

Market Burst

Top trends in talent

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March 2021

Lifelong learning starts now

Workforce agility thrives when individuals pursue continuous learning and lifelong education. As the labour market changes and necessary skills evolve, jobs will be redefined while other may become obsolete. To adopt a learning mindset, there needs to be innate curiosity for people to tap into aptitudes that they can pursue further and apply in a work setting.

Alain Dehaze, CEO of the Adecco Group said, “we don’t have to protect jobs, but we need to protect people.” Since the jobs of the future are yet to be defined in many industries, protecting people means creating opportunities to upskill and reskill through the likes of vocational and on-the-job training in addition to learning platforms like [General Assembly](#) and [Adecco Academy](#).

[Read more on continuous learning from LHH](#)

A person with short dark hair, wearing a dark blue t-shirt, is sitting at a desk in an office. They are looking down at a white notebook and writing with a blue pen. The desk has a keyboard, a mouse, and some papers. The background is a blurred office environment with a computer monitor and a window.

By 2030, **more than half** of all young people globally will lack the skills needed for the jobs of the future.

Remote work remains on the rise despite loosening restrictions

A year into the major shift of remote work, employers are leaning toward permanent virtual and hybrid telework for employees. As a way to attract top talent, employers are opting to open their positions to remote candidates to expand the talent supply beyond traditional geographic reach. In fact, 75% of workers prefer hybrid work where they have the option to go into an office part time.

As a result, employers are adjusting talent attraction models to accommodate to this new way of working. Research from the [Adecco Group](#) shows more job ads highlighting remote positions in Western Europe throughout 2020 and into 2021. Job ads in Italy, for example, saw a 251% year-over-year increase while Spain and France recorded a rise of about 150% more remote positions available.

75% of workers prefer hybrid working with the option to go into the office

A year into many people working remotely, employers are leaning toward permanent virtual and hybrid telework for employees.

Social issues' impact on EVP

National and global social issues have gained mainstream attention over the last year and now companies are winning new talent and losing workers based on how they react and respond to these topics. In new research from Gartner, 68% of employees said they would leave current employers in favour of working for a company that more closely align with their personal views on top social issues.

This plays into the need for organisations to have clear communication around current events, strong diversity, equity and inclusion practices and input from across their workforce to ensure alignment with the values of their employees. When workers can be influential within their organisations, employees are empowered and new workers are attracted to be a part of that company culture.

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74% of workers expect their employer to positively impact societal issues

Embracing the future of work

Organisations faced challenges last year that resulted in both short-term solutions and long-term transformations. The onset of the pandemic resulted in new ways of structuring organisations that include continuous evaluation of operations, workforce and financial health. Workforce contingency plans have become the norm as companies learned to pivot quickly and allocate resources to meet business critical needs.

As we moved further into digital living and social distancing became standard, companies have had to adjust how services are delivered, products are distributed and how customers and employees are cared for. Organisations have accelerated transformation plans and workforces have shown new capacities to take on challenges brought about from unforeseen events like the pandemic.

Hiring optimism prevails in 2021

As we enter Q2 of the new year, companies are steadily increasing hiring activity which has been fuelled by widespread vaccine distribution and a common desire to return to normalcy. On the employee side, workers that maintained their positions throughout 2020 may be ready to make a change and seek better opportunities elsewhere. This could increase the availability of talent at all skill levels.

Ongoing factors to consider that could hinder hiring include geopolitical uncertainty like Brexit in the UK and its impacts across the EU and additional policy rollouts under the Biden administration in the US. While virus containment is still underway, employers are eager to see the other side of the pandemic with plans to ramp hiring in the coming months.

82% of employers who plan to hire this year

37% say it's to replace or backfill staff

35% plan to hire for new positions