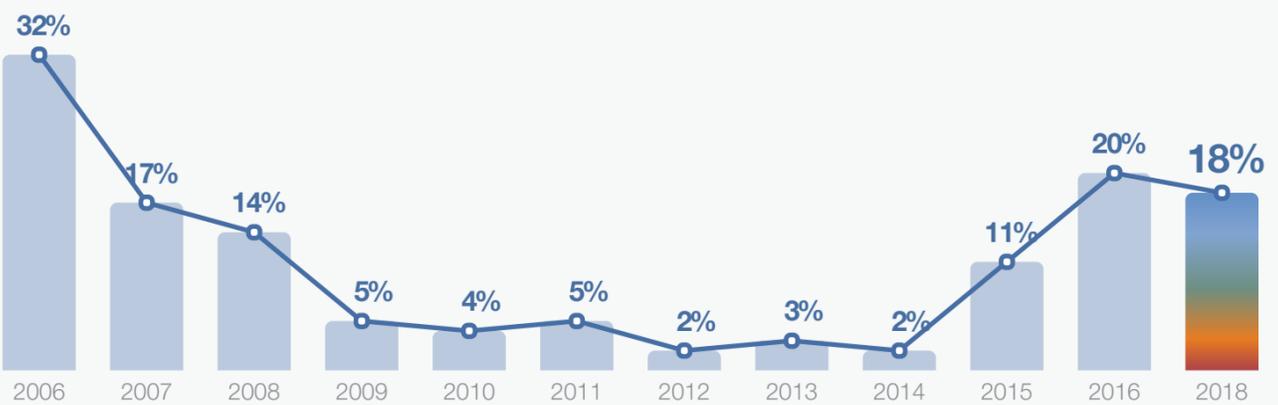


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

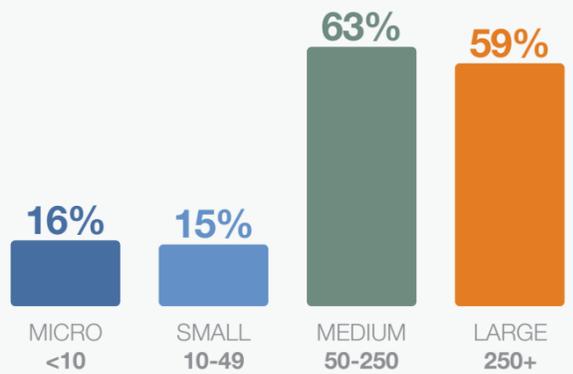
Talent Shortages Over Time

18% of employers are having difficulty filling jobs in Ireland.



Difficulty Filling Roles by Company Size

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



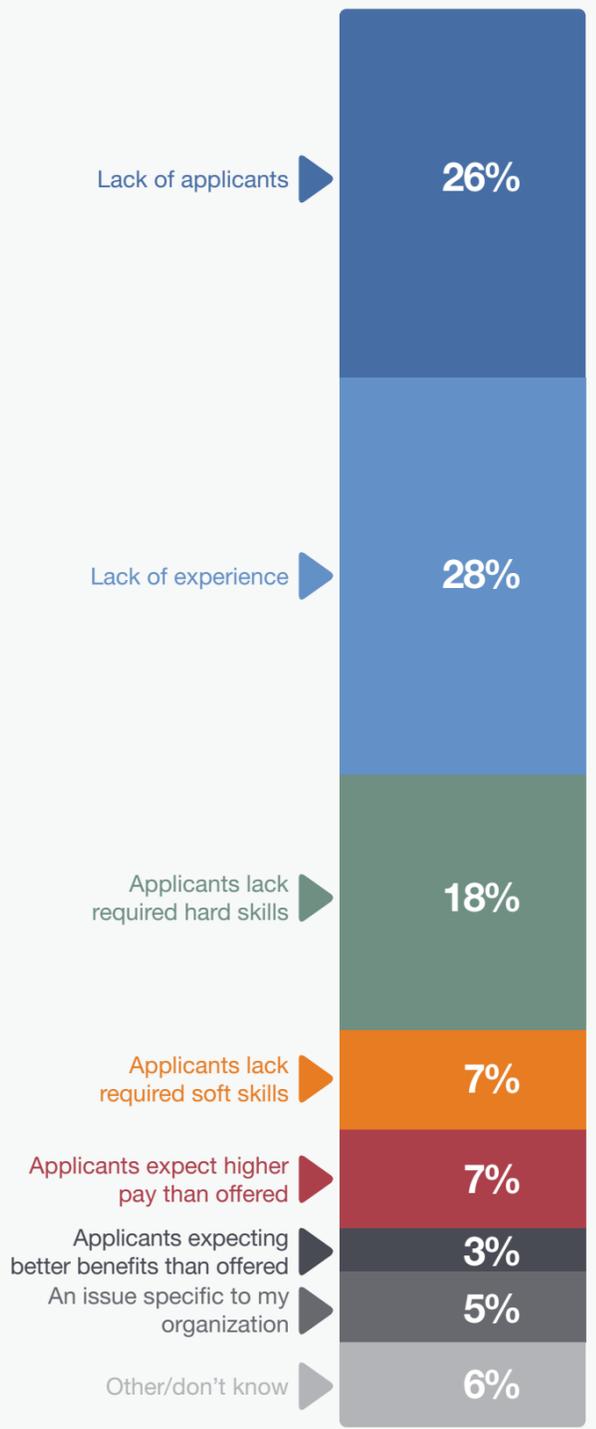
The Hardest Skills to Find

Skilled Trades followed by **Sales Representatives** and **Engineers** are the hardest roles to fill in Ireland.

<p>1 Skilled trades electricians, welders, mechanics</p>	<p>6 Professionals project managers, lawyers, researchers</p>
<p>2 Sales representatives B2B, B2C, contact center</p>	<p>7 Drivers truck, delivery, construction, mass transit</p>
<p>3 Engineers chemical, electrical, civil, mechanical</p>	<p>8 Office support administrative assistants, PAs, receptionists</p>
<p>4 Teachers</p>	<p>9 Healthcare professionals doctors, nurses, other non-nursing health professionals</p>
<p>5 Management/executive</p>	<p>10 Technicians quality controllers, technical staff</p>

Top Drivers of Talent Shortages

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



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:

<p>1 BUILD</p> <p>Invest in learning and development to grow your talent pipeline</p>	<p>2 BUY</p> <p>Go to external market to find the best talent that cannot be built in-house in the timeframe required</p>
<p>4 BRIDGE</p> <p>Help people move on and move up to new roles inside or outside the organization</p>	<p>3 BORROW</p> <p>Cultivate communities of talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills</p>