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The Talent Shortage Myth

Where to Find the Largest Talent Pool Ever



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Leah Cowperthwaite is the Manager of the Growth Partners team at Globalization Partners. She is passionate about supporting a diverse network of partners as they help their clients quickly and compliantly hire team members around the world via G-P's Global Employment Platform. Leah has been with Globalization Partners for 2.5 years, plugging in from her home office in Raleigh, North Carolina. When she's not working, she enjoys spending time outdoors with friends and her two dachshunds.



The Trends



The Myths



Global Business Cautionary Tales



Globalization Partners



Q&A





**Companies
everywhere, can
hire talent
anywhere.**

**The two biggest trends right now:
“The Great Resignation” and the
global talent shortage.**

We must talk about the two phenomena
that are shaking the global hiring
market right now.





Global talent shortage

- According to a survey by Manpower Group, 69% of employers cannot find people with the skills they need
- Future Forum research revealed that workers are not willing to accept jobs that take the flexibility they obtained during the pandemic from them
- Only 17% of the employees surveyed by Future Forum want to work from the office every day

We are approaching a turning point.

- The **workforce** is different from how it was two years ago.
- **Evolve** from what “used to be” and focus on what “**can be**”.





Let's debunk
the myths.

Myth #1:
Professionals are no
longer willing to work.



- According to The U.S. Bureau of Labor, 24 million workers left their jobs between April and September 2021.
- Future Forum research reveals **50% of knowledge employees are open to looking for a new job** in the next year*
- The reason behind resigning **is not an unwillingness to work**
- Employees are looking for companies to care about their wellbeing and **align with their values and the life they want to live.**



Myth #2:
The shortage of talent
is everywhere.





- Remote work is now a **feasible hiring strategy**.
- Talent may be scarce in some sectors and industries, but not everywhere.
- Having **International teams** is a new competitive edge, but you need a strategy and processes to support it.

Myth #3:
Hiring internationally is
expensive and time
consuming.



Questions:

1. What job function will the new global employee fill?
2. Has it been difficult to find talent for this role before?
3. Will this role require contract-based or full-time employment?



Globalization Partners' **Guide to Finding Global Talent** provides a solid roadmap for sourcing top quality talent, including some extra insights that companies should consider:

- 1. Talent pool:** Onboard multilingual employees with ample international business experience.
- 2. Time zone and geography:** Hiring in complimentary time zones to bolster collaboration.
- 3. Cost to hire:** Choosing lower cost jurisdiction means the company can save resources and still offer local hires an extremely competitive wages





Talent Hubs



Population, 20 million and nearly 3 million are fluent in English.



Fortune 500 experience.

Roles to seek out:

- Business development representatives
- Project managers
- Sales representatives
- Customer care professionals
- Accountants





English language included in most post-secondary programs and majors.



Educated young professionals

Roles to seek out:

