The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind. Learn what’s driving the skills gap in the Netherlands 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 contributions of talent outside the organization, including part-time,实习生, 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

**Talent Shortage Over Time**

24% of employers are having difficulty filling jobs in the Netherlands.

**Difficulty Filling Roles by Company Size**

In the Netherlands, 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**

Skilled Trades followed by Technicians and Management/Executive are the hardest roles to fill in the Netherlands.

**Top Drivers of Talent Shortages**

Lack of applicants, Lack of experience and Applicants lack required soft skills are the top drivers of talent shortages in the Netherlands.