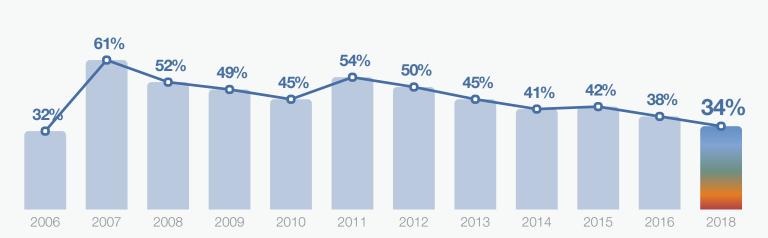
2018 TALENT SHORTAGE SURVEY Australia

The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

Learn what's driving the skills gap in Australia and discover strategies for overcoming the talent shortage: build, buy, borrow and bridge.

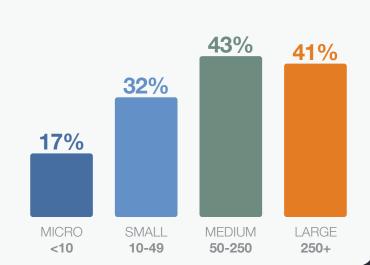
Talent Shortages Over Time

34% of employers are having difficulty filling jobs in Australia.



Difficulty Filling Roles by Company Size

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



The Hardest Skills to Find

Skilled Trades followed by Sales Representatives and **Engineers** are the hardest roles to fill in Australia.



Sales representatives

Engineers chemical, electrical, civil, mechanical

4 Management/

executive



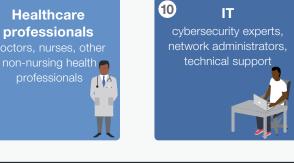






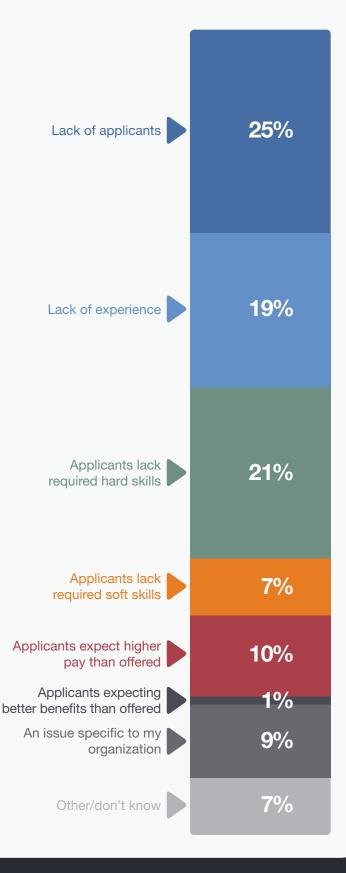






Top Drivers of Talent Shortages

Lack of applicants, Applicants lack required hard skills and Lack of experience are the top drivers of talent shortages in Australia.

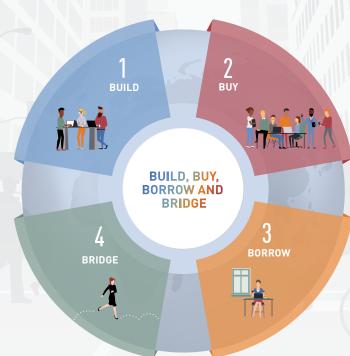


Steps Employers Can Take

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:



or outside the organization





the best talent that cannot be built in-house in the timeframe required



talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills