The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind. Learn what’s driving the skills gap in Brazil 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 Brazil.

**Difficulty Filling Roles by Company Size**

In Brazil, 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).

<table>
<thead>
<tr>
<th>Company Size</th>
<th>Difficulty Filling Roles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Micro (&lt;10)</td>
<td>39%</td>
</tr>
<tr>
<td>Small (10-49)</td>
<td>63%</td>
</tr>
<tr>
<td>Medium (50-249)</td>
<td>71%</td>
</tr>
<tr>
<td>Large (250+)</td>
<td>43%</td>
</tr>
</tbody>
</table>

**The Hardest Skills to Find**

Sales Representatives followed by Drivers and Skilled Trades are the hardest roles to fill in Brazil.

**Top Drivers of Talent Shortages**

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

- Applicants lack required hard skills: 33%
- Lack of experience: 23%
- Applicants lack required soft skills: 19%
- Applicants expecting better benefits than offered: 8%
- Applicants expecting better pay than offered: 4%
- Other/don’t know: 3%