



TALENT SHORTAGE
SURVEY
&
MILLENNIALS



ManpowerGroup[®]



World's workforce expert, creating innovative workforce solutions for more than 65 years



LARGEST GLOBAL VENDOR-NEUTRAL MSP PROVIDER

The global leader in recruitment process outsourcing

A World-Leading Outplacement Firm

World-leading IT professional resourcing firm

▶ Providing meaningful work for over **600,000** people everyday

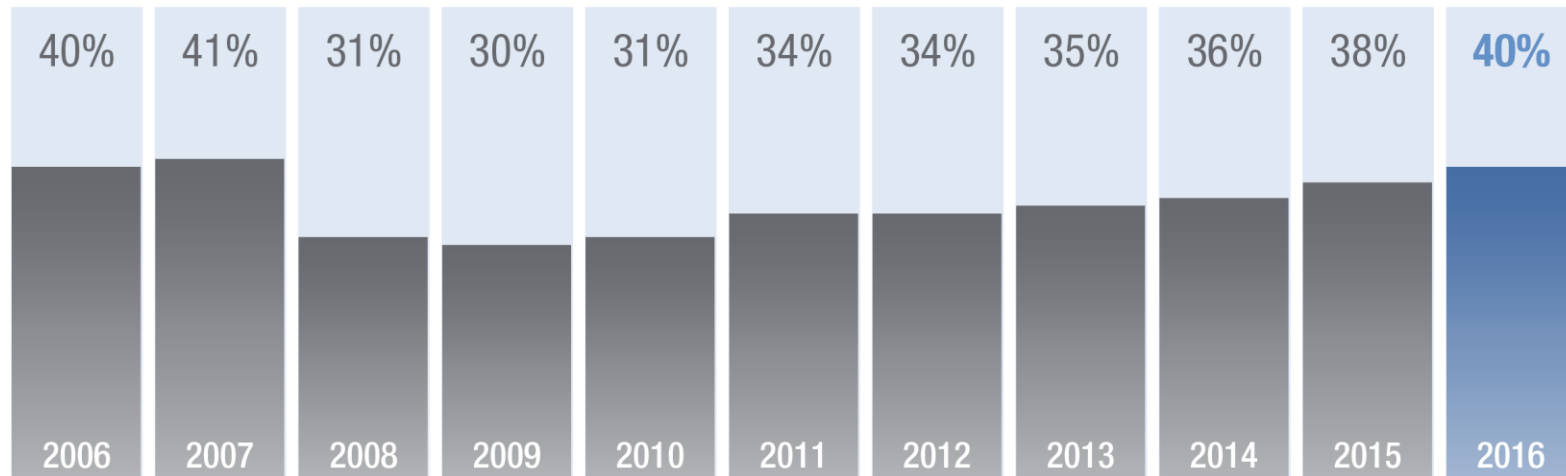
▶ Finding talent for **400,000** clients from small/medium to Fortune 100 companies

