

Market Burst

Top trends in talent

October 2020

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1. Pandemic recovery through contingent work
2. Unbiased hiring with the help of technology
3. The resurgence of organisational flexibility
4. Transferrable skills outweigh industry experience
5. Gen Z has entered the workforce

Pandemic recovery through contingent work

Supplementing with contingent or temporary workers will allow organisations to save on costly full-time hires and adjust staffing levels as many businesses ebb and flow throughout recovery. Flexibility in job models will also pick up with examples like talent sharing and 80% pay for 80% work.

Data from Pontoon Analytics is consistent with this trend in that contingent hiring is increasing more rapidly than perm hiring for firms that faced layoffs and cutbacks at the beginning of the pandemic.



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Unbiased hiring with the help of technology

When designed and implemented properly, AI-based technology tools eliminate human bias in candidate screening and will continually audit itself to build upon its own knowledge of unbiased practices. With unbiased AI tools, the applicant pool increases significantly by looking for potential in candidates versus check marking against a given job description. Speed is also a factor that is an advantage of an AI tool moving candidates forward in the processes faster than human capabilities allow. With a given set of principles, AI tools can lead to a more diverse group of vetted, qualified candidates presented for interviews. They can also lead to hiring recommendations based on outcome of technology based assessments and screening.

New research from Gartner shows

“32% of organizations plan to replace full-time employees with contingent workers.”

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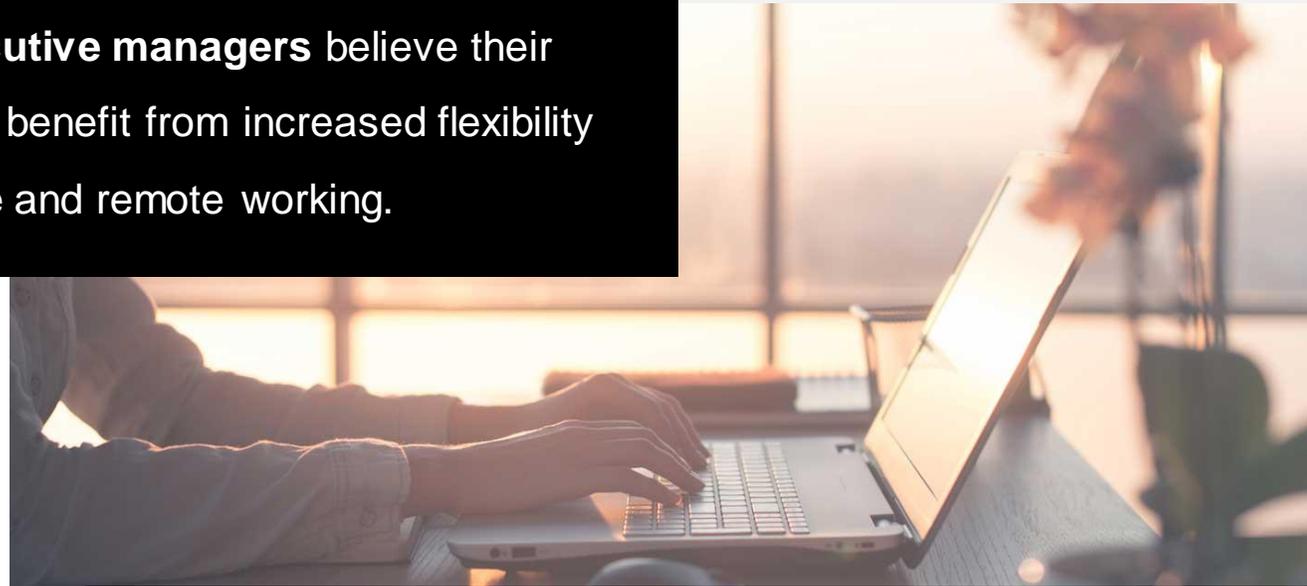
77% of executive managers believe their business will benefit from increased flexibility around office and remote working.

The resurgence of organisational flexibility

The COVID-19 pandemic has proved that we no longer have to be tethered to office locations and business travel.

With remote work here to stay, organisations are seeing benefits in staff morale and cost-savings but with it also new challenges like keeping employees connected across dispersed teams. With a [Hybrid Workforce](#) new options are created to get work done in locations like microsites and remote locations with unrestricted schedules of previous 9-5 norms and flight delays that forced meeting cancellations.

Flexible organisations that enable and entrust their workforce to get work done on their own agendas will see increased employee engagement and speed in delivery against organisational objectives and project metrics.



Transferrable skills outweigh industry experience

While transferrable skills can fall into both categories of hard skills and soft skills, it's important at their foundation that they are often industry agnostic. Whether a production worker applies their machine operating knowledge in a food production environment or at an auto manufacturing plant, the basis of skill remains the same. Soft skills like critical thinking, problem-solving and drive are a common thread of professional success across nearly all roles in all industries. These create the very definition of transferrable skills.

The critical area of opportunity is to find and hire talent that can easily expand their skills through upskilling and reskilling done by on-the-job training or learning and development courses. The capacity to learn new skills will enable workforces to grow alongside the future of work.

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Gen Z has entered the workforce

As of this year, Gen Z was expected to make up 36% of the workforce. As this generation tips the scale to occupy a majority of the workforce, it's important to understand what drives them, how to enable them to thrive and how to help them improve. The following consideration points were developed from an assessment given to 2,600 members of Gen Z during Adecco Group's search for the next CEO for One Month.

[Read the full study here](#)



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Top 5 strengths of Gen Z

- Deciding and initiating action
- Formulating strategies and concepts
- Planning and organising
- Achieving personal work goals and objectives
- Building relationships and influencing others

Gen Z offers unique skills in times of uncertainty, like the COVID-19 pandemic

- Their ability to solve problems, propose new ideas fast but that are high quality, and thought through in a strategic way.
- Decisiveness, drive and energy.
- Leading others through understanding, inspiration and clear management of outcomes.

[Research by The Adecco Group](#)

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