

## Talent management

11th

Skills, knowledge and abilities / Management skills / Talent management

Global Skills Taxonomy ↗

## Five year trend

Learning hours spent pursuing assessments and credentials in **Talent management** from 2017 to 2022 (share of total learning hours). Source: Coursera



## Reskilling focus

Companies for which **Talent management** is a priority in their upskilling and reskilling programmes for 2023-2027 (share of companies surveyed)

25%

## Skill importance

Companies for which **Talent management** is a core skill for workers (share of companies surveyed)

35%

## Skill evolution

Share of companies for which **Talent management** is **increasing** or **decreasing** in importance at work. White diamond and label represent net share.

+56%

## Jobs in focus

Roles where organizations surveyed report **Talent management** to be increasing in importance fastest, alongside estimates of the net job growth (percent) from 2023 to 2027.

## ROLES

	NET GROWTH
1. Managing Directors and Chief Executives	-2%
2. General and Operations Managers	0%
3. Assembly and Factory Workers	-6%
4. Sales Representatives, Wholesale and Manufacturing, Technical...	0%
5. Business Development Professionals	21%
6. Business Services and Administration Managers	-5%
7. Accounting, Bookkeeping and Payroll Clerks	-27%

## Time to skill

Learning hours required to achieve a credential in **Talent management** at beginner, intermediate or advanced proficiency as a function of the learner's level of formal education.

Hours 0 34

## FORMAL EDUCATION BACKGROUND

	BEGINNER	INTERMEDIATE	ADVANCED
All	2.7	7.3	10.9
No Bachelor's Degree	2.9	7.4	14.3
Bachelor's Degree	2.7	7.6	12.7
Graduate Degree	2.6	7.1	9.7

## Strategically adjacent skills

Probability that a company which will prioritise skills training in **Talent management** from 2023 to 2027 will also prioritise other skills.

Skill taxonomy Skills, knowledge and abilities Attitudes

Leadership and social influence	62%
Analytical thinking	55%
Creative thinking	53%
Resilience, flexibility and agility	49%
AI and big data	47%
Curiosity and lifelong learning	40%
Technological literacy	40%
Empathy and active listening	36%
Motivation and self-awareness	35%
Resource management and operations	34%

## Simultaneous skill development

Probability that courses in **Talent management** also teach other skills. Source: Coursera.

Skill taxonomy Skills, knowledge and abilities Attitudes

Resource management and operations	54%
Creative thinking	45%
Empathy and active listening	45%
Leadership and social influence	41%
Marketing and media	26%
Design and user experience	23%
Curiosity and lifelong learning	22%
Analytical thinking	22%
Systems thinking	16%
Resilience, flexibility and agility	11%

## Industry trends

Industry-by-industry variations in reskilling focus, current and future importance, forecast evolution in importance, and strategic focus companies will place on **Talent management** from 2023 to 2027 for the industries which assign the highest and lowest reskilling focus to this skill (share of companies surveyed)

Above global mean Below global mean

