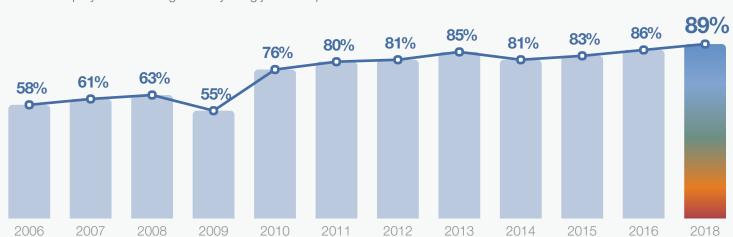
The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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**

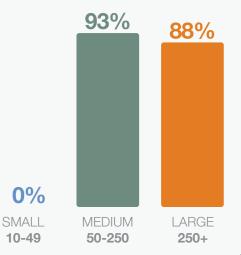
89% of employers are having difficulty filling jobs in Japan.



# 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.





















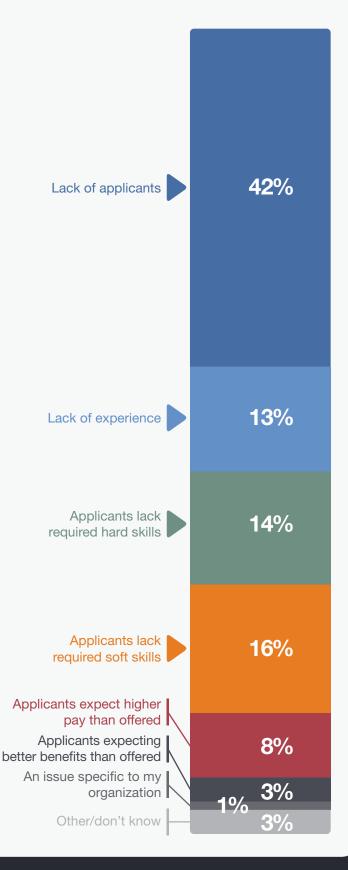
### **Top Drivers of Talent Shortages**

0%

**MICRO** 

<10

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

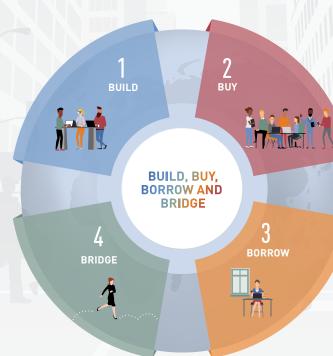
Winning in the digital age demands faster, more targeted approaches than ever before. To keep pace in today's Skills Revolution an effective talent strategy should comprise a mix of four key elements:



Help people move on and move up to new roles inside

or outside the organization

BRIDGE





the best talent that cannot be built in-house in the timeframe required



talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills