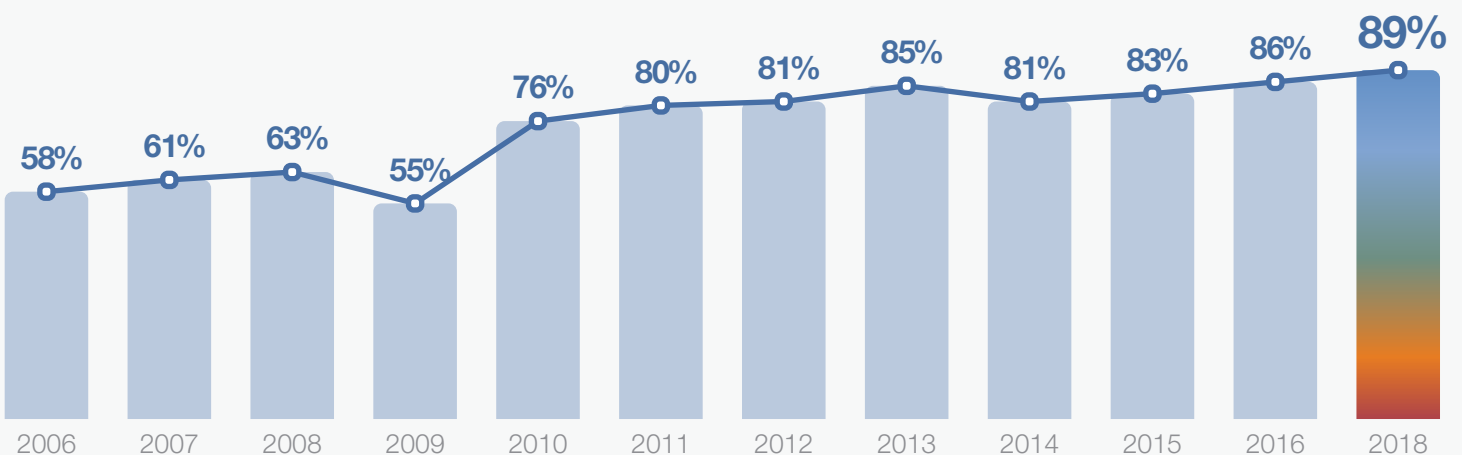


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

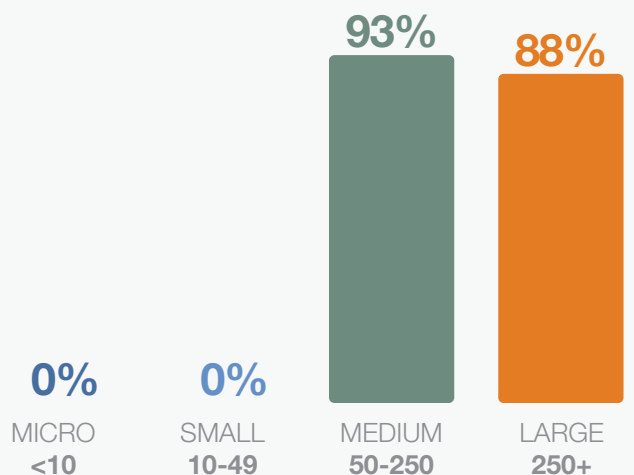
Talent Shortages Over Time

89% of employers are having difficulty filling jobs in Japan.



Difficulty Filling Roles by Company Size

In Japan, **medium companies** (50-249 employees) have the most difficulty filling roles; followed by **large** (250+ employees).



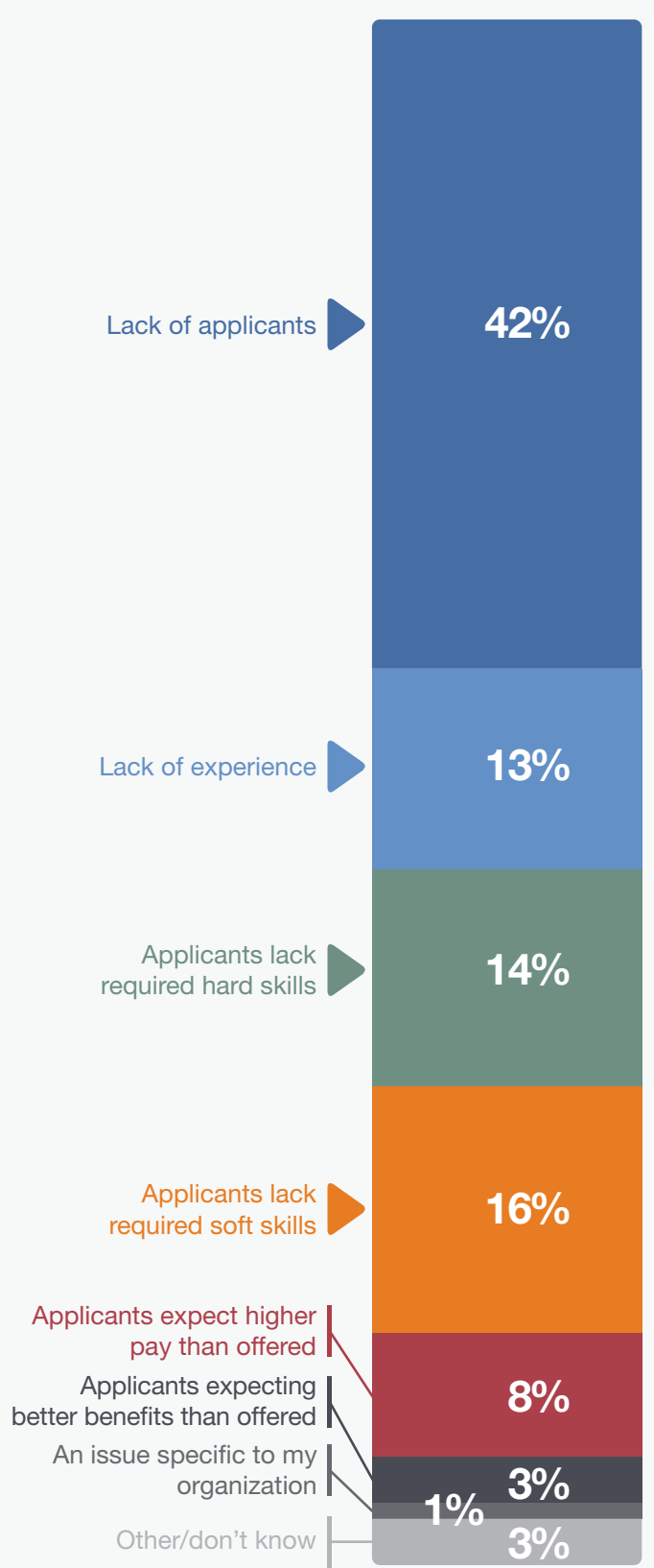
The Hardest Skills to Find

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



Top Drivers of Talent Shortages

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



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:

