How to meet Talent Demands for 21st Century Workforce

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Doing more with less…

**Same Work. Less Resources.** After the economic changes of 2009, organizations have increasingly had to get more done with less resources – and that includes people.

**Defining Current Roles Differently.** Due to the need to do more with less, organizations are getting better at defining work differently - by combining previously siloed roles and layering job descriptions.

**Looking for Specific Talent:** With newly defined roles and tightened budgets, organizations have the latitude to look for candidates that fit very specific job openings.
...means changing demands on employees.

**Innovation:** from creating new ideas or new, more efficient processes and delivery models

**Collaboration:** through combining and connecting internal resources to save waste in organizations

**Ownership:** employees take command of their own career development
Employers are shifting job demands & descriptions

- Employers need different skills and combinations of skills than previously to meet these new work demands.

Figure 13

AMERICAS: REASONS FOR DIFFICULTY FILLING JOBS

- Lack of available applicants/no applicants: 36%
- Lack of technical competencies (hard skills): 36%
- Lack of experience: 31%
- Looking for more pay than is offered: 19%
- Lack of employability skills (soft skills): 15%
- Candidate unwilling to work ‘part-time’/‘contingent’ roles: 8%
- Overqualified candidates: 6%
Bridging the Gap With Training in Hard Skills

Meet hard-skill talent demands by:

- Getting more education or training in an in-demand field

- Gaining proficiency in computer programs and techniques often used in business

- Break out of the silo and transfer your skills to an industry you haven’t previously worked in

In the United States, the top 10 hardest jobs to fill in 2012 include:

1. Skilled Trades
2. Engineers
3. IT Staff
4. Sales Representatives
5. Accounting & Finance Staff
6. Drivers
7. Mechanics
8. Nurses
9. Machinists/Machine Operators
10. Teachers
Bridging the Gap By Highlighting Soft Skills

Meet soft-skill talent demands by:

- Highlighting collaborative qualities from previous work
- Exude positive energy & enthusiasm
- Look professional
- Be flexible and open
- Choose a field, industry, or role you’re passionate about

![Diagram showing employers consider collaboration key gap in workplace competencies]

*Source: 2011 ManpowerGroup Workplace Skills and Competencies Survey*
Bridging the Gap by Shifting Your Expectations

Be willing to lower salary expectations for cultural/other fits.

Look for roles that are in growth industries (healthcare, etc.)

Look for roles with potential for rapid progression (retail, etc.)

Consider at-home work to accommodate a flexible schedule.