

## Impact of the UK's decision to leave the EU

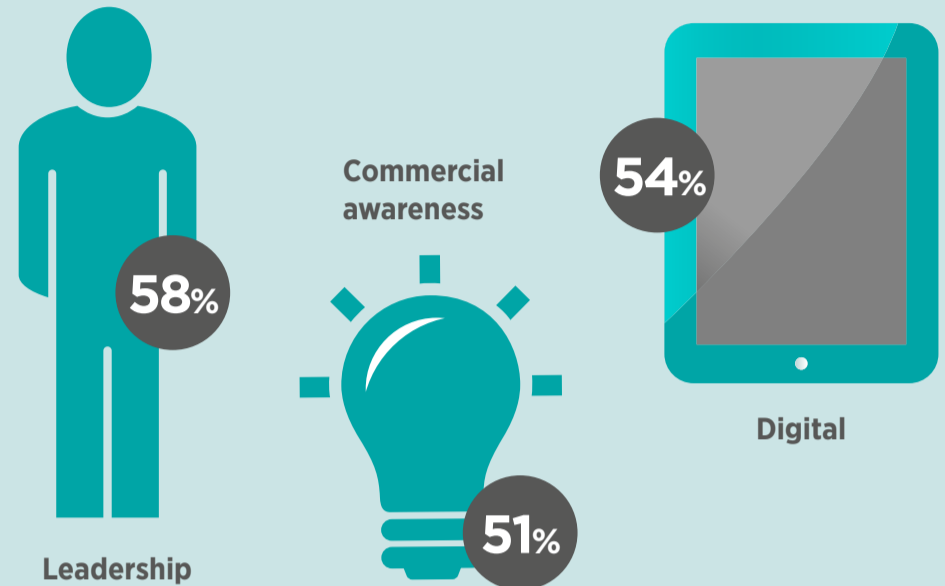
Over the next three years, HR professionals expect increases in:



- 72%** Competition for well-qualified talent
- 68%** Emphasis on developing existing staff
- 61%** Difficulty recruiting senior/strategic or skilled/technical staff

## Changing skills

65% of HR professionals agree that the skills needed for jobs in their organisation are changing. The skills most likely to increase in demand in the next 12 months are:



## Recruitment processes

41% of HR professionals believe the length of their recruitment process has led to the loss of potential recruits in the last 12 months

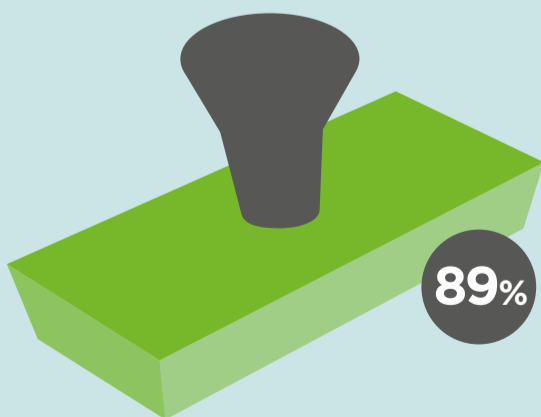


## Most effective attraction methods



## Employer brand

9 in 10 organisations have been making efforts to improve their employer brand in the last year



## Measurement

16% of HR professionals say their organisation currently measures the return on investment of their recruitment activity



56% of organisations do not calculate the cost of labour turnover