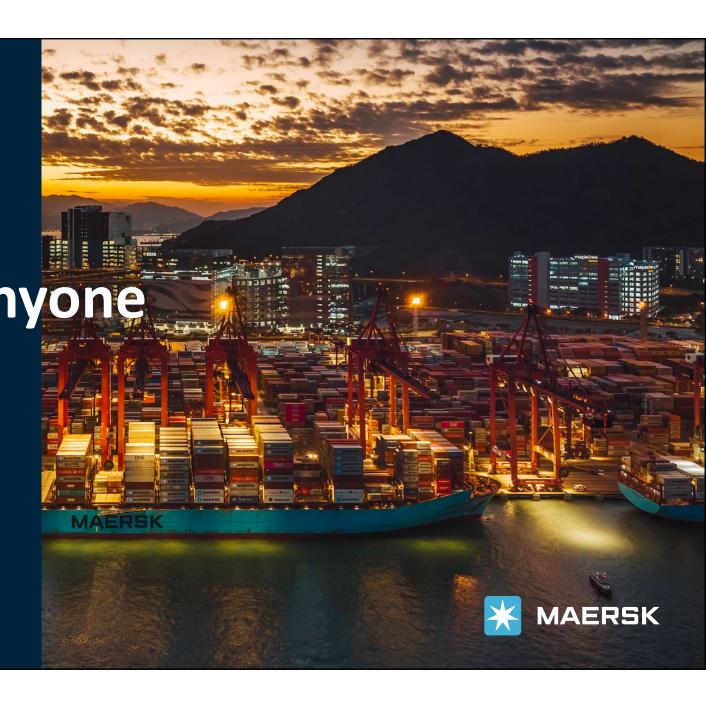
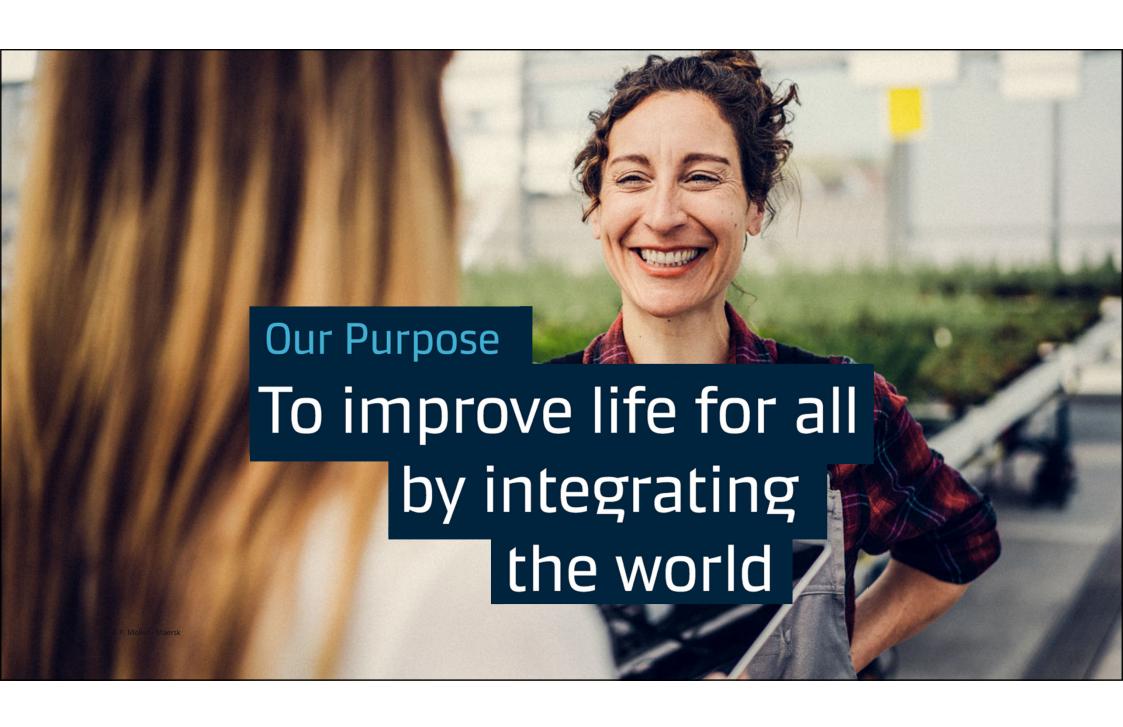
Why should anyone work for you?



