



NETWORKWISE

State of The Talent Market

Q1 2021

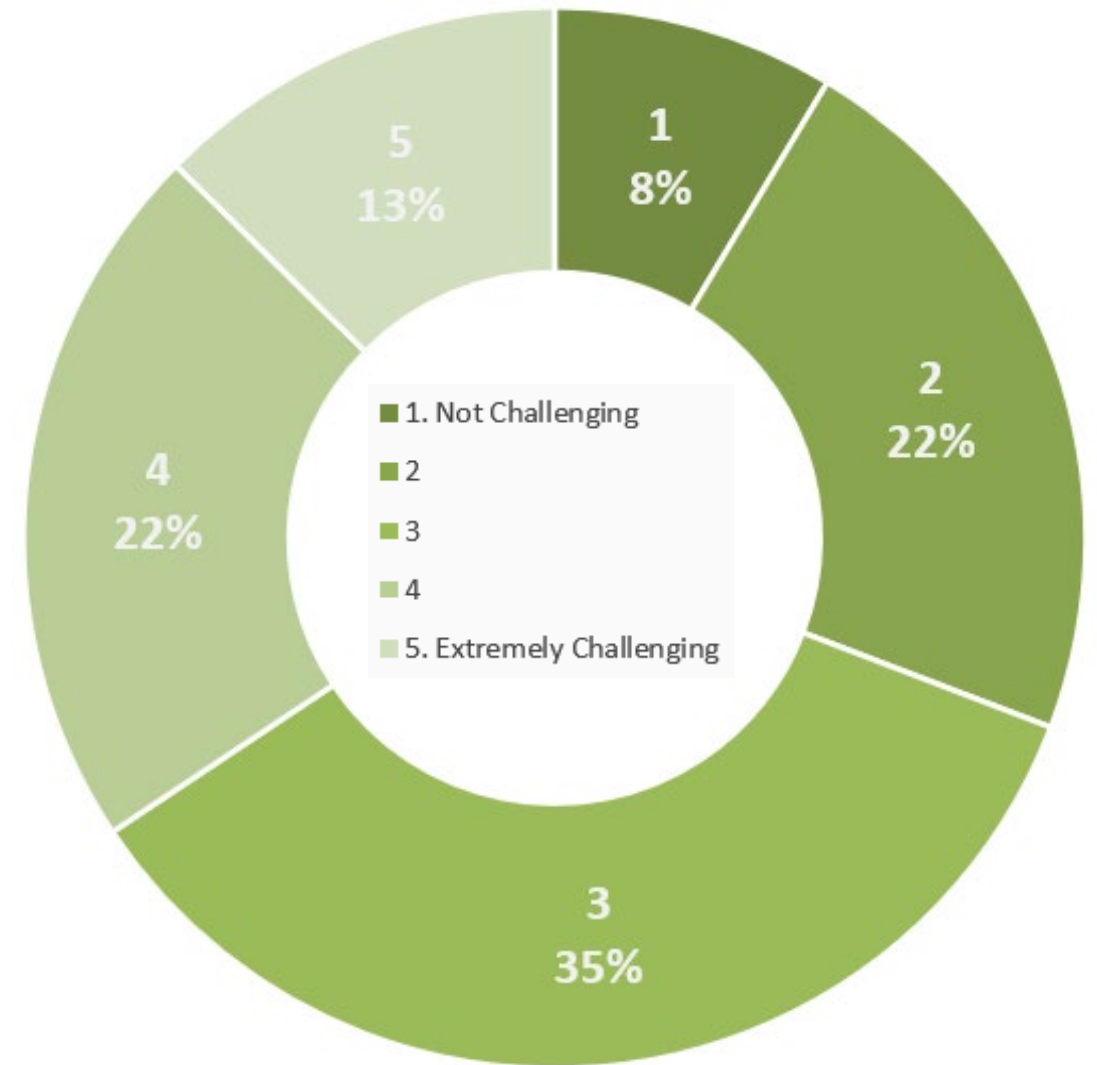
NetWorkWise surveyed 200 Chief Human Resource Officers & HR Professionals regarding the current state of the talent market in organizations. Here are the results.

How challenging is it to identify motivated, quality interns who add value to the organization?

70% *identified this as a high-ranking challenge*

Even in today's market with technology and job boards boasting great stats it's clear that identifying good talent at collegiate level remains a challenge.

