

# 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.

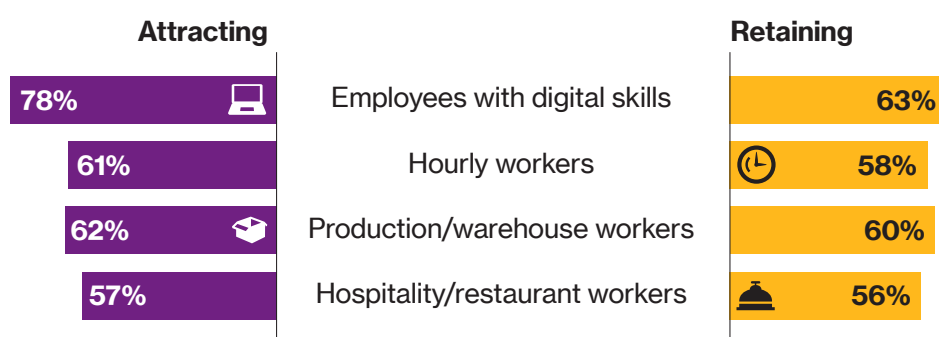


## Why are employers facing these challenges?



## 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
<b>70%</b> Broader emphasis on diversity, equity and inclusion	<b>71%</b> Broader emphasis on diversity, equity and inclusion
<b>61%</b> Increased workplace flexibility	<b>70%</b> Increase workplace flexibility
<b>58%</b> Increased geographic area of recruitment	<b>65%</b> Tuition reimbursement
<b>53%</b> Greater focus on improving the EX	<b>56%</b> Employees in certain jobs allowed to work from anywhere
<b>50%</b> Greater partnering with schools and universities to identify candidates for roles	<b>51%</b> 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:



Source: 2021 Talent Attraction and Retention Survey – NA employer survey conducted in August 2021