Driven by Purpose Guided by Values ALL THE WAY





Empowered by our heritage and values

Our Values guide our business every day and ensure that we can do business tomorrow.



Constant Care



Humbleness



Uprightness



Our Employees



Our Name



Talent Acquisition Trends

Systemic Talent Market Conditions

Talent Deficits & Skills Gaps

Scarce talent is an immediate transactional hiring challenge as well as a systemic fault line impacting strategic growth opportunities

Changing Nature of Skills

Skills requirements changing at an everincreasing rate, in response to digitisation, diversity considerations & in response to market challenges

Attracting New Markets

Organisations increasingly required to hunt' for new skills in unfamiliar and non-core markets, including outside their sector, re-defining how they leverage their EVP

Macro-Economic Impact on Talent Supply & Demand

The Great Rebalance

From the Great Resignation to candidate ghosting, the dominant themes in 2022 were record job vacancies & acute talent shortages. In 2023 it's more complex

Talent Market 'Churn'

In 2023 many markets are heading towards 'full employment' but significant talent redistribution across market segments has seen a spike in hiring activity & market volatility

Big Tech Headlines

Significant global layoffs within Big Tech making headlines, but having little impact on overall Technology hiring demand across all other sectors

Strategic TA Organisational Responses

Rise of the Internal Candidate

Increased focus on internal talent management, mobility and skilling/ re-skilling to reduce attrition and reduce demand for acquisition of new talent

Skills-Led Recruiting

A re-evaluation of skills required to fill open demand, and a new approach to strategic skills identification for future demand, ahead of demand

Experience-Led Tech

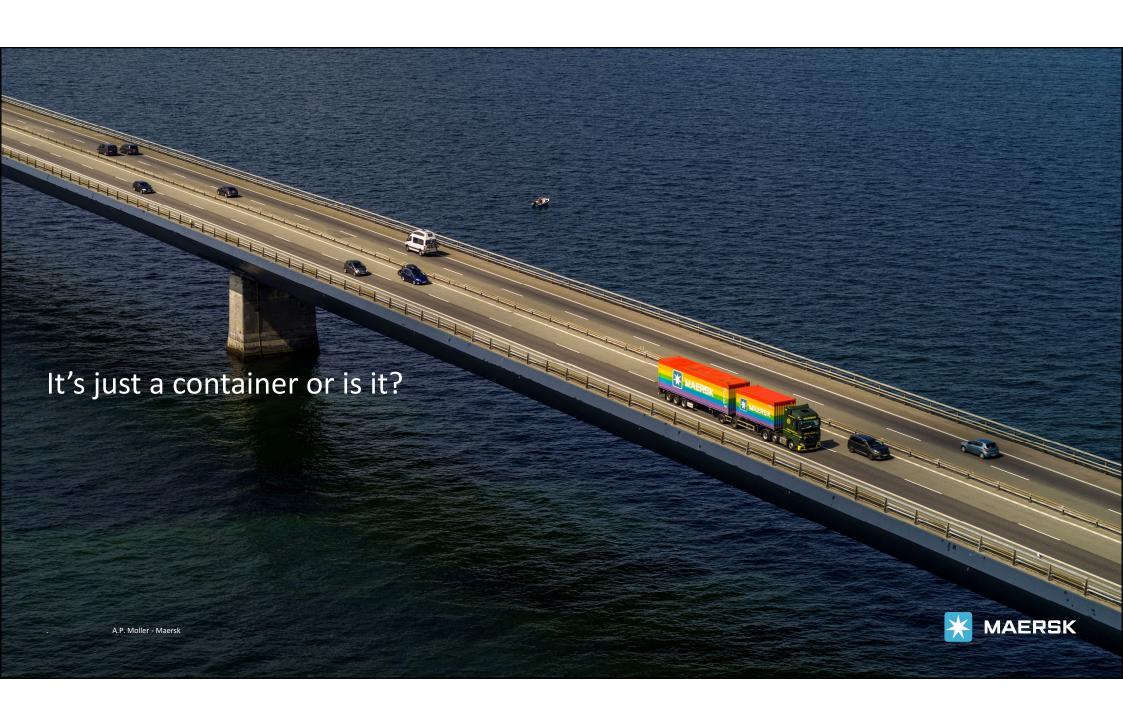
Race to identify and implement single-platform AI technologies to drive operational efficiency, freeing Recruiters to focus on experience-led recruiting

