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.

Find out more at SHRM.ORG/WORK

Workers with Criminal Backgrounds Survey, May 2018
SHRM Skills Gap Survey and Employment-Based Immigration Survey, September 2018
Omnibus Survey, December 2018