

# 2021's top talent trends for Nordics.



**82%**  
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.



**62%**  
say a wellness program is extremely or very important to attracting talent.



**74%**  
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.



**20%**  
say talent scarcity has either made a negative impact or been one of their organization's biggest pain points.



**28%**  
of employees were working remotely before the pandemic, and that roughly doubled to **50%** as of Q4 2020.



**76%**  
say it's either extremely or very important to have a robust diversity and inclusion strategy to attract and retain talent.



**67%**  
believe reskilling their employees will help retention.



**76%**  
believe workers' expectations of employers are continually increasing.



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