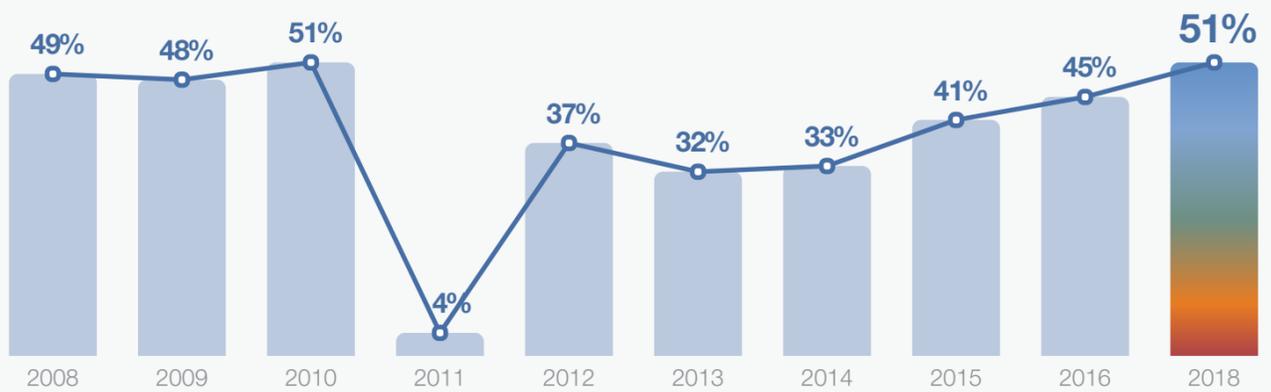


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

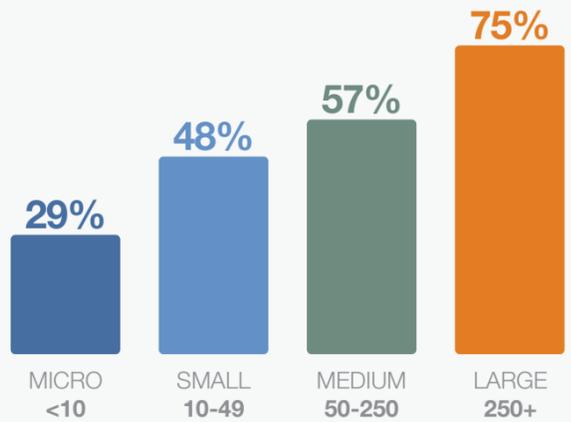
Talent Shortages Over Time

51% of employers are having difficulty filling jobs in Poland.



Difficulty Filling Roles by Company Size

In Poland, **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).



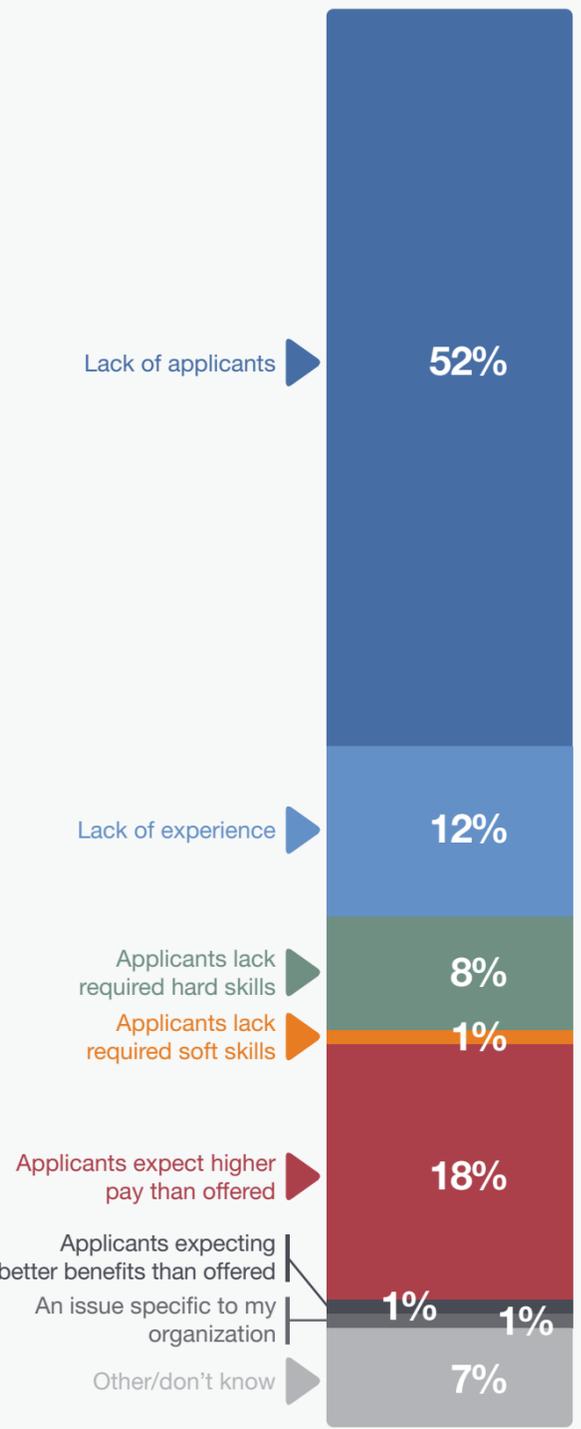
The Hardest Skills to Find

Skilled Trades followed by **Drivers** and **Manufacturing** are the hardest roles to fill in Poland.

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

Top Drivers of Talent Shortages

Lack of applicants, **Applicants expecting higher pay than offered** and **Lack of experience** are the top drivers of talent shortages in Poland.



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