



## total talent indices.

Which markets are leading the way when it comes to considering the total workforce? Find out where your country ranks in the 2019 Total Talent Indices.

The [Talent Trends](#) Total Talent Readiness Index shows how human capital and C-suite leaders in 17 countries view the state of their organizations based on three factors: budget dedicated to total talent models, anticipated business growth, and anticipated 2019 hiring. The Total Talent Adoption Index considers how companies are using technology for the attraction, engagement and retention of talent; how closely companies and their competitors are focusing on talent innovation; and to what extent companies are investing in talent analytics.

Since 2016, our Talent Trends research has collected more than 2,800 responses on these factors. This feedback is normalized and used to measure total talent readiness and adoption globally and on a country level, providing a basis for comparison.

A score of 100 is the baseline global average set in 2016. An indexed value of 80 or lower indicates the market is less open to total talent strategies. A score of 120 or higher suggests the market is more open to adoption this year.

Want to find out whether your company is ready for a total talent model?

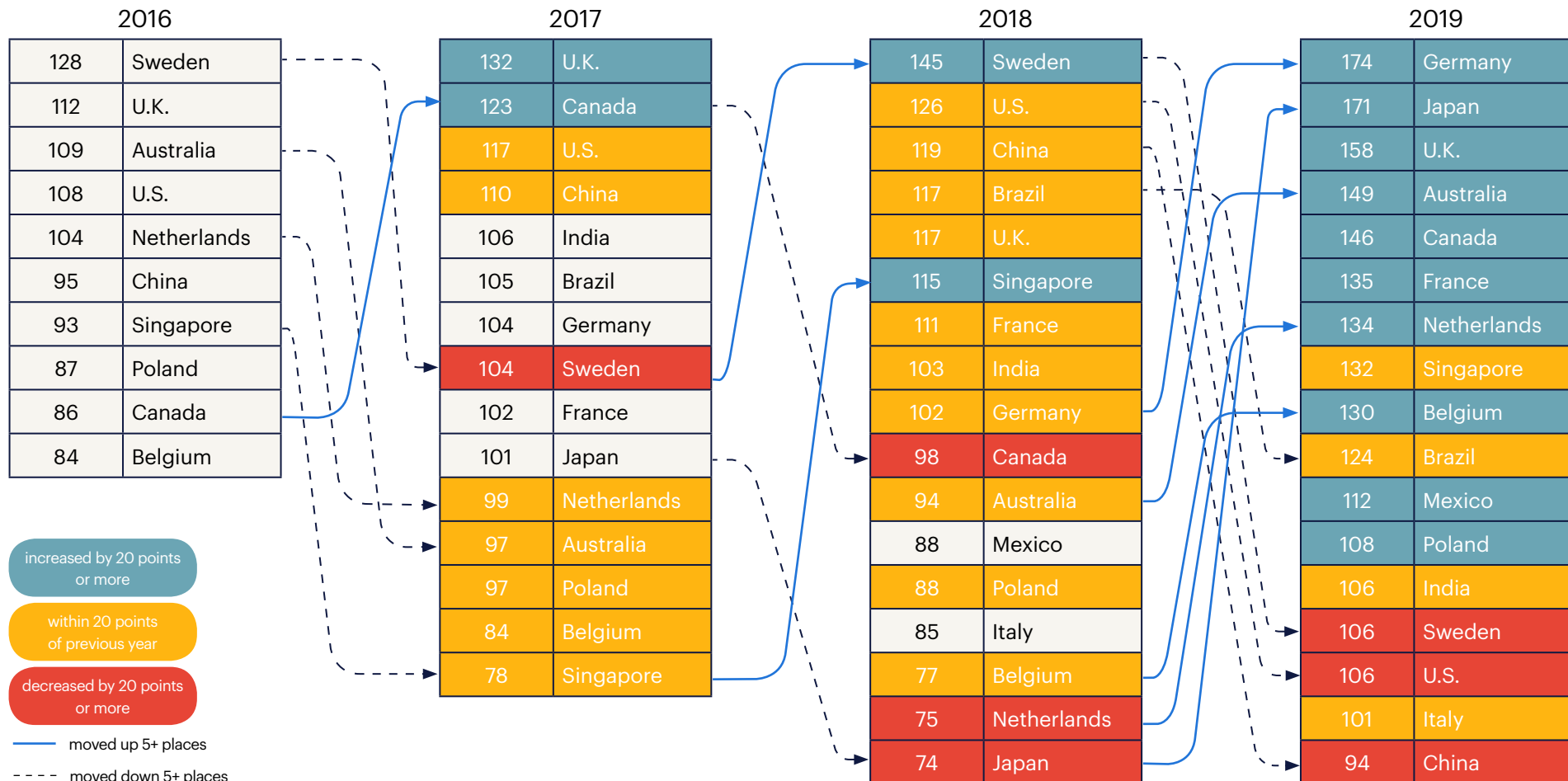
[take the diagnostic now](#)





