



View from the top

Talent solutions challenges and trends

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Ken Brotherston

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On Friday 24th June, TALiNT Partners and Cornerstone hosted a Talent Solutions Leaders Lunch at Sea Containers in London.

The views were magnificent, the weather played along, and the company was lively.

The interactive panel discussion format before lunch was highly stimulating and the guests engaged in insightful and interesting conversation around key trends in the market.

The panellists were:

- Lindsay Harrison, Chief Customer Office at Rullion
- Katrina Hutchinson O'Neill, CEO and Joint Founder of Join Talent
- Simon Bradberry, VP of Operations and BD, EMEA at Allegis Global Solutions
- Andrew Brown, Director, RPO and Recruiting at Cornerstone.

Between our panellists and the other companies represented in the room sits responsibility for hundreds of thousands of hires in the UK each year so when they talk about trends, it probably makes sense to pay attention.

Perhaps the most significant, strategic trend highlighted was the **acceleration**

of organisations increasingly hiring for skills rather than experience.

Guests agreed that this now has more momentum than ever before and will have profound implications for how talent is acquired, not least for the traditional staffing/agency sector.

Hiring volumes are still strong with no signs yet of slowing, with our panellists Lindsay and Katrina in total agreement. Lindsay also noted that clients increasingly expect a far more agile approach to recruitment.

Simon's view is that moves to a more harmonised hiring process (i.e. versions of AGS's Universal Workforce Model) are clearly happening and there will be increasing attention to workforce acquisition from the C-suite, with different organisations moving at different paces. The complexities of the relationship between procurement and HR/TA and outdated attitudes to internal mobility are important factors in making this happen, but the most important is support at C-Suite level.

Another significant point raised by our panel was the **evolution of the key differentiators to help with retention of their own staff.** Whilst salaries have clearly taken a big step



upwards recently, support around training and development and operational and tech support – essentially ways to help your employees develop their own careers as well as ways to support them in doing a great job right now are critical.

Having said that, there is also a realisation that ‘employment without borders’ is often not a realistic option for most organisations. It’s increasingly recognised that there needs to be some degree of proximity to either an office or other colleagues.

This is also supported by the surge in interest in wellbeing more generally with industry analyst Mervyn Dinnen, referring to a 147% rise in this being mentioned in job adverts.

As ever with our panel discussion, we like to put our experts on the spot and ask them for a prediction. Here’s what they said:

“As the market slows, it will be interesting to see how much power will shift back to the employer.”

Katrina Hutchinson O’Neill, CEO and joint founder of Join Talent

“Changes in candidate attitudes – the great resignation could become the sustained resignation

due to demand for remote working.”

Lindsay Harrison, Chief Customer Office at Rullion

“[Solutions provider] relationships will move up the hierarchy as SWP priorities increase.”

Simon Bradberry VP of Operations and BD EMEA at Allegis Global Solutions

“The rapid evolution of the skills agenda will increasingly shape and influence the talent landscape”

Andrew Brown, Director, RPO and Recruiting at Cornerstone

Guests at the Talent Solutions Leaders Lunch included people from Reed Talent Solutions, Lorien, Guidant Global, Armstrong Craven, PeopleScout, Two Heads Consulting, Resource Solutions, Matrix, Horsefly, AMS, Geometric Results, Harvey Nash, Hudson RPO, Talent Point, The Big Search, Hays Talent Solutions, Sanderson PLC and Talent Solutions.

The networking, discussion and general industry gossip carried on well after lunch but those conversations were definitely off the record!



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