

Hiring intentions for the third quarter 2021

Belgian employers expect to accelerate hiring pace during the summer and report an encouraging Net Employment Outlook* of +13%.

25%

PLAN TO HIRE

11%

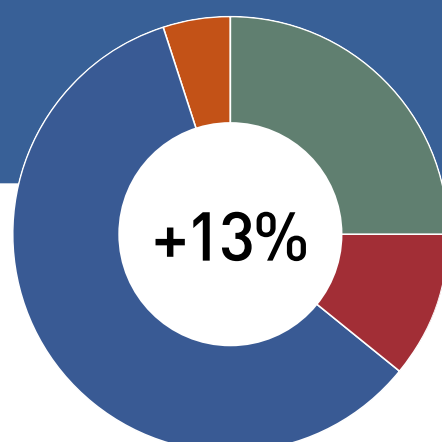
EXPECT TO LAY OFF WORKERS

59%

PLAN TO KEEP WORKFORCE LEVELS STEADY

5%

UNDECIDED



*Net Outlook seasonally adjusted

Talent shortages at 15-Year-High as Hard & Soft Skills Are More Difficult to Find Than Ever Before

As a post-pandemic 'hiring-boom' is on the horizon at global level, 83% of Belgian employers say they have difficulty filling their vacancies.

69% WORLD

84%

74% EMEA

75%

83% BELGIUM

91%

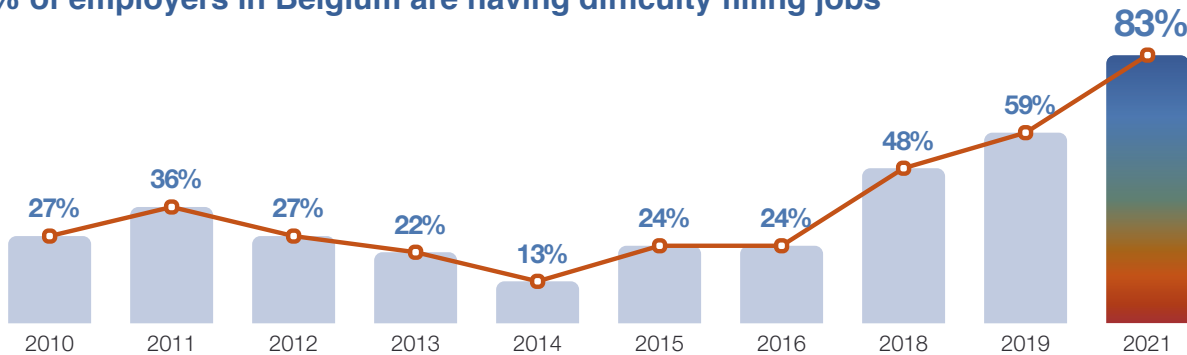
Skilled workers

SEARCH

COVID-19 Is Reshaping In-Demand Skills

The biggest workforce shift and reallocation of skills since World War II began in 2020 – even those skills most in demand in the early phase of the crisis are different to demand emerging now and expected in future.

83% of employers in Belgium are having difficulty filling jobs



Top Five In-Demand Roles

As tech disruption accelerates employers are looking for the right blend of technical skills and human strengths

- TECHNICS/ LOGISTICS
- IT/ DATA
- MANUFACTURING/ PRODUCTION
- SALES/ MARKETING
- FRONT OFFICE/ CUSTOMER FACING

Accelerating Importance of Soft Skills

Belgian employers are looking for new human skills to meet the challenges of the post-covid world of work

1. Critical thinking and analysis

2. Leadership and social influence

3. Resilience, stress tolerance and adaptability

4. Initiative taking

5. Accountability, reliability, discipline