



CONTACTS:

Chelsey Orlikowski
ManpowerGroup
(414) 906-7320
chelsey.orlikowski@manpowergroup.com

Alexis Lozinak
ManpowerGroup
(414) 906-5937
alexis.lozinak@manpowergroup.com

In Your Own Backyard: With 46% of U.S. Employers Reporting Talent Shortages, More Companies Than Ever are Choosing to Upskill Their Existing Workforce

- *Skilled Trades remain hardest roles to fill for seventh consecutive year*
- *As talent shortages worsen, companies increasingly turn to training and development to fill talent gaps and upskill employees*

MILWAUKEE (October 18, 2016) – Nearly half (46%) of U.S. employers report difficulties filling jobs due to lack of available talent, a significant increase from 32% reported in 2015. This is according to the latest [Talent Shortage Survey](#), released today by ManpowerGroup (NYSE: MAN). For the seventh consecutive year, Skilled Trades positions remain the hardest to fill in the United States, followed by Drivers, Sales Representatives, Teachers and Restaurant & Hotel Staff.

View complete U.S. Talent Shortage Survey results:

www.manpowergroup.us/talent-shortage

As skills shortages escalate and the demand for talent intensifies, many employers are looking inside their own organizations for solutions, with nearly half (48%) of U.S. employers choosing to upskill their own people. This represents a significant jump from ManpowerGroup's 2015 survey, when just 12% were using training and development as a solution.

“Low unemployment paired with shorter skills cycles due to the speed of technological change means employers across the United States are struggling to fill positions. We see this particularly in industries like manufacturing, construction, transportation and education,” said Kip Wright, Senior Vice President of Manpower North America. “When the talent isn’t available, organizations need to turn to training and developing their own people – and in many cases this means first identifying the skills that will be required in increasingly digital industries, like manufacturing. That’s why we’re working with organizations like the Digital Manufacturing and Design Innovation Institute (DMDII) to map future skills needs and develop tomorrow’s talent.”

When asked why they are struggling to fill certain jobs, employers cite a lack of applicants (23%), lack of experience (18%), lack of hard skills or technical competencies (16%) and candidates looking for more pay than is offered (16%).

For more details on the U.S. talent shortage, visit www.manpowergroup.us/talent-shortage.

Summary of Global Results:

Hiring managers report the most severe talent shortage in Japan (86%). Nearly 3 in 4 employers report difficulty filling jobs in both Taiwan (73%) and Romania (72%), while talent shortages are an issue for 69% of employers in Hong Kong and 66% in Turkey.

Across all 42 countries and territories as a whole, Skilled Trades positions remain the most difficult vacancies to fill worldwide for the fifth consecutive year. Vacancies for IT Staff are the second most difficult to fill – up from ninth place in 2015. Last year's second- and third-placed jobs – Sales Representatives and Engineers – slip back to third and fourth, respectively.

For more details on the talent shortages around the world, including an interactive data explorer tool, infographics, videos and thought leadership articles, visit ManpowerGroup's Talent Shortage web page at www.manpowergroup.com/talentshortage.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible:

www.manpowergroup.com

###