China

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

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

**Talent Shortage Over Time**

13% of employers are having difficulty filling roles in China.

**Difficulty Filling Roles by Company Size**

In China, 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**

Sales Representatives followed by Technicians and Engineers are the hardest roles to fill in China.

**Top Drivers of Talent Shortages**

Lack of experience, Other/i don’t know and Applicants expecting higher pay than offered are the top drivers of talent shortages in China.

**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:

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 symbiosis of talent inside the organization, including part-time, internships, contract and temporary workers to complement existing skills

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

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