

2021's top talent trends for Canada.



88%
say their talent strategies are now more focused on workforce agility than ever before.



84%
say their business will consider some sort of permanent work-from-home policy.



72%
say a wellness program is extremely or very important to attracting talent.



82%
share that innovation will help their talent teams focus on business-critical activities.



84%
say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent. Last year, this figure was **74%**.



34%
say talent scarcity has either made a negative impact or been one of their organization's biggest pain points – the highest total in the past five years.



28%
of employees were working remotely before the pandemic, and that number doubled to **59%** as of Q4 2020.



60%
already have a diversity and inclusion strategy in place, and **30%** say they are planning on developing a strategy.



67%
will provide training for occupation-specific skills.



68%
believe the talent experience is now more important in a post-outbreak environment.



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