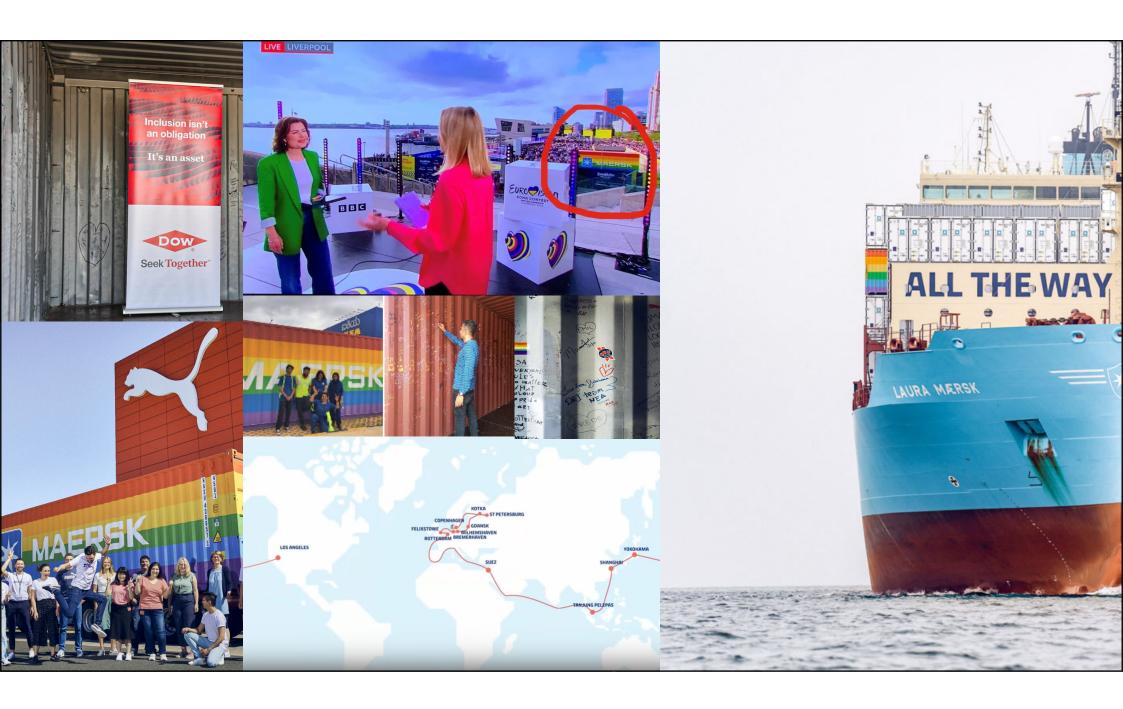


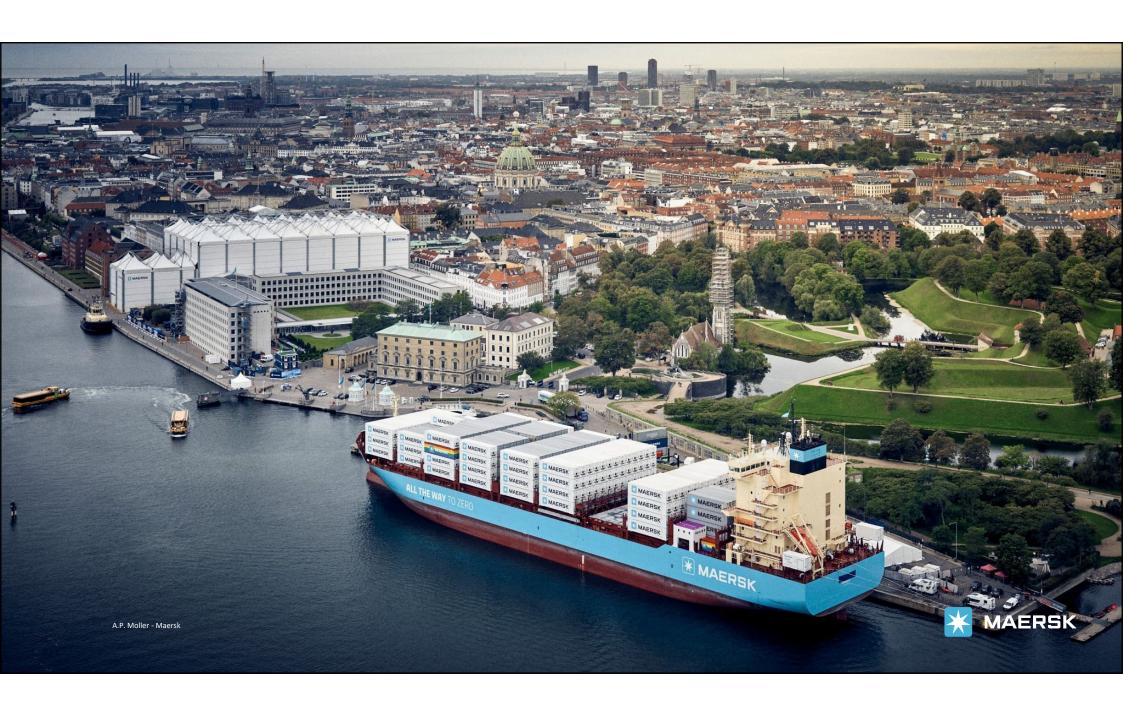
An EVP for the post-pandemic workforce must orient toward employees as people, not workers; provide an exceptional