

2024 Global Talent Shortage



Three of every four employers globally reported difficulty finding the talent they need, with the biggest impacts being felt in Japan



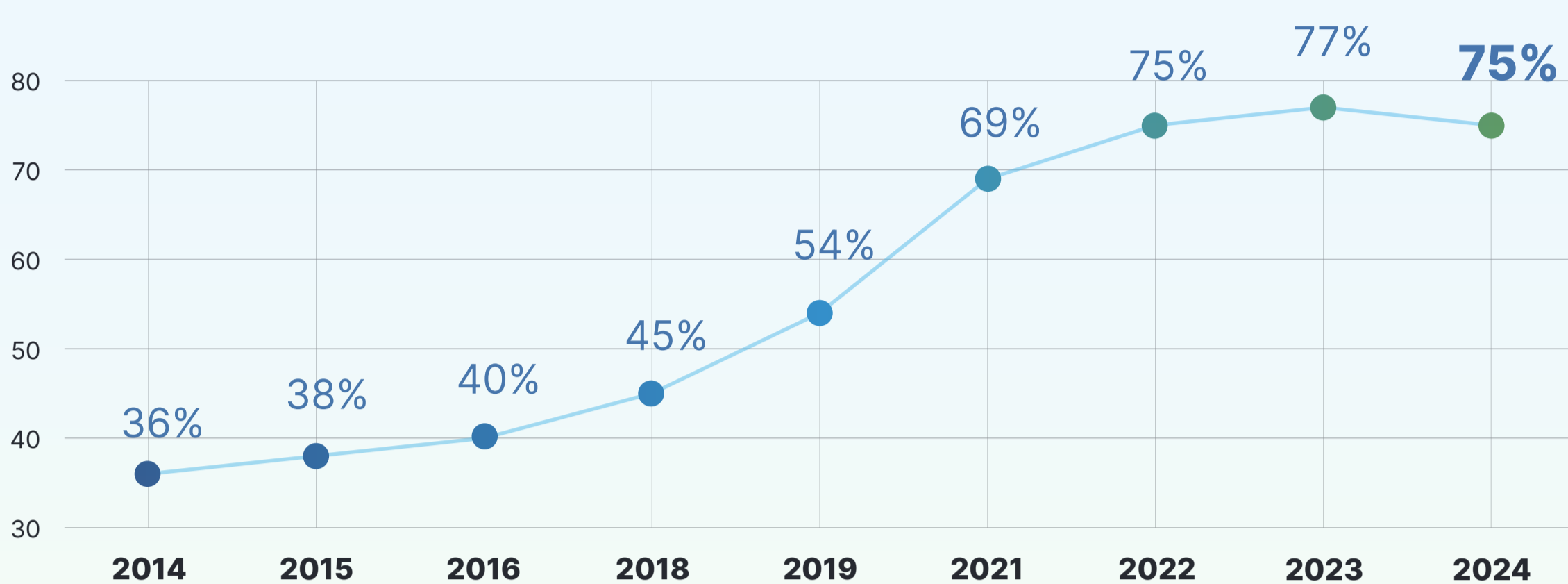
Employers in the Health Care and Life Sciences industry reported the most difficulty



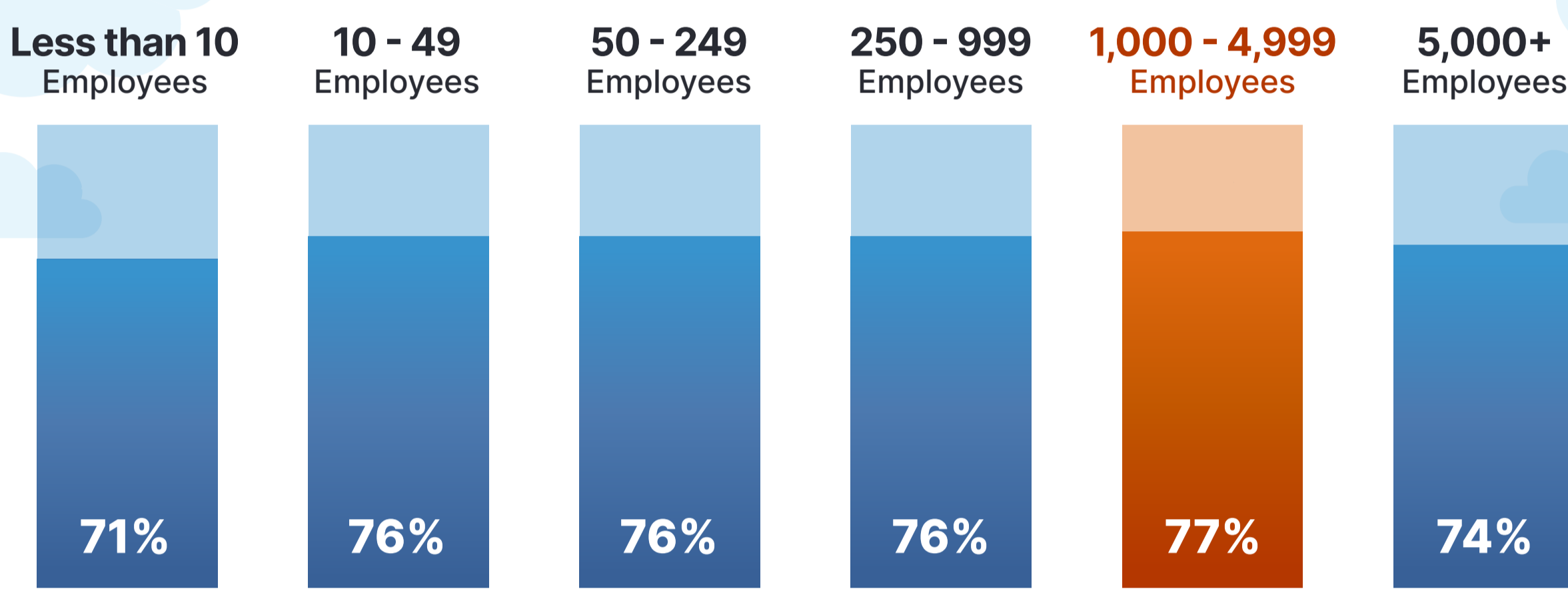
IT & Data skills are the most challenging to find, regardless of industry and geography

Today, **75%** of employers report difficulty in filling roles.

