Canada.

81%
of companies that haven't yet adopted a total talent approach plan to do so in the next 12 months

92%
say their talent acquisition strategy is more about total value creation for the company than achieving cost savings

74%
are creating specific talent communities and content plans to engage and nurture the future talent pipeline

42%
use AI, big data and machine learning to reduce recruiting bias

94%
believe technology enhances the attraction, engagement and retention of talent

94%
say the goal of their talent strategy is to have a measurable impact on the business

57%
of talent who had a positive candidate experience would recommend their employers to others

84%
say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent

90%
believe robotics will have as much, if not more, influence on their business over the next year

63%
of professionals say their expectations of employers are continually evolving