

2022 Talent Trends in the U.S.

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

67% say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent.

48% 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 (**35%**) and concerns about their HR technology strategy (**29%**).

25% have already converted more permanent positions to temporary or freelance roles.



71% say workplace diversity, equity and inclusion are fundamental to attracting, engaging and retaining talent.

48% are leveraging innovation to improve how talent is recruited.

69% believe that putting personal well-being first is important to job applicants when it comes to culture.

56% say internal mobility has had a positive impact on their business over the past year.

54% say AI is also helping them create a more personalized experience for talent, and 62% say this kind of innovation is helping them identify needs and gaps within their workforce.



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