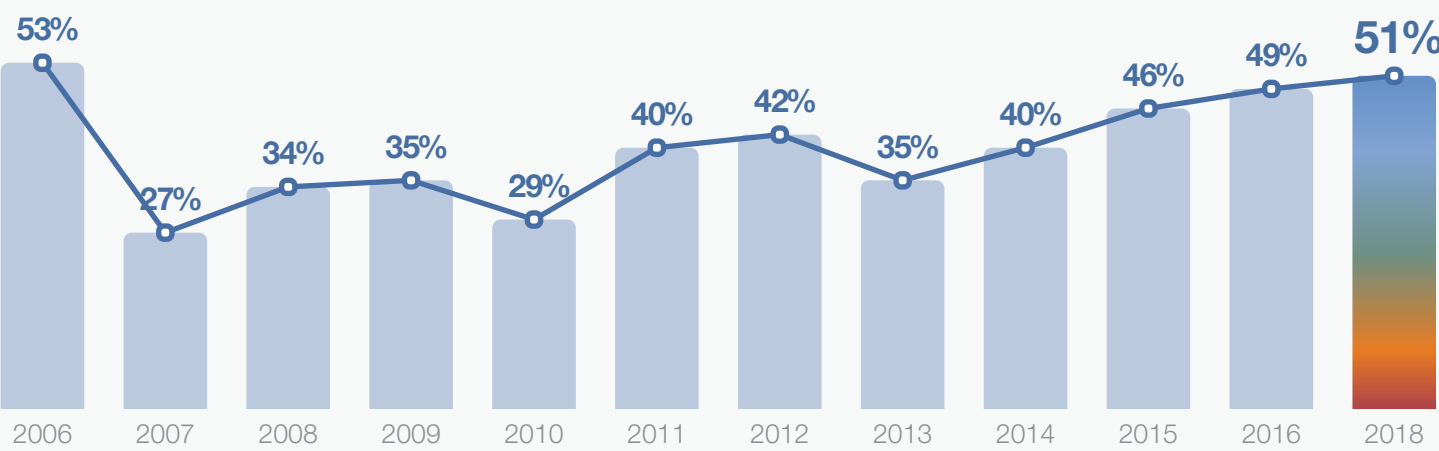


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

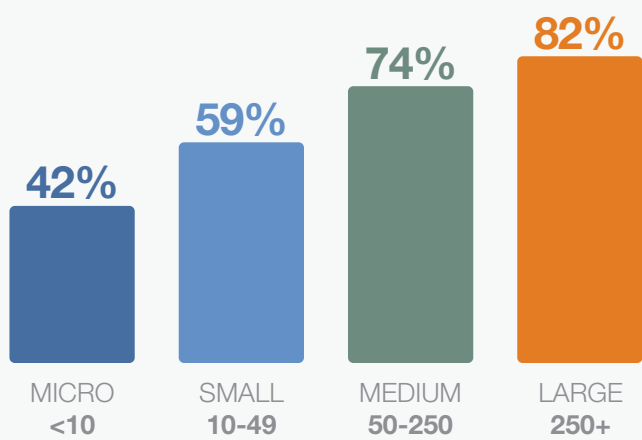
Talent Shortages Over Time

51% of employers are having difficulty filling jobs in Germany.



Difficulty Filling Roles by Company Size

In Germany, **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).



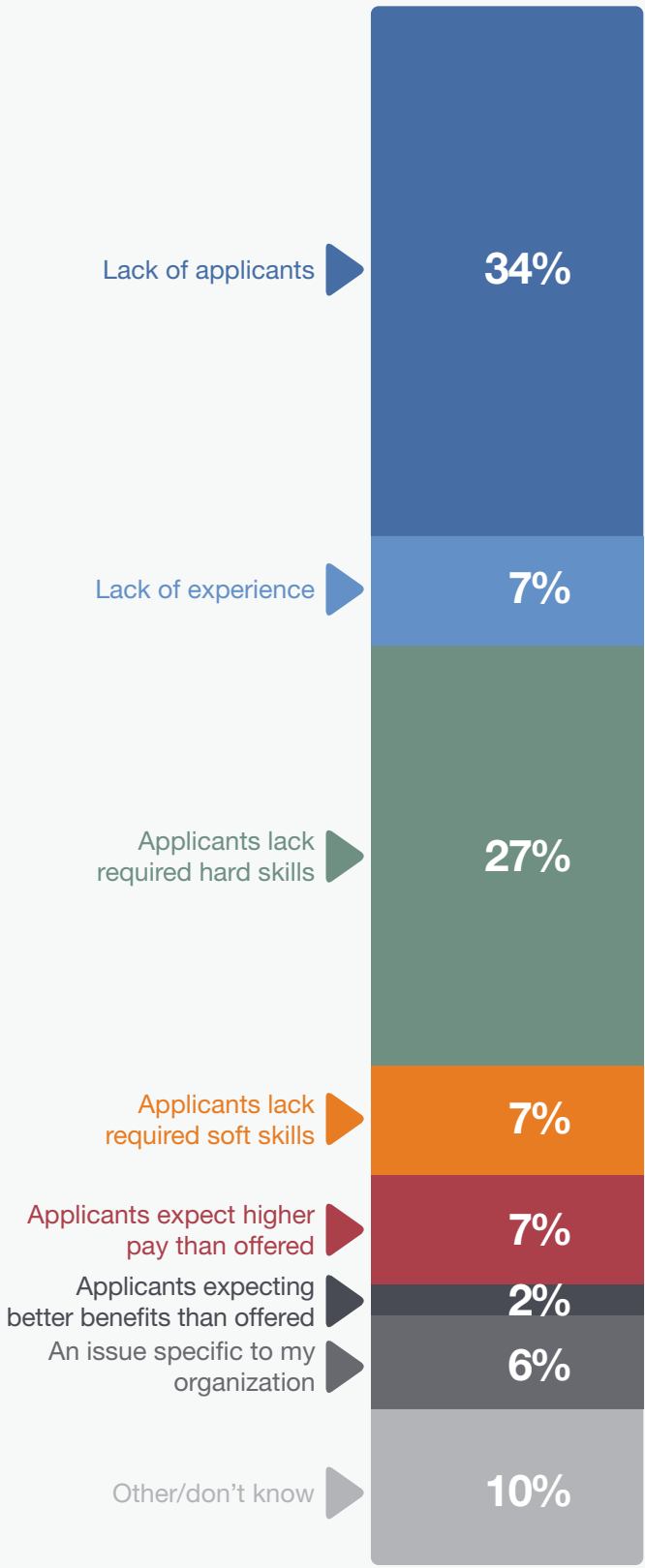
The Hardest Skills to Find

Skilled Trades followed by **Engineers** and **IT** are the hardest roles to fill in Germany.



Top Drivers of Talent Shortages

Lack of applicants, **Applicants lack required hard skills** and **Other / don't know** are the top drivers of talent shortages in Germany.



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:

