For more details on the 2018 Talent Shortage Survey visit: manpowergroup.com/talent-shortage-2018

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

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

**Talent Shortages Over Time**

41% of employers are having difficulty filling jobs in Canada.

<table>
<thead>
<tr>
<th>Year</th>
<th>Large (250+)</th>
<th>Medium (50-249)</th>
<th>Small (10-49)</th>
<th>Micro (&lt;10)</th>
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<td>34%</td>
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<td>2018</td>
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<td>29%</td>
<td>28%</td>
</tr>
</tbody>
</table>

**Difficulty Filling Roles by Company Size**

In Canada, large companies (250+ employees) have the most difficult 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 Sales Representatives and Drivers are the hardest roles to fill in Canada.

**Top Drivers of Talent Shortages**

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

**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 collaboration of talent outside the organization, including part-time, freelancers, contractors and temporary workers to complement existing skills
4. **BRIDGE**
   - Help people move on and move up to new roles inside or outside the organization

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: