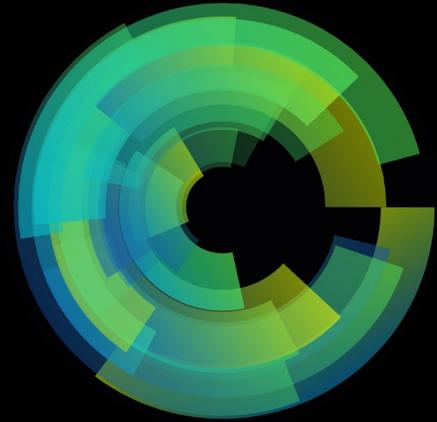


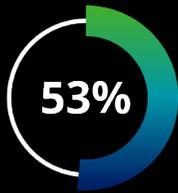
## HUMAN CAPITAL PLATFORM Research & Sensing

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53% of respondents said that half of their workforce will need to change their skills and capabilities in the next three years.



55% of respondents believe their organization is not ready to change at the scale and speed required.

2020 HR Trends Report, Deloitte

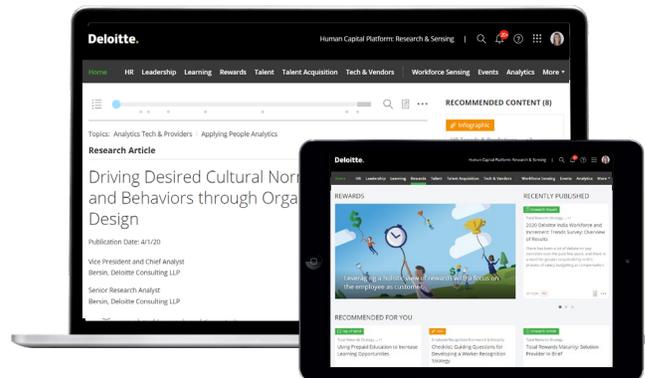
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*“I think that if you are in an HR transformation, the research that [Deloitte] gives you is fundamental to planning.” – Larry McAlister, VP Global Talent Management, Equinix, Inc.*

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