MERCER TALENT TRENDS 2019: CANADA

1 Aligning Work to Future Value

Unlock growth in the new world of work by redesigning jobs and moving people to where future value will be created

Executives predict:

>1 in 5 jobs

in their organization will cease to exist

57%

HR leaders mapping the future skills needed

59%

HR leaders assessing their organization's skill gaps

38%

companies using analytics to inform build, buy, borrow, or bot strategies

2 Building Brand Resonance

Listen carefully and learn from data to create a brand proposition that attracts the talent you want

Top HR priority

Better matching existing talent to opportunities

Bottom HR priority

Developing programs/ policies for gig workers

Thriving employees are:

2 times

more likely to work for a company that supports flexible working

12 times more likely

to work for a company that ensures equity in pay/promotion decisions

3 Curating the Work Experience

Make work simple, intuitive, and digitally enabled to help your people grow and thrive

66%

HR teams investing in technology to improve the employee experience

21%

Employees who say their company really understands their unique skills and interests

4 Delivering Talent-Led Change

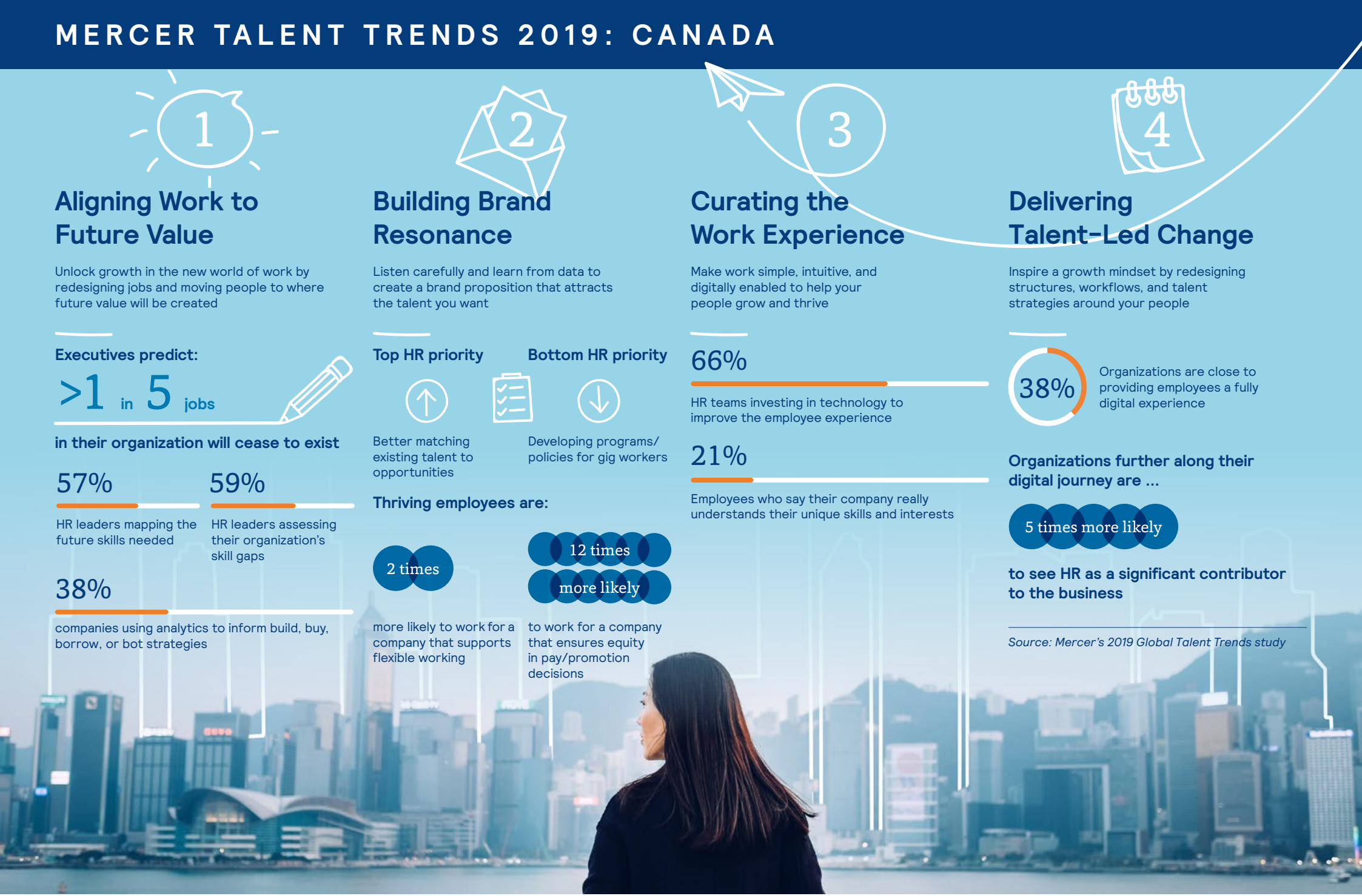
Inspire a growth mindset by redesigning structures, workflows, and talent strategies around your people

38%

Organizations are close to providing employees a fully digital experience

Organizations further along their digital journey are ...

5 times more likely

to see HR as a significant contributor to the business

Source: Mercer's 2019 Global Talent Trends study