The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind. Learn what’s driving the skills gap in Norway and discover strategies for overcoming the talent shortage: build, buy, borrow and bridge.

**Talent Shortages Over Time**
25% of employers are having difficulty filling jobs in Norway.

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

**The Hardest Skills to Find**
Skilled trades followed by technicians and engineers are the hardest roles to fill in Norway.

**Top Drivers of Talent Shortages**
Lack of applicants, Applicants lack required hard skills and Other / don’t know are the top drivers of talent shortages in Norway.

**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:

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, freelancers, 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

For more details on the 2018 Talent Shortage Survey visit: manpowergroup.com/talent-shortage-2018