- Project managers
- Marketing personnel
- Business Analysts





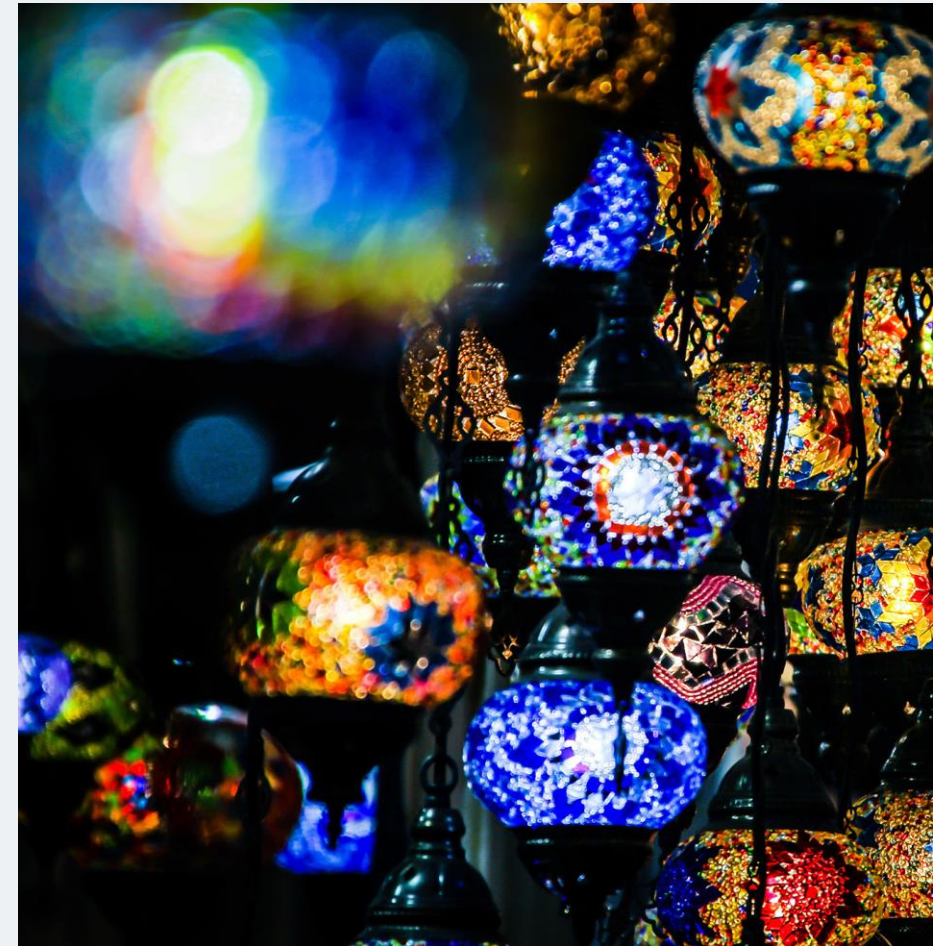
Poland's **Tech Industry** generates more than **29 percent** of all in-country jobs.



Ukraine is home to **8,000 JavaScript** programmers, **9,000 PHP developers** and **8,000 Java engineers**.



Recruiters can benefit from significant cost savings in **Eastern Europe over Western**, with policies like **e-Residency**.





10,000 accountants in Sri Lanka work for HSBC and Aviva and Business Processing Outsourcing is growing.



Over 130,000 IT students graduate from Manila universities every year.



Malaysia ranks 3rd in the world for innovative business ideas, a hub for Senior leadership and change management roles.





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**Global Business
Cautionary Tales**

Mexico: The employee who was missing in action



“Under the law in Mexico, it is extremely difficult (almost impossible) to establish cause for termination.”

United Kingdom: The employee with an axe to grind



“In order to save the company costly and lengthy legal proceedings, Globalization Partners was able to mutually end the employment relationship...”

Singapore: The employee with a secret criminal past



“Strict privacy laws in Singapore limited the types of questions Michelle could even ask about what Lucas was being charged for.”



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Overview of Globalization Partners



Position yourself as a strategic ally to your clients by helping them hire anyone, anywhere, quickly and easily.

By partnering with us, you can offer your clients an AI-driven, automated, fully compliant global Employer of Record platform powered by our in-house worldwide HR experts.

Leave the complexities of global employment to the named industry leader that consistently attains 98% customer satisfaction ratings.

With Globalization Partners, both you and your clients can succeed faster.



- Solve client business problems
- Strengthen global expansion expertise
- Create additional revenue stream(s)
- Provide preferred pricing
- Consultative, value-based sale
- Immediate access to global talent
- End-to-end control on compliance
- Enter and exit markets quickly



Global Employer of Record services, we employ local team members in several ways

- Through direct local entities
- Through 3rd party service providers

Globalization Partners has its own entities in 100+ countries

- Largest global legal infrastructure footprint in EOR space
- 96% of onboardings are through a G-P entity

Our global entity network acts as a risk management strategy

- Know who you are working with. G-P has end-to-end control
- Ability to control local compliance
- Infrastructure for scalability without sacrificing legal compliance
- 99% Payroll Accuracy

We thank you for your attendance.

- The new mantra should be **“If you can do your job anywhere, then someone anywhere can do your job.”**

“If you put limits on location, you’re putting limits on the talent you invite to your team. Companies are powered by people. People drive innovation. And remote work can bring the best companies and the brightest people together.”

Nicole Sahin, CEO and Founder, Globalization Partners







THANK YOU

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