It also highlights a continued need for third-party services to identify, vet and introduce quality talent into an organization.

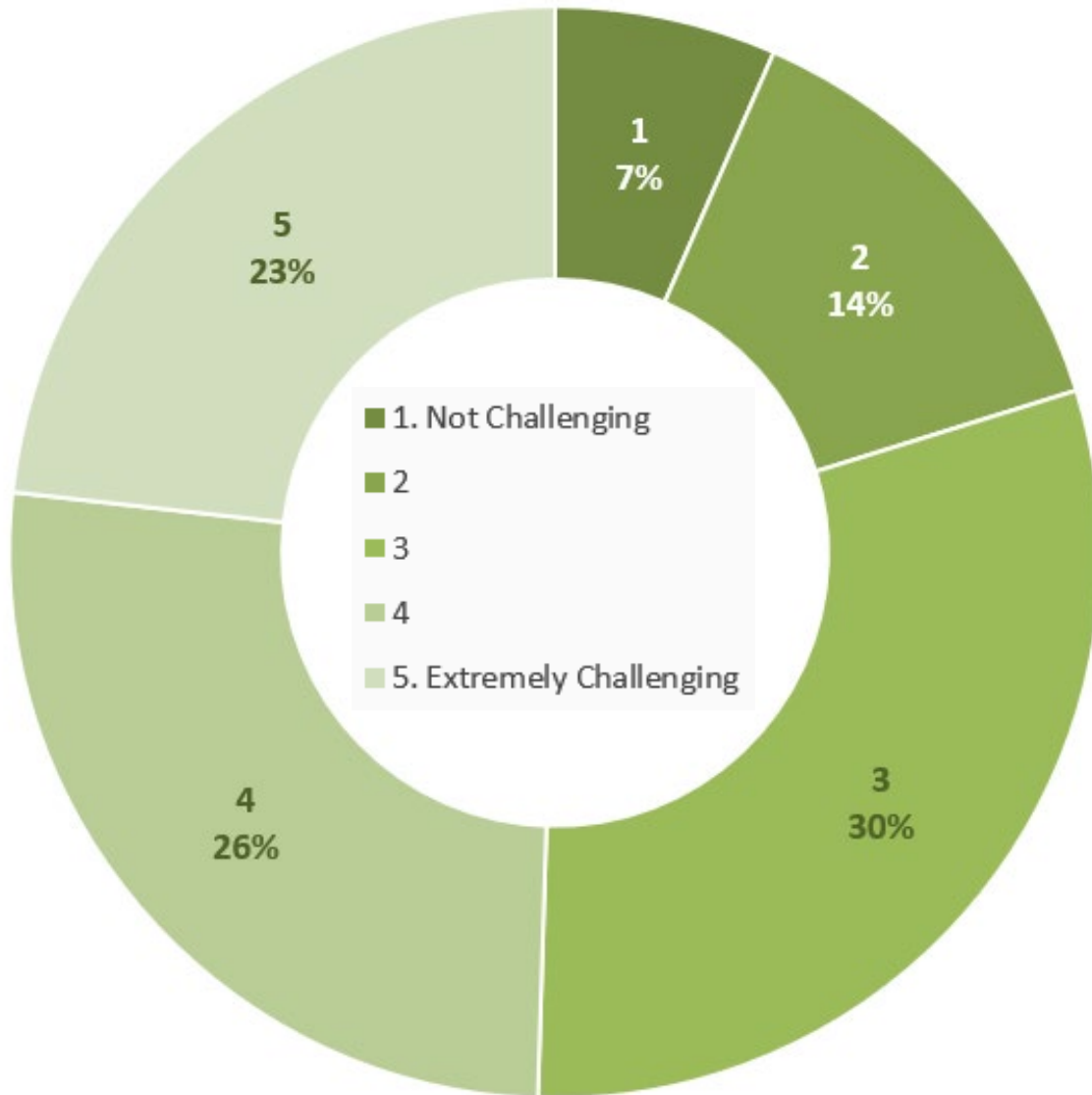


How challenging is it to identify motivated, quality entry level talent who add value to the organization and hit the ground running?

80% *identified this as a high-ranking challenge*

This shows new grads and those entering the workforce are not prepared to immediately contribute.

Once you get past the ivy league and other sought-after degrees, there are other valuable attributes currently high in demand like drive, tenacity, and cultural fit.

