

# The Future of Talent

Adapting to Complexity and Driving Workforce Resilience

# Welcome



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## 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/>

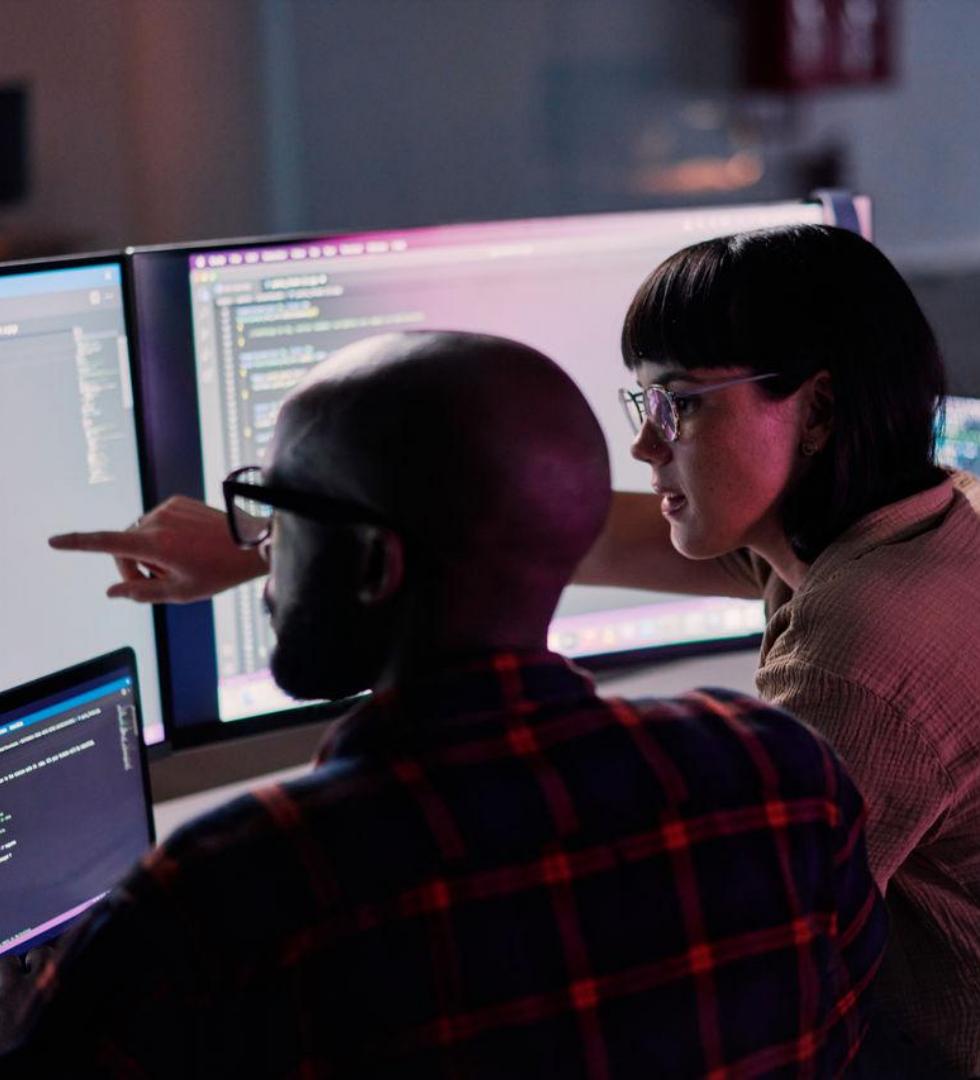
<https://www.hiringlab.org/2025/06/06/may-2025-jobs-day-statement/>



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-updated-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

## 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 annually<sup>1</sup>

~12%

Global labor shortage

45-50 million

By 2030<sup>2</sup>

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

## Labor Shortage

# 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



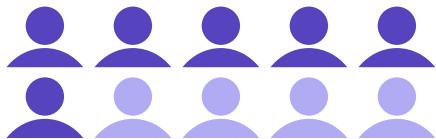
Significant **upskilling** and **reskilling** is a top priority for organizations worldwide

## 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**

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01

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

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Leverage data and tech

# Actions you can take today

01	Assess your current talent strategy through the lens of labor market forecasts rather than short-term needs
02	Prioritize agility
03	Invest in people
04	Leverage data and tech
05	Attract and retain future-ready talent with flexible working arrangements

Labor shortage

Flexible work arrangements

05

Job market

Employer branding

# Q&A

Adopting AI and new  
technology for recruiting

Skills-first hiring

06

# Closing & Resources

indeed

## Customer success stories



## Indeed resources

[Hiring Lab](#)

[Lead with Indeed](#)

[Indeed for Employers](#)