The Global Talent Guide

Where the talent is

CXC Work Right.

Introduction

A NEW ERA OF TALENT WITHOUT BORDERS

In today's hyper-connected, fast-moving world of work, knowing where to find specialised talent is just as important as knowing how to engage it. As businesses expand, restructure, and digitise, the need for high-calibre, niche-skilled professionals has never been greater, or more complex to meet.
That's where this guide comes in.

"Where the Talent Is" is a bi-yearly pulse check on the global talent landscape, designed for procurement and talent acquisition leaders who are navigating the shifting sands of workforce planning. Whether you're sourcing AI engineers in Eastern Europe, healthcare specialists in Asia-Pacific, or creative talent in Latin America, this guide reveals where today's most in-demand skills live, and how CXC can help you compliantly and efficiently engage that talent.

With over three decades of experience supporting enterprise clients across more than 100 countries, we've seen first-hand how the right talent, in the right location, can drive innovation, improve agility, and future-proof business growth. We've also seen the challenges: from tangled compliance risks to the headaches of onboarding across borders.
So, this isn't just a report. It's a practical roadmap. We'll show you:

- The global hotspots for high-value skills
- The challenges and opportunities unique to each region
- How to engage talent quickly, safely, and with confidence; wherever they are

At CXC, we believe in making workforce complexity feel simple. This guide is part of that mission; to give you clarity, confidence, and the context you need to build a workforce that's ready for what's next.

Let's explore where the talent is and how you can reach it.

Global talent landscape overview

Understanding the shifting map of skills, demand and opportunity

The global talent market is undergoing a transformation unlike anything we've seen before. According to [Mercer's Global Talent Trends 2024-2025](#), 87 percent of executives believe their workforce model needs to change significantly within the next two years. Technological disruption, economic volatility and evolving workforce expectations are redefining how and where companies find specialised talent.

For talent acquisition and procurement teams, the challenge is no longer just access. It's alignment; finding the right skills in the right regions, and engaging them in the right way, with full compliance and minimal friction.

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The rise of borderless work

The global shift toward remote and hybrid work has permanently reshaped how companies access talent. Today, organisations can engage developers in Poland, UX designers in Argentina, or compliance analysts in India—without the need to relocate talent or open new entities.

According to CXC's [2024 Global Contingent Workforce Experience Survey](#), this transformation is reflected in actual working patterns:

- 57.72 percent of North American contractors now work 100 percent remotely,
- In Australia, 59.36 percent have the option to work onsite but choose to work fully remotely,
- And across Asia, 43.4 percent of contractors report choosing remote work when given the flexibility.

These figures illustrate how remote and hybrid models are now the norm across much of the global contingent workforce.

But this access also comes with new complexity. Clients and contractors alike are navigating a patchwork of local tax codes, employment laws, and onboarding frameworks. In this context, compliance is no longer a backend consideration—it's a strategic imperative.

CXC's data also reveals a strong correlation between remote work and worker satisfaction, flexibility, and retention—especially in regions like Australia and Asia, where over two-thirds of contractors report having full control over where they work. These insights highlight the importance of not just enabling remote work, but managing it in a way that supports compliance and contractor wellbeing.

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Talent shortages and skill clusters

The skills gap is growing. Across nearly every industry, demand for niche talent is outpacing supply. In PwC's 2024 survey, 52 percent of CEOs said they are investing in automation because they cannot find enough people with the right skills.

Mercer's report highlights that roles in data science, AI, cybersecurity, healthcare and renewable energy are among the hardest to fill globally. Skill clusters are also becoming more regionally defined:

- **Eastern Europe** | IT and engineering hubs with high technical literacy and cost efficiency
- **Southeast Asia** | Strong pipeline of clinical researchers and healthcare operations talent
- **Nordics** | Leaders in renewable energy policy and clean technology engineering
- **Latin America** | Fast-growing nearshore creative and development talent with high bilingual capacity
- **India** | A global leader in software development, data services and cloud infrastructure, with a vast pool of digital and tech professionals.
- **China** | A dominant player in engineering, manufacturing and AI development, supported by a growing STEM graduate base.

These clusters offer opportunity, but only if accessed with the right structure and regional expertise.

Technology's double-edged sword

Digital platforms have made it easier than ever to find and engage talent, but they have also introduced new risks. From misclassifying freelancers on gig platforms to relying on fragmented systems that lack visibility, technology without oversight can increase legal and operational exposure.