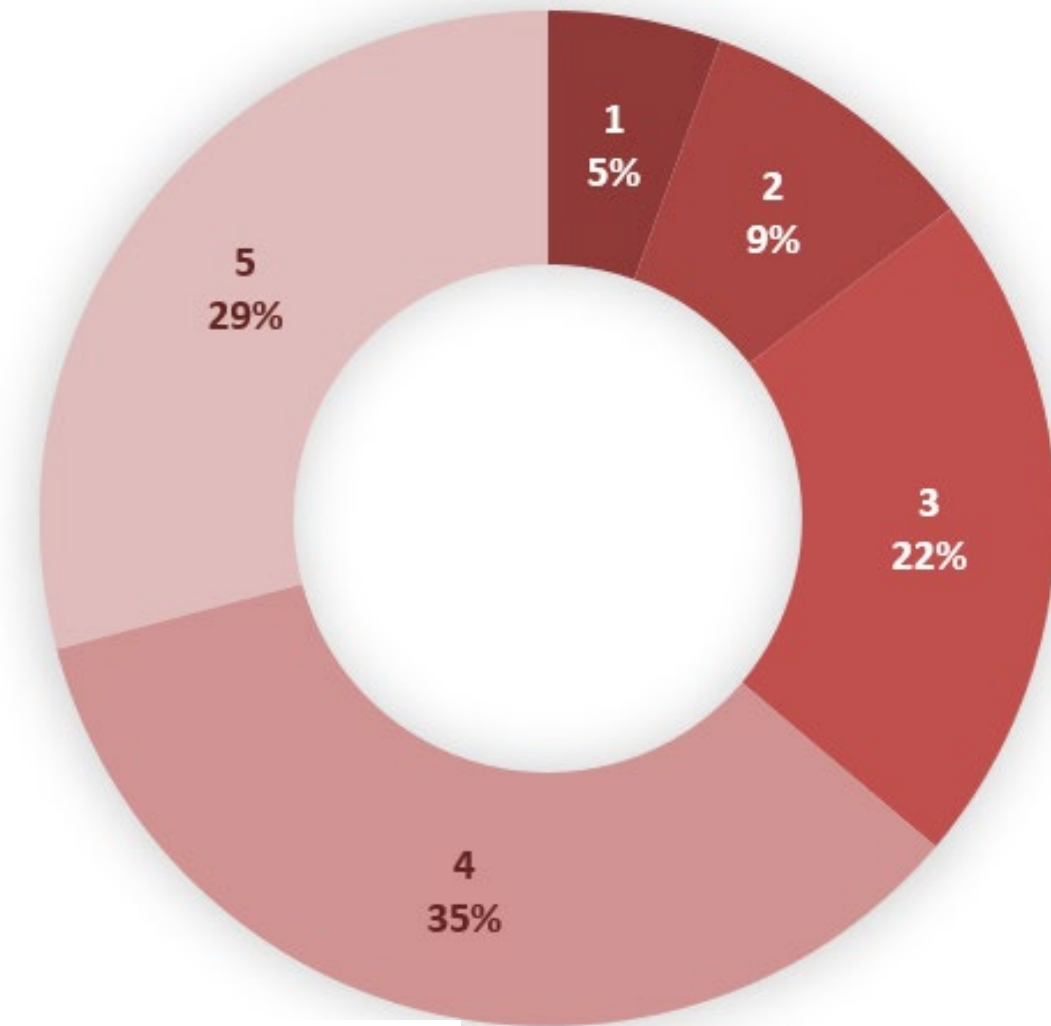


How challenging is it to identify motivated, diverse talent who add value to the organization and hit the ground running?

85% *identified it as a high-ranking challenge to find diverse talent that is employment ready*

Organizations recognize the importance of diversity in the workforce. And at times there's a lack of preparedness, possibly due to a lack of access to proper training and development.

This is proof there is a need for more quality training and personal development in early years to prepare them for the workforce.



