

THE GLOBAL CHASE FOR TALENT

Site selector perspective on how talent shortages are impacting corporate location decisions, November 2021



**Based on survey of Guild members conducted October 2021*

41% Believe skills shortages are the new normal

78% Say Talent Shortages are Impacting Where Clients Are Considering New Locations

Industries Most Impacted by Talent/Skills Shortages in Next 5 years



83% Manufacturing



68% Transportation and Warehousing



61% Construction



61% Health Care and Social Assistance



59% Accommodation and Food Services

Top States in Talent Attraction

- Alabama
- Georgia
- Kentucky
- Tennessee
- Texas
- Virginia

**Guild members named states that are implementing strong talent attraction and retention strategies (listed in alpha order)*

How Companies are Responding to Skills/Workforce Shortages

- 1 Raising wages/salaries
- 2 Introducing efficiencies (i.e. purchasing automated equipment, improving logistics, and/or implementing LEAN manufacturing methodologies)
- 3 Improving benefits or worker "perks"
- 4 Offering retention/attraction bonuses
- 5 Upskilling/retraining their existing workforce

68%

Of members agree that in a tightening labor market, companies will put an increasing emphasis on training for necessary skills rather than seeking to hire individuals with those skills.

The Consultant Perspective on Community Incentive Programs to Attract Relocating Talent

13%
Not sure



35%
Waste of resources

53%
Wise use of resources

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