PwC's data shows that 60 percent of CHROs are currently re-evaluating the tech stack used for workforce management and sourcing, citing a lack of integration and data quality as key concerns. The right tools—when paired with expert partners—can deliver not just speed, but security and control.

Regulatory complexity is the new normal

Hiring internationally no longer just requires a recruiter—it requires a legal strategist. Compliance frameworks like IR35 in the UK, worker classification crackdowns in the US, and new reporting mandates across APAC mean that global hiring now comes with increased exposure.

According to Mercer, 72 percent of HR leaders globally cite navigating complex labour regulations as their top challenge in contingent workforce planning. Misclassification, tax errors and local employment law breaches can delay projects and result in costly penalties.

Global expansion is still a competitive advantage, but only when compliance is built in from day one.

Regional deep dives

WHERE SPECIALISED TALENT LIVES

The race for talent is global, but talent availability, workforce regulations, and engagement strategies vary dramatically by region. According to the World Economic Forum, over 140 million digital jobs could be created globally by 2030, yet talent shortages and regulatory barriers continue to challenge workforce expansion.

Understanding these nuances is crucial to building a scalable and compliant workforce strategy. Below, we explore the current talent landscape across North America, EMEA, Asia, LATAM, and ANZ, highlighting key skills markets, sourcing challenges, and how CXC helps businesses bridge the gap between global ambition and local execution.

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North America | Innovation powerhouse with increasing compliance pressures

Key industries | Technology, financial services, life sciences, media and entertainment

Talent hotspots | San Francisco, Toronto, New York, Austin, Montreal, Vancouver

In-demand roles:

- Full-stack developers
- AI and ML engineers
- Cybersecurity analysts
- Clinical research professionals
- Media producers and content strategists

Regional trends:

- Tech and life sciences talent demand continues to grow, with 55 percent of North American workers considering switching employers for better flexibility or purpose (PwC)
- Compliance complexity is rising, especially in contractor-heavy states like California and New York
- Freelance work is growing rapidly; Mercer reports that 62 percent of companies in the region now rely on a blend of traditional employees and independent contractors
- Diversity, equity, and inclusion (DE&I) and ESG expectations are increasingly influencing hiring and reporting

CXC IN ACTION

We help companies mitigate misclassification risks in the US, manage state-specific tax and benefits compliance, and deliver streamlined onboarding across the US and Canada. Whether you're building a contractor team for a product launch or engaging researchers for a biotech trial, we ensure compliance and operational continuity. For example, we supported a global software provider by integrating its internal contractor platform with our compliance and payroll infrastructure—enabling a frictionless experience for contingent workers. This approach not only ensured full compliance across North America, but also improved contractor satisfaction and retention through faster onboarding and more transparent engagement.

Read full case study here

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Europe (EMEA) | Talent-rich but heavily regulated

Key industries | Fintech, renewable energy, pharmaceuticals, professional services
Talent hotspots | Berlin, Amsterdam, Dublin, Stockholm, Zurich, Warsaw

In-demand roles:

- Data scientists and analytics specialists
- Renewable energy engineers
- Regulatory affairs professionals
- Finance and treasury analysts
- Digital marketing and UX professionals

Regional trends:

- Strong local talent pools, but rising wage inflation in Western Europe is putting pressure on hiring budgets (Mercer)
- Strict labour laws and GDPR compliance are major regulatory challenges
- Eastern Europe continues to emerge as a high-quality, lower-cost tech hub
- The post-Brexit landscape has created new barriers to cross-border hiring between the UK and EU

CXC IN ACTION

Our clients rely on us to handle intricate compliance across 30+ European countries, manage regional payroll and benefits, and support cross-border workforce structures. We simplify vendor management, particularly for companies with fragmented hiring models across multiple EMEA markets.

One example is GitLab, a leading DevOps platform with an all-remote workforce, which partnered with CXC to create a compliant, multi-country solution to support operations in key markets like Germany, the Netherlands, and the UK. Our tailored engagement model enabled GitLab to maintain operational continuity, reduce compliance risk, and deliver a seamless remote work experience across Europe.

Read full case study here.

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Asia | A scalable and diverse talent engine

Key industries | IT services, medtech, logistics, finance, cybersecurity
Talent hotspots | Bangalore, Singapore, Tokyo, Manila, Kuala Lumpur

In-demand roles:

- DevOps engineers and cloud architects
- Cybersecurity consultants
- Medical and clinical professionals
- Logistics planners and supply chain managers
- Financial compliance officers

Regional trends:

- South and Southeast Asia remain key sources of scalable, cost-effective tech talent
- Mercer reports 53 percent of APAC organisations struggle to fill digital roles, highlighting high competition in developed markets like Japan and South Korea
- Regulatory frameworks vary widely, from strict (Japan, South Korea) to flexible (Singapore)
- Contingent labour use is rising, especially for project-based hiring in IT and healthcare

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CXC IN ACTION

CXC enables companies to scale fast in Asia by managing the diverse legal, cultural, and operational frameworks of each market. From establishing a compliant presence in Japan to building a scalable contractor team in India, we ensure smooth engagement and reduce risk. A strong example is our work with BIC in the Middle East and Asia, where we provided a fully compliant Employer of Record (EoR) solution to support the company's regional growth. This allowed BIC to expand quickly in new markets without setting up local entities, while maintaining full control over workforce operations and ensuring compliance with local employment laws.

Read full case study here.
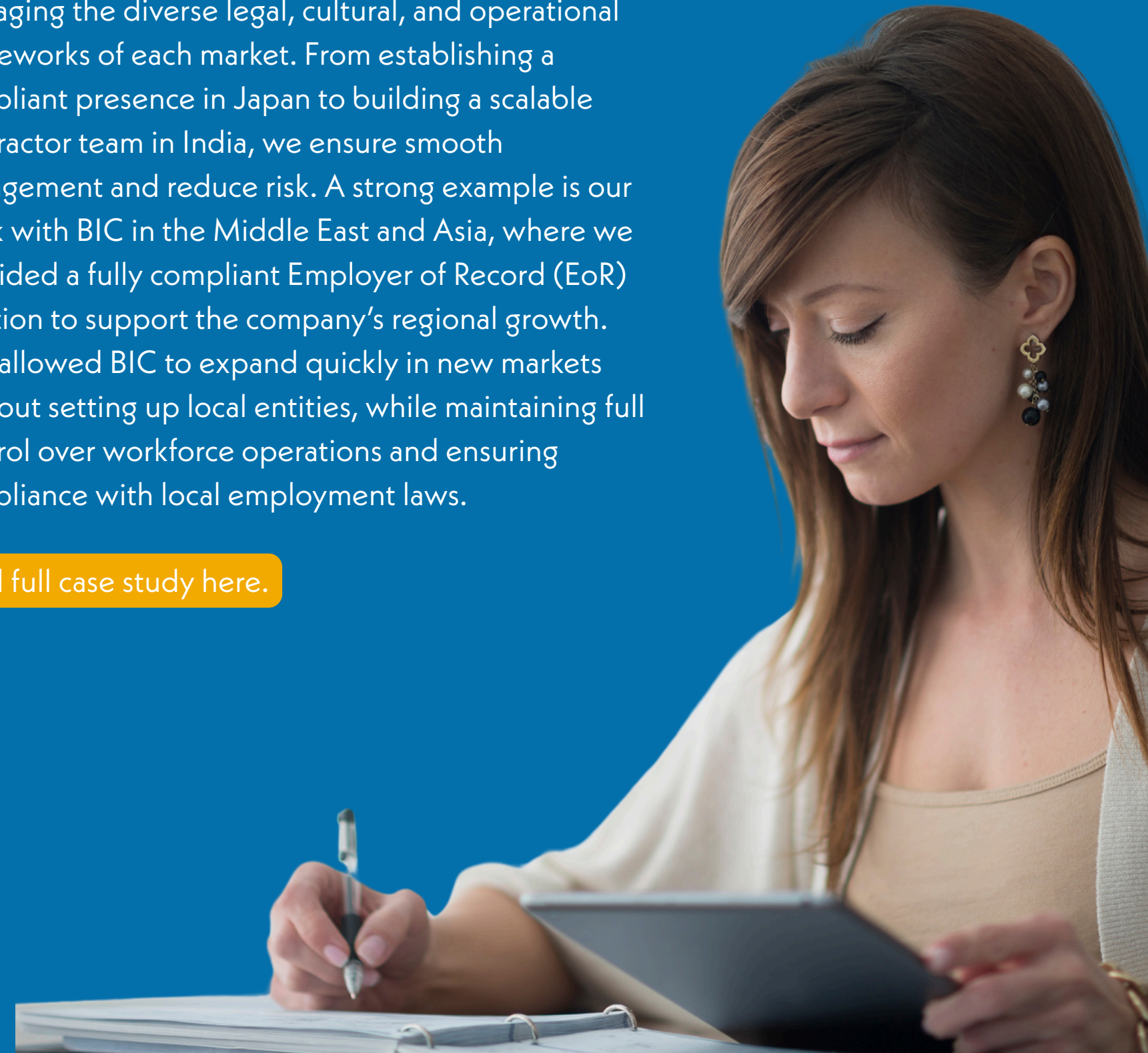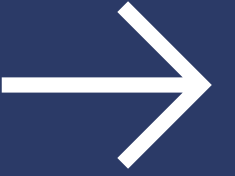
Latin America (LATAM) | The nearshore advantage

Key industries | Technology, fintech, creative content, customer experience
Talent hotspots | São Paulo, Buenos Aires, Mexico City, Bogotá, Santiago

In-demand roles:

- Backend and mobile developers
- UX and UI designers
- Bilingual customer service agents
- Fintech developers and analysts
- Creative producers and animators

Regional trends:

- U.S. companies are increasingly turning to LATAM for nearshore tech support and creative services
- PwC notes a sharp rise in digital upskilling initiatives across LATAM to address regional talent shortages
- Currency volatility and complex benefits structures require robust compliance planning
- High English fluency in countries like Argentina and Mexico supports cross-border collaboration

CXC IN ACTION

We help companies tap into LATAM's vibrant talent market with confidence, handling benefits management, tax reporting, and contractor engagement. For North American businesses in particular, LATAM offers a time zone-aligned, cost-efficient workforce solution that we make easy to manage.

A prime example is our support for a U.S. manufacturing company expanding into Mexico. Facing complex REPSE compliance requirements, the company turned to CXC for a certified Employer of Record (EoR) solution. We enabled the client to legally and efficiently engage contractors, avoid costly delays and penalties, and scale operations quickly in a key supply chain region.

Read full case study here.

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Australia and New Zealand (ANZ) | Mature markets with a compliance-first mindset

Key industries | Technology, mining and resources, professional services, financial services, healthcare

Talent hotspots | Sydney, Melbourne, Brisbane, Auckland, Wellington, Perth

In-demand roles:

- Cybersecurity analysts and cloud engineers
- Digital transformation consultants
- Clinical and allied health professionals
- Regulatory and compliance specialists
- Renewable energy engineers and project managers

Regional trends:

- High levels of digital adoption and innovation, particularly in cybersecurity and data analytics
- Mercer reports 72 percent of ANZ employers cite regulatory compliance as a top workforce concern
- Demand for contingent workforce models is increasing due to ongoing skill shortages, especially in health and IT
- Local emphasis on ESG, data privacy, and First Nations inclusion in hiring

CXC IN ACTION

ANZ is where CXC first established its footprint, so we understand the nuances of local workforce legislation better than anyone. Whether you're scaling your tech team for a national rollout or managing compliance across several vendors, CXC helps organisations in ANZ stay agile, risk-free and efficient while maintaining a s trong focus on local requirements and cultural sensitivities.

One example is our partnership with a leading telecommunications provider in Australia, where we implemented and continue to manage the country's largest contingent workforce program. Through a centralised and fully compliant solution, we've helped the client streamline vendor management, mitigate classification risks and improve contractor visibility and engagement at scale.

Read full case study here.

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WHAT THIS MEANS FOR TALENT LEADERS

Every region offers a unique blend of skills, opportunity, and complexity. According to PwC's 2024 survey, more than 60 percent of global workers say they're open to new roles—but only with the right working conditions and culture. Talent acquisition and procurement teams must think globally but act locally, balancing strategic expansion with compliance, cost, and cultural awareness.

CXC helps you do exactly that, delivering compliant, scalable talent solutions tailored to each market's reality. Whether it's onboarding five engineers in Berlin or engaging a freelance team in Buenos Aires, we take the complexity out of global hiring so you can focus on growth.

