The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind. Learn what’s driving the skills gap in the United States and discover strategies for overcoming the talent shortage: build, buy, borrow and bridge.

Talent Shortages Over Time

41% of employers are having difficulty filling jobs in the United States.

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 in the timeframe required

3. **BORROW**
   - Assemble a talent network of part-time, freelance, contract and temporary workers to complement existing skills

4. **BRIDGE**
   - Help people move on and move up to new roles inside or outside the organization

Difficulty Filling Roles by Company Size

In the United States, 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 Sales Representatives are the hardest roles to fill in the United States.

Top Drivers of Talent Shortages

Lack of applicants, lack of experience and applicants expecting higher pay than offered are the top drivers of talent shortages in the United States.

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: build, buy, borrow and bridge.

For more details on the 2018 Talent Shortage Survey visit: manpowergroup.com/talent-shortage-2018