

The Future of Talent

Adapting to Complexity and Driving Workforce Resilience

Welcome



Elise Marcotte

Global Talent Intelligence
Enablement Lead, Indeed



Jack Kennedy

Senior Economist,
Indeed Hiring Lab

Agenda

- 01 The 2025 Global Landscape**
- 02 Today's Global Recruiting Challenges**
- 03 How to Build A Resilient Workforce**
- 04 Charting the Course from Complexity to Opportunity**
- 05 Q&A**
- 06 Closing & Resources**

01

The 2025 Global Landscape

Global Economic and Labor Market Trends

Complex



International
Labour
Organization

Key Takeaways

Global Economic Growth

3.2%

Stable but showing
signs of slowing

Inflation

Coming down but
hasn't recovered fully
from the pandemic

Global Jobs Gap

402.4 M

Including unemployment
and those wanting work

Source: [World Employment and Social Outlook: Trends 2025 Executive Summary](#)



United States

The US job market is cooling in 2025, but far from collapsing

- Remains stronger than expected
- Labor market shows resilience





New job postings are still on the rise... but hiring may be slowed down or on hold

5.8%

Job posting are up above
the pre-pandemic baseline

52%

Of all sectors have job postings
above pre-pandemic levels

4.2%

Steady
unemployment rate

23.5%

Long-term unemployment
(27+ weeks) highest in 3 years

3.9%

Rise in average hourly
earnings YoY in May

Sources: Indeed Hiring Lab

<https://www.hiringlab.org/2025/06/24/june-2025-labor-market-update-when-numbers-dont-tell-the-whole-story/>

<https://www.hiringlab.org/2025/05/02/april-2025-jobs-day-statement-the-data-still-dont-match-the-vibes/>

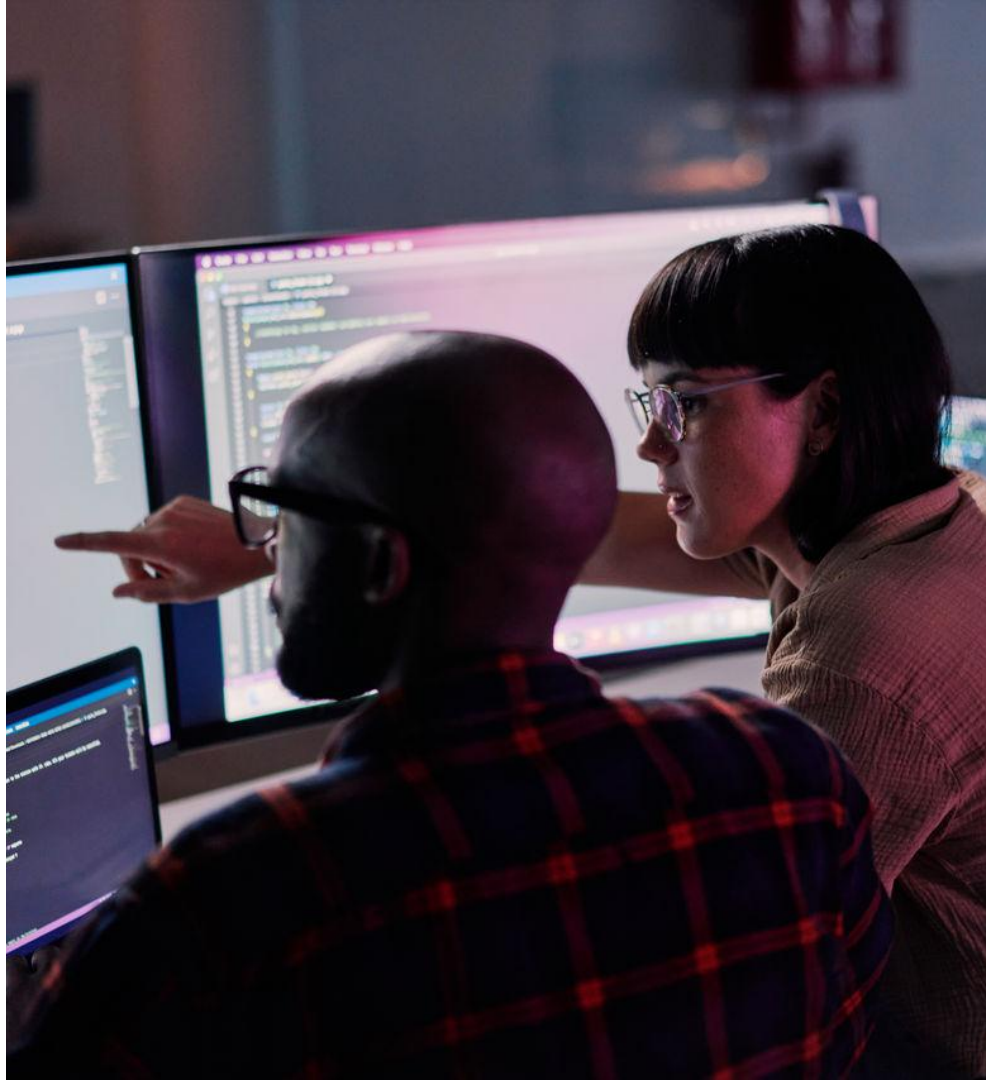
<https://www.hiringlab.org/2025/06/06/may-2025-jobs-day-statement/>