THE CXC ADVANTAGE FOR TALENT LEADERS

Focusing your strategy on high-value talent segments isn't just about filling roles, it's about unlocking growth and building a workforce that can power your next phase of innovation. At CXC, we help you engage the right specialists, wherever they are in the world, while ensuring compliance, cost control, and operational efficiency at every step.

With operations in over 100 countries, we have real-time insight into where talent lives and how to engage them effectively. Whether you need a single cybersecurity expert in Warsaw, a full creative team in Buenos Aires, or ESG consultants on the ground in Sydney, we've built the global infrastructure and local partnerships to make it happen.

We simplify the complexity of global engagement, so you can focus on what matters most: performance, impact, and sustainable growth.

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Key challenges in accessing global talent

WHAT'S STANDING BETWEEN YOU AND THE TALENT YOU NEED?

The global talent pool has never been deeper, more diverse, or more distributed. But while access to skilled professionals across borders is easier in theory, the reality is far more complex.

For talent acquisition and procurement leaders, engaging global talent often means grappling with a web of regulatory, operational, and logistical hurdles. Missteps can lead to delays, financial penalties, reputational risk and worst of all, missed opportunities.

Here are the five most pressing challenges companies face when building a global workforce:

1. Compliance with local labour laws

Every country, and often every region within a country, has its own rules for how workers must be classified, paid, and protected. Getting it wrong can mean costly penalties and reputational damage.

- Risk of misclassifying contractors as employees
- Mandatory local benefits, insurances, and leave entitlements
- Evolving regulations, such as IR35 (UK), AB5 (California), or superannuation in Australia

CXC solves this by providing local expertise in 100+ jurisdictions, managing classification, benefits, and compliance from end to end.

2. Payroll, tax, and benefits complexities

Running payroll for international workers isn't just about processing payments. It's about ensuring tax compliance, managing statutory contributions, and administering benefits all within the rules of each local market.

- Varying tax rates, currency requirements, and social security obligations
- Benefits packages that must be regionally competitive and compliant
- Delays and errors that damage employee experience

CXC simplifies this through fully managed payroll and benefits solutions tailored to local legislation and market expectations.

3. Misclassification and worker engagement risks

Hiring freelancers, consultants, or contractors directly without the proper engagement model puts organisations at risk. What starts as a short-term cost-saving measure can quickly escalate into a legal or financial crisis.

- Increased global scrutiny and government audits
- Long-term contractors inadvertently becoming deemed employees
- Gaps in documentation or onboarding processes

CXC protects you with Employer of Record (EoR) and Contractor Management (MSP) models that ensure every worker is correctly classified and compliantly engaged.

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5. Limited workforce visibility and strategic insight

As teams become more global and decentralised, workforce data becomes harder to track and harder to trust. This limits your ability to make strategic decisions around headcount, spend, and risk.

- Siloed data across vendors and regions
- Inability to track costs, contract terms, or compliance issues
- Missed opportunities to consolidate or optimise

CXC gives you control with consolidated reporting dashboards and governance frameworks that provide real-time visibility into your entire global contingent workforce.

4. Onboarding at scale (and speed)

Accessing global talent is one thing, bringing them onboard quickly, consistently, and with full compliance is another. Every delay in onboarding can result in project delays or lost revenue.

- Lack of standardised onboarding processes
- Inconsistent contractor experiences across markets
- Limited visibility into status, timelines, and compliance documentation

CXC accelerates this with centralised onboarding systems, local HR support, and automated documentation workflows that keep things moving smoothly.

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TURNING CHALLENGES INTO OPPORTUNITIES

Accessing global talent shouldn't be a gamble. With the right partner, it becomes a growth strategy. CXC helps you overcome these challenges—so you can tap into global talent pools confidently, compliantly, and without disruption.

DIY global hiring vs. CXC-supported engagement

Why going it alone can cost more than you think

Challenges	DIY Approach	With CXC
Compliance Risk	High. Local labour laws are often misunderstood or overlooked.	Low. CXC ensures full compliance in 100+ countries.
Worker Classification	Risk of misclassification and legal penalties.	Correct classification through EoR or contractor models.
Onboarding Speed	Inconsistent. Delays due to paperwork, legal reviews, and setup.	Fast, standardised onboarding across regions.
Payroll & Tax Management	Fragmented. Multiple vendors, currencies, and statutory systems.	Fully managed, compliant global payroll with localised benefits.
Visibility & Control	Low. Disconnected systems and data silos.	High. Centralised dashboards, unified reporting, full transparency.
Cost Efficiency	Hidden costs through fines, vendor fees, and inefficiencies.	Predictable pricing, consolidated vendor management.
Employee Experience	Varies widely. Inconsistent communication and benefits.	Consistent, compliant experience with local HR support.

