

2015

TALENT SHORTAGE SURVEY  
AUSTRALIA



ManpowerGroup™

## About the Talent Shortage Survey

**10th year**

**42,000**  
employers globally

**1,500** employers in Australia

Research conducted  
**Quarter 1/ 2015**

**660** employers in New Zealand

**42**  
countries & territories

## We talked with employers to discover...

*How much difficulty they are having filling jobs*

*Comparison of current difficulty with 2014*

*What are the most difficult-to-fill jobs*

*Why jobs are difficult to fill*

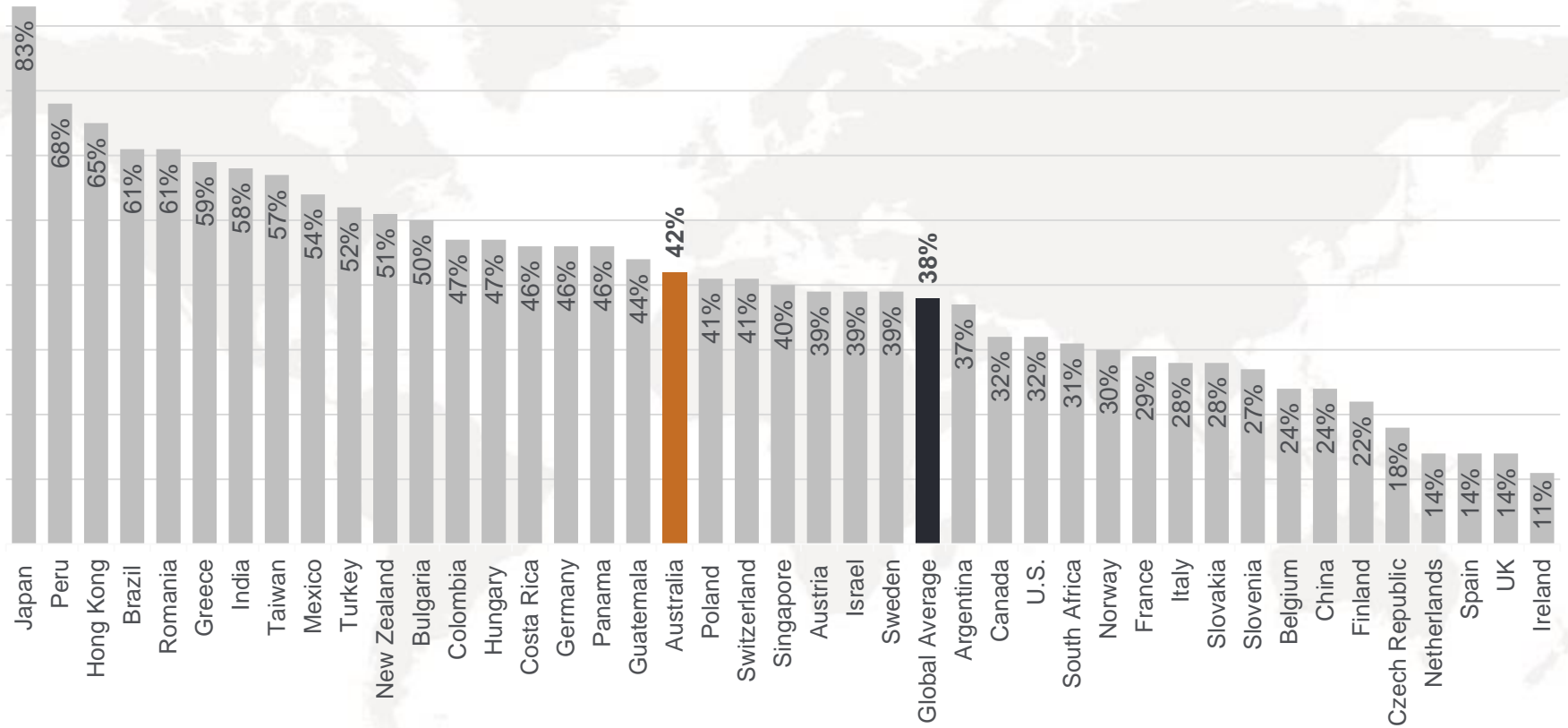
*What strategies are being pursued to overcome these difficulties*

