

# Is Your Talent Giving You the Slip?

An effective Career Development strategy can help you attract, develop and retain the right talent for your organization (and save you money).





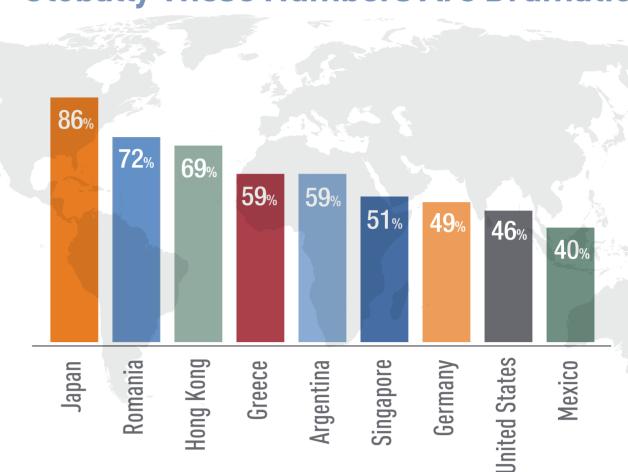
# The Global Talent Shortage Persists





of employers are having greater difficulty filling jobs this year than last; the highest level since 20071

# **Globally These Numbers Are Dramatic<sup>2</sup>**



# Adding to the Problem

people is in the wrong role

Due to a mismatch of skills, evolving individual goals and/or the changing needs of the organization.3

ONLY 33% of individuals are engaged in their job and their organization.4

# This Turnover is Costing You Money!



turnover ranges from \$62K to almost \$300K per employee.<sup>5</sup>

# - \$550 billion

US workforce costs companies \$450 billion to \$550 billion each year.<sup>6</sup>

**REVENUE LOST** 

Active disengagement within the



A 1% reduction in voluntary turnover can save an organization over \$6 million per year.<sup>7</sup>

**SAVED PER YEAR** 

# The Right Fit

How to Attract and Retain the Right Talent for Your Organization

You can't swap out your whole employee base every six months so you have to train people. You have to put systems in place to give your people access to training. Duncan Tait CEO, SEVP,

Head of Americas and EMEIA, Fujitsu Featured in ManpowerGroup's Video "Why is learnability so important for organizations?"

days of the job for life are fast becoming extinct.

With the emergence of a Skills Revolution the



### Then: Job for Life In the past people were more than willing

to trade autonomy for job stability.

#### Today talented individuals know that in order to remain employable throughout

their career they must be willing to continually learn and upskill. **Career Development** 



# organization. Employees now expect employers to provide them with opportunities to help develop their careers.

An effective Career Development strategy should include plans to:

Career Development is one of the key deciding factors of whether talent will stay or leave an

#### Conversations and use high tech tools to enable development, create

3. Retain

a learning culture and encourage career mobility 2. Attract Use employer

branding and

workforce

Have high touch Career

#### development to attract top-talent

Development guidance

aligned to business goals

1. Prepare Leaders Educate and coach leaders to provide Career



#### engaged and productive by providing ongoing

4. Engage

Keep employees

career coaching and opportunities to upskill 5. Redeploy Talent Offer easy access to open internal positions and opportunities for

#### career mobility within your organization

6. Plan For Future **Talent Needs** Plan ahead and leverage tools to stay up to date

with new HR, talent and

## technology solutions as they emerge

Enabled by technology and guided by experts, Right Management will help your organization attract, develop and retain the right people with the right skills in the right roles, today and tomorrow.

7. Develop a Sustainable Leadership Program

Identify high potential talent and prepare them to take on leadership roles

To learn more about Right Managment's Career Development Research and Solutions visit: www.right.com/rightperson

# 1. ManpowerGroup Talent Shortage Survey, 2016 / 2017

- Sources
  - 2. ManpowerGroup Talent Shortage Survey, 2016 / 2017 3. Right Person, Wrong Role, Right Management, 2016
- 4. Right Management Employee Engagement Study 5. Right Management 2017 Career Management Study
- 6. State of the Global Workplace, Gallup, 2013 Right Management 2017 Career Management Study -

Based on a 10,000 person organization