



Dear Colleagues,

A belated happy new year to our membership! We hope you have got the year off to a flying start.

The year ahead brings our industry many opportunities, with the increasing importance of attracting and retaining employees in a labour shortage market we have the expertise to assist clients in creating a talent thriving environment. Where clients can always attract, engage, develop and exit employees whilst remaining true to their employee value proposition and thus building rather than destroying trust.

The year will also no doubt bring many challenges, Brexit being a major factor for the European Union, we entered January with a large pinch of uncertainty.

As an industry we have a major part to play in shaping the talent agenda. The board of the Association of career firms have been working to propose a refresh of our focus and we will be engaging you in this in the coming few months.

Warm regards,

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Chairman ACF Europe



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2017 what will it bring?

During December I have met with what seems to be a larger number than usual of business colleagues who have all offered the view that 2016 has been a particularly hard year and that everyone is in need of a well deserved break as we look to the Christmas period.

But for may the challenges of 2017 look to be possibly greater as we face a fast changing macro political landscape in Europe and the US. We have an economy under some pressure and perhaps most challenging of all, the speed at which new types of roles and career paths are evolving at a rate far faster than that which we have seen before. We used to look at a ten year window for new groups of jobs to emerge but now it is nearer 3-4 years. A wonderful challenge to our industry and one which should require us as a group of professionals to work ever closer together as we look to build and share insight and knowledge.

For businesses across our regions the challenges we face will require an even greater emphasis on meaningful engagement and realistic investment in employee development. We have seen in the second half of 2016 that budgets are under pressure but we have also seen that for many companies the pressures on attracting and retaining the right talent groups has never been harder and as an industry we can play a pivotal role in supporting. To that end 2017 really should be the year of the career.

A new item in our newsletter the ACF AGENDA. A selection of HR events, meetings or milestones which you as a HR professional shouldn't miss. Please feel free to send us your news or items to place on the agenda for our next newsletters.

ACF Agenda: HR events not to be missed.



- 31 JAN-1 FEB 2017 **HRD Summit** Birmingham
- 9 FEB 2017 **Manchester HR Summit** The Midland, Manchester
- 14 FEB 2017 **CIPD HR Leaders Conference - The Future of Work** Holiday Inn, Coventry
- 16 MARCH 2017 **HR & Talent Management Conference** London
- 25-26 JAN 2017 **Employee Engagement Conference & Workshop CIPD**
HR Business Partner Conference & Workshop CIPD
- 12-13 JUN 2017 **HR & Workforce Analytics Innovation Summit** London
- 25 SEP 2017 **London HR Summit** Radisson Blu London, Stanstead

