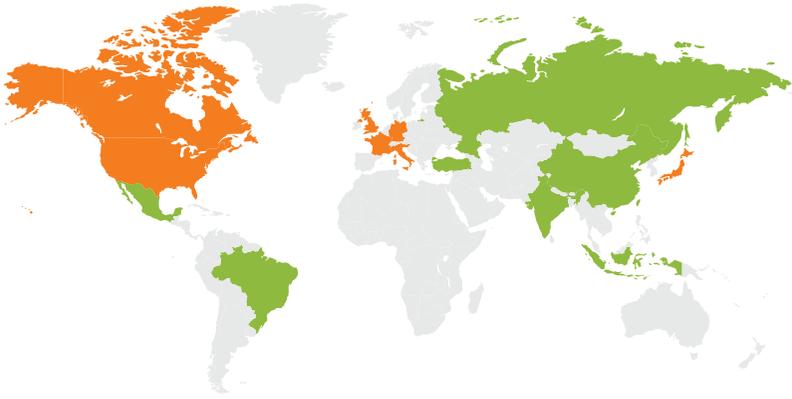


THE NATURE OF WORK IS CHANGING— AND SO IS YOUR WORKFORCE.

Is your HR team ready to think globally?

As the global economy becomes more and more integrated, HR leaders are challenged to *rethink their talent management approach*. 40% of global employers report talent shortages, creating a worldwide demand for skilled talent from both developed and emerging markets.



46%

of the world's college graduates *currently* come from *developed* markets.

60%

of college graduates are *expected* to come from *emerging* markets over the next decade.

THE NEW FACE OF WORK

Whether you have one employee on short-term travel, three people in several countries or 20 offices around the world, OneDigital's *global experts* are dedicated to helping you *build an exceptional global workforce*.

TOP TRENDS IMPACTING GLOBAL WORKFORCE STRATEGY



Millennials Flooding the Workforce



War on Talent



Technology



Globalization of Labor

TYPES OF GLOBAL EMPLOYEES

EXPAT

Expatriate (Expat)

An employee assigned outside of his or her base country for a year or more

SHORT TERM TRAVELER

Short-term Traveler

An employee assigned outside of his or her base country for less than a year



INPAT

Inpatriot (Inpat)

A foreign employee brought in to work in the headquarters location; They may be either third country national or local-country national from foreign locations

TCN

Third Country National (TCN)

A person who is employed by an international organization and who comes neither from the country where the organization has its main base, nor from the country where they are working

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Local National

An employee that is hired for jobs in their own country

5 CONSIDERATIONS FOR BUILDING A GLOBAL WORKFORCE

1 Location

Picking a place to operate is step one—and sometimes it can be the most complicated.

2 Flexibility

You may have employees in Atlanta, London and Japan, having a set 9-to-5 workday will pose a challenge for global teams. Flexibility is essential for everyone.

3 Employee Benefits

Your employees are committing to growing your business and stepping out of their comfort zone. Be sure to provide benefits that support their health & wellbeing while abroad.

4 Accountability

Instill the company's vision, goals and culture in your workforce, regardless of where they work. Make sure you have an employee handbook or training program in place to help build an exceptional global workforce.

5 Employment Practices

Employment laws, contracting and customs vary widely across the globe. Non-compete laws, union guidelines, working hours, holidays and leave policies are just a few hiring considerations that vastly differ from those of the U.S.



OneDigital offers a unique solution that provides a dedicated US-based expert, strategic partnerships and local country support to provide global peace of mind.

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