



# THE ERA OF TALENT INTELLIGENCE

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LinkedIn

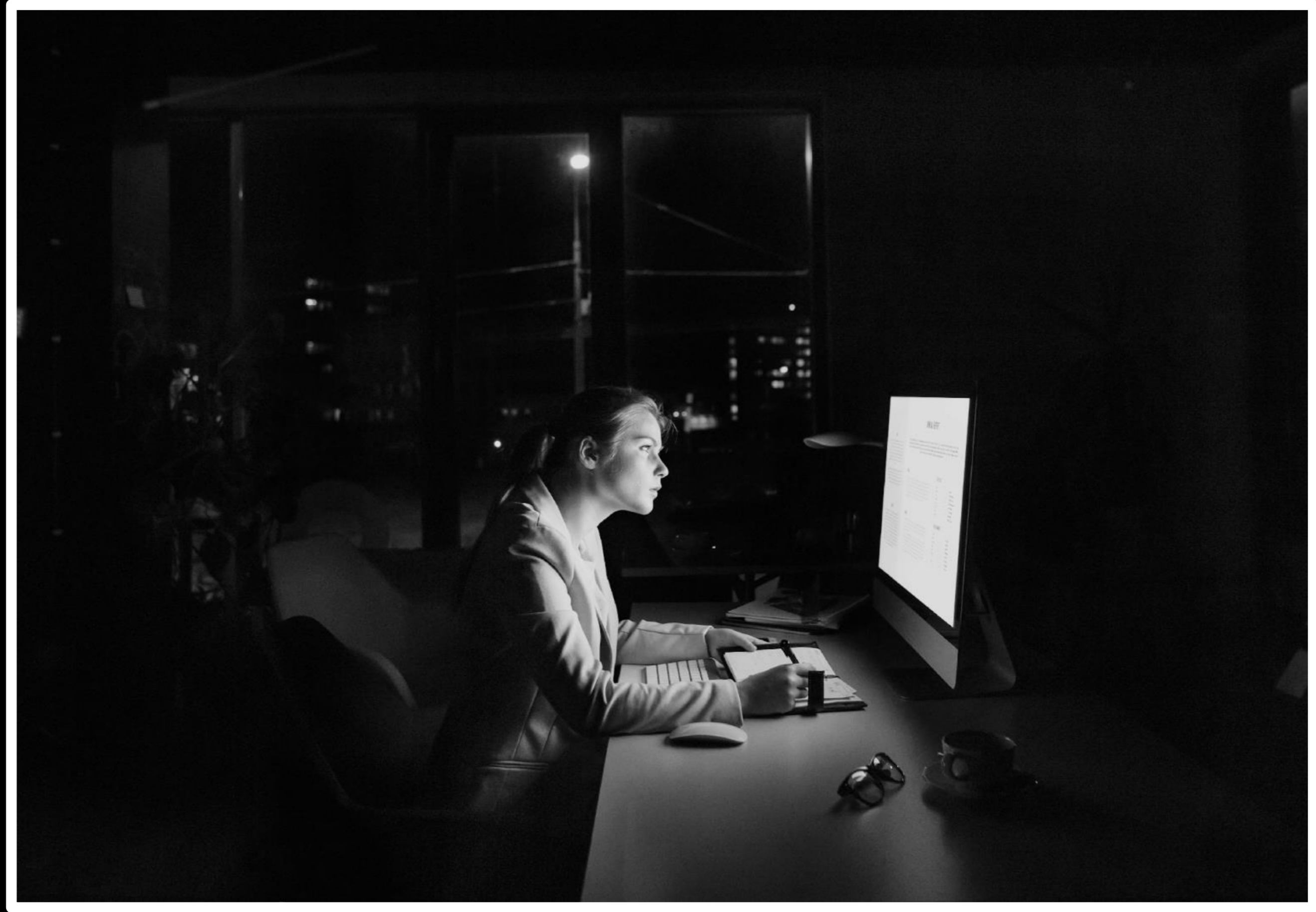


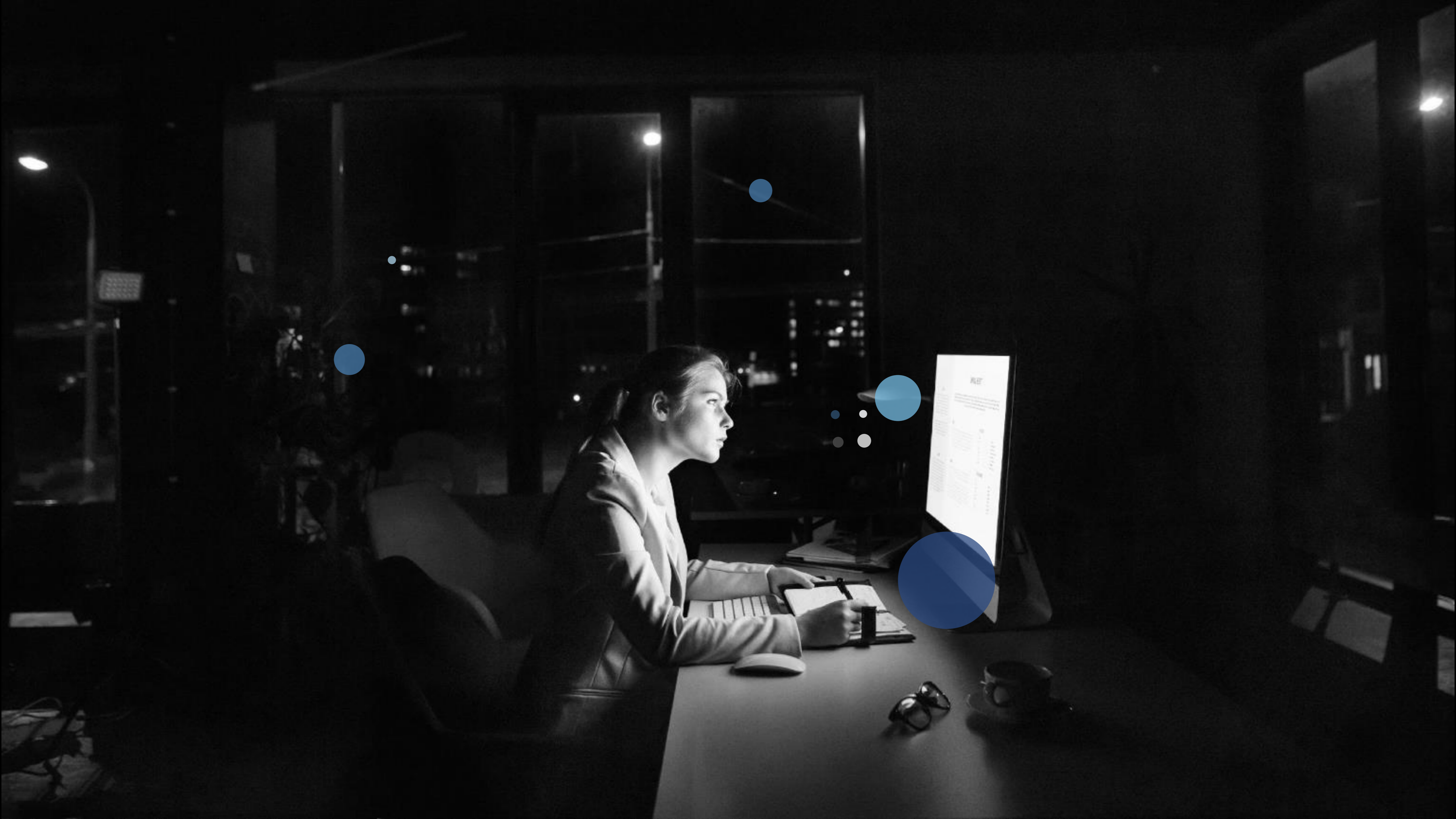
“A feeling of fellowship with others, as a result of sharing common attitudes, interest and goals”

OXFORD ENGLISH  
DICTIONARY









How can I help create more diverse teams across the organisation?

Is my company's attrition rate above or below average?

What trends do I see in the marketplace around skill development?

For a hard-to-fill role, where does our target talent live and what do they care about?

Which skills and functions have competitors added to their workforce in the past year?

What skill sets am I hiring and how has that changed over time?

Where should I focus my campaign media efforts?