- 1. Not Challenging
- 2
- 3
- 4
- 5. Extremely Challenging

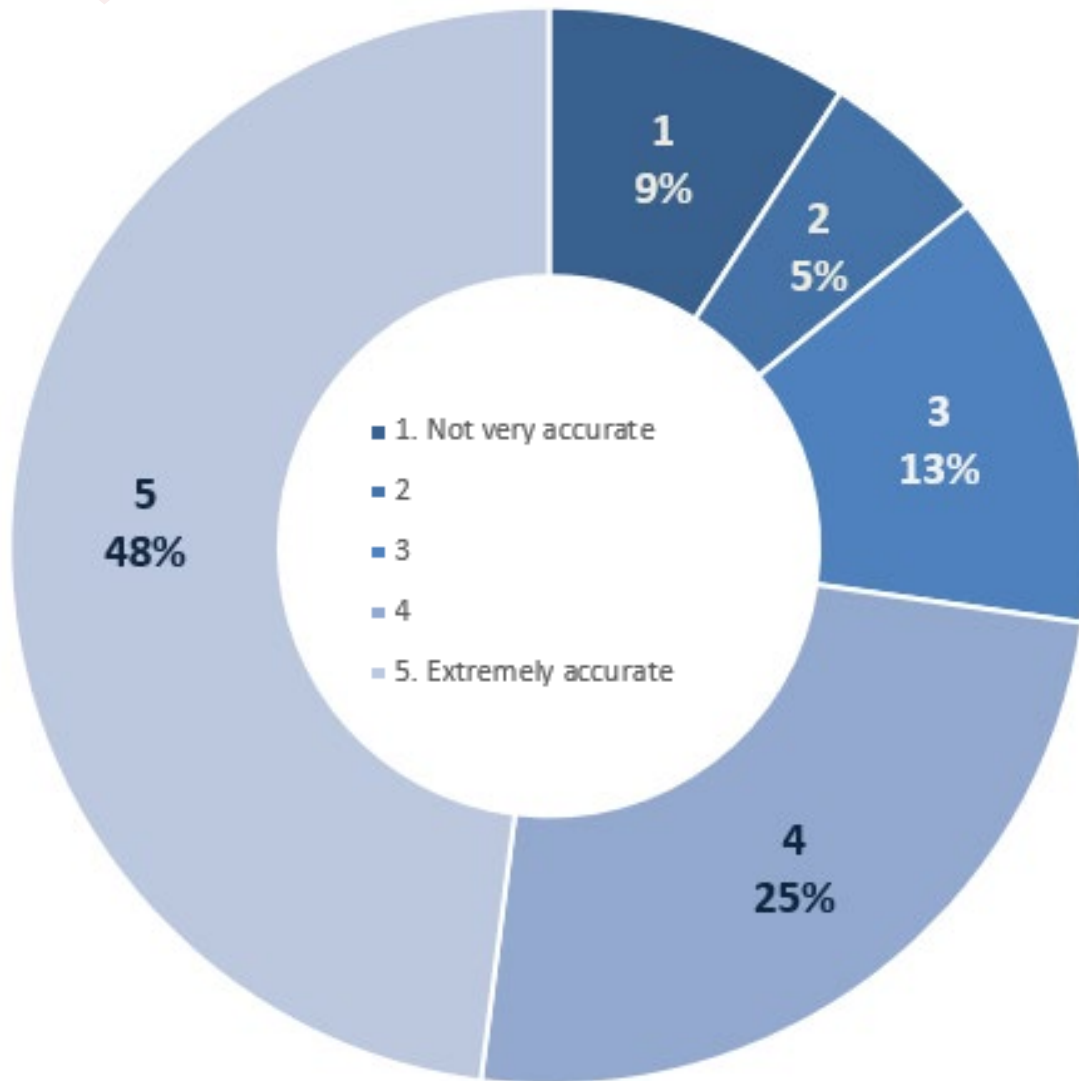
How important to your organization is having junior level employees who are able and coachable so they can learn and grow?

90% identified that it is highly important for junior employees to be coachable

The workforce is changing at an alarming rate and **workers need to be agile**. A key contributor to excelling in the current environment is one's ability to be coached.

This shows how it's NOT just for executives anymore. Being coachable is a highly sought-after skill of those just entering the workforce.





How accurate is it that hiring and retaining the best employees going forward will require some form of regular remote working?

86% *said this has a high-level of accuracy*

No surprises here. Remote work is here to **stay**. The real question is will yours be full-time or hybrid?

Remote workers need to perform as high as, if not higher than, those in the office. There's a lot involved to successfully work from home. If this is the new normal it needs to be accompanied by a certain level of training in remote work culture and expectations.

Which areas do you find hiring qualified and successful entry/junior level candidates the *most* challenging in*?

