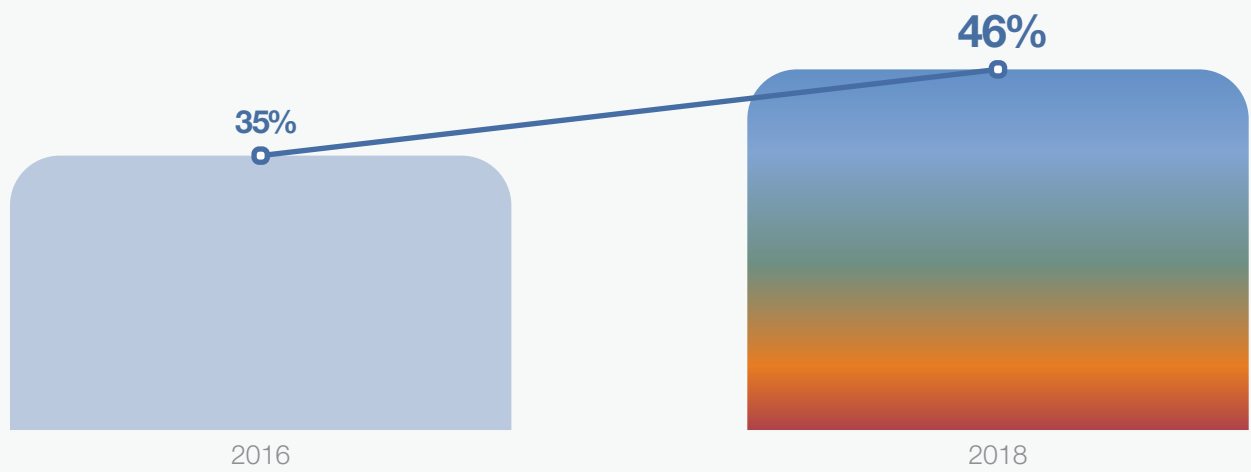


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

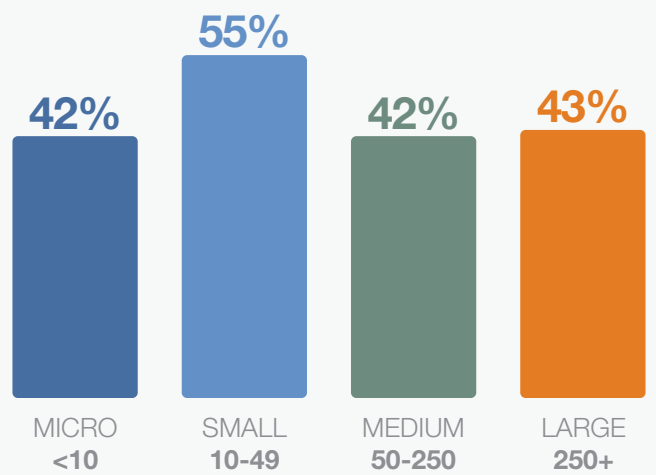
Talent Shortages Over Time

46% of employers are having difficulty filling jobs in Portugal.



Difficulty Filling Roles by Company Size

In Portugal, **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).



