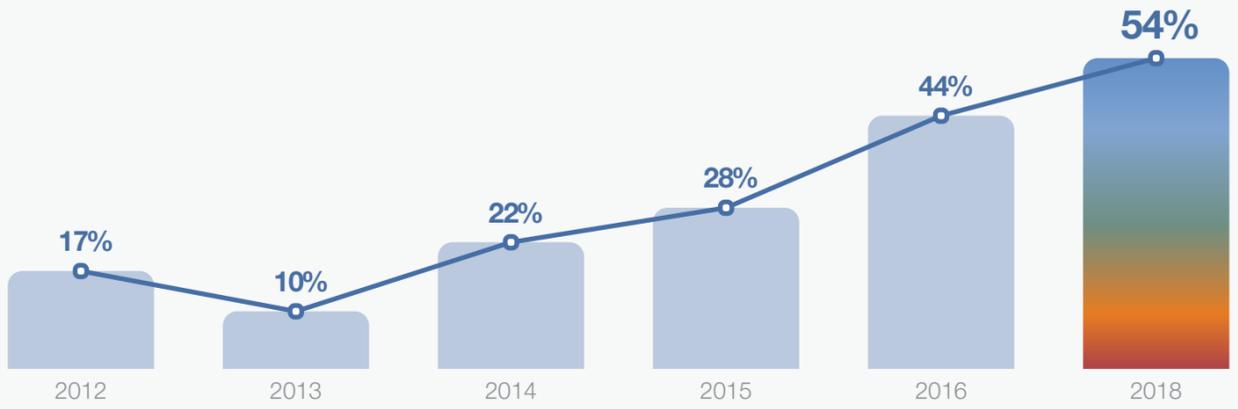


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

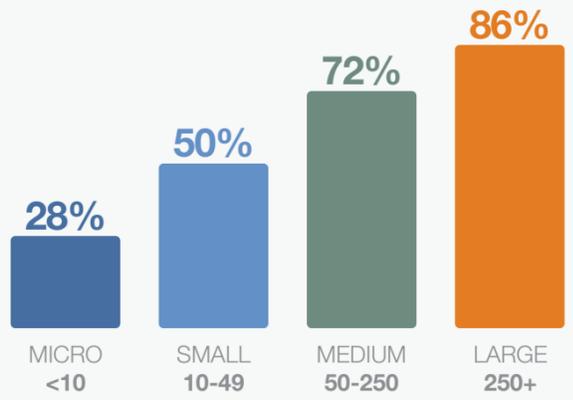
Talent Shortages Over Time

54% of employers are having difficulty filling jobs in Slovakia.



Difficulty Filling Roles by Company Size

In Slovakia, **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).



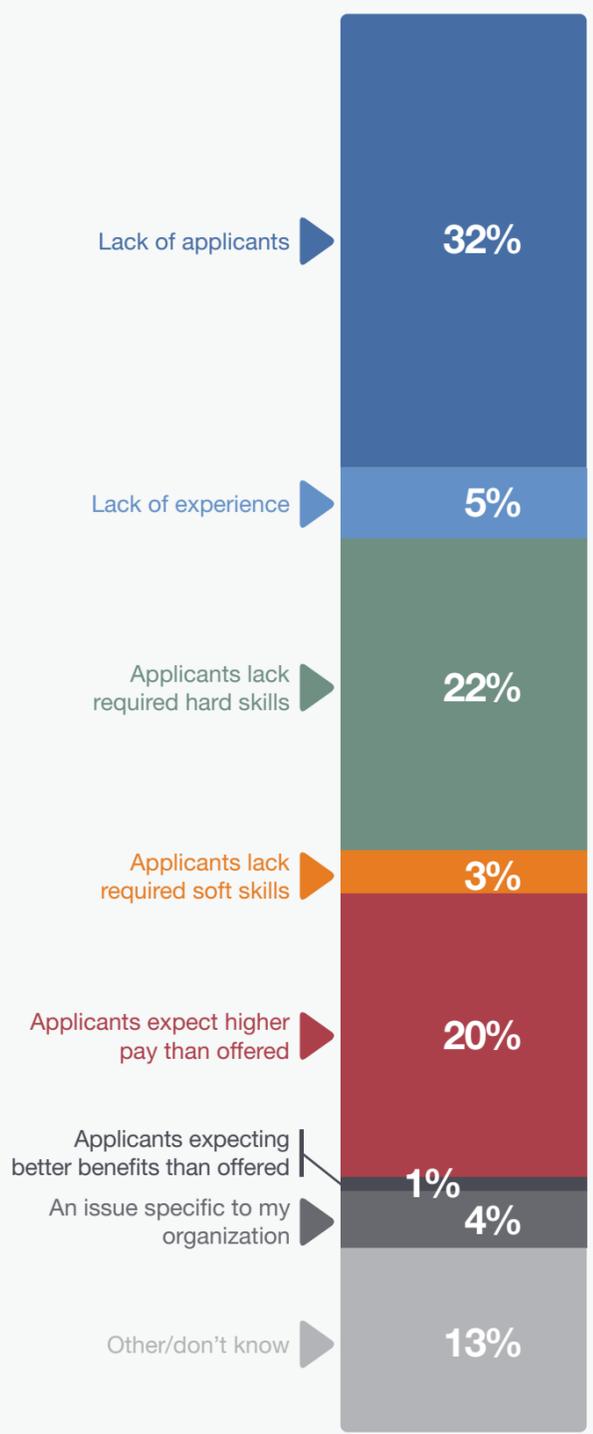
The Hardest Skills to Find

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

<p>1 Skilled trades electricians, welders, mechanics</p>	<p>6 IT cybersecurity experts, network administrators, technical support</p>
<p>2 Drivers truck, delivery, construction, mass transit</p>	<p>7 Technicians quality controllers, technical staff</p>
<p>3 Manufacturing production and machine operators</p>	<p>8 Office support administrative assistants, PAs, receptionists</p>
<p>4 Sales representatives B2B, B2C, contact center</p>	<p>9 Healthcare professionals doctors, nurses, other non-nursing health professionals</p>
<p>5 Restaurants/Hotel staff</p>	<p>10 Teachers</p>

Top Drivers of Talent Shortages

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



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