How CXC helps you win the talent game

Global talent, seamlessly delivered

Finding the right talent is only half the battle. The real win lies in engaging that talent compliantly, efficiently, and at scale without slowing down operations or increasing risk.

At CXC, we partner with enterprise organisations to simplify the complex world of global workforce engagement. Whether you're building a high-impact tech team, rolling out ESG projects, or staffing a regional expansion, we give you the platform, people, and process to do it right.

Here's how we help you stay ahead in today's dynamic workforce landscape:

Global engagement models built for flexibility

At CXC, we understand there's no one-size-fits-all approach to building a global workforce. That's why we offer a suite of adaptable, scalable engagement models that empower organisations to access, manage, and retain talent across borders without the red tape or risk.

Employer of Record (EoR) | Hire anywhere. Operate with confidence.

When you want to engage talent in a country where you don't have a legal entity, our EoR model makes it simple. CXC acts as the legal employer of your talent, taking care of employment contracts, payroll, taxes, statutory benefits, and compliance. You retain control over the day-to-day direction of your workers, while we handle the regulatory complexity.

Key benefits
- Fast market entry without establishing a legal entity
- Full compliance with local labour laws, tax codes, and employment standards
- Access to top talent with minimal onboarding delays
- Seamless employee experience with regionally competitive benefits
- Scalability to expand or contract workforce based on project demands

Best for | Expanding into new markets, engaging full-time global talent, or testing new geographies without long-term investment.

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International expansion made easy

The Ultimate Guide to Employer of Record (EOR)

Explore

Contractor Management Outsourcing | Full-service contractor care, from onboarding to offboarding

Managing contractors across different jurisdictions, business units and vendors can become a major burden—especially as compliance risks rise and internal resources are stretched. CXC's Contractor Management Outsourcing service delivers a centralised, fully managed solution that improves control, consistency and experience.

We act as the single point of contact for all things contractor-related, streamlining engagement and freeing up your HR, procurement and legal teams to focus on strategic priorities.

Key benefits
- End-to-end contractor lifecycle management, including onboarding, timesheets, compliance checks and exit processes
- Single source of truth for contractor data, improving visibility and audit readiness
- On-demand support for contractors to improve satisfaction and reduce churn
- Consolidated invoicing and reporting across multiple vendors or business units
- Local expertise to navigate labour laws, entitlements, and worker classification requirements

Best for | Organisations with growing contingent programs seeking to reduce complexity, improve consistency and ensure global contractor compliance.

Managed Service Provider (MSP) | Total control and compliance for your contingent workforce

Managing a global contractor workforce can be complex. Our Managed Service Provider (MSP) model is built to give you centralised control over contingent labour, delivering visibility, governance, and cost optimisation across all suppliers and engagements.

Key benefits
- Centralised onboarding and compliance for all contractors
- Single point of contact for vendor management and worker oversight
- Consolidated invoicing and simplified payment processing
- Classification risk mitigation with built-in governance
- Real-time analytics and reporting on workforce performance and spend

Best for | Enterprises managing large volumes of contractors across multiple suppliers and regions.

Get more from your contingent workforce

Download our Ultimate Guide to Managed Service Providers and unlock the transformative benefits that our MSP solution can bring to your organisation.

Start exploring

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Compliance consulting & risk audits | Make informed decisions, minimise workforce risk

Regulations shift fast. Our consulting services help you proactively manage risk, align your workforce strategy with local laws, and future-proof your talent operations. From worker classification audits to onboarding process reviews, our compliance experts provide clarity and peace of mind.

Key benefits
- Detailed audits of current engagement models and contracts
- Risk analysis for misclassification, tax exposure, and labour law compliance
- Strategic recommendations for engaging talent legally and cost-effectively
- Guidance on transitioning from high-risk to compliant structures
- Ongoing advisory support as regulations evolve

Best for | Companies scaling quickly, restructuring, or unsure about existing engagement models in new or complex jurisdictions.

