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

**Greece**

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

### Steps Employers Can Take

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, freelance, 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

### Talent Shortages Over Time

61% of employers are having difficulty filling jobs in Greece.

### Difficulty Filling Roles by Company Size

In Greece, 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).

<table>
<thead>
<tr>
<th>Company Size</th>
<th>Difficulty Filling Roles</th>
</tr>
</thead>
<tbody>
<tr>
<td>MICRO &lt;10</td>
<td>54%</td>
</tr>
<tr>
<td>SMALL 10-49</td>
<td>61%</td>
</tr>
<tr>
<td>MEDIUM 50-249</td>
<td>66%</td>
</tr>
<tr>
<td>LARGE 250+</td>
<td>72%</td>
</tr>
</tbody>
</table>

### The Hardest Skills to Find

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

#### Sales Representatives
- B2B, B2C, contact center

#### Technicians
- Quality controllers, troubleshooters, technical support

#### Skilled Trades
- Electricians, welders, mechanics

#### Professioanls
- Project managers, employment agents

#### Drivers
- Truck, delivery, construction, mass transit

#### Healthcare Professionals
- Nurses, other non-nursing health professionals

### Top Drivers of Talent Shortages

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

<table>
<thead>
<tr>
<th>Driver</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of applicants</td>
<td>17%</td>
</tr>
<tr>
<td>Applicants lack required hard skills</td>
<td>27%</td>
</tr>
<tr>
<td>Applicants lack required soft skills</td>
<td>25%</td>
</tr>
<tr>
<td>Applicants expect higher pay than offered</td>
<td>12%</td>
</tr>
<tr>
<td>Applicants expecting better benefits than offered</td>
<td>3%</td>
</tr>
<tr>
<td>An issue specific to my organization</td>
<td>4%</td>
</tr>
<tr>
<td>Other/don’t know</td>
<td>5%</td>
</tr>
</tbody>
</table>

### Difficulty Filling Roles

54% 61% 66% 72%

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

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