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

**Difficulty Filling Roles by Company Size**
- In Czech Republic, large companies (250+ employees) have the most difficulty filling roles, followed by medium (50-249 employees) and small (10-49 employees) and micro (less than 10 employees).

### The Hardest Skills to Find
- Skilled Trades: electricians, welders, mechanics, cybersecurity experts, network administrators, technical support.
- Drivers: truck, delivery, construction, mass transit.
- Engineers: chemical, electrical, civil, mechanical.
- Healthcare professionals: doctors, nurses, other non-nursing health professionals.
- Technicians: quality controllers, technical staff.
- Restaurants/Hotel staff.

### Top Drivers of Talent Shortages
- Lack of applicants: Applicants lack required hard skills and Applicants lack required soft skills are the top drivers of talent shortages in Czech Republic.

### Steps Employers Can Take
- **BUILD**: Invest in learning and development to grow your talent pipeline.
- **BUY**: Go to external market to find the best talent that cannot be built in-house in the timeframe required.
- **BORROW**: Cultivate community of talent outside the organization, including part-time, freelancers, contract, and temporary workers to complement existing skills.
- **BRIDGE**: Help people move on and up, from sales, from tech, or outside the organization.

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

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