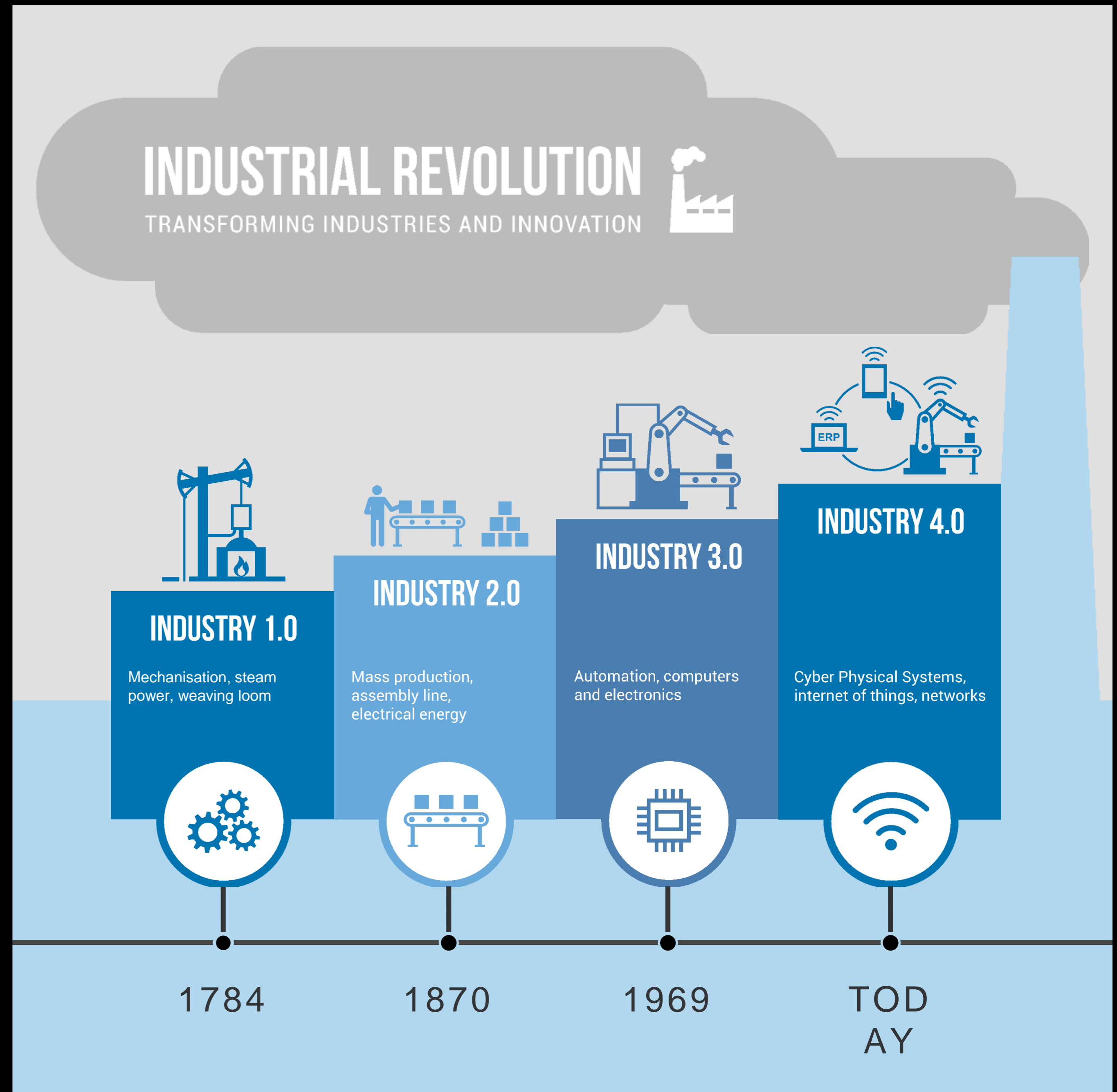
THE ERA OF TALENT  
INTELLIGENCE



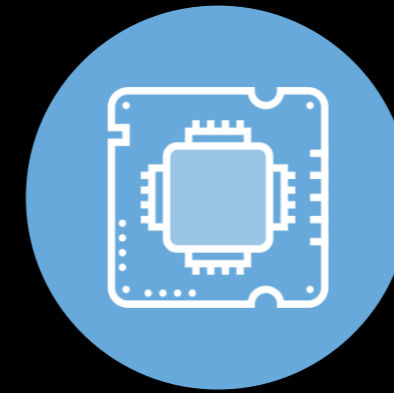


What does this mean  
for the future of the  
talent industry, and  
for you?

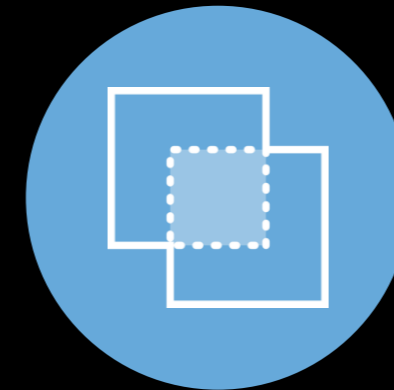
The fourth industrial revolution is here.