Out Of Office (OOO) | Your gateway to borderless talent engagement

CXC's Out Of Office platform redefines how modern businesses connect with and manage remote professionals. Purpose-built for today's borderless workforce, OOO offers a seamless way to hire, onboard, and manage global talent, especially in tech and digital sectors.

Key benefits
- On-demand access to a global pool of skilled remote professionals
- End-to-end compliance with local hiring laws, taxes, and payroll requirements
- 99% payroll accuracy rate and streamlined benefits administration
- Community engagement, wellness resources, and remote work culture support
- A consumer-grade contractor experience that strengthens retention

Best for | Businesses building remote teams, scaling freelance engagements, or looking to simplify global contractor experience management.

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TAILORED WORKFORCE SOLUTIONS FOR EVERY STAGE OF YOUR BUSINESS

Wherever you are, we're ready to support:

🚀 Launching a new digital team in Poland?
🌍 Expanding a contractor program in APAC?
📊 Need one source of truth for global contractor data?

We've got you covered with adaptable models and dedicated local teams in over 100 countries.

TECHNOLOGY-ENABLED. PEOPLE-POWERED.

We combine advanced platforms with real human insight.

✔ Local teams provide cultural, legal and compliance expertise

✔ Platforms like Out Of Office streamline onboarding and engagement

✔ High-touch contractor support ensures strong retention

YOUR GLOBAL WORKFORCE. FUTURE-READY.

✔ Scale without setting up legal entities

✔ Expand across regions with full compliance

✔ Consolidate vendors and reduce admin

✔ Get full visibility into workforce data

✔ Deliver a consistent contractor experience globally

OVER 30 YEARS OF GLOBAL SUCCESS

We don't just help you HIRE globally.
We help you WIN globally.

LET'S BUILD A SMARTER, MORE AGILE WORKFORCE TOGETHER.

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Case studies & success stories

GLOBAL WORKFORCE SOLUTIONS IN ACTION

The world of work is changing and leading organisations are turning to CXC to help them stay ahead. From manufacturing and insurance to hospitality and financial services, companies across industries are navigating complex challenges in talent engagement, compliance, and scalability.

This section spotlights real-world success stories that show how CXC helps businesses build high-performing global workforces, manage risk, and expand without borders.

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Building a talent hub in the Philippines for a global insurance leader

Challenge
A leading global insurer sought to establish a Center of Excellence (CoE) in the Philippines to house 800 employees by 2025 but faced market-entry challenges, skills shortages, and inefficient vendor support.

Solution
CXC streamlined recruitment and onboarding processes, provided market insight, and delivered executive search support to help the client scale fast and smart.

Outcome
- Delivered niche IT talent quickly and compliantly
- Strengthened the client's employer brand in the region
- Enabled significant cost savings through offshore role transitions

Impact
Successfully positioned the Philippines as a long-term strategic hub for global operations.

Read full case study here

Southeast Asia expansion for a European hotel & real estate group

Challenge
Amid the pandemic, a European hospitality group needed to quickly establish back-office functions in the Philippines but had no legal presence and faced compliance hurdles.

Solution
CXC launched a tailored workforce engagement solution, scaling the client's team to 80 employees and supporting a smooth transition to independent operations.

Outcome
- Built and scaled back-office support remotely
- Maintained compliance and HR continuity during a volatile period
- Transitioned operations in-house after stabilising the workforce

Impact
Enabled rapid recovery and expansion in a cost-efficient, compliant way.

Read full case study here

Global financial services firm streamlines contingent workforce engagement

Challenge
This firm needed to manage a growing number of contingent workers across multiple countries, but lacked a consistent, compliant framework to engage and support them.

Solution
CXC implemented a combined Employer of Record (EoR) and Agent of Record (AoR) solution to streamline onboarding, ensure local compliance, and improve workforce visibility.

Outcome
- Onboarded over 100 workers across multiple jurisdictions
- Reduced co-employment and classification risks
- Delivered centralised contract and payroll management

Impact
Improved speed-to-productivity and ensured compliance across a global contingent workforce.

Read full case study here

The bottom line

Each of these organisations faced a unique challenge. But they all needed one thing: a reliable partner to help them engage specialised talent across borders—safely, quickly, and compliantly.

CXC delivers just that.

