



As talent shortages persist across industries, an increasing number of employers are grappling with the need to adapt to the “new normal” to address this challenge effectively.

HR departments are encountering a significant shift in which they find themselves dealing with an inadequate number of candidates or insufficient

high demand for candidates. In certain scenarios, these professionals are facing both issues at the same time.

budget and staffing to meet the

- + **Prioritize skill-based hiring.** While specific qualifications may be valuable for some roles, employers may consider candidates based on desired skills instead of experience or education.
- + **Hire for cultural fit.** Employers can hire eager candidates who are an excellent cultural fit and train them on specific skills or tasks later.
- + **Support internal mobility.** Many employees are willing to transition to job roles within the organization for higher compensation, better work-life balance, or new learning opportunities.
- + **Focus on retention.** Championing current employee skills can help workers feel valued and appreciated, increasing their chances of staying at the company.