# 3 key trends in the new era of work



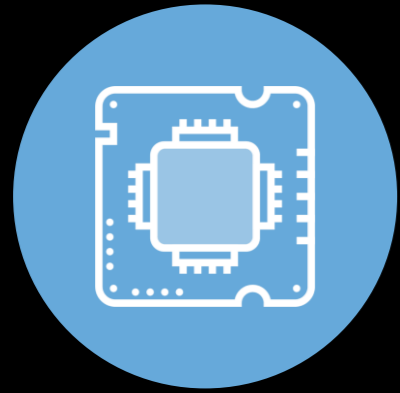
AI AND  
AUTOMATION



THE SKILLS  
GAP



INDEPENDENT  
WORK

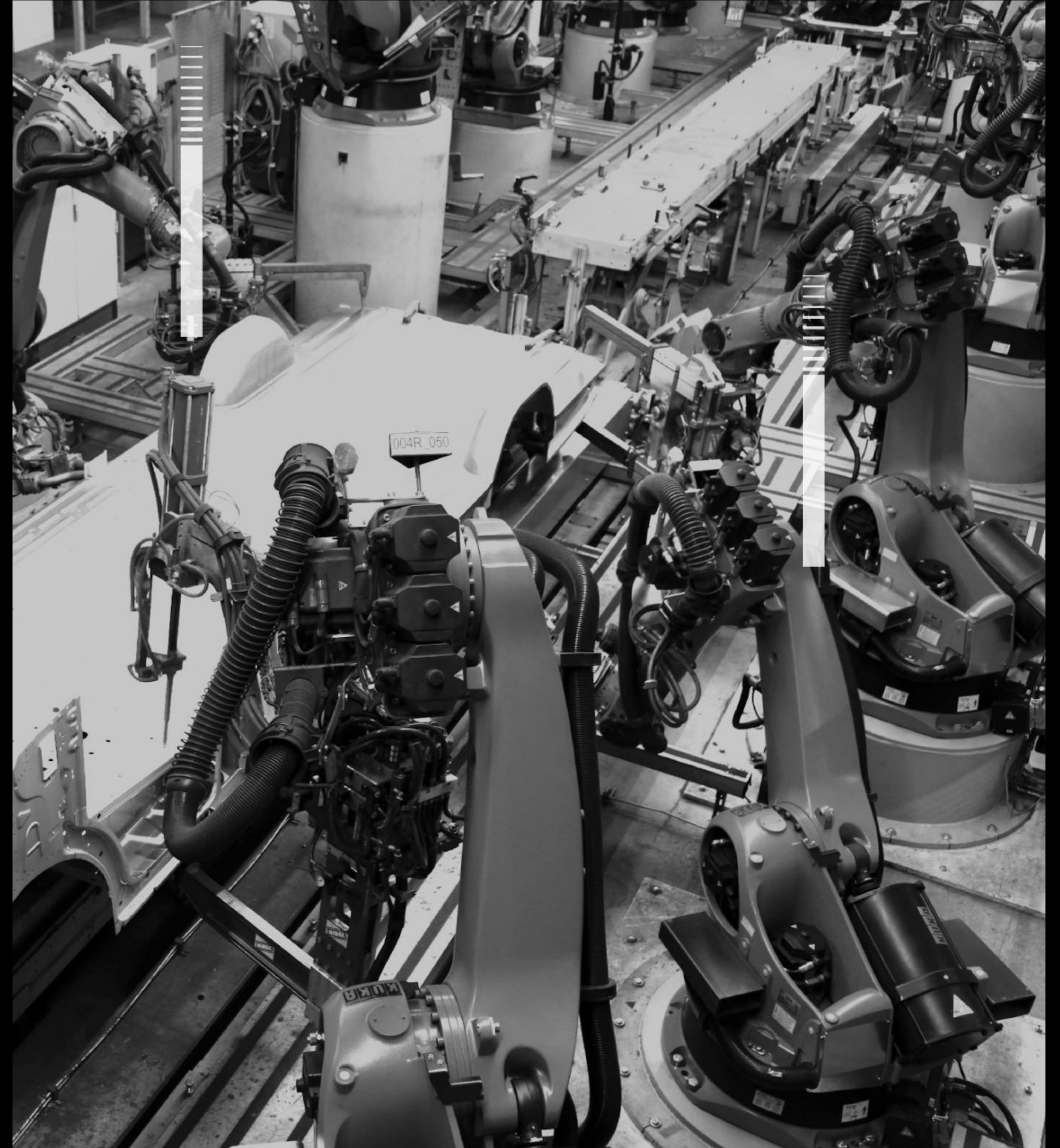


TREND 01

AI &

AUTOMATION

Artificial Intelligence, Big Data & Cloud Computing are transforming the workforce, and its effect is accelerating as technologies become more developed and accepted.





# 5M

JOBS WILL BE ELIMINATED  
BY AI & AUTOMATION

(39% OF THE AUSTRALIAN WORKFORCE)

But new  
jobs are  
being  
created

AI Trainer

AI Interaction Design

DATA SCIENTIST

cloud computing specialists

FULL STACK

ENGINEER

machine learning developers

CLOUD COMPUTING

SPECIALISTS

EXPERIENCE

DESIGNER

cloud computing specialists

CYBER SECURITY EXPERT

CUSTOMER SUCCESS

MANAGER

machine learning developers

big data analysts



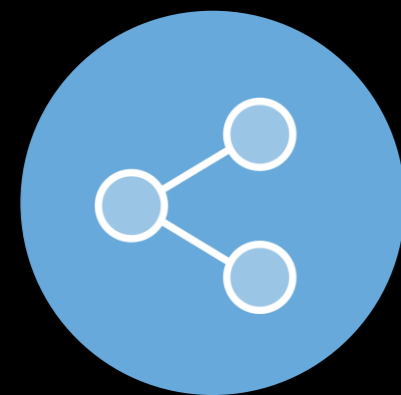
What is the fastest  
growing industry for  
hiring digital talent in  
APAC?

