Ireland

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.

**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

**The Hardest Skills to Find**

<table>
<thead>
<tr>
<th>Skilled Trades</th>
<th>Professionals</th>
<th>Drivers</th>
<th>Office Support</th>
<th>Healthcare</th>
<th>Teachers</th>
<th>Management/ executive</th>
<th>Technicians</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricians, welders, mechanics</td>
<td>Account managers, finance directors</td>
<td>Truck, delivery, construction, mass transit</td>
<td>Administration, accounting, clerical, receptionists</td>
<td>Healthcare professionals, doctors, nurses, non-nursing health professionals</td>
<td>Professors, librarians, school administrators</td>
<td>Quality control, technical staff</td>
<td>Programmers, software engineers</td>
</tr>
</tbody>
</table>

**Top Drivers of Talent Shortages**

<table>
<thead>
<tr>
<th>Lack of experience</th>
<th>Lack of applicants</th>
<th>Applicants lack required hard skills</th>
<th>Applicants lack required soft skills</th>
<th>Applicants expect higher pay than offered</th>
<th>Applicants expecting better benefits than offered</th>
<th>An issue specific to my organization</th>
<th>Other/Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>28%</td>
<td>26%</td>
<td>18%</td>
<td>7%</td>
<td>7%</td>
<td>5%</td>
<td>6%</td>
<td>32%</td>
</tr>
</tbody>
</table>

**Difficulty Filling Roles by Company Size**

- **MICRO (<10 employees)**: 63%
- **SMALL (10-49 employees)**: 59%
- **MEDIUM (50-249 employees)**: 59%
- **LARGE (250+ employees)**: 59%

**Talent Shortages Over Time**

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

- 2018: 32%
- 2017: 17%
- 2016: 18%
- 2015: 19%
- 2014: 15%
- 2013: 13%
- 2012: 9%
- 2011: 4%
- 2010: 4%
- 2009: 4%
- 2008: 6%
- 2007: 9%
- 2006: 9%
- 2005: 4%
- 2004: 3%
- 2003: 3%
- 2002: 3%
- 2001: 4%
- 2000: 7%

**Difficulty Filling Roles**

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: electricians, welders, mechanics
- Sales Representatives: contact center
- Engineers: electrical, mechanical, civil
- Teachers: professional
- Management/Executive: quality control, technical staff
- Technicians: programmers, software engineers

**Top Drivers of Talent Shortages**

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- Lack of applicants
- Applicants lack required hard skills
- Applicants lack required soft skills
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