*What impact talent shortage has on the ability to meet client need*

*What impact talent shortage has on the organisation*

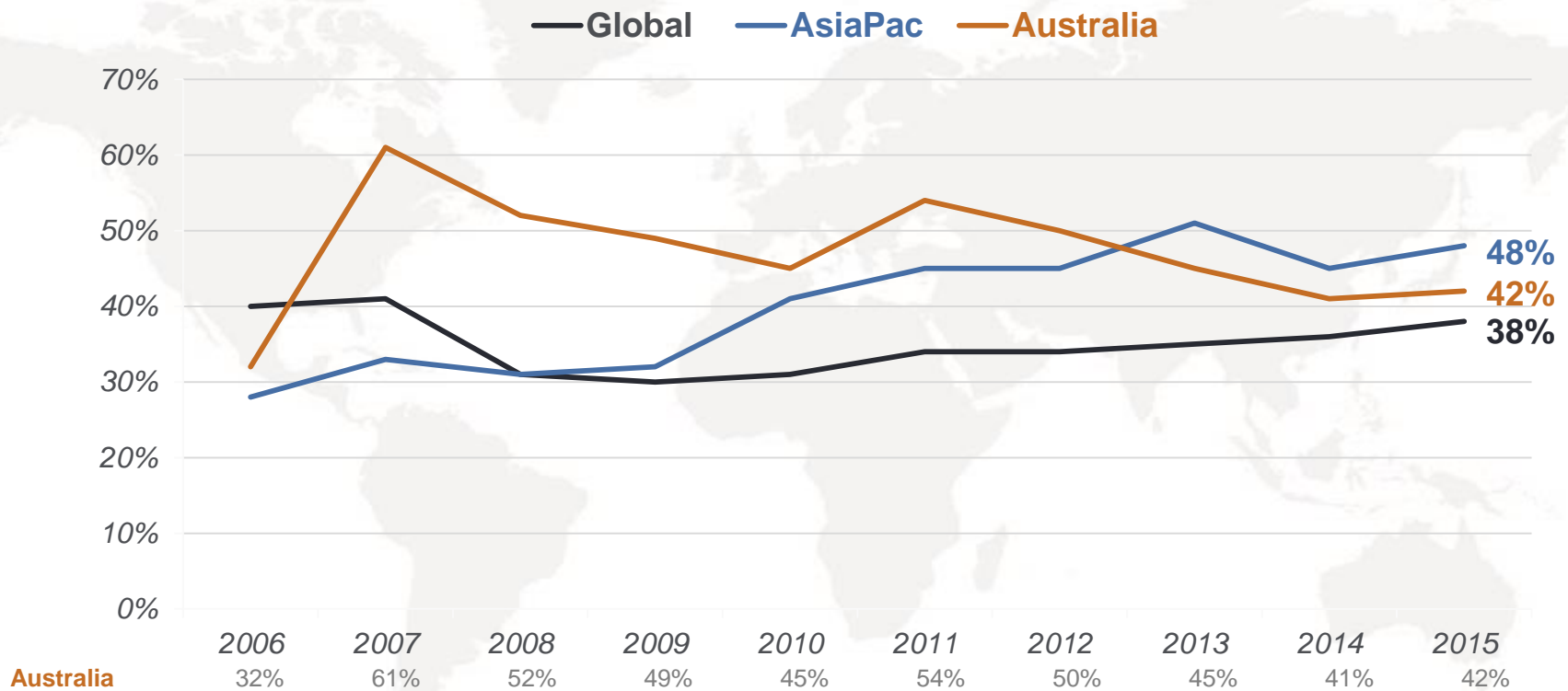
# Global ranking

Q: How much difficulty are you having filling jobs due to lack of available talent?



