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.

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**Difficulty Filling Roles by Company Size**

- **Micro (<10 employees):** 75%
- **Small (10-49 employees):** 57%
- **Medium (50-250 employees):** 48%
- **Large (250+ employees):** 29%

**The Hardest Skills to Find**

- Skilled Trades
- Drivers
- Manufacturing/Production and Machine
- Engineers
- Restaurant/Hotel Staff
- Sales Representatives
- Technicians
- Accounting and Finance
- IT
- Office Support

**Top Drivers of Talent Shortages**

- Lack of applicants
- Applicants expecting higher pay than offered
- Applicants lack required hard skills
- Applicants lack required soft skills
- Applicants expecting better benefits than offered
- An issue specific to my organization
- Other/Don’t know

**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
3. **Borrow**
   - Build relationships with educational institutions, mix full-time and part-time employees
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