

Ready for Tomorrow's Diverse Workforce



Did You Know?



44%

of Millennials are part of a **racial or ethnic minority** group.



25%

of the U.S. workforce will be comprised of **older workers** (people over 55) in 2024.



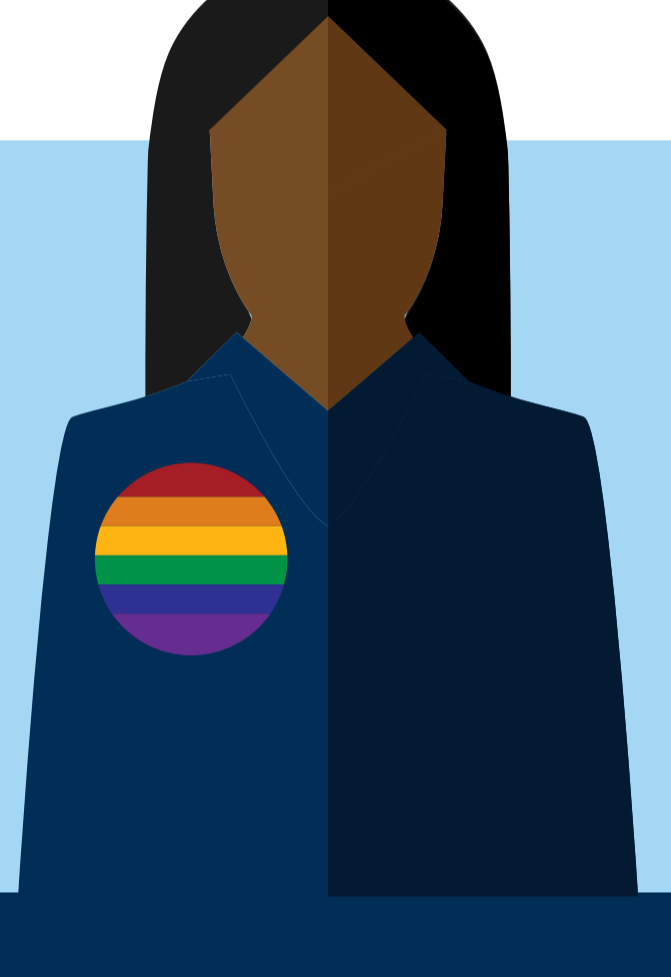
10%

of the global population is comprised of **people with disabilities**. (They are also the largest minority group in the United States with 50 million people.)



3%

of adults identify as **LGBT**. (The group has \$800 billion in spending power in the United States.)



These are just a few reasons to tune up your talent acquisition function for **D&I success**.

Fine-Tune Your Recruiting Process to Compete for Diverse Talent

From recruiter and hiring manager training to sourcing and recruitment marketing, do you have the visibility and knowledge to identify critical links in your process for recruiting diverse talent?



Data & Analytics
Is your talent acquisition process built to measure success and create accountability in diverse hiring?



Branding & Marketing
Do diverse candidates view your company as a desirable place to work?



Candidate Experience
Do diverse candidates feel valued by your organization throughout the hiring process?



Job Descriptions
Have you applied practices and technologies to remove job description biases that drive diverse candidates away?



Workforce Suppliers
Does your diversity recruitment strategy address flexible talent and workforce suppliers?



Time to Take the **Lead**

50%

of employers cite very effective **D&I efforts** pertaining to diversity by race, gender, sexual orientation, religion, age, or veteran status.

But only 27%

of employers say they have a **well-developed strategy in place**.

Download our white paper to learn how talent acquisition leaders are turning D&I into a business advantage.



AllegisGroup.com/Diversity

Sources: Allegis Group Talent Advisory Survey, Disabled World, U.S. Bureau of Labor Statistics, and U.S. Department of Labor

