Employers expect challenges in attracting and retaining talent to continue through 2022

Employers are taking action to improve the employee experience (EX) as challenges in attracting and retaining talent have increased sharply.





Why are employers facing these challenges?





Organizations are hiring more employees; workfrom-anywhere policies increase geographic areas of recruitment.

demand for labor

Limited supply of labor

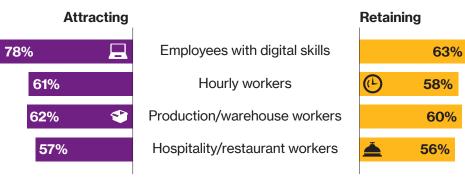
Employees are postponing a return to work in favor of collecting unemployment benefits or dealing with childcare/eldercare responsibilities. Some hesitate due to pandemic-related fears.

Greater wage expectations

Those who are in the labor market are holding out for higher wages - and often getting them.

Where are these challenges mostly occurring?

Employers are having the most challenges attracting/retaining:



What are employers doing in response?





To increase both attraction and retention, the most commonly cited action 70% of employers have taken is a broader focus on diversity, equity and inclusion.

For retention, 30% are revising salary-increase budgets upward from original projections.



Most common actions taken by employers			
Attraction		Retention	
70 %	Broader emphasis on diversity, equity and inclusion	71 %	Broader emphasis on diversity, equity and inclusion
61%	Increased workplace flexibility	70 %	Increase workplace flexibility
58%	Increased geographic area of recruitment	65 %	Tuition reimbursement
53%	Greater focus on improving the EX	56 %	Employees in certain jobs allowed to work from anywhere
50%	Greater partnering with schools and universities to identify candidates for roles	51 %	Off-cycle promotions with increase



Guidance for employers

Employers' ability to attract and retain workers will be tested through 2022 and possibly beyond.

To best be positioned to win and keep talent for sustained success, organizations need to maintain efforts in areas where others have already taken or plan to take action, such as:





Revising health and wellbeing programs and training and career opportunities

