



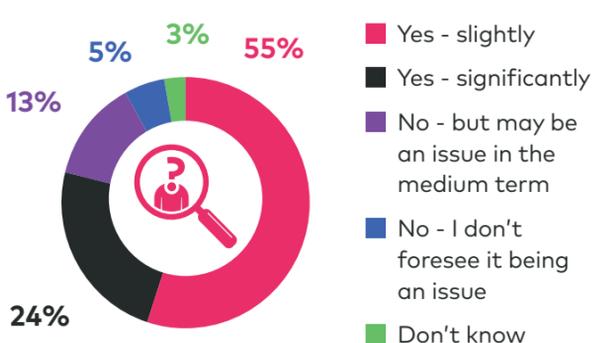
Workforce Management Trends - UK

To mark the end of 2018, we invited 1500 UK talent acquisition specialists to participate in our UK buyers' survey to help gauge the 'right-here, right-now' of the workforce management landscape.

The results are in, and this is what you told us:

Increasingly difficult to access talent

78% of our respondents are finding it difficult to access the quality and volume of talent they need to thrive. Just 5% thought skills shortages weren't a problem now or likely to be in the future.

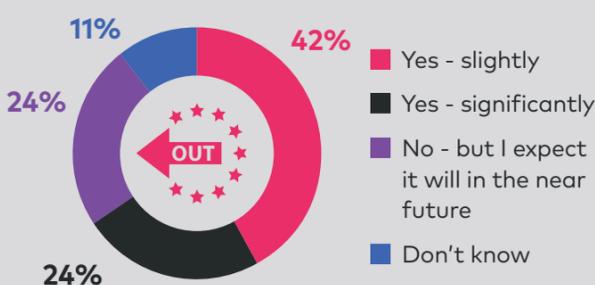


Brexit bites

42% said that Brexit has already directly impacted their access to talent.

A further 24% anticipate that it will have a negative impact in the near future.

That's an incredible 66% who are feeling the effects of Brexit on their access to talent now and in the near future.



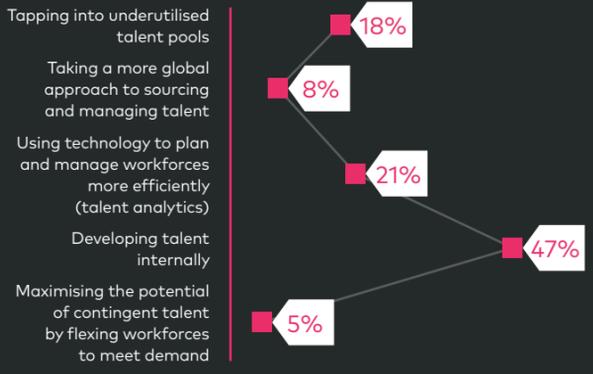
24% want clarity on immigration rules 'at the earliest opportunity', with a similar number (23%) saying that retaining free movement of labour within the EEA would be advantageous.



Bridging the gap

Almost half (47%) believe that developing staff internally will be their greatest opportunity from a talent management perspective over the next three years.

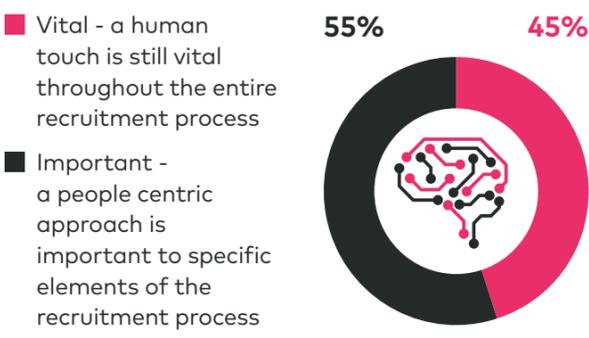
What is the greatest opportunity for business over the next three years?



Human touch

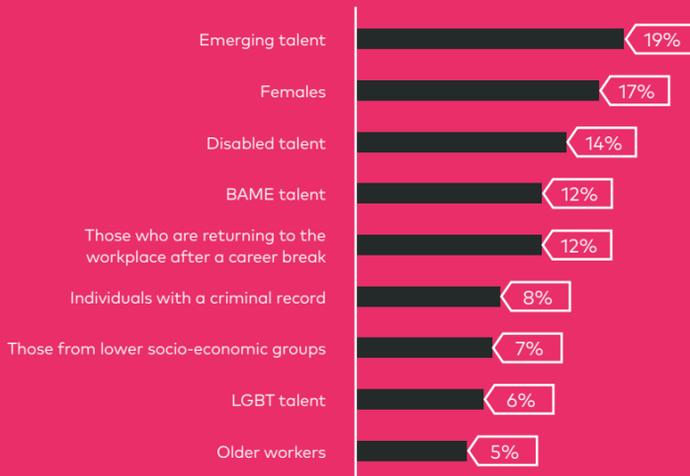
Despite the rise in AI and automation in recruitment, a human touch is deemed vital during the recruitment process by 100% of our respondents.

Given the rise of AI and automation in recruitment, how valuable is the role of humans in the hiring process?



Engaging diverse talent

18% of respondents said they are focusing on emerging talent to boost future pipelines while 17% said they are directing resources into engaging female talent.



Recruitment partnerships lacking

Employers aren't always getting what they need from their recruitment partners, with 20% citing a poor candidate experience as the top issue.

Do you have any criticisms of recruitment providers you have worked with in the past?