United Kingdom

The UK's labour market continues a gradual slowing

- Not dramatically weakened
- Uncertainty can slow hiring and potentially raise unemployment





High caution, low confidence and a cooling labour market

22%

Job posting are gradually
declining below
the pre-pandemic baseline

4.7%

Unemployment rate
is trending up

5.0%

Wage growth is at the lowest
in three years

Labour market is expected to remain slow-moving throughout 2025

- Rising unemployment
- Slow job growth
- Ongoing economic uncertainty

Source: Indeed Hiring Lab Canada
<https://www.hiringlab.org/en-ca/2025/05/06/canadian-labour-market-update-q1-2025-jobs-in-purgatory/>





The overall downward labour market trends of 2024 have continued into 2025

2 Years

Job growth has lagged
population growth

4.3%

Job postings decreased

7%

Unemployment highest
since 2016

2.8%

Wages grew but
likely to slow

...but the outlook could improve by the end of the year.

Sources:

<https://www.hiringlab.org/en-ca/2025/05/06/canadian-labour-market-update-q1-2025-jobs-in-purgatory/>

<https://www.hiringlab.org/en-ca/2025/06/06/may-2025-labour-force-survey/>



Australia's job market has remained resilient

- Despite global uncertainty
- Post-pandemic job boom





Australia's job market remains strong...

H1

Rising unemployment and
stagnant job growth

45%

Job posting are above
pre-pandemic levels

4.1%

Unemployment rate
holding steady

3.5%

Wage growth over
the last year

...though economists are keeping a close eye on signs of trouble.

Sources: Indeed Hiring Lab

<https://www.hiringlab.org/au/blog/2025/04/18/march-2025-au-labour-force-survey/>

<https://www.hiringlab.org/au/blog/2025/06/21/may-2025-au-labour-force-survey-a-small-stumble/>

<https://www.indeed.com/lead/ask-an-economist-how-likely-is-a-recession?co=US>

02

Today's Global Recruiting Challenges

Labor Shortages, Skills Gaps & The Catalyst for Talent Evolution

Labor Shortage

Talent shortages are rising annually¹

~12%

Global labor shortage

45-50 million

By 2030²

Source:

1 Boston Consulting Group

<https://bestcolleges.indiatoday.in/news-detail/how-talent-surplus-india-can-leverage-developed-worlds-labour-crisis-3501>

Source:

2 Boston Consulting Group

<https://bestcolleges.indiatoday.in/news-detail/how-talent-surplus-india-can-leverage-developed-worlds-labour-crisis-3501>





What's driving the gap?