Sales
Social Media/Marketing
IT/Technology/Programming
Accounting and finance
HR
Other

32.13%
9.24%
30.92%
32.13%
28.51%
24.90%

Hiring at the junior level is clearly an overall challenge across many fields.

This shows that companies could consider lowering their expectations, investing internally in training departments and intern programs, or partnering with third-party services to identify and train culturally fit talent.

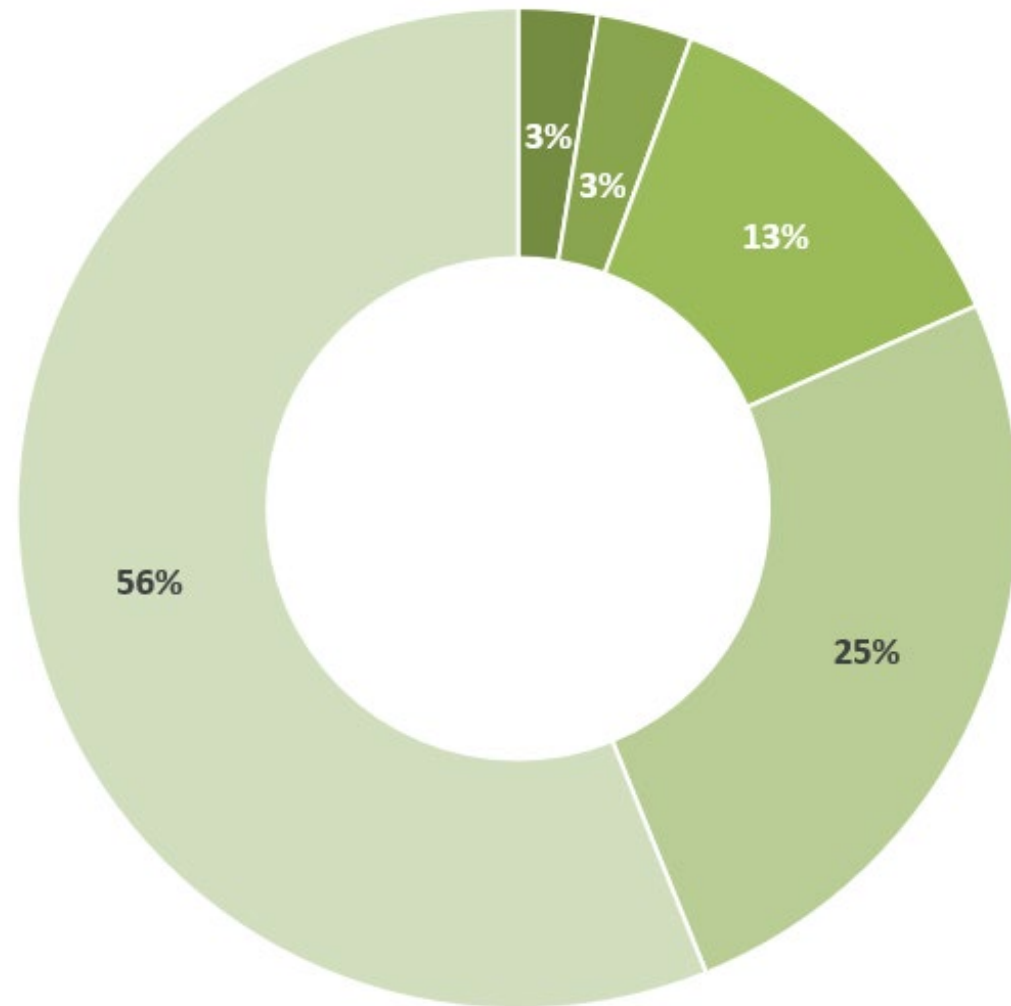
* Survey respondents were able to select multiple answers in no order of ranking

How valuable would a training program be which enhances the probability of success and improves engagement for employees who work remotely on a regular basis?

94% stressed that a remote work training program is highly important

When over 90% of respondents highlight a need there is clearly a demand. But how many companies have the resources and bandwidth to create a quality program internally?

The organizations that do invest in this type of training will quickly find an increase in collaboration and productivity by their employees. In turn, this generates happier staff, resulting in a higher retention rate.

