2018 TALENT SHORTAGE SURVEY

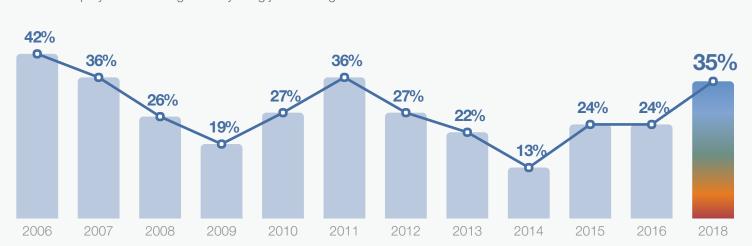


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

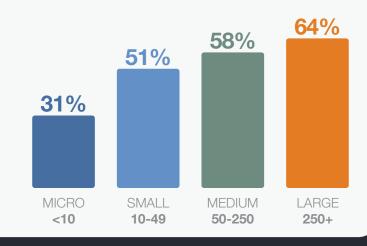
Talent Shortages Over Time

35% of employers are having difficulty filling jobs in Belgium.



Difficulty Filling Roles by Company Size

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



The Hardest Skills to Find

Skilled Trades followed by Technicians and **Drivers** are the hardest roles to fill in Belgium.



Technicians quality controllers,

Drivers

Accounting

and finance certified accountants, auditors, financial analysts

Sales

representatives

3











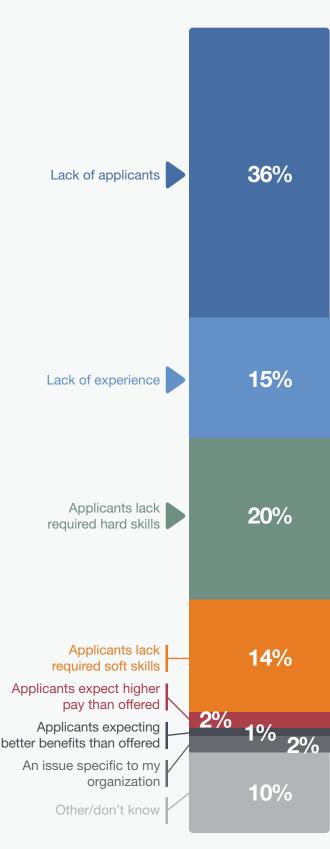






Top Drivers of Talent Shortages

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



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:

Steps Employers Can Take



move up to new roles inside

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