

2021's top talent trends for Germany.



72%
say their talent strategies are now more focused on workforce agility than ever before.



68%
say their business will consider some sort of permanent work-from-home policy.



52%
say a wellness program is extremely or very important to attracting talent.



64%
believe their workforce was just as productive or more productive working from home than prior to the pandemic.



74%
say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent.



42%
say talent scarcity has either made a negative impact or been one of their organization's biggest pain points.



24%
of employees were working remotely before the pandemic, and that almost doubled to **43%** as of Q4 2020.



74%
say it's either extremely or very important to have a robust diversity and inclusion strategy to attract and retain talent.



60%
believe reskilling their employees will help retention.



72%
believe workers' expectations of employers are continually increasing.



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