

2021's top talent trends for the U.S.



100%

say they are extremely or very satisfied with the total talent model they have implemented.



88%

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.



88%

say innovation will help their talent teams focus on business-critical activities.



80%

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



100%

cite analytics among the top skills in which they hope to train their workforces, followed by AI at 67%.



40%

of employees were working remotely before the pandemic, and that number rose slightly to 49% as of Q4 2020.



92%

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



67%

are focused on nurturing soft skills, such as adaptability, time management, creativity, teamwork and communications.



76%

believe workers' expectations of employers are continually increasing.



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