

HR outlook for 2026: why job-readiness matters

365Talents Newsletter - January 2026

Hi HR Leader,

Happy New Year! 🎉

A new year, new challenges. As transformation accelerates and skills gaps persist, one question matters more than ever: **are our workforces truly ready for what's next?**

Good news — our **Skills Impact Report 2026** is out! 😍

This new edition explores how a **skills-first approach to job readiness** helps organizations move beyond static roles and build agile, future-ready teams.

In this first 2026 newsletter:

- **Upcoming Product Masterclass**
- **2026 Skills Impact Report - Job readiness unlocked**
- **2026 HR Predictions: Why the Future of Work is augmented, not automated**
- **AI agents for HR: what they are, why they matter, and how to use them**

Enjoy the read 🚀

Product Masterclass Presentation



Get ready to discover what we're planning to **launch, enhance, and grow in 2026**!

Join **Eric Janin, VP Product**, for a **1-hour deep dive into our 2026 product roadmap** on **January 30th, 2026 at 6:00 PM CET**.

📅 The invitation is already in your calendar — please **accept or decline** so we can plan accordingly.

You can also join from *here*.

📘 The 2026 Skills Impact Report is here!



The Skills Impact Report is back — and it's built for action. 🔥

As organizations shift from static job titles to **skills intelligence**, job readiness becomes something you can **measure, activate, and scale**.

Inside the report, you'll discover:

- **Why job-based models are falling short** in a BANI world
- **Why job readiness is the new competitive advantage** powered by continuous skill development and adaptability
- **How Skills Intelligence drives impact**, helping HR teams map skills, close gaps, activate learning, and prepare talent for what's next

We are also delighted to feature the perspectives from **Vincent Lecerf**, HR Executive Vice President a*t **Orange Group***, and **Laetitia Audignon-Brault**, *Head of Career Paths and Skills at **SNCF Group.***

👉 A must-read for leaders ready to turn skills into real workforce readiness.

ACCESS REPORT

🔥 HR trends for the year ahead



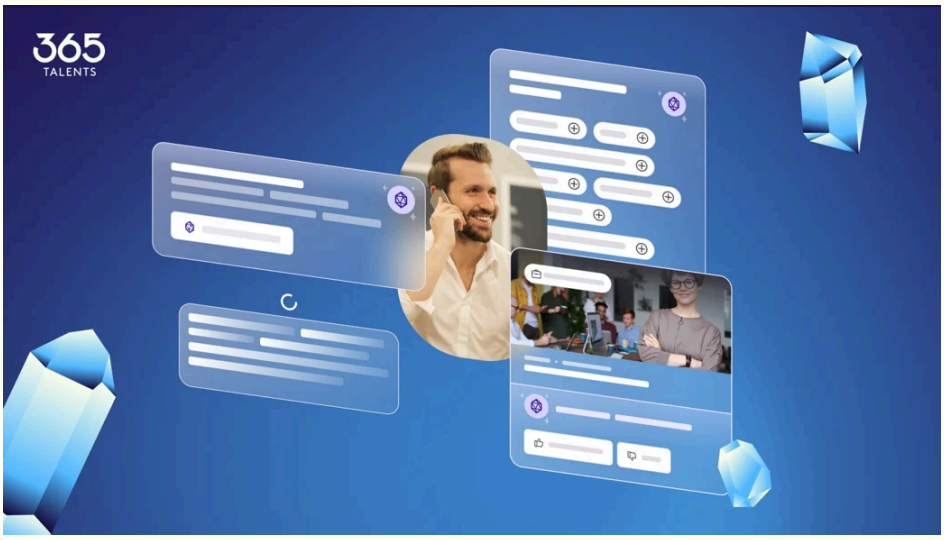
Between **mass automation, AI disruption**, and rising **employee expectations**, organizations face critical choices: cut costs or invest in skills? Leap into AI or wrestle with resistance and disengagement?

One thing is clear: the future won't be automated—**it will be augmented**. And the key to thriving? Putting skills at the center of your strategy.

We've consolidated all the essential 2026 HR predictions into one actionable guide. This isn't just foresight: it's an **easy and short guide** for navigating the HR challenges of tomorrow.

READ NOW

🔎 Your guide to AI agents for HR



AI is no longer a future concept in HR — it's already at work. From **automated screening to skills analysis**, AI is reshaping how HR teams operate.

As efficiency demands rise, **AI agents** are emerging as powerful, autonomous tools — bringing both new opportunities and important questions.

In this article, we break down **what AI agents are in HR**, **why they matter**, **real-world use cases**, and **the key risks to address**.

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