▶ Connecting **3.4 million** jobseekers with work every year, globally

2016/2017 TALENT SHORTAGE SURVEY

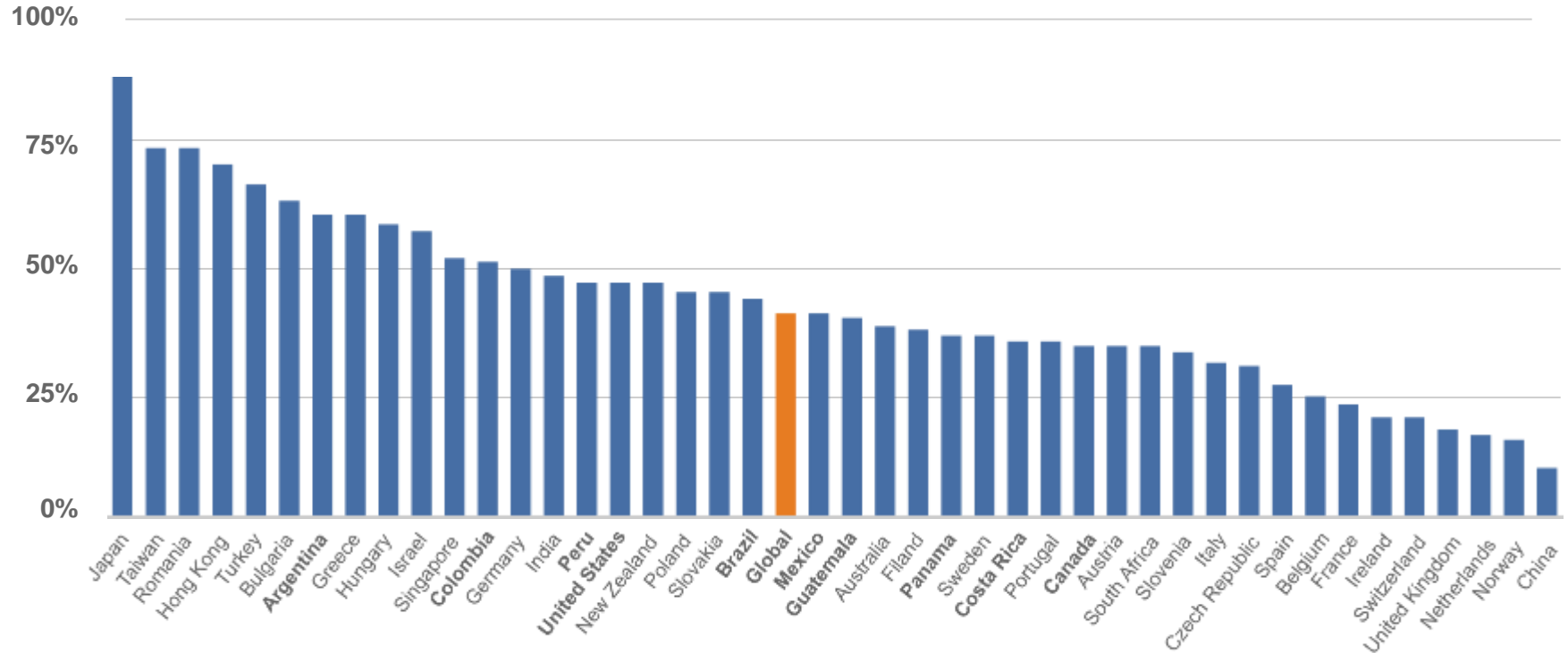


Globally, employers report the **HIGHEST TALENT SHORTAGE** since 2007



- 40% of employers globally are having difficulty filling positions
- A two percent increase since 2015

% employers reporting difficulty filling jobs



TOP 10 jobs employers are having difficulty filling

GLOBAL	AMERICAS
1 Skilled Trades	1 Skilled Trades
2 IT Personnel	2 Technicians
3 Sales Representatives	3 Sales Representatives
4 Engineers	4 Production Operators/ Machine Operators
5 Technicians	5 Office Support Staff
6 Drivers	6 Engineers
7 Accounting & Finance Staff	7 Management/ Executive (Management/ Corporate)
8 Management/ Executive (Management/ Corporate)	8 Accounting & Finance Staff
9 Production Operators/ Machine Operators	9 Drivers
10 Office Support Staff	10 IT Personnel



Skilled Trades

(electricians, carpenters, welders, bricklayers, plasterers, plumbers, masons and more)



IT Staff

(developers, and programmers, database administrators and IT leaders and managers)



Sales Representatives

(sales executives, sales advisors and retail sales people)



Engineers

(mechanical, electrical and civil engineers)



Technicians

(production, operations or maintenance technicians)



Drivers

(truck, lorry, heavy goods, delivery, heavy equipment and construction drivers)



Accounting & Finance Staff

(bookkeepers, certified accountants and financial analysts)



Management/Executives

(senior and board level managers)



Production/ Machine Operations

(operators of special machinery)



Office Support Staff

(secretaries, PAs, receptionists and administrative assistants)

WHY employers say it's **HARD TO FILL** positions

Lack of available applicants and hard skills are the top reasons employers can't fill positions



24%

Lack of available applicants/
no applicants



19%

Lack of hard skills
(technical competencies)



19%

Lack of experience



14%

Looking for more pay
than is offered



11%

Lack of soft skills
(workplace competencies)

The number of employers **TRAINING AND DEVELOPING EXISTING EMPLOYEES** to fill open positions **HAS DOUBLED** from 1 in 5 to over half

- 53% Offer training and development to existing staff
- 36% Recruit outside the talent pool
- 28% Explore alternative sourcing strategies
- 27% Provide additional perks / benefits to recruits
- 26% Pay higher salary packages to recruits
- 19% Outsource the work
- 19% Change existing work models



Millennials



LEARNABILITY

**Higher learnability
correlates strongly
with career success -
being more
educated, better
prepared for
employment and
higher paid.**



Should I **stay** or should I **go** now?



Money
92%



Security
87%



Holidays/
Time Off
86%



Great
People
80%



Flexible
Working
79%



Practical advices

Attract, retain and develop workers of the Millennium Generation



THANK YOU!



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