- Lower birth rates
- Baby boomers are set to retire by 2030

74%

of U.S. hiring managers identify a significant skills gap in the current labor market

Source: [American Staffing Association 2024](#)

Global Talent Shortages by 2030

(Estimates)

United States

11-12M

UK

5-6M

Japan, Canada, Hungary,
Poland, Germany

Significant
talent
shortages

Source: CXO Media

The Exceptions

Europe

Talent
shortages

Spain, Austria, Latvia

Labor
surpluses

India

Labor
surpluses

Sources: [EURES-Report on labour shortages and surpluses 2024](#)

[The Future of Jobs Report 2025 | World Economic Forum](#)

<https://bestcolleges.indiatoday.in/news-detail/how-talent-surplus-india-can-leverage-developed-worlds-labour-crisis-3501>

Building a Future-proof Workforce



78 million new jobs

globally by 2030

- Urgent upskilling and reskilling needed
- Labor shortage could undercut economic growth

Source: The World Economic Forum's Future of Jobs Report 2025



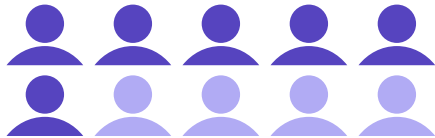
Significant **upskilling** and **reskilling** is a top priority for organizations worldwide

Skills Gaps

By 2030

59%

of the global workforce will require significant reskilling or upskilling



29%

of these workers can be upskilled within their current roles

19%

might be redeployed within the organization into new roles

11%

are unfortunately at risk

Skills Mismatches



What kind of skills are we talking about?

Technology skills

- AI
- Big data
- Cybersecurity

Human skills

- Analytical thinking
- Cognitive abilities
- Strong leadership
- Effective collaboration

Key Takeaways

01

There's no
one-size-fits-all
approach

Local context matters

02

Invest in both digital
and human skills

03

Adopt innovative talent
strategies that go
beyond hiring

Prepare your people for
the jobs of tomorrow

03

How to Build A Resilient Workforce

4 Essential Hiring Strategies for A Skills-Driven Future



01

Skills-First Hiring



What is skills-first hiring?

What job seekers
can do, rather than
what they have

01 Skills-First Hiring

Job postings that required at least
a college degree dropped

20.4%
↓
17.8%

in the last five years, opening doors
for the **64%** of US adults without a
bachelor's degree

Source: Indeed Hiring Lab data 02/27/2024, Educational Requirements are
Gradually Disappearing from Job Postings
<https://www.hiringlab.org/2024/02/27/educational-requirements-job-postings/>

 **accenture**

Accenture added over
200,000
new workers in an
18-month period using a
skills-first hiring approach

How to get started with skills-first hiring



Transferable skills



Anonymized applications



Reskill/Internal mobility



Early career pipeline



02

Adopting AI and New Technology for Recruiting

Here's how AI could add value to your hiring process



01

Unbiased
screening



02

Faster
hiring



03

Smarter
matching



04

Data backed
foresight and
decision making



03

Flexible Work Arrangements

03 Flexible Work Arrangements

How flexibility can help build a skills-driven workforce

1. Empowers employees to allocate their time and energy toward ongoing learning, upskilling, and reskilling
2. Flexible arrangements attract and retain future-ready talent by appealing to their expectations for flexibility
3. Really helps unlock wider talent pools
4. Significantly improves business agility





04

Employer Branding

How employer branding can help build a skills-driven workforce

1. Showcases your commitment to employee growth and mobility
2. Highlights your upskilling and mentorship programs
3. Makes it clear that you invest in people, not just positions



Essential Hiring Strategies for A Skills-Driven Future

01

Skills-First Hiring

02

Adopting AI and New Technology
for Recruiting

03

Flexible Work Arrangements

04

Employer Branding

04

Charting the Course from Complexity to Opportunity

Actions You Can Take Today



Organizations are facing a radically changed and continuously changing talent landscape from **labor shortages** and **skills gaps** to **technological disruption**

Actions you can take today

01

Assess your current talent strategy through the lens of labor market forecasts rather than short-term needs

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Prioritize agility

Actions you can take today

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Invest in people

Actions you can take today

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Leverage data and tech

Actions you can take today

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05

Attract and retain future-ready talent with flexible working arrangements

Labor shortage

Flexible work arrangements

05

Q&A

Job market

Employer branding

Adopting AI and new
technology for recruiting

Skills-first hiring

06

Closing & Resources



Customer success stories

accenture  **Gainsight**

Indeed resources

[Hiring Lab](#)

[Lead with Indeed](#)

[Indeed for Employers](#)