AGRICULTURE

RE

# IMPLICATION

As old opportunities disappear, capitalise on the new



## BUSINESS ENABLER

- Automate manual tasks for employees to spend more time with candidates i.e new interviewing techniques such as VR or 3-D video interviews



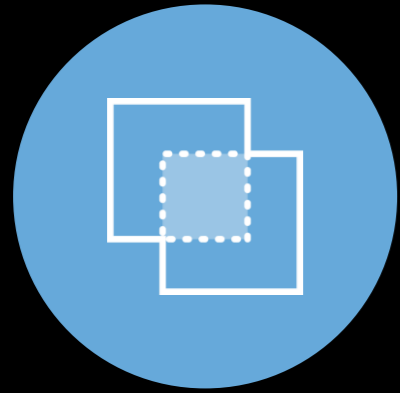
## LABOUR MARKET

- Reallocation of supply and demand of labour skills
- Opportunity to upskill middle skilled workforce



## NEW BUSINESS MODELS

- Non-human alongside human labour offered
- New functions / client development



TREND 02

## SKILLS GAP

Skills gaps will exacerbate as activities become automated and new roles are created;

Skills will be less frequently defined by qualifications





65%

OF THE JOBS WE WILL  
HIRE FOR IN THE  
FUTURE DO NOT EVEN  
EXIST TODAY

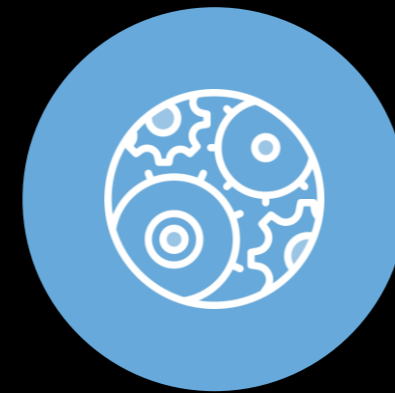
THE RISE OF SOFT SKILLS

70%

OF EMPLOYERS PLACE  
AS MUCH OR MORE  
EMPHASIS ON SOFT  
SKILLS AS TECHNICAL  
SKILLS

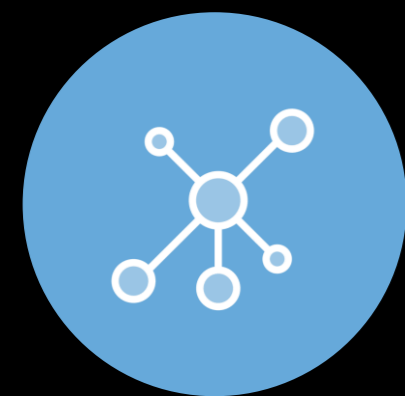
# IMPLICATION

Innovate with talent intelligence to provide for candidates and clients



## EXPAND YOUR TALENT POOLS

- Know your talent pools to understand how to connect people's skills with the right opportunities
- Ability to demonstrate expertise for new and emerging skills



## THINK BROADER

- Capabilities over qualifications (Skills over education)
- Understand the intangibles
- Need Multi-skilled, Flexible Candidates



## KNOW THE MARKET

- Keep a close eye on the skills landscape as it evolves
- Top talent will be a commodity



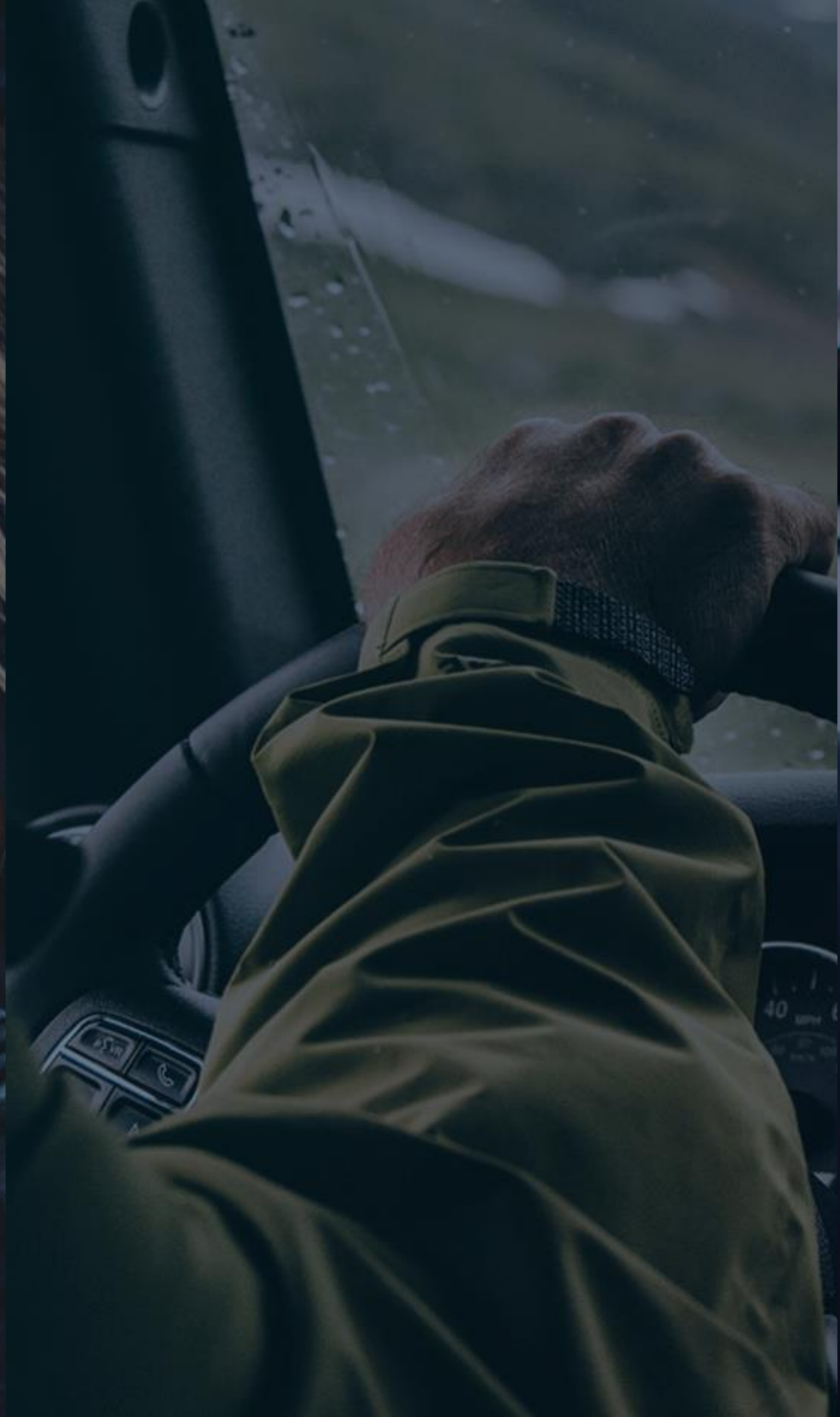
TREND 03

# INDEPENDENT

# WORK

Independent work is already meaningful, and only expected to increase due to demographic, technology, and policy trends.









84%

OF TALENT MANAGERS  
ARE HIRING OR USING  
INDEPENDENT WORKERS  
IN ASIA-PACIFIC

# IMPLICATION

New talent strategies that create wider organisational change



## UPSKILL YOUR HIRING MANAGERS

- How to prepare for changing team dynamics in a contractor heavy environment
- Team and pipeline planning skills as roles become more 'short term'



## UNDERSTAND MARKET

- Understand the industries, skills and roles most impacted by this trend
- Which of your organisational needs can be served by contractors



## REVIEW BUSINESS MODEL

- Workplace design
- Hyper personalisation



This is

our

customer relationship!



