

2022 Talent Trends in Canada.

50% expect their permanent workforce to work remotely at least part of the time.

90% 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 (**30%**) and concerns about workplace diversity, equity and inclusion (DEI) strategies (**16%**).

16% have already converted more permanent positions to temporary or freelance roles.



84% say workplace diversity, equity and inclusion are fundamental to attracting, engaging and retaining talent.

42% are leveraging innovation to improve how talent is recruited.

80% believe that putting personal well-being first is important to job applicants when it comes to culture.

58% say internal mobility has had a positive impact on their business over the past year.

78% say AI is also helping them create a more personalized experience for talent, and 76% say this kind of innovation is helping them identify needs and gaps within their workforce.



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