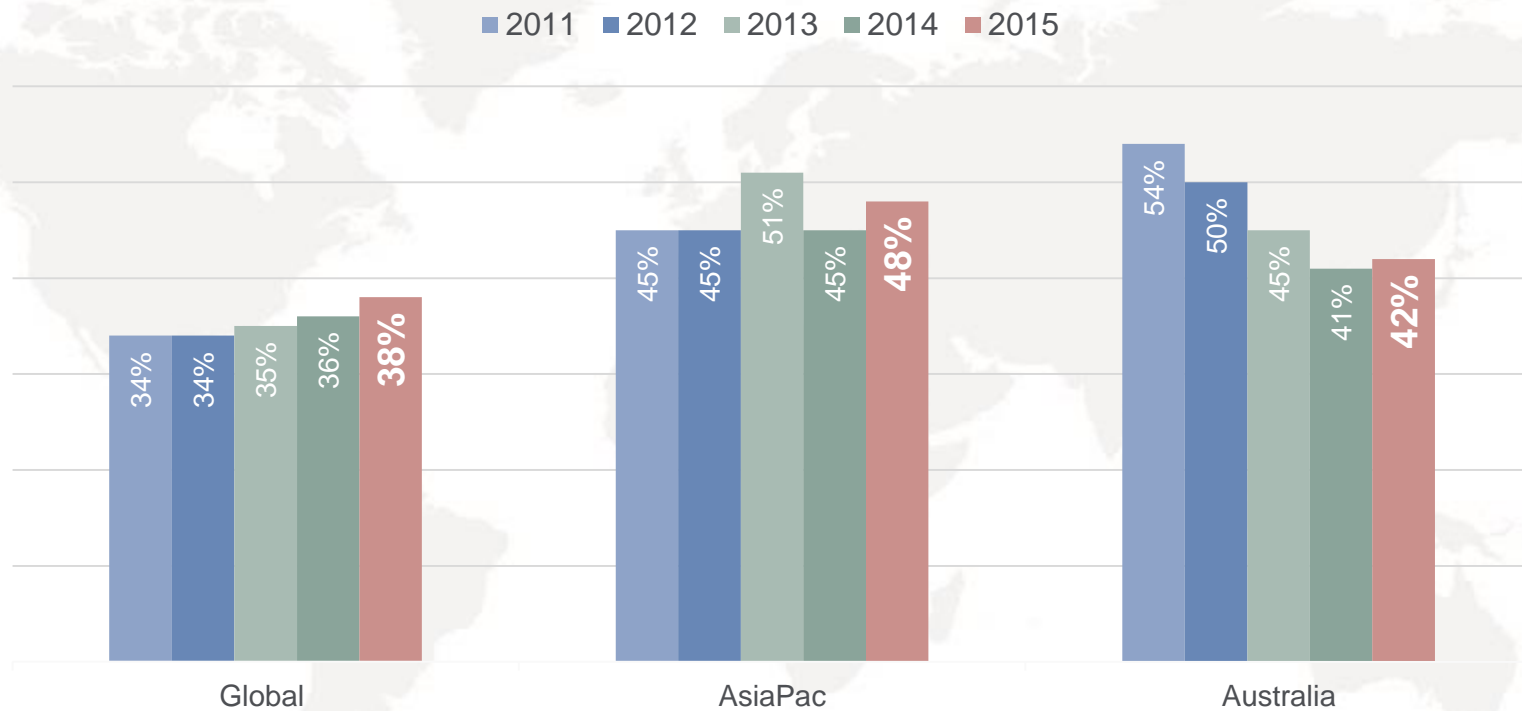
# Proportion having difficulty filling jobs

Q: How much difficulty are you having filling jobs due to lack of available talent?

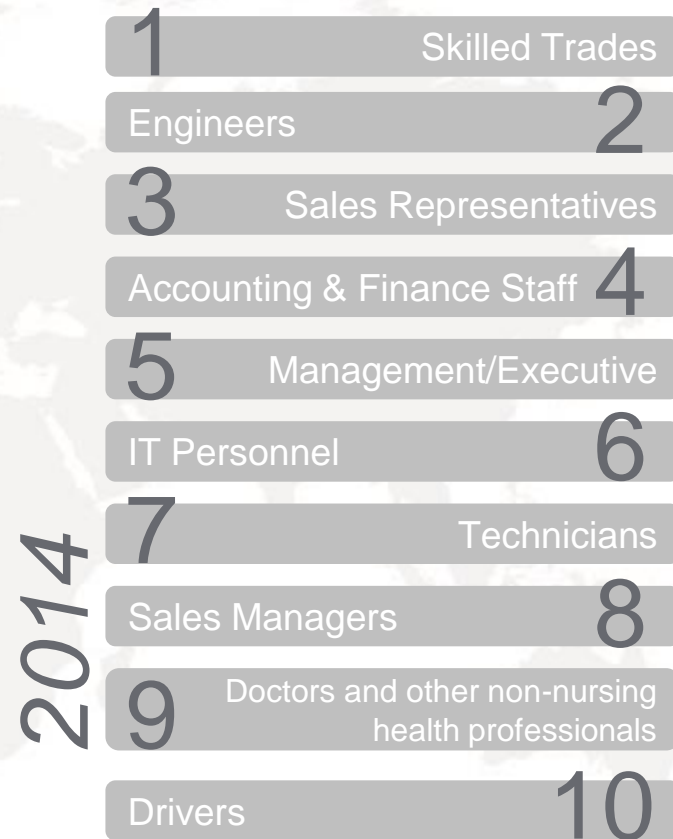


# Five year movement

Q: How much difficulty are you having filling jobs due to lack of available talent?