# total talent readiness index.

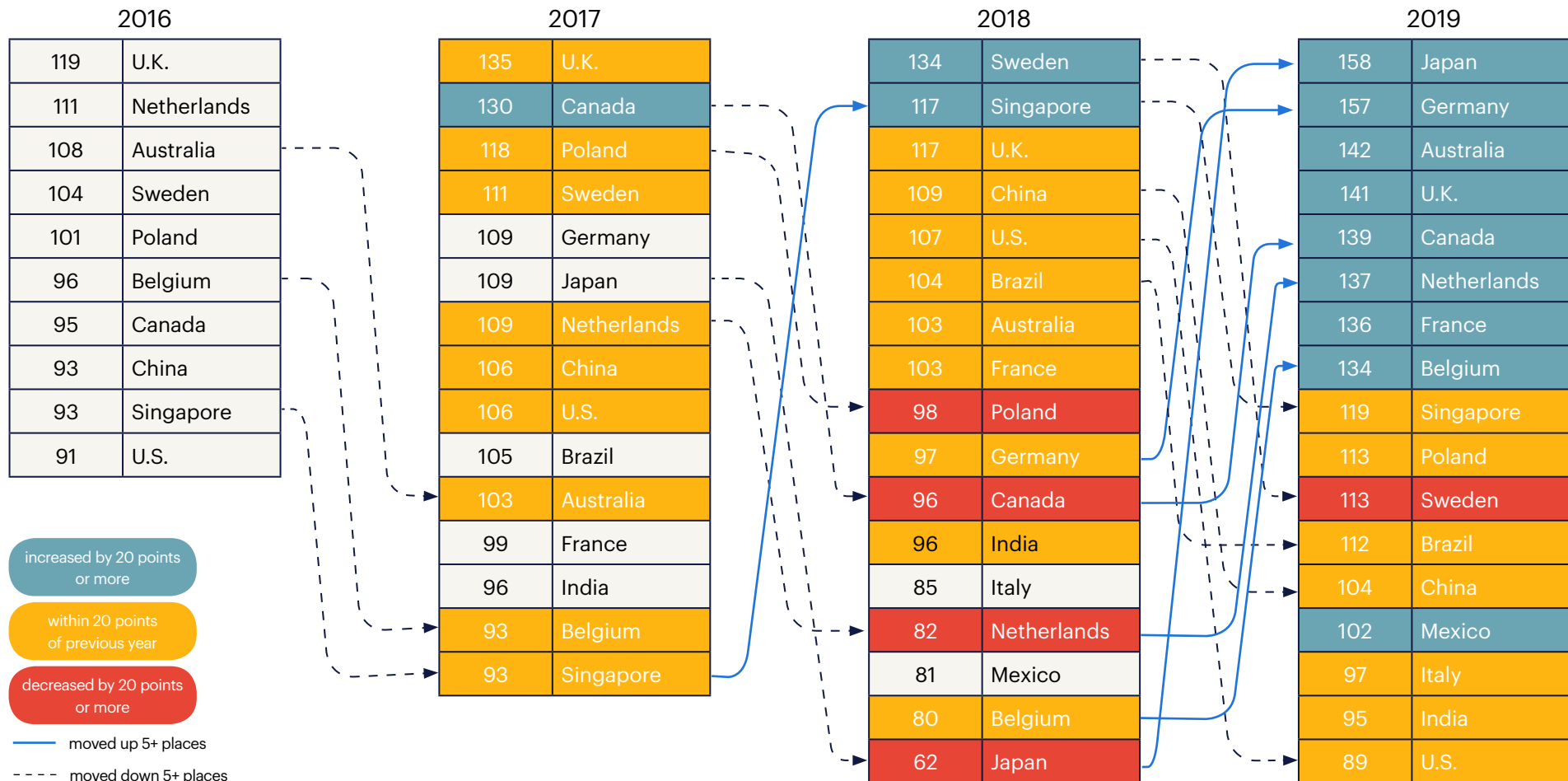
The global market is showing impressive total talent readiness, with about 60% of countries scoring 120 or higher, and nearly all markets (except China) scoring over 100 for 2019. Some of the countries that face the greatest risk of talent scarcity, including Germany, Japan and the U.K., show the highest levels of readiness this year.





# total talent adoption index.

More than half (53%) of the surveyed markets are showing more than a 20-point year-over-year increase when it comes to total talent adoption for 2019. Similar to our readiness index, markets with heightened concerns about talent scarcity — including Japan, Germany and the U.K. — top our list for 2019 as they seek more innovative ways to get work done within their organizations.



## Talent Trends methodology

The 2019 Talent Trends research is a survey of more than 800 C-suite and human capital leaders and 1,700 working professionals across 17 countries, conducted by a third party on behalf of Randstad Sourceright. It is designed to help our clients and the broader business community understand the top trends in HR and talent acquisition for the year ahead.

Online surveys are conducted via external panels. Interviews are self-administered and can be taken across devices (including mobile phones, tablets, desktops and laptops).

Survey samples include permanent and contingent talent, as well as business leaders at international and regional organizations in Australia, Belgium, Brazil, Canada, China, France, Germany, Japan, India, Italy, Mexico, the Netherlands, Poland, Singapore, Sweden, the U.K. and the U.S.

## about Randstad Sourceright

Randstad Sourceright is a global talent solutions leader, driving the talent acquisition and human capital management strategies for the world's most successful employers. We empower these companies by leveraging a Human Forward strategy that balances the use of innovative technologies with expert insights, supporting both organizations and people in realizing their true potential.

As an operating company of Randstad N.V. — the world's leading global provider of HR services — Randstad Sourceright continuously builds and evolves talent solutions through recruitment process outsourcing (RPO), managed services programs (MSP) and total talent strategies.

Read more at [www.randstadsourceright.com](http://www.randstadsourceright.com).