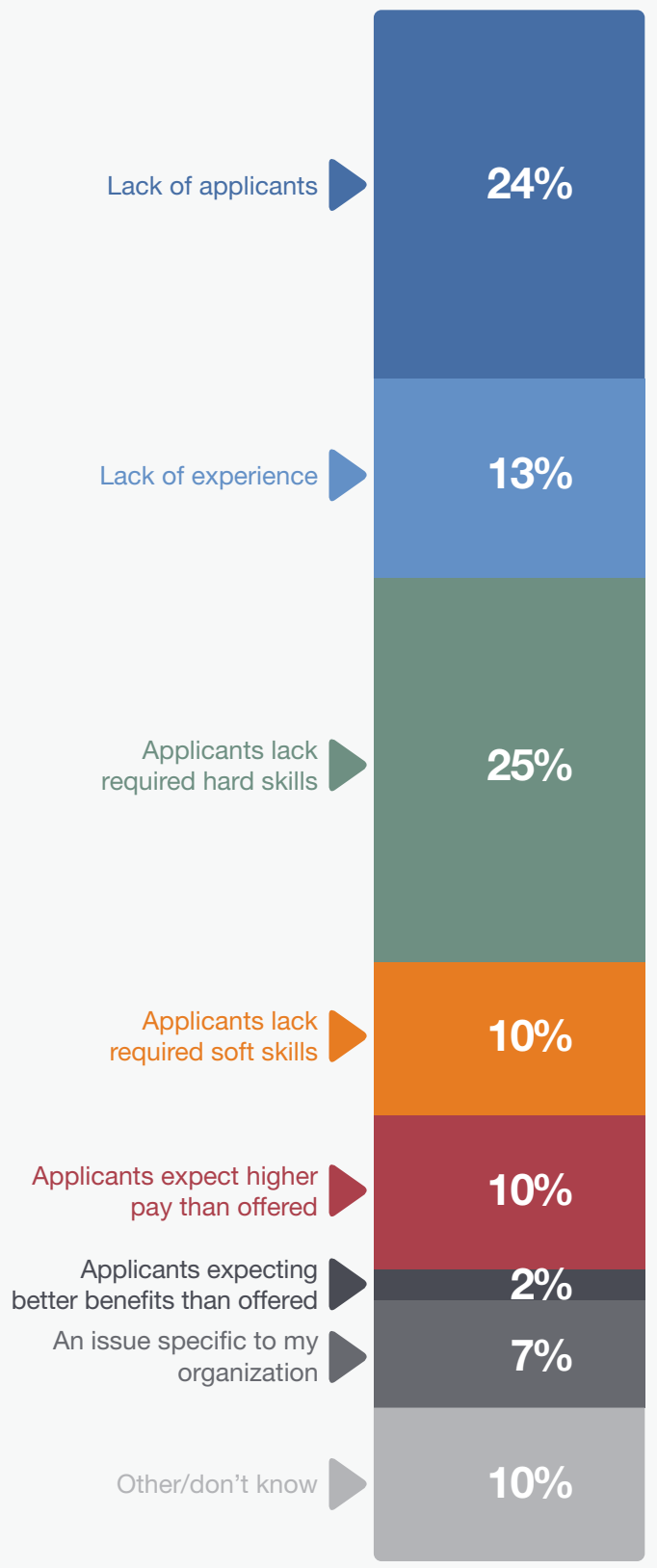
The Hardest Skills to Find

Skilled Trades followed by **Technicians** and **Drivers** are the hardest roles to fill in Portugal.

<p>1 Skilled trades electricians, welders, mechanics</p>	<p>6 Teachers</p>
<p>2 Technicians quality controllers, technical staff</p>	<p>7 IT cybersecurity experts, network administrators, technical support</p>
<p>3 Drivers truck, delivery, construction, mass transit</p>	<p>8 Customer support call center operators, customer service representatives & customer support</p>
<p>4 Engineers chemical, electrical, civil, mechanical</p>	<p>9 Professionals project managers, lawyers, researchers</p>
<p>5 Cleaners/ domestic staff</p>	<p>10 Office support administrative assistants, PAs, receptionists</p>

Top Drivers of Talent Shortages

Applicants lack required hard skills, **Lack of applicants** and **Lack of experience** are the top drivers of talent shortages in Portugal.



Steps Employers Can Take

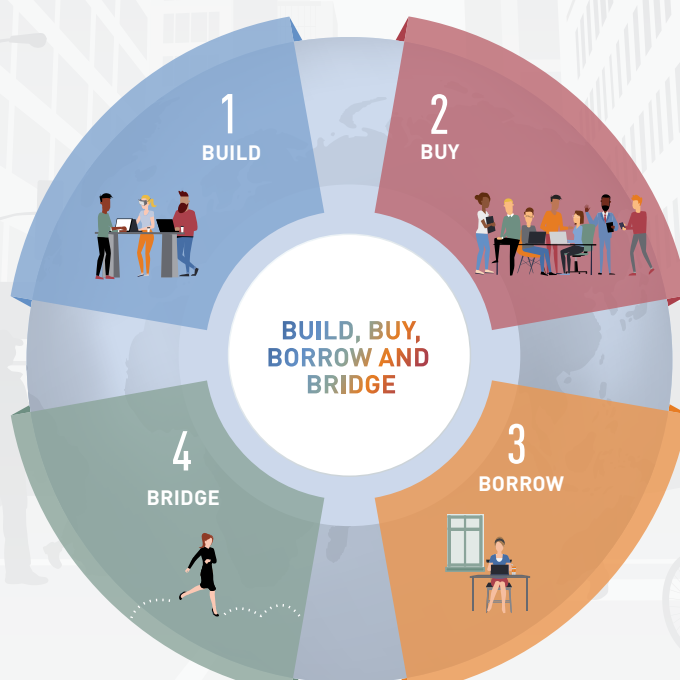
Winning in the digital age demands faster, more targeted approaches than ever before. To keep pace in today's Skills Revolution an effective talent strategy should comprise a mix of four key elements:

1 BUILD

Invest in learning and development to grow your talent pipeline

4 BRIDGE

Help people move on and move up to new roles inside or outside the organization



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, freelance, contract and temporary workers to complement existing skills