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

**Difficulty Filling Roles by Company Size**

In Bulgaria, large companies (250+ employees) have the most difficulty filling roles, followed by medium (25-249 employees), small (10-49 employees) and micro (less than 10 employees).

**The Hardest Skills to Find**

Skilled trades followed by engineers and drivers are the hardest roles to fill in Bulgaria.

**Top Drivers of Talent Shortages**

Lack of applicants, Applicants lack required hard skills, and Applicants expecting higher pay than offered are the top drivers of talent shortages in Bulgaria.

**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**
   - Utilize external communities (freelancer, contractors, temporary workers) to complement existing skills

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

**Talent Shortage Overview**

68% of employers are having difficulty filling jobs in Bulgaria.