



ActOne Group

THE STATE OF OUR INDUSTRY

JUNE 2023





EXECUTIVE SUMMARY

The ActOne Group is a global enterprise that provides employment, workforce management, and procurement solutions to a wide range of industries, Fortune 500 organizations, local and mid-market companies, and government agencies. The company's three distinct business verticals — staffing, workforce solutions, and business services — are offered via a family of brands under the ActOne Group. These brands include AppleOne, AgileOne, and AllSTEM Connections, which operate in unique sectors of the staffing and workforce solutions industries. By looking through the lens of the ActOne Group's different brands in staffing and workforce solutions, unique perspectives and insights into today's workforce are readily apparent.

While the US job market is strong, the tight economy has caused many companies to look inward to fill vital roles and meet demands for talent. In light of these circumstances, it's become more and more beneficial to consider skills-based hiring and talent mobility; strategies that both encourage workforce diversity and adaptability. Employing these forward-thinking strategies could provide organizations with the competitive edge they need in today's ever-evolving job market.



APPLE ONE: EMBRACING SKILLS-BASED HIRING

If there is one challenge facing all companies in need of talent, it's the question of how to identify the right candidates for the job. Finding candidates with all the required credentials doesn't necessarily mean you'll find the right candidate for the job. That's where skills-based hiring comes in — a transformative approach that focuses on assessing an individual's competencies rather than solely relying on their credentials. As companies seek to optimize their talent acquisition strategies, the adoption of skills-based hiring is gaining momentum. Companies should explore how this method can revolutionize their organization's recruitment process.

Skills-based hiring represents a shift in perspective from conventional hiring practices that prioritize qualifications and experience. It recognizes that skills and potential are not limited to formal education or work history alone. Data has also shown the benefit a skill-based approach offers; companies that already implement skills-based hiring report a 92 percent reduction in miss-hire rate. When you consider that the cost of a bad hire is upwards of five times the employee's salary, finding better means of locating the right candidate other than credentials has incredible potential.¹

Embracing this change in hiring strategy requires a commitment to reevaluate job requirements, create transparent job descriptions, and adopt new assessment methods.² This approach enables employers to tap into a wider pool of talent, including candidates from non-traditional backgrounds who possess the necessary skills but may lack conventional credentials.

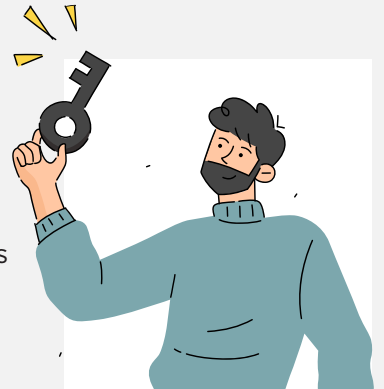
By focusing on skills, employers can identify candidates with transferable capabilities that can be applied across various roles and industries. This approach not only promotes diversity and inclusivity but also enables businesses to adapt quickly to changing market demands. Skills-based hiring can reduce time-to-fill and enhance employee retention rates. Employees selected based on their skills tend to have higher job satisfaction, increased productivity, and are more likely to contribute to a positive organizational culture.

Skills-based hiring is most effective when companies start with clearly defined skills and competencies required for roles they need to fill. Defining the required skills involves collaborating with hiring managers, subject matter experts, and cross-functional teams to develop comprehensive job descriptions. Another step is to focus the recruitment process on assessing candidates' skills through methods like competency-based interviews, skills assessments, and performance simulations.

There's a lot of talent out there, and, in some cases, the best way to ensure your company finds candidates who will enhance overall business agility is to focus on skills in the interviewing process. By shifting focus from credentials to competencies, hiring managers will uncover a more diverse pool of qualified candidates, some of whom might have unconventional backgrounds but possess all the necessary skills to excel. With the right implementation strategy, businesses can unlock the true potential of their workforce and gain a competitive edge in today's rapidly changing job market.

KEY TAKEAWAY: DEFINE REQUIRED SKILLS

To implement an effective skills-based hiring approach, it's crucial to define the required skills, create transparent job descriptions, and utilize assessment methods such as competency-based interviews instead of focusing on credentials alone. AppleOne has the resources and experience needed to help make your team transform your approach to skill-based hiring. Learn more at <https://www.appleone.com/>.





AGILEONE: OPTIMIZING TALENT MOBILITY AND A CULTURE-CENTRIC APPROACH

As the labor market grows increasingly complex and volatile, organizations face significant challenges — from grappling with talent shortages to implementing hiring freezes and layoffs. This landscape underscores the critical need for a fresh, forward-thinking recruitment and talent management approach.

Contrary to the traditional recruitment focus on hard skills and academic credentials, AgileOne emphasizes soft skills. In an era where technical competencies can become rapidly outdated due to the relentless pace of technological advancements, the value of soft skills such as communication, adaptability, and teamwork has surged. According to McKinsey's study, these skills facilitate communication, foster resilience, and improve performance.³

What sets AgileOne apart is our distinct capacity to identify and appreciate these skills in potential candidates. Our innovative approach ensures that organizations are equipped with a workforce that is not just technically proficient but also adaptable, collaborative, and innovative. With AgileOne's soft skills-centered strategy, companies can rest assured that their workforce is future-proof and capable of thriving as the future of work continues to evolve unpredictably.

AgileOne understands the importance of organizational culture in retaining and attracting top-tier talent. We are steadfast in our belief that individuals perform their best when their values align with their organization's. Therefore, our workforce strategies focus on selecting candidates who resonate with the organization's values, mission, and culture.