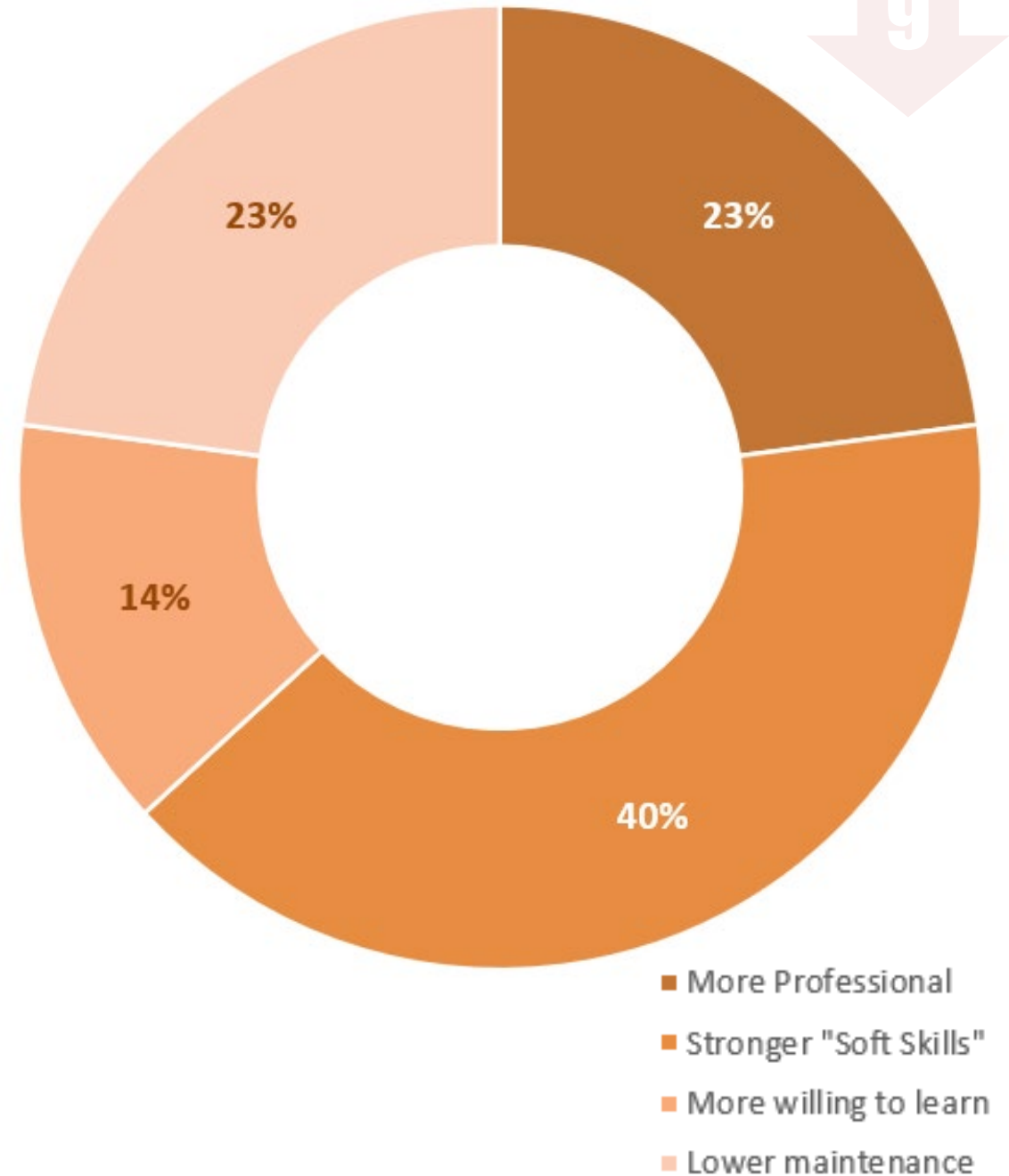


- 1. Not Very Important
- 2
- 3
- 4
- 5. Extremely Important

If you had a magic wand and could improve the success of your entry level hires what would be the outcome?

This highlights that entry level hires are not lacking a technical know-how, but rather more of a maturity level of professional and "softer skills".

These results show a lack of overall workforce preparation by the education system.



The data has spoken and
NetWorkWise is listening!

We have a range of tailor-made programs and remote employee working solutions aimed at directly addressing your talent market challenges.

Speak with Adam Connors and see how we can help:

<https://calendly.com/adam-246>



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