France

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 roles 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). In 2018, there was a slight increase in the difficulty of filling roles in large companies.

The Hardest Skills to Find

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

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 better, 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 communities of talent outside the organization, including part-time, freelancers, 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