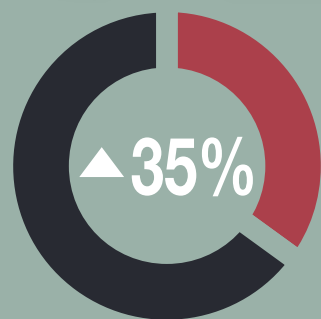


ManpowerGroup Talent Shortage Survey 2013

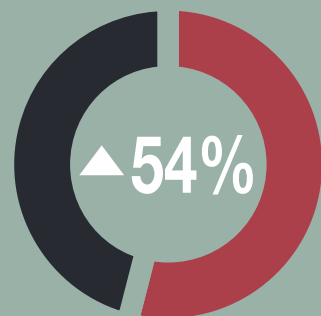
Global



Now in its eighth year, ManpowerGroup spoke to 38,618 employers across 42 countries and territories to look at the extent to which they are having difficulty finding the right talent; what jobs are most difficult to fill and why; concern over stakeholder impact; and what strategies employers are pursuing to overcome the talent shortage.

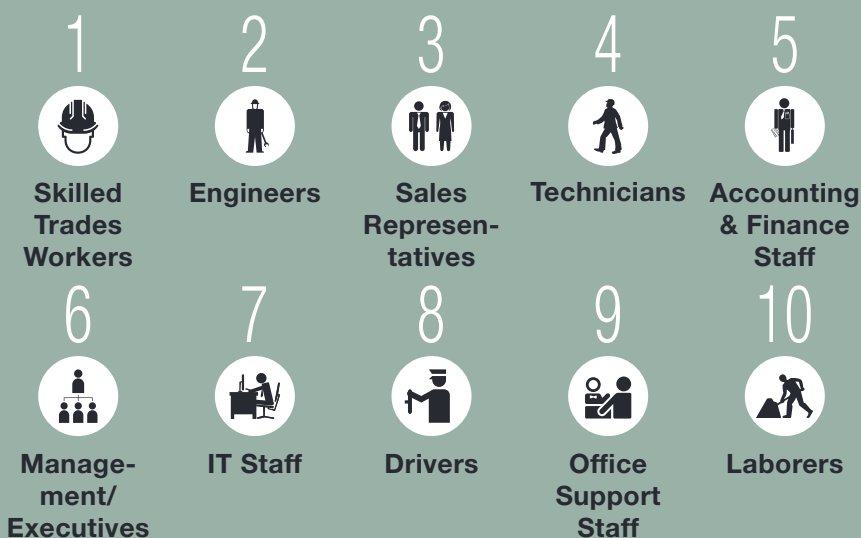


35%
**OF EMPLOYERS REPORT
DIFFICULTY FILLING JOBS**
Increase of **1** Percentage Point



54%
**OF EMPLOYERS
EXPERIENCING A TALENT
SHORTAGE SAY THIS HAS
A MEDIUM OR HIGH
IMPACT ON THEIR ABILITY
TO MEET CLIENT NEEDS**
Increase of **12** Percentage Points

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING



TOP 10 COUNTRIES THAT HAVE DIFFICULTY FILLING JOBS



THE 10 BIGGEST CHANGES IN TALENT SHORTAGES BY COUNTRY



10 WAYS TO BOOST AGILITY

- 1 BE NIMBLE**
Don't expand or contract workforces in response to every data point. Think customizable workforce solutions to account for continued change in economic conditions.
- 2 ENGAGE**
Listen to your people to retain the brightest and best. What they want (e.g., flexible schemes) may even save money.
- 3 NURTURE**
Often the most loyal and best company ambassadors are those that have developed through the ranks. Invest in these "high potentials."
- 4 BE FLEXIBLE**
Contract, interns, part-timers, virtual workers are increasingly the norm. Being open makes you more flexible.
- 5 ESTABLISH PREFERRED SUPPLIERS**
Establish close relationships with talent providers that understand your industry, offering, culture and company brand.
- 6 INVEST IN EMPLOYER BRAND**
Give in-demand talent a reason to work for you over your competitor.
- 7 BE SOCIAL**
For the youngest worker segment, social commitment can determine the employer of choice. Same goes for the shareholders.
- 8 PARTNER WITH SCHOOLS**
Offer paid or course credit internships. For skilled technical talent, partner up to offer custom training.
- 9 OUT-OF-OFFICE? OKAY!**
Attract the army of talented workers who aren't keen to be office bound. Save money while you're at it.
- 10 CREATE A CULTURE OF TEACHABLE FIT**
Emotional intelligence + transferrable skills = potential talent shortage solution. Don't be limited to a checklist of non-negotiable attributes and skills.