

2018 TALENT SHORTAGE SURVEY United Kingdom



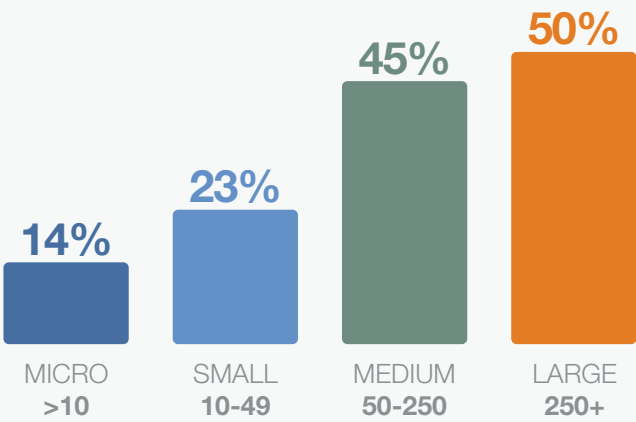
The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

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

Talent Shortages Affect Large Companies The Most

In the UK, large companies with 250+ employees have the most difficulty filling job vacancies - with 50% of employers experiencing talent shortages. Large companies account for 0.1% of businesses in the UK, yet they employ 40% of the total workforce - demonstrating the significant impact this talent shortage will have on the wider labour market.

Mid-sized organisations (with 50-249 employees) are feeling the pinch too. 45% are struggling to attract the skills they need.



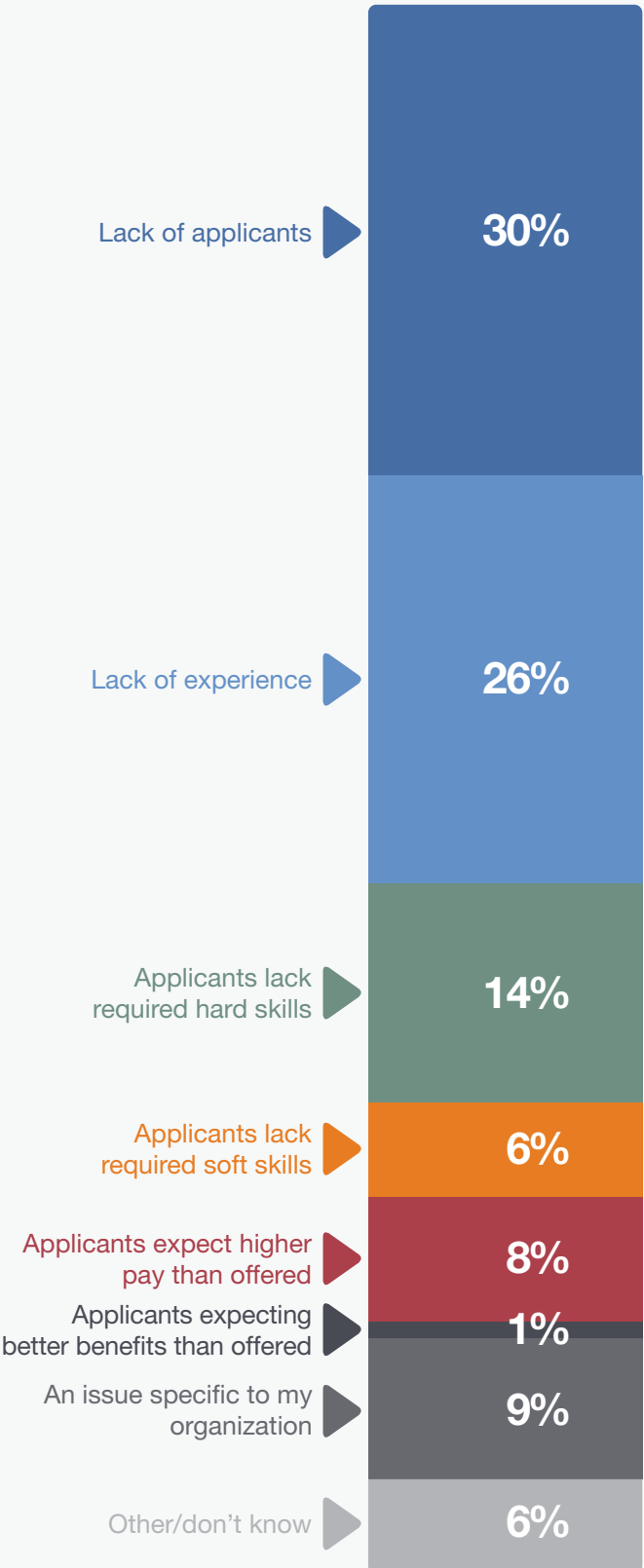
The Hardest Skills to Find

Skilled Trades followed by **Drivers** and **Health Care Professionals** are the hardest roles to fill in United Kingdom.



Top Drivers of Talent Shortages

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



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