life, not work, experience; and focus on the feelings, not just the features that match employee needs.

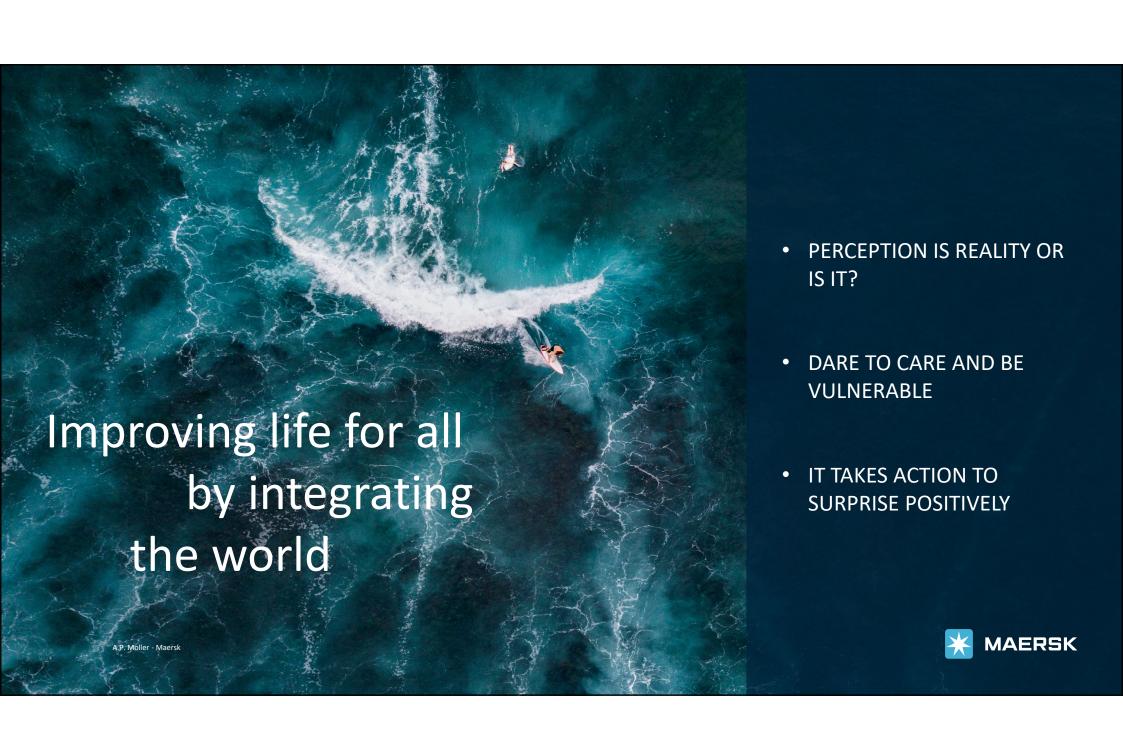












Panel "Workforce of the Future"



