

Succeeding in the Global Marketplace

# It's All About **TALENT**



**83% of HR professionals**

say they have had difficulty recruiting suitable job candidates in the past 12 months

## SKILLS SHORTAGES ARE TIGHTENING THE JOB MARKET:

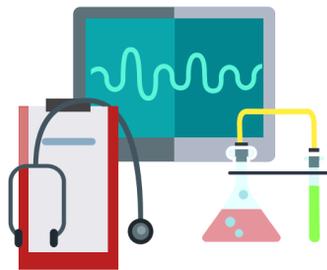
**75%** OF HR PROFESSIONALS

who reported difficulty recruiting in the past 12 months say there are skills gaps in job candidates.

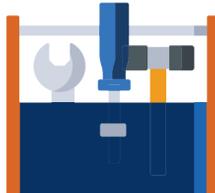
**52%**

say the skills shortage has worsened in the past two years.

The talent gap is visible in the trades, middle-skilled jobs and high-skilled STEM jobs. Most-lacking skills:



Data analysis, science, engineering and medical



Carpentry, plumbing, welding and machining

## PATHWAYS TO WINNING THE WAR FOR TALENT

### TRAINING U.S. WORKERS



HR professionals say providing onsite and offsite training through seminars and workshops is a top way to address the gap.

### UPDATING EMPLOYMENT-BASED IMMIGRATION



**33% of HR professionals** who use work visas in recruiting say more are needed to recruit, hire and retain employees.

### RECRUITING FROM UNTAPPED GROUPS



**66% of managers** who have hired people with criminal backgrounds rate the quality of their work as comparable to those without criminal backgrounds.

### COLLABORATING WITH EDUCATIONAL INSTITUTIONS



**One-quarter of Americans** believe educational institutions should be responsible for solving workforce-development issues.

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