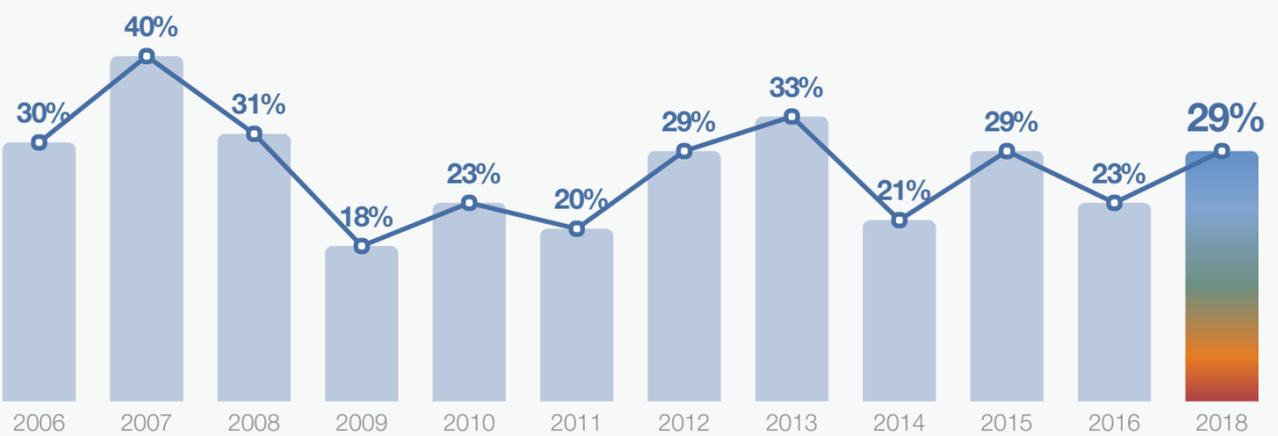


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

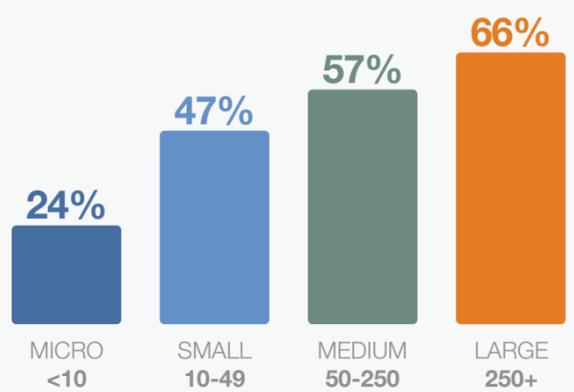
## Talent Shortages Over Time

29% of employers are having difficulty filling jobs in France.



## Difficulty Filling Roles by Company Size

In France, **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).



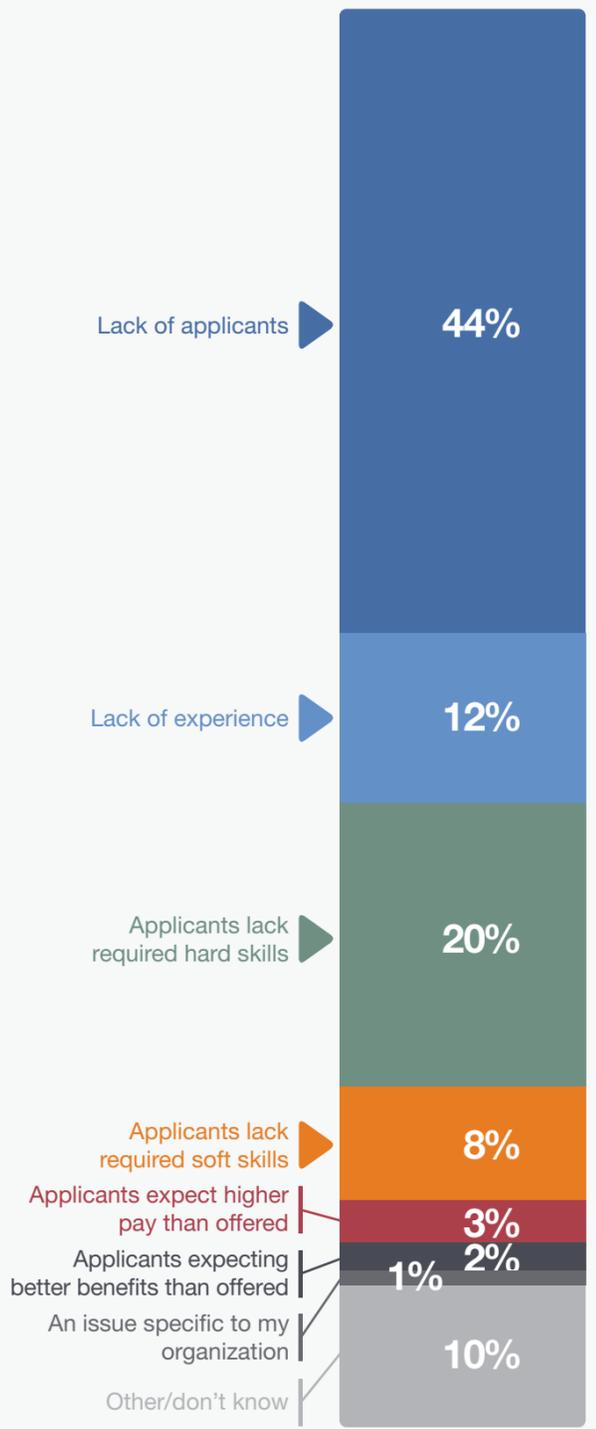
## The Hardest Skills to Find

**Skilled Trades** followed by **Drivers** and **Sales Representatives** are the hardest roles to fill in France.

<p><b>1 Skilled trades</b> electricians, welders, mechanics</p>	<p><b>6 Healthcare professionals</b> doctors, nurses, other non-nursing health professionals</p>
<p><b>2 Drivers</b> truck, delivery, construction, mass transit</p>	<p><b>7 Office support</b> administrative assistants, PAs, receptionists</p>
<p><b>3 Sales representatives</b> B2B, B2C, contact center</p>	<p><b>8 Professionals</b> project managers, lawyers, researchers</p>
<p><b>4 Technicians</b> quality controllers, technical staff</p>	<p><b>9 Cleaners/ domestic staff</b></p>
<p><b>5 Restaurants/ Hotel staff</b></p>	<p><b>10 Accounting and finance</b> certified accountants, auditors, financial analysts</p>

## Top Drivers of Talent Shortages

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



## 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:

<p><b>1 BUILD</b></p> <p>Invest in learning and development to grow your talent pipeline</p>	<p><b>2 BUY</b></p> <p>Go to external market to find the best talent that cannot be built in-house in the timeframe required</p>
<p><b>4 BRIDGE</b></p> <p>Help people move on and move up to new roles inside or outside the organization</p>	<p><b>3 BORROW</b></p> <p>Cultivate communities of talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills</p>