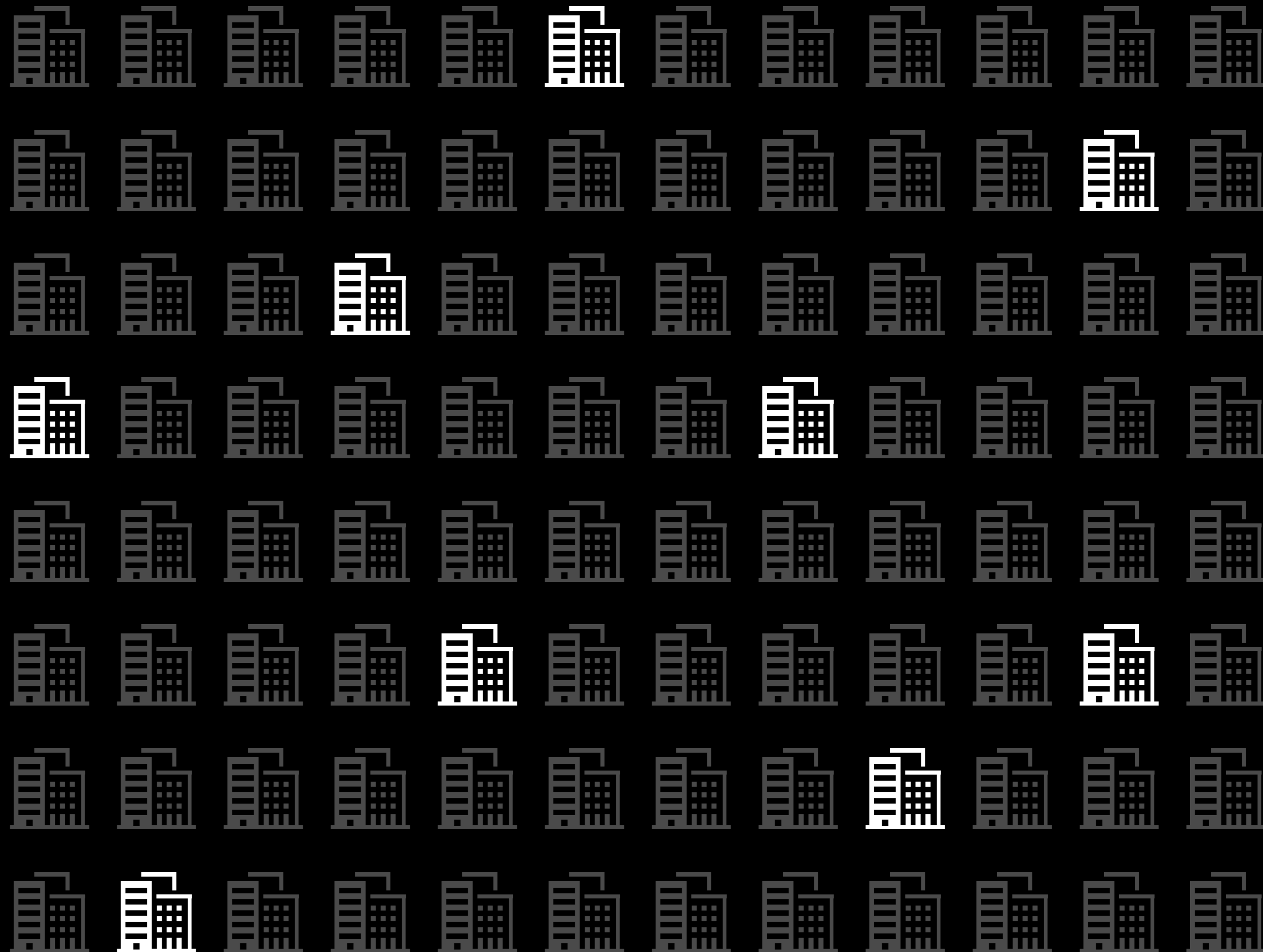
THE ERA OF TALENT  
INTELLIGENCE  
Kate Hastings  
Senior Director, Insights

