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

**Talent Shortage Survey**

**Costa Rica**

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- **Build**
- **Buy**
- **Borrow**
- **Bridge**

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

4. **Bridge**
   - Cultivate communities of talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills

**Steps Employers Can Take**

**Difficulty Filling Roles by Company Size**

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

**The Hardest Skills to Find**

Technicians followed by Sales Representatives and Skilled Trades are the hardest roles to fill in Costa Rica.

**Top Drivers of Talent Shortages**

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

**Talent Shortage Over Time**

34% of employers are having difficulty filling jobs in Costa Rica.

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