

# HR Meta-Trends Explored:

## Winning the Race for Skills and Mobilizing the Workforce for the Future

SAP® SuccessFactors® solutions conducts an annual study of the top HR meta-trends and how these have evolved over the previous year.

The most recent report identifies two key trends around learning and talent management – winning the race for skills and mobilizing the workforce for the future.

By acting on insights, organizations can accelerate employee growth and make talent a competitive advantage. Here, we explain how.

### Winning the race for skills

Despite global economic uncertainty and the restructuring we've seen in early 2023 across several industries, trends suggest that employees will maintain the upper hand in the job market. Flexible work policies, increased monetary rewards, and non-monetary benefits are anticipated to become the norm. This will also be true for redesigned HR practices that deliver the kinds of experiences employees now expect.

To retain existing talent and sustain optimal business operations, it's important that leaders align strategic goals with opportunities for their employees to grow and develop their careers. Organizations also need to stay informed about what skills they will need to recruit or train for in the years ahead.

### How modern HR solutions can help

Organizations can empower employees to grow their careers with the SAP® SuccessFactors® Opportunity Marketplace solution, provide them tools to learn new skills with SAP SuccessFactors Learning solutions, and drive skills-based talent planning with the Eightfold AI Talent Intelligence Platform™. These solutions give organizations the ability to build an effective talent infrastructure, make data-driven strategic HR and workforce decisions, and confidently plan for the future.



**“It is every organization’s responsibility to understand the skills and capabilities of their employees and how to grow together. Our team understands this completely, and, leveraging our partnership with SAP, we are building a future-ready workforce that every leading organization should be modelling themselves after.”**

Ashutosh Garg, CEO and Co-founder, Eightfold AI



### Mobilizing the workforce for the future

Organizations are shifting their focus from filling short-term skills gaps to predicting long-term business needs and engaging in strategic workforce planning to prepare for the future. Global economic uncertainty is shaping this trend in 2023, leading some to focus more on internal mobility than external hiring.

In particular, those facing external hiring freezes and limits to backfilling will focus on upskilling and reskilling their people to create better internal opportunities that foster organizational growth and success.

Organizations are continuing to turn to career development to improve employee experiences. Developing unique, individualized career plans for employees will demonstrate their value and point to a bright future. Supporting long-term

career trajectories with a variety of shorter-term developmental activities will motivate employees to reach these goals.

Talent and business leaders are also considering how to provide the right balance of learning and development opportunities within a hybrid work context. Experiential learning and coaching are among the learning methods expected to rise in popularity in 2023.

**“We are on a mission to create a future-ready workforce, using our technology to help organizations continue to grow and achieve their goals through any market disruption.”**

Ashutosh Garg, CEO and Co-founder, Eightfold AI



### How modern HR solutions can help

Skills assessments and audits help organizations and employees understand existing and sought-after skills in a transparent way – but only if guided by a comprehensive skills taxonomy.

Data will become even more valuable and useful across practices if teams include other personal attributes in these efforts, such as employees’ aspirations or working styles. To succeed in the long-term, reskilling and upskilling efforts must be paired with culture-change initiatives.

Employees only feel empowered to prioritize their development if there’s a foundational learning culture that provides the time, rewards, and recognition for learning.

With learning and talent management solutions from SAP and an intelligent skills foundation with Eightfold AI, organizations can provide meaningful upskilling and reskilling opportunities, drive internal mobility, and foster an internal culture of learning.

## HR Meta-Trends in Learning and Talent Management

### How can modern cloud software help HR prepare for what’s ahead?

As HR leaders continue to navigate the rapidly changing business landscape, it’s become increasingly important to have an agile and adaptable workforce. Organizations are turning to the SAP® SuccessFactors® Talent Management Solutions to proactively plan and prepare, using technology to help develop a skilled and motivated workforce.

### Discover more

The workplace and workforce needs are rapidly changing. Get your copy of SAP’s full report: [HR Meta-Trends in 2023: Defined by the Employee Experience.](#)

In addition, Eightfold AI’s market-leading Talent Intelligence Platform helps organizations to better understand the skills and capabilities of all their talent, and provides personalized upskilling, reskilling, and succession planning recommendations to keep organizations up-to-date with modern skills.

Explore how HR leaders can prepare for what’s ahead. The research outlines what leaders can expect from current trends.