Exploring New Growth Opportunities in Talent Solutions

Teresa Carroll, CEO, Magnit
Why Me Talking?

$225B
MSP Global Spend Under Management

$276B
VMS Global Spend Under Management
The Industry Simplified

TALENT
- Demographics shifts
- Psychographic shifts
- Choice

SUPPLIERS
- Aggregators – MSP, RPO, EOR, BPO, SOW, DS, E-I-E-I-O
- Tech – VMS, ATS, FMS, AI
- Scale and Specialty
- Trusted Partners

COMPANIES
- Access
- Speed
- Quality
- Compliance
- Cost
Macro Opportunity I See
The Three A’s

1. AFRICA
2. AI
3. AWESOMENESS
Breaking It Down Further

- **74%** of organizations need to build deeper talent pipelines
- **70%** of organizations aim to improve talent acquisition using technology, automation, and digitization
- **55%** of businesses intend to redefine perspectives on talent beyond "productivity"

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**Embrace Immigration & Worker Flexibility**

**Invest in Automation to Drive Productivity**

**Invest in Reskilling & Upskilling Workers**

Source: Ardent Partners
Survey of 400+ organizational leaders globally across various industries, 2023
Your Options

Specialty

Scale

Technology

Outsourcing

AMN Healthcare
Manpower
Bullhorn
HEPCO INC
equilium

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HEPCO INC
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Unmet Needs of Clients
**Magnit Skills Observations**

**West Skill Trends**

- Creative marketing skills such as 3D motion / animation, UX design, and media campaign project management are in demand, with a 120% increase in volume and a 14.6% increase in pay rate from 2021.

- ICU nurses with skills in respiratory therapy, arterial blood gas sampling, and supervisory skills are most difficult to fill, taking over 50 days on average.
The South has an emerging demand for Data Analysts and Data Modelers with skills in SQL, Tableau, Reference Data Management (RDM), and AWS with volume up 121% from 2021.

Pharmaceutical / biotech laboratory skills, including bioreactors, gas chromatography, and quality management & assurance are difficult to fill, taking on average 50-60 days.
→ The Northeast is an emerging hub for software development with **Agile methodology skills in Kanban, Jira, Six Sigma and SDLC doubling** in demand from 2022 to 2023

→ IT and Automation skills have been difficult to fill in this region, with **RPA, UI Path, and IT Application Architecture** skills taking on average **45 days** to fill
The Northeast is an emerging hub for software development with Agile methodology skills in Kanban, Jira, Six Sigma and SDLC doubling in demand from 2022 to 2023.

IT and Automation skills have been difficult to fill in this region, with RPA, UI Path, and IT Application Architecture skills taking on average 45 days to fill.

Data Engineering & Warehouse skills are in high demand in the region, especially Spark, Hadoop, Azure DevOps, SQL, and AWS which have risen 3x in volume and 26% in pay rate from 2021.

Healthcare and nursing roles are most difficult to fill, especially nurses with skills in surgical rehab, cath lab, and post-anesthesia care, taking over average 40-50 days to fill.
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Central Skill Trends
Magnit Skills Observations
Nationwide

→ Enterprise Architecture, including private cloud deployment, AWS, Docker, and Kubernetes

→ Compliance and controls frameworks (NIST, SOC1, SOC2, ISO27000, Infrastructure security)

→ Nursing Specialties (phlebotomy, conscious sedation, post-surgical care and rehabilitation)

→ Six Sigma / Agile / PMP certifications, Jira for software development and project management
Where I See Things Going