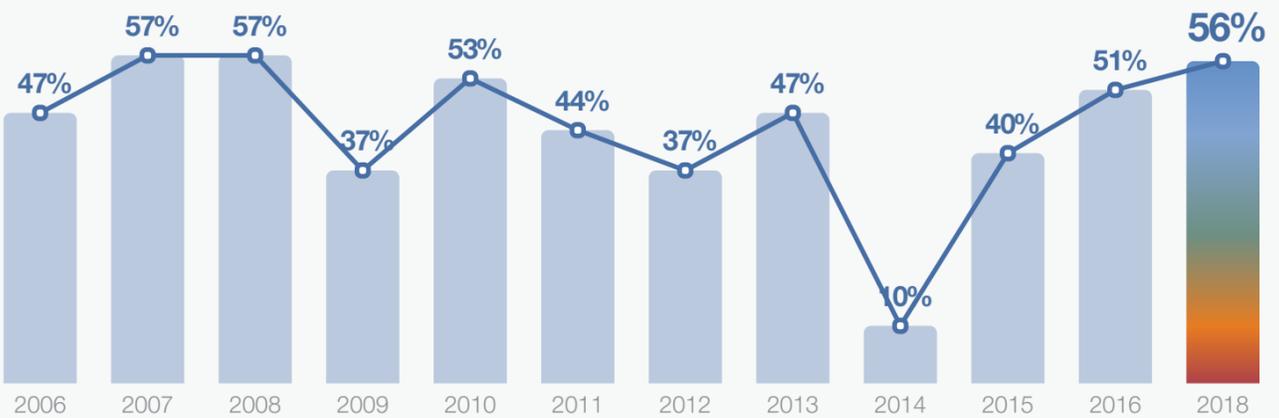


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

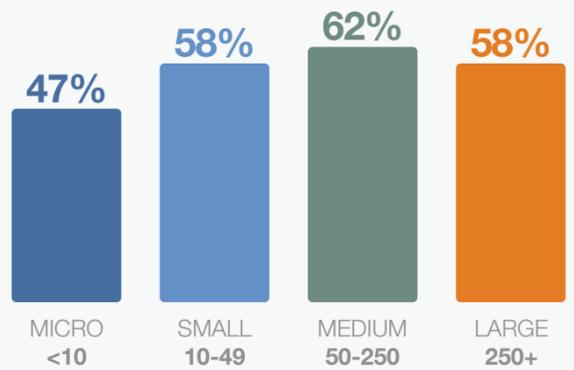
Talent Shortages Over Time

56% of employers are having difficulty filling jobs in Singapore.



Difficulty Filling Roles by Company Size

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



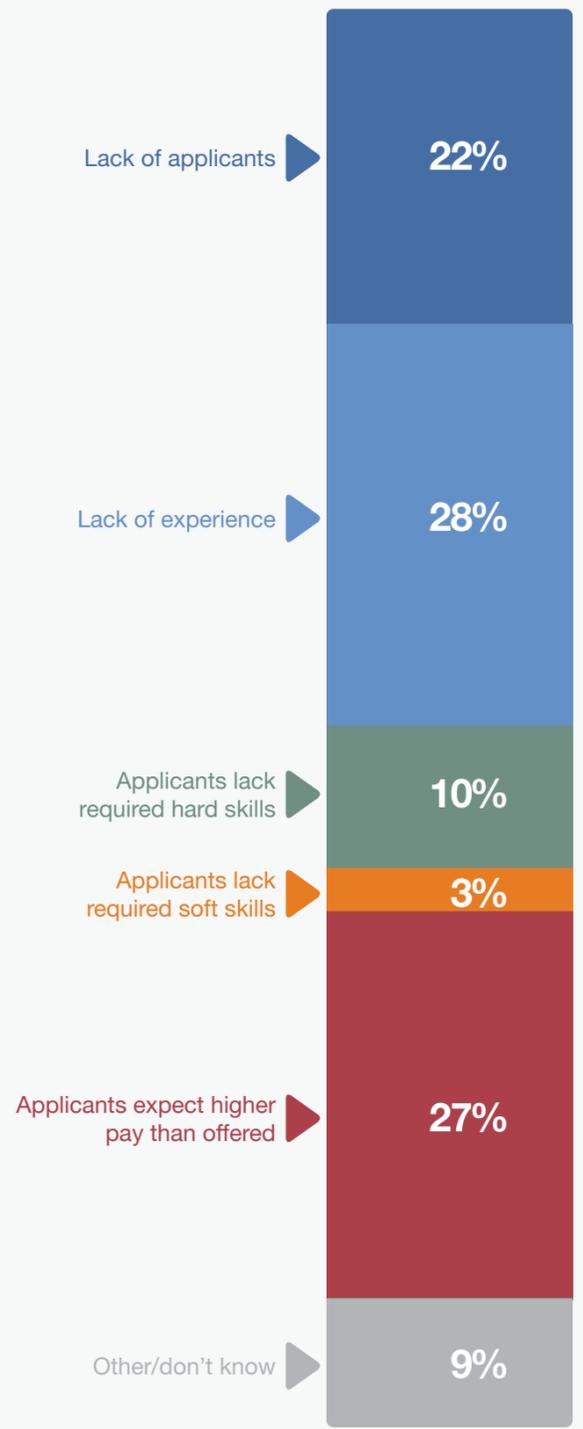
The Hardest Skills to Find

Sales Representatives followed by **Engineers** and **Drivers** are the hardest roles to fill in Singapore.

<p>1 Sales representatives B2B, B2C, contact center</p>	<p>6 Skilled trades electricians, welders, mechanics</p>
<p>2 Engineers chemical, electrical, civil, mechanical</p>	<p>7 Accounting and finance certified accountants, auditors, financial analysts</p>
<p>3 Drivers truck, delivery, construction, mass transit</p>	<p>8 IT cybersecurity experts, network administrators, technical support</p>
<p>4 Professionals project managers, lawyers, researchers</p>	<p>9 Manufacturing production and machine operators</p>
<p>5 Technicians quality controllers, technical staff</p>	<p>10 Customer support call center operators, customer service representatives & customer support</p>

Top Drivers of Talent Shortages

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



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