Argentina

The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind. Learn what’s driving the skills gap in Argentina and discover strategies for overcoming the talent shortage: build, buy, borrow and bridge.

Talent Shortages Over Time
52% of employers are having difficulty filling jobs in Argentina.

Difficulty Filling Roles by Company Size

In Argentina, small companies (10-49 employees) have the most difficulty filling roles; followed by large (250+ employees), medium (50-249 employees) and micro (less than 10 employees).

Steps Employers Can Take

1. BUILD
   Invest in learning and development to grow your talent pipeline

2. BUY
   Go to external market to find the best talent that cannot be built in-house in the timeframe required

3. BORROW
   Cultivate communities of talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills

4. BRIDGE
   Help people move on and move up to new roles inside or outside the organization

Winning in the digital age demands faster, more targeted approaches than ever before. To keep pace in today’s Skills Revolution an effective talent strategy should comprise a mix of four key elements:

- **BUILD**
  - 1. Skilled Trades (electricians, welders, mechanics)
  - 2. Cybersecurity experts (cybersecurity, network administrators, technical support)
  - 3. Office support (administrative, call centers, receptionists)
  - 4. Drivers (truck, delivery, construction, mass transit)
  - 5. Accounting and finance (auditors, financial analysts)
  - 6. Teachers

- **BUY**
  - 1. Sales representatives (B2B, B2C, contact center)
  - 2. Professionals (project managers, lawyers, researchers)
  - 3. Technicians (quality controllers, technical staff)

- **BORROW**
  - 1. IT (cybersecurity, network administrators, technical support)

- **BRIDGE**
  - 1. Skilled Trades (electricians, welders, mechanics)
  - 2. Cybersecurity experts (cybersecurity, network administrators, technical support)
  - 3. Office support (administrative, call centers, receptionists)
  - 4. Drivers (truck, delivery, construction, mass transit)
  - 5. Accounting and finance (auditors, financial analysts)
  - 6. Teachers