Guatemala

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

Learn what’s driving the skills gap in Guatemala 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. **BRIDGE**
   - Cultivate connections outside the organization, including part-time, interns, contractors and temporary workers to complement existing skills

4. **REHIRE**
   - Help people move on and move up to new roles inside or outside the organization

**Top Drivers of Talent Shortages**

- Lack of experience: 39%
- Applicants lack required hard skills: 22%
- Applicants lack required soft skills: 6%
- Applicants expect higher pay than offered: 12%
- Applicants expecting better benefits than offered: 4%
- Applicants seeking better titles than offered: 5%
- Applicants expecting better work/life balance than offered: 5%
- An issue specific to my organization: 1%

**The Hardest Skills to Find**

- Sales representatives
- Technicians
- Skilled trades
- Office support
- IT professionals
- Professionals

**Difficulty Filling Roles by Company Size**

- Large (250+ employees): 31%
- Medium (50-249 employees): 37%
- Small (10-49 employees): 44%
- Micro (less than 10 employees): 44%

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**Talent Shortages Over Time**

- 38% of employers are having difficulty filling jobs in Guatemala.

2008: 23%
2009: 20%
2010: 36%
2011: 27%
2012: 36%
2013: 28%
2014: 46%
2015: 44%
2016: 39%
2017: 38%