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

**Difficult Filling Roles by Company Size**

In India, medium companies (50-249 employees) have the most difficulty filling roles, followed by large (250+ employees), small (10-49 employees) and micro (less than 10 employees).

- **Micro (<10 employees)**: 0%
- **Small (10-49 employees)**: 44%
- **Medium (50-249 employees)**: 61%
- **Large (250+ employees)**: 56%

**The Hardest Skills to Find**

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

- **Sales representatives**
- **IT professionals**
- **Engineers**
- **Professionals**
- **Technicians**
- **Manufacturing**

**Top Drivers of Talent Shortages**

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

- **Lack of applicants**: 18%
- **Lack of experience**: 25%
- **Applicants lack required hard skills**: 26%
- **Applicants lack required soft skills**: 8%
- **Applicants expecting better benefits than offered**: 15%
- **Applicants expecting higher pay than offered**: 6%
- **Other/don’t know**: 1%

**Talent Shortages Over Time**

56% of employers are having difficulty filling jobs in India.

**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:

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

4. **REPLACE**
   - Cultivate community of talent outside the organization, including part-time, freelancers and temporary workers to complement existing skills