

## No Man is an Island:

### What everyone should know about closing the talent gap

When I first moved to New Zealand, the concept of talent shortage was more of an ambiguous looming threat than a reality. Yes, jobs in other parts of the world were increasingly difficult to fill, but not impossible. Not impossible until I moved to a country where the number of "in demand" skills literally outnumbered the number of people with them.

A regular refrain heard among recruitment professionals in New Zealand is "Yes, we know it's a problem but what do we do about it?" We cannot do what we have always done. We have to get smarter about learning where the talent is and how to engage with it. Kiwis regularly refer to something called "the brain drain" which roughly translates to highly skilled people leaving the country in search of higher salaries, bigger opportunities and adventure.

New Zealand may be an exceptional example of the recruiting challenges faced due to scarcity of talent. But globally, 60% of HR professionals report updating or are revamping their talent sourcing strategy, and another 27% are considering changes to attract much needed talent<sup>1</sup>. In this extreme situation, necessity has become the mother of innovation.



#### Be in touch.

Keeping track of skilled talent when they leave the area. Ensure potential



#### Be creative.

Ensure that the sourcing strategy is not limited by geography. Start small and

candidates receive regular communication about opportunities at home and that we know if and when they are planning to return.

choose a few areas to target that have the types of talent needed. When there is not enough talent to do the jobs, bring it in (build it) or bring it home.



Remove low value, non-strategic work off the recruiter's desk. **Outsource it!**

## Be smart.

Remove low value, non-strategic work off the recruiter's desk. Outsource it! Allow them to focus on what they should be best at; sourcing top talent for the organization.

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"No man is an island, Entire of itself, Every man is a piece of the continent, A part of the main." (John Donne)

The silver lining is when geographic lines are blurred out of necessity or ingenuity, the world becomes a smaller, more connected place with a deeper talent pool that will go further and last longer.



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<sup>1</sup> Deloitte, The open talent economy, Human capital trends 2013: Leading indicators, Deloitte, April 2013,  
<http://www2.deloitte.com/us/en/pages/human-capital/articles/human-capital-trends-2014-top10.html>