8%

OF ORGANISATIONS  
HAVE USABLE  
DATA

70

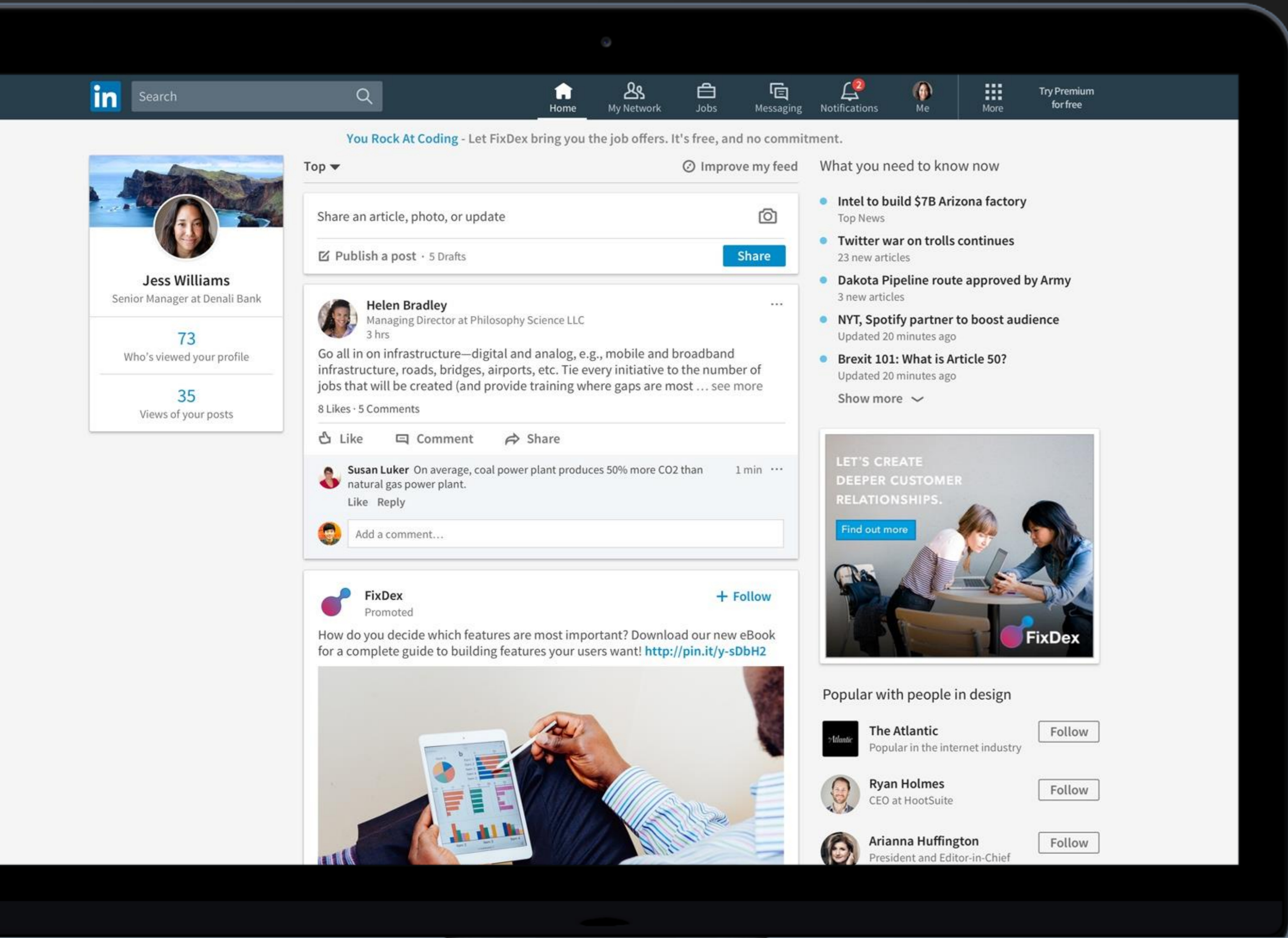
OF CEOs SEE  
TALENT AS A  
COMPETITIVE  
ADVANTAGE





## OUR VISION

Create economic opportunity  
for every member  
of the global workforce



OUR MEMBERS GENERATE

Powerful data  
that we can turn  
into insight

Identity

+

Engagement

=

INTENT

1,000 to 10





# LinkedIn Talent Insights

The image features three overlapping semi-circular shapes on a black background. The shapes are arranged from top-left to bottom-right, each overlapping the one above and to its left. The top-most shape is a light blue color and contains the text 'DEVELOP WINNING TEAMS'. The middle shape is a medium blue color and contains the text 'DRIVE STRATEGY'. The bottom-most shape is a dark blue color and contains the text 'INFORM HIRING'. All text is in a clean, sans-serif font.

DEVELOP  
WINNING  
TEAMS

DRIVE  
STRATEGY

INFORM  
HIRING



- 
- 
- We've mythologised data.

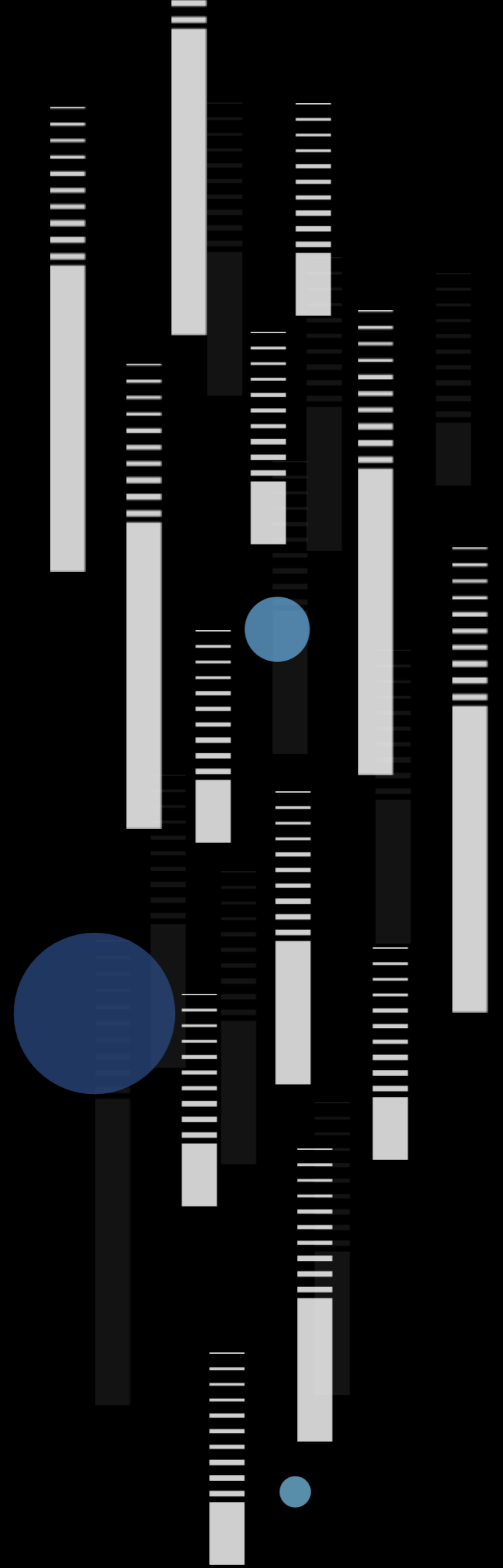
It's that easy.





WITH GREAT DATA COMES GREAT

RESPONSIBILITY



Thank you.

TALENT INTELLIGENCE

EXPERIENCE

