

# Is Your Talent Giving You the Slip?

An effective Career Development strategy can help you attract, develop and retain the right talent for your organization (and save you money).



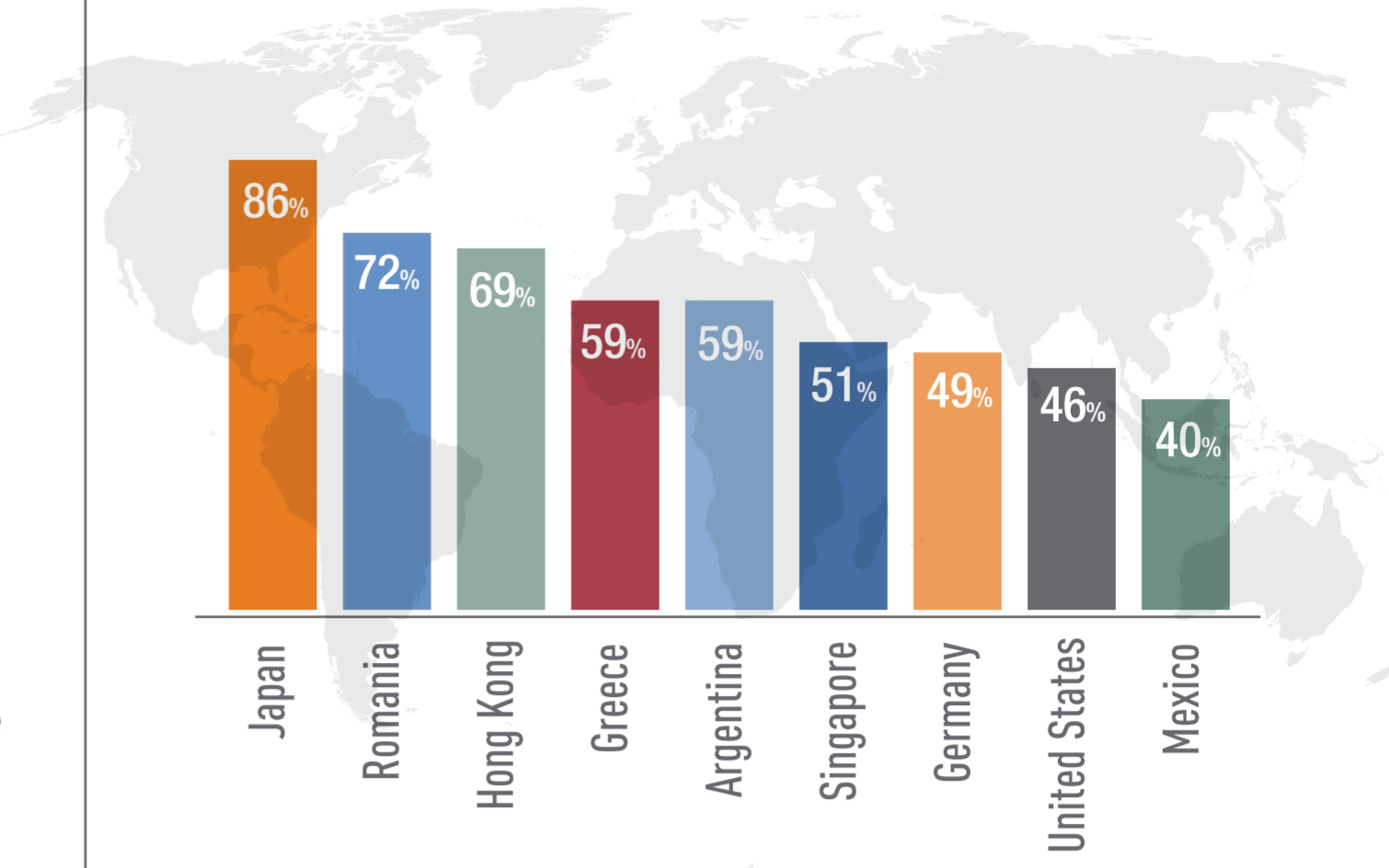
## The Global Talent Shortage Persists



**40%**

of employers are having greater difficulty filling jobs this year than last; the highest level since 2007<sup>1</sup>

