

2022 Talent Trends in Brazil.

40% expect their permanent workforce to work remotely at least part of the time.

80% say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent.

40% say some or all of their workforce is working remotely.

Talent scarcity is the most-cited pain point this year, followed by talent retiring or voluntarily choosing to leave the workplace (**40%**) and more competition for top talent (**22%**).

20% have already converted more permanent positions to temporary or freelance roles.



72% say workplace diversity, equity and inclusion are fundamental to attracting, engaging and retaining talent.

52% are leveraging innovation to improve how talent is recruited.

82% believe that putting personal well-being first is important to job applicants when it comes to culture.

72% say internal mobility has had a positive impact on their business over the past year.

82% say AI is also helping them create a more personalized experience for talent, and **80%** say this kind of innovation is helping them identify needs and gaps within their workforce.



[> get the 2022 Talent Trends Report.](#)