Global Talent Shortage Over Time



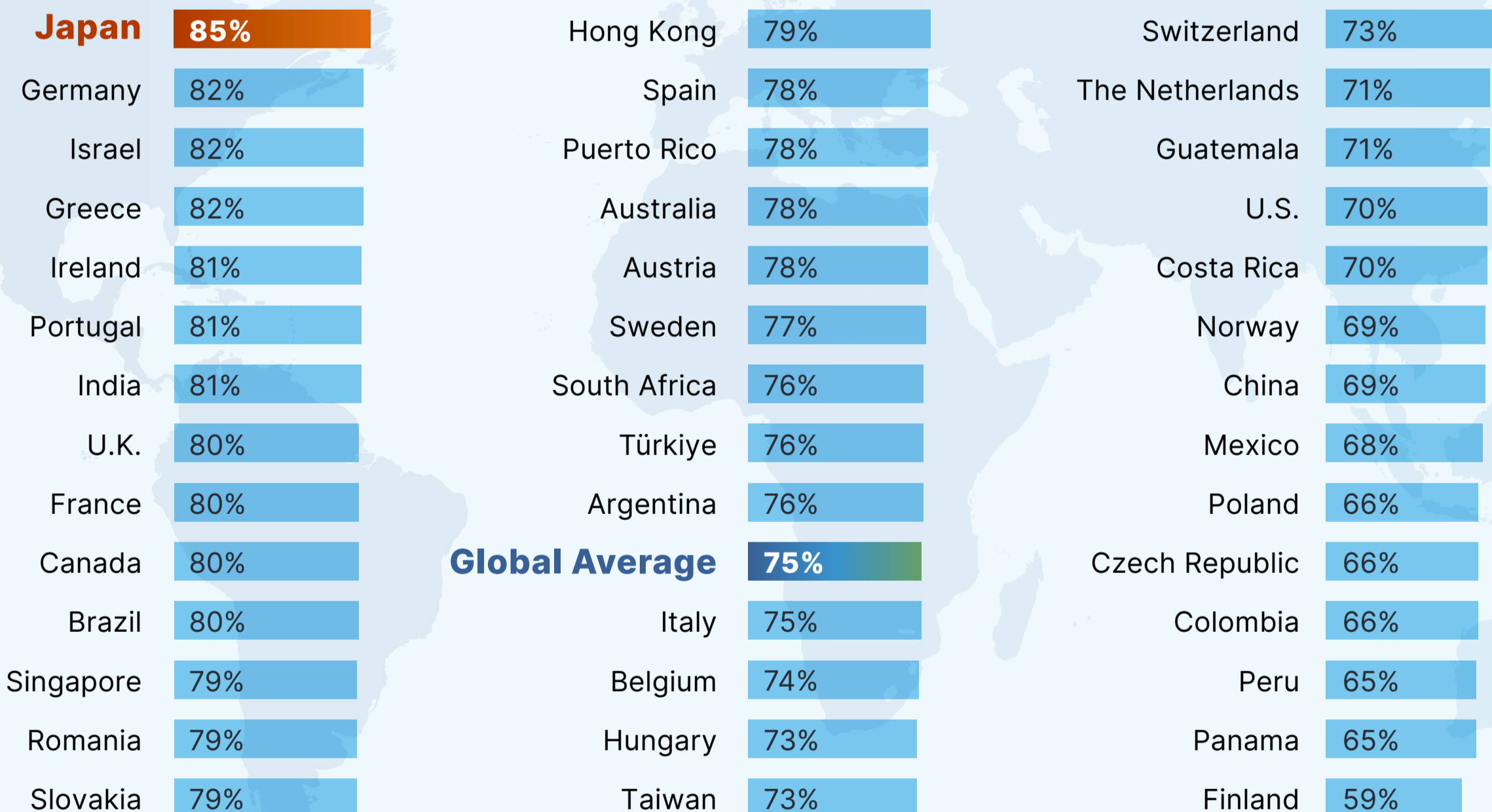
Global Talent Shortage by Company Size



Global Talent Shortage by Industry Vertical



Talent Shortages Around the World



Skillsets Employers Report Most Difficulty Finding

Top 5 Soft Skills¹

- 1 Collaboration & Teamwork
- 2 Accountability & Reliability
- 3 Reasoning & Problem-Solving
- 4 Active Learning & Curiosity
- 5 Resilience & Adaptability

Top 5 Technical Skills

- 1 IT & Data
- 2 Engineering
- 3 Sales & Marketing
- 4 Operations & Logistics
- 5 Manufacturing & Production

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ManpowerGroup interviewed 40,077 employers in 41 countries on difficulty finding needed talent (fielded Oct. 2023).

¹ ManpowerGroup Employment Outlook Survey Q4 2023 (fielded July 2023).