The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind. Learn what’s driving the skills gap in Hong Kong 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

76% of employers are having difficulty filling jobs in Hong Kong.

Difficulty Filling Roles by Company Size

In Hong Kong, 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

Sales Representatives followed by IT and Engineers are the hardest roles to fill in Hong Kong.

Top Drivers of Talent Shortages

Lack of applicants, Lack of experience and Applicants expecting higher pay than offered are the top drivers of talent shortages in Hong Kong.

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