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

Learn what’s driving the skills gap in Mexico 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

### Difficulty Filling Roles by Company Size
In Mexico, large companies (250+ employees) have the most difficulty filling roles, followed by medium (50-249 employees), small (10-49 employees) and micro (less than 10 employees).

### The Hardest Skills to Find
Manufacturing followed by Sales Representatives and Office Support are the hardest roles to fill in Mexico.

### Top Drivers of Talent Shortages
Applicants expecting higher pay than offered, Lack of applicants and Lack of experience are the top drivers of talent shortages in Mexico.

### Talent Shortages Over Time
50% of employers are having difficulty filling jobs in Mexico.

### The Hardest Skills to Find

<table>
<thead>
<tr>
<th>Manufacturing</th>
<th>Engineering</th>
<th>Office Support</th>
<th>Skilled Trades</th>
<th>Drivers</th>
<th>Skilled Trades</th>
<th>Professionals</th>
<th>Management/Executive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technicians</td>
<td>Engineers</td>
<td>Accountants</td>
<td>Electricians</td>
<td>Drivers</td>
<td>Technicians</td>
<td>Professionals</td>
<td>Management/Executive</td>
</tr>
<tr>
<td>Production &amp; Machine Operators</td>
<td>Chemical, Electrical, Civil, Mechanical Engineers</td>
<td>Administrative Assistants, PAs, Receptionists</td>
<td>Electricians, Welders, Mechanics</td>
<td>Drivers, Delivery</td>
<td>Technicians</td>
<td>Professionals</td>
<td>Management/Executive</td>
</tr>
</tbody>
</table>

### Top Drivers of Talent Shortages

- Applicants expecting higher pay than offered: 21%
- Lack of applicants: 18%
- Lack of experience: 18%
- Applicants lack required hard skills: 7%
- Applicants lack required soft skills: 4%
- Applicants expect higher pay than offered: 7%
- Applicants lack required hard skills: 7%
- Applicants lack required soft skills: 4%
- Applicants expecting better benefits than offered: 4%
- An issue specific to my organization: 8%
- Other/don’t know: 78%

### Talent Shortages Over Time

<table>
<thead>
<tr>
<th>Year</th>
<th>Large (250+)</th>
<th>Medium (50-249)</th>
<th>Small (10-49)</th>
<th>Micro (&lt;10)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>54%</td>
<td>44%</td>
<td>38%</td>
<td>30%</td>
</tr>
<tr>
<td>2009</td>
<td>53%</td>
<td>40%</td>
<td>34%</td>
<td>30%</td>
</tr>
<tr>
<td>2010</td>
<td>50%</td>
<td>40%</td>
<td>34%</td>
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<tr>
<td>2011</td>
<td>50%</td>
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<td>2012</td>
<td>50%</td>
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<tr>
<td>2013</td>
<td>50%</td>
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<tr>
<td>2014</td>
<td>50%</td>
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<tr>
<td>2015</td>
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<tr>
<td>2016</td>
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<td>2017</td>
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<tr>
<td>2018</td>
<td>50%</td>
<td>40%</td>
<td>34%</td>
<td>30%</td>
</tr>
</tbody>
</table>

### Difficulty Filling Roles

- Manufacturing: 50%
- Engineering: 40%
- Office Support: 34%
- Skilled Trades: 30%
- Drivers: 25%
- Management/Executive: 20%