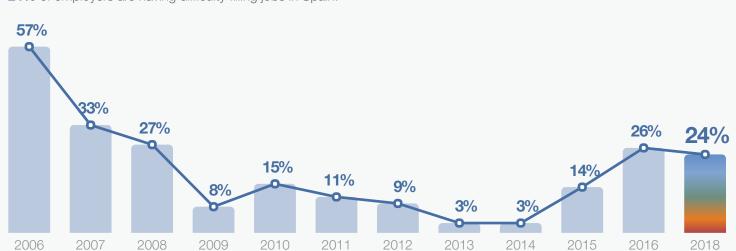
The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

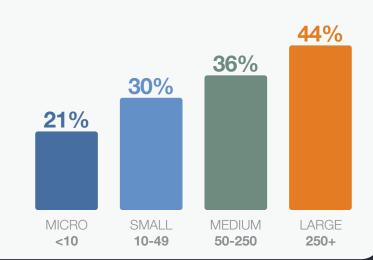
#### **Talent Shortages Over Time**

24% of employers are having difficulty filling jobs in Spain.



#### **Difficulty Filling Roles** by Company Size

In Spain, 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 Technicians and **Professionals** are the hardest roles to fill in Spain.



**Technicians** 

3 Professionals

project managers, lawyers, researchers

**Drivers** 

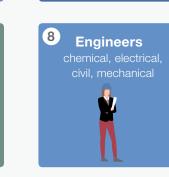
mass transit

IT









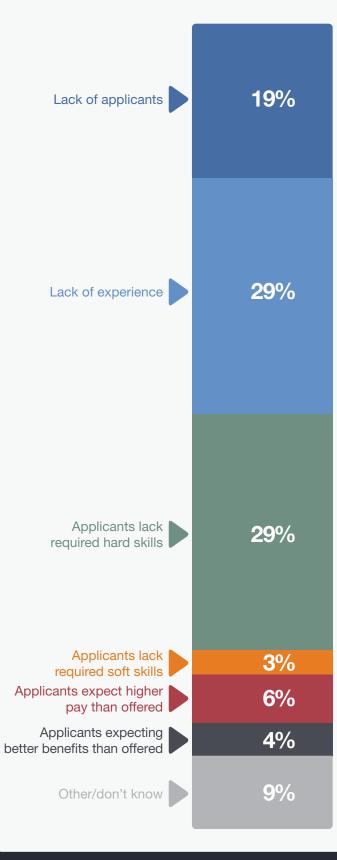






# **Top Drivers of Talent Shortages**

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

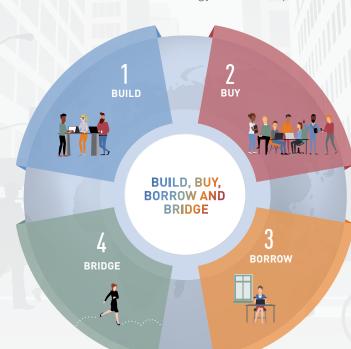


## Steps Employers Can Take

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:



or outside the organization





the best talent that cannot be built in-house in the timeframe required



talent outside the organization, including part-time, freelance, contract and temporary workers to complement existing skills