### Globally These Numbers Are Dramatic<sup>2</sup>



## Adding to the Problem



**1 in 5** people is in the wrong role

Due to a mismatch of skills, evolving individual goals and/or the changing needs of the organization.<sup>3</sup>

**ONLY 33%** of individuals are engaged in their job and their organization.<sup>4</sup>

## This Turnover is Costing You Money!



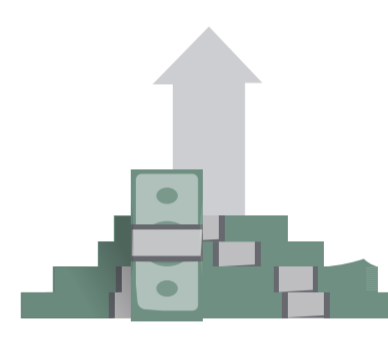
**TURNOVER COST**  
**\$62K - \$300K**  
**PER EMPLOYEE**

The average total cost of voluntary turnover ranges from \$62K to almost \$300K per employee.<sup>5</sup>



**ACTIVE DISENGAGEMENT**  
**\$450 - \$550 billion**  
**REVENUE LOST**

Active disengagement within the US workforce costs companies \$450 billion to \$550 billion each year.<sup>6</sup>



**TURNOVER REDUCTION**  
**\$6 million**  
**SAVED PER YEAR**

A 1% reduction in voluntary turnover can save an organization over \$6 million per year.<sup>7</sup>

## The Right Fit

How to Attract and Retain the Right Talent for Your Organization

*You can't swap out your whole employee base every six months so you have to train people. You have to put systems in place to give your people access to training.*

**Duncan Tait** CEO, SEVP, Head of Americas and EMEA, Fujitsu  
Featured in ManpowerGroup's Video "Why is learnability so important for organizations?"

With the emergence of a Skills Revolution the days of the job for life are fast becoming extinct.



### Then: Job for Life

In the past people were more than willing to trade autonomy for job stability.

### Now: Career for Me

Today talented individuals know that in order to remain employable throughout their career they must be willing to continually learn and upskill.



## Career Development

Career Development is one of the key deciding factors of whether talent will stay or leave an organization. Employees now expect employers to provide them with opportunities to help develop their careers.

An effective Career Development strategy should include plans to:

### 3. Retain

Have high touch Career Conversations and use high tech tools to enable development, create a learning culture and encourage career mobility

### 2. Attract

Use employer branding and workforce development to attract top-talent

### 1. Prepare Leaders

Educate and coach leaders to provide Career Development guidance aligned to business goals

### 4. Engage

Keep employees engaged and productive by providing ongoing career coaching and opportunities to upskill

### 5. Redeploy Talent

Offer easy access to open internal positions and opportunities for career mobility within your organization

### 6. Plan For Future Talent Needs

Plan ahead and leverage tools to stay up to date with new HR, talent and technology solutions as they emerge

### 7. Develop a Sustainable Leadership Program

Identify high potential talent and prepare them to take on leadership roles

Enabled by technology and guided by experts, Right Management will help your organization attract, develop and retain the right people with the right skills in the right roles, today and tomorrow.

To learn more about Right Management's Career Development Research and Solutions visit:

[www.right.com/rightperson](http://www.right.com/rightperson)

### Sources

1. ManpowerGroup Talent Shortage Survey, 2016 / 2017
2. ManpowerGroup Talent Shortage Survey, 2016 / 2017
3. Right Person, Wrong Role, Right Management, 2016
4. Right Management Employee Engagement Study
5. Right Management 2017 Career Management Study
6. State of the Global Workplace, Gallup, 2013
7. Right Management 2017 Career Management Study - Based on a 10,000 person organization