Identifying gaps between current workforce and future needs. Putting in place solutions to achieve strategic plans

Balancing demand/supply

Environmental analysis

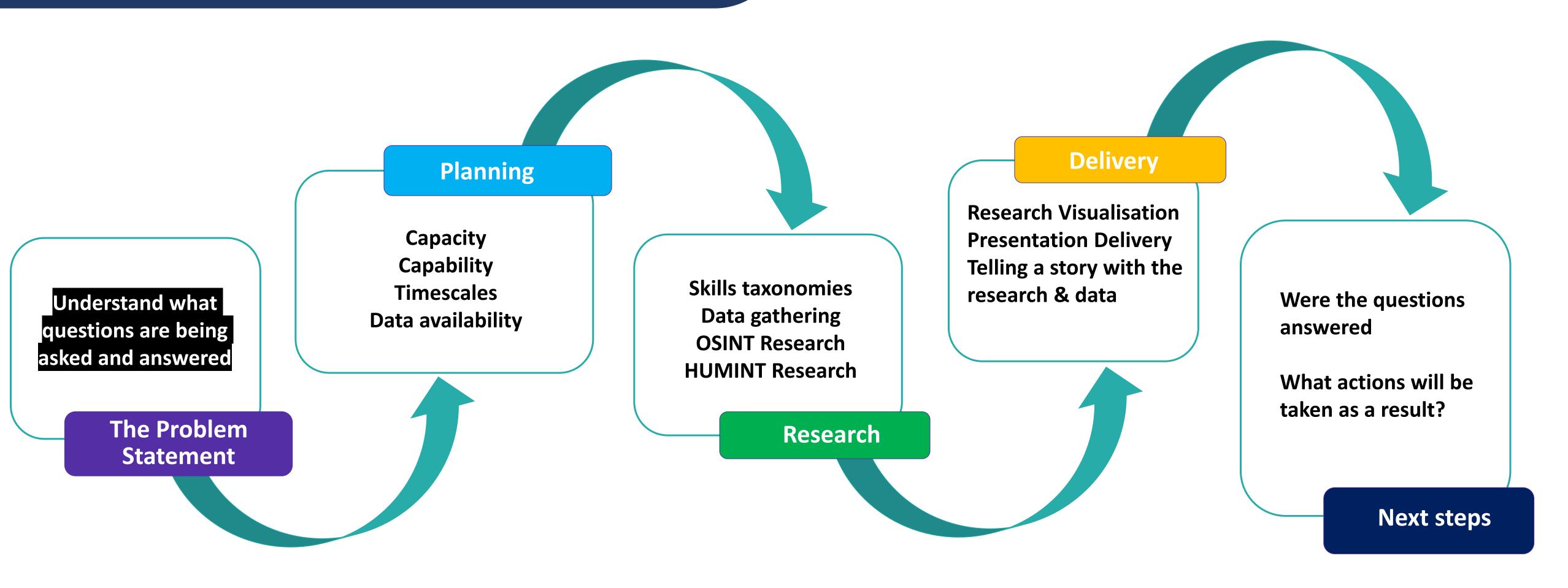
Supporting organisational goals

Forecasting labour demand

Workplace analysis

Talent Intelligence – The Process





Employers – Talent Intelligence informs business critical decisions

Talent Intelligence – The Outcomes



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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