Our comprehensive approach includes assessing existing employees for cultural fit and potential skill development. This strategic alignment between personal values and organizational culture cultivates loyalty, reduces attrition, and nurtures a workplace environment conducive to growth and innovation.

Enhancing our strategy is our emphasis on internal talent mobility, operationalized through our 'quiet hiring' approach. Instead of exclusively targeting external talent, we encourage companies to identify and utilize the untapped skills and potential within their existing teams. This dual-benefit approach strengthens the organization and instills a sense of recognition and growth opportunity.⁴

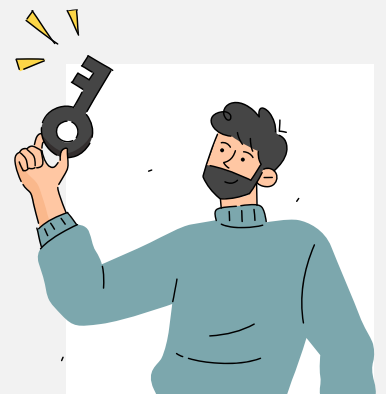
In emphasizing internal upskilling and reskilling, companies can establish a resilient talent pipeline, reduce the costs associated with external hiring, and maintain productivity levels even during hiring freezes. Such a strategy aligns perfectly with current labor market trends, providing companies with a cost-effective and competitive talent management solution.

With a strategic focus on soft skills, organizational culture, and internal talent mobility, AgileOne is uniquely positioned to provide comprehensive talent management solutions in these challenging times. Our holistic approach empowers businesses to build a robust, resilient, and adaptable workforce that aligns with their mission and values, driving their success and growth in an ever-evolving market.

By partnering with AgileOne, you will leverage our innovative workforce strategies to optimize talent mobility, navigate uncertainty, and ensure your organization thrives in these challenging times.

KEY TAKEAWAY: CULTURE FIT IS STILL KING

Between talent shortages and hiring freezes, it's more important than ever for companies to focus on retention. Incorporating talent mobility into your company's culture offers twofold benefits by helping business leaders create a more agile workforce while improving retention by investing in career progression for their best employees. AgileOne, leveraging its resources and expertise, is ideally suited to assist organizations in transitioning to this skill-centric approach, directly contributing to the formation of a resilient and adaptable workforce. Find out more at <https://www.agile-one.com/>.





ALL STEM CONNECTIONS: TALENT MOBILITY AND AI: EMPOWERING ORGANIZATIONS FOR THE FUTURE

As the world of work continues navigating the complexities of the post-pandemic labor market, The World Economic Forum's report on Future Jobs is now drawing attention to the importance of AI in optimizing talent mobility as we move forward. Talent mobility involves strategically moving employees across roles, departments, and even geographies to maximize their potential. With many companies in STEM fields implementing hiring freezes in some capacity, talent mobility has risen as a useful alternative to hiring new talent to increase efficiency and meet the company's labor demands.

The integration of artificial intelligence (AI) and a company's talent mobility strategy could be the newest transformative approach to talent management in some fields. By harnessing AI-powered algorithms and predictive analytics, organizations can identify and match employees with the right opportunities and development paths, ensuring a seamless talent mobility experience. AI can analyze vast amounts of data, including skills, performance, and preferences, to provide personalized recommendations for career growth and advancement.

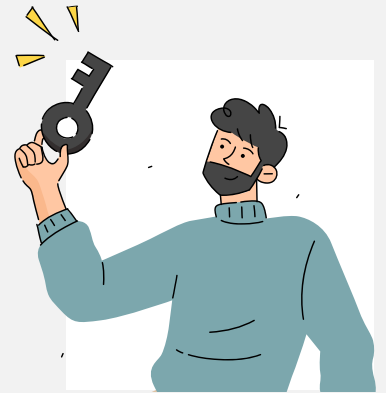
Gartner's research on HR talent strategies emphasizes the role of AI in facilitating effective decision-making and planning in the post-pandemic labor market. An AI algorithm can analyze workforce data, market trends, and skill requirements to provide insights for talent mobility planning. This can help organizations identify skill gaps, predict future talent needs, and proactively deploy resources to meet evolving demands.

One of the key benefits of combining talent mobility with AI is the ability to offer personalized learning and development opportunities. Some predict that AI-powered platforms will be able to deliver targeted training programs, tailored to each employee's unique needs and career aspirations.⁵ This could include personalized skill-building resources, micro-learning modules, and coaching opportunities to enhance employee capabilities, boosting individual growth and aligning the organization's talent with its evolving needs.

The combination of talent mobility and AI holds tremendous potential for organizations seeking to successfully navigate the post-pandemic labor market. By leveraging AI-powered analytics, organizations can optimize talent mobility efforts, make data-driven decisions, and provide personalized learning experiences. This synergy also promotes diversity and inclusion, ensuring equal opportunities for all employees. As organizations embrace the transformative power of AI in talent mobility, they position themselves as forward-thinking entities, ready to adapt and thrive in an ever-evolving future.

KEY TAKEAWAY: CONSIDER TALENT MOBILITY TO GET THE MOST FROM YOUR WORKFORCE

With so many companies on STEM fields implementing hiring freezes, talent mobility offers an avenue for business leaders to increase efficiency and meet labor demands. The strategy involves strategically moving employees across roles, departments, and even geographies to maximize their potential. To learn more about how AllSTEM Connections can help you maximize your team's potential and fill talent gaps with skilled STEM contingent talent, visit <https://www.allstemconnections.com/>.





CITATIONS

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