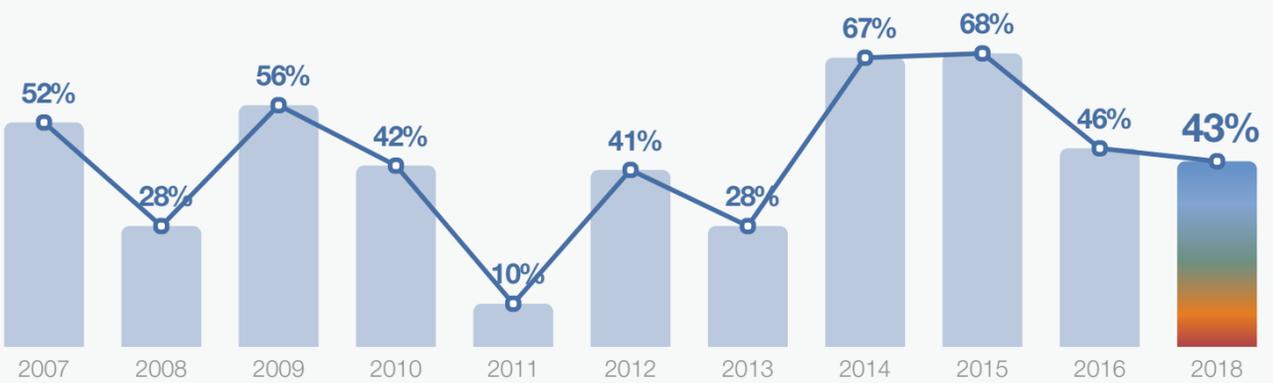


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

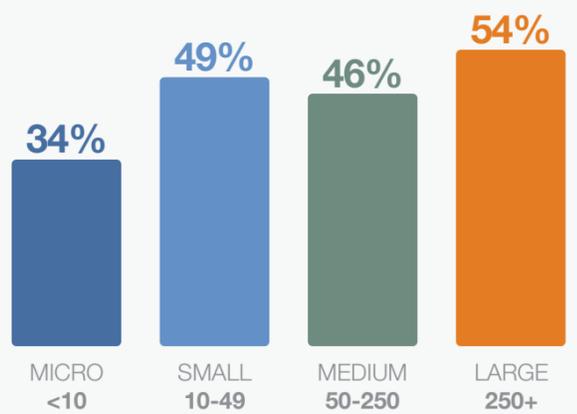
Talent Shortages Over Time

43% of employers are having difficulty filling jobs in Peru.



Difficulty Filling Roles by Company Size

In Peru, **large companies** (250+ employees) have the most difficulty filling roles; followed by **small** (10-49 employees), **medium** (50-249 employees) and **micro** (less than 10 employees).



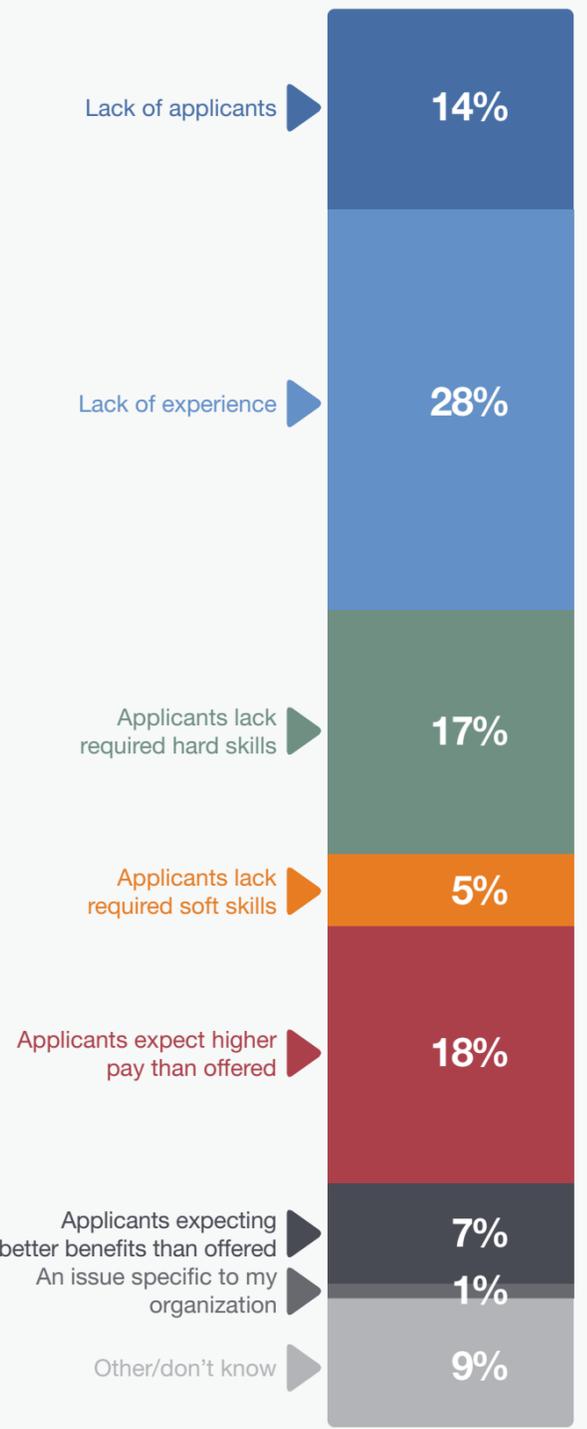
The Hardest Skills to Find

Office Support followed by **Sales Representatives** and **Skilled Trades** are the hardest roles to fill in Peru.

1 Office support administrative assistants, PAs, receptionists	6 Manufacturing production and machine operators
2 Sales representatives B2B, B2C, contact center	7 Engineers chemical, electrical, civil, mechanical
3 Skilled trades electricians, welders, mechanics	8 Drivers truck, delivery, construction, mass transit
4 Technicians quality controllers, technical staff	9 Teachers
5 Management/executive	10 Accounting and finance certified accountants, auditors, financial analysts

Top Drivers of Talent Shortages

Lack of experience, **Applicants expecting higher pay than offered** and **Applicants lack required hard skills** are the top drivers of talent shortages in Peru.



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
4 BRIDGE Help people move on and move up to new roles inside or outside the organization	3 BORROW Cultivate communities of talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills