

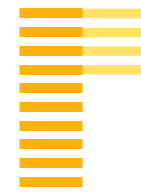
The Talent Forecast: Improving talent acquisition through alignment, strategy, technology and partnerships.



Sharing
Issues & Trends



No Strategic
Workforce Plan



Recruitment
Team Alignment



Building Stronger
Partnerships



Recruitment
Technologies



Using Assessment
Tools Correctly



Utilizing
RPOs



Competing in the
War for Talent



Become More
Valued Partners





1,100

Talent acquisition and human resources leaders from across all geographies and sectors shared the issues and trends influencing their roles by completing an online survey commissioned by Korn Ferry Futurestep.



Nearly

one third

of talent acquisition teams
say they do not have a
strategic workforce plan.





39%

Only 39% report that their recruitment team is aligned to their organization's business objectives for the next one to three years.



Building partnerships.

If talent acquisition leaders could spend time with their recruitment teams, the largest percentage chose building a stronger partnership between their teams and the business/hiring managers as their number one response.



Business/
Hiring Managers

Building
Partnerships

Recruitment
Teams



**Less
than**

50%

are taking advantage of recruitment technologies such as Applicant Tracking Systems (ATS), video interviewing or online assessment tools.



Over a quarter...

Of those who are using assessment tools, more than a quarter aren't using the data for post-hire onboarding or development.



Waste
data



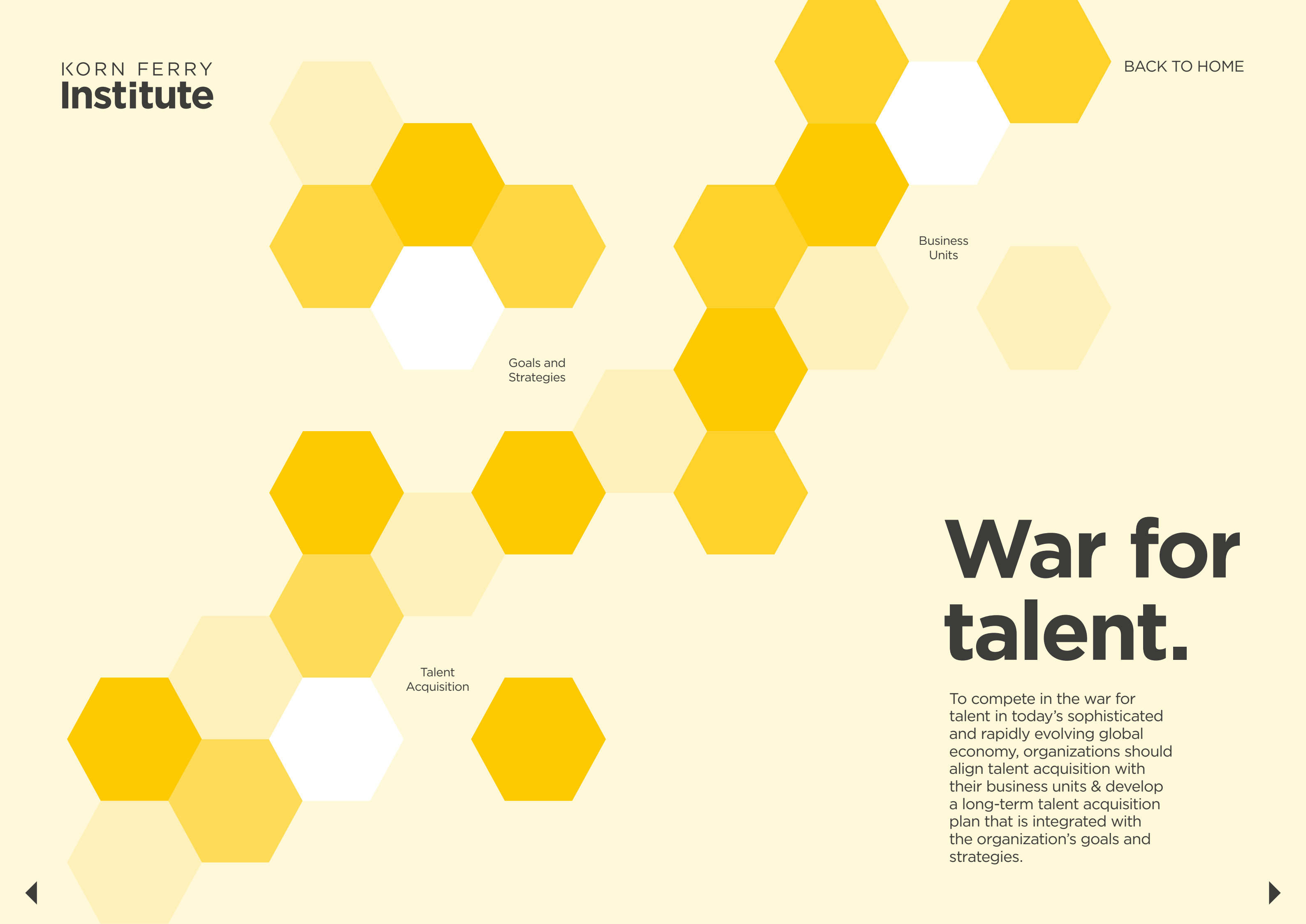
Organizations that use Recruitment Process Outsourcing (RPO) providers use them largely for sourcing and screening candidates.

**Less
than...**

50%

...utilize RPOs for employer branding or compiling metrics for reporting and decision making.





Goals and
Strategies

Business
Units

Talent
Acquisition

War for talent.

To compete in the war for talent in today's sophisticated and rapidly evolving global economy, organizations should align talent acquisition with their business units & develop a long-term talent acquisition plan that is integrated with the organization's goals and strategies.

**Employ tools
& resources
to improve
effectiveness.**



**And become more
valued partners.**

For their part,
Talent acquisition
professionals should
employ tools and
resources to improve
their effectiveness
and to become more
valued partners to their
business colleagues.



Find out more on
The Talent Forecast series:
kornferry.com/futurestep