Whether you're entering a new market, scaling fast, or transforming how you engage your workforce, we've got the people, platforms, and partnerships to help you succeed.

Future outlook

## WHAT'S NEXT FOR GLOBAL TALENT STRATEGY?

The global workforce is in constant motion. As technologies evolve, regulations tighten, and employee expectations shift, the future of talent engagement will demand greater agility, smarter systems, and deeper partnerships.

Here's what we see on the horizon—and how you can prepare.

5 trends to watch

The future of global talent engagement

Trend	What's Changing	What You Should Do
Skills-Based Hiring	Focus is shifting from roles to capabilities.	Reframe sourcing strategies to prioritise skill clusters over job titles.
AI Talent Intelligence	Predictive analytics are transforming hiring and workforce planning.	Invest in tools that offer location-based skills mapping and real-time insights.
Remote Work Evolution	Workers expect a seamless, supported remote experience—not just flexibility.	Use platforms like Out Of Office to deliver a culture-rich remote environment.
Compliance Scrutiny	Governments are ramping up audits, particularly around gig work and classification.	Partner with providers who stay ahead of regulatory change (like CXC).
Workforce Agility	Businesses need to scale up or down quickly in response to demand.	Build flexible global engagement models that reduce friction, not speed.

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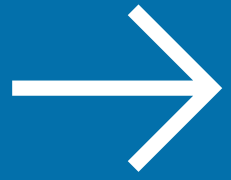
Recommendations for talent leaders

YOUR NEXT STEPS TO GLOBAL WORKFORCE SUCCESS

As global hiring accelerates, talent leaders are being asked to do more with less, move faster, reduce risk, and deliver top-tier talent in a competitive, compliance-heavy environment. The opportunity is enormous, but so is the complexity.

To help you take confident next steps, here are our top recommendations to future-proof your global workforce strategy:

1. Think skills, not just locations

Start with the skill sets your business needs to thrive, then identify where those skills are most concentrated and cost-effective to engage. A skills-first approach opens up new geographies and reduces unnecessary friction in sourcing.

PRO TIP Use CXC's global talent insights to uncover hidden hotspots for niche skills.

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2. Prioritise compliance from day one

Compliance is no longer a backend concern, it's a strategic differentiator. Labour laws, tax codes, and classification rules vary widely across regions. Mistakes can be costly and damage your employer brand.

PRO TIP

Leverage CXC's EoR, MSP, and compliance audit services to mitigate risks upfront.

3. Invest in scalable, flexible engagement models

You don't always need to build the infrastructure yourself. Instead of launching entities or stitching together multiple vendors, use plug-and-play solutions that adapt to your business needs and growth pace.

PRO TIP

Out Of Office is perfect for fast, compliant engagement of global contractors, without the overhead.

4. Elevate the contractor experience

Retention starts with experience. Today's talent expects smooth onboarding, localised benefits, and a sense of connection, no matter where they are. A poor experience can cost you talent before the project even begins.

PRO TIP

Standardise onboarding with CXC's global frameworks and enhance engagement through wellness and community tools.

5. Consolidate your workforce ecosystem

Many businesses manage dozens of vendors and systems across regions. Consolidation leads to cost savings, better data, and more strategic decision-making.

PRO TIP

Use CXC as your single partner for visibility, governance, and reporting across your entire global workforce.

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Bonus |
Ask yourself these 4 questions

✓ **ARE WE CONFIDENT OUR CURRENT GLOBAL WORKERS ARE CLASSIFIED CORRECTLY?**

✓ **DO WE HAVE VISIBILITY INTO TOTAL CONTINGENT WORKFORCE SPEND AND RISK?**
.

✓ **COULD WE SCALE FASTER IF OUR ENGAGEMENT MODELS WERE MORE FLEXIBLE?**

✓ **DO WE HAVE THE AGILITY AND COMPLIANCE SUPPORT TO DIRECTLY SOURCE INTERNATIONAL CANDIDATES WITH CONFIDENCE?**

If your answer isn't a clear yes, we're here to help.

CXC helps you not just hire globally—but hire smarter.

With the right model, data, and partner, global talent becomes a source of competitive advantage, not complexity. Let's build the workforce that takes you further.

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Let's build what's next, together

Whether you're planning your next regional expansion or rethinking how you engage contractors globally, CXC is here to help.

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