

ROADBLOCKS AHEAD

THE TOP ROADBLOCKS FACING TALENT MANAGEMENT TODAY

1 NEED FOR SUCCESSION PLANNING

The “silver tsunami” has hit the workforce and a record-high number of **4.1 million** Americans turn 65 in 2024.¹ This wave of retirements can especially be seen in how CEO turnovers spiked in Q1 2024, the highest since 2020.²



2 COLLAPSE OF THE PAPER CEILING

Many organizations are **removing** college degree requirements, instead turning to skill-based talent acquisition. Shifting the way HR & prospectives look at the hiring process.³

3 GEN AI³

22% of employees believed that AI would take their jobs in the next 5 years in a 2023 Gartner study. Gartner predicts that Gen AI will play a role in **70% of text- and data-heavy tasks by 2025.**

But employers are seeing the inclusion of AI as a way to grow workplace opportunity, not diminish it.



4 BURNOUT

Burnout levels have not decreased and more and more companies are turning to more in depth surveys to figure out the underlying issues.⁴



SLOW DOWN



5 EMPLOYEE VALUE PROPOSITION

Among the top predictors of job satisfaction are career advancement opportunities. Innovative companies are revitalizing their EVP strategies by focusing on reskilling, offering economic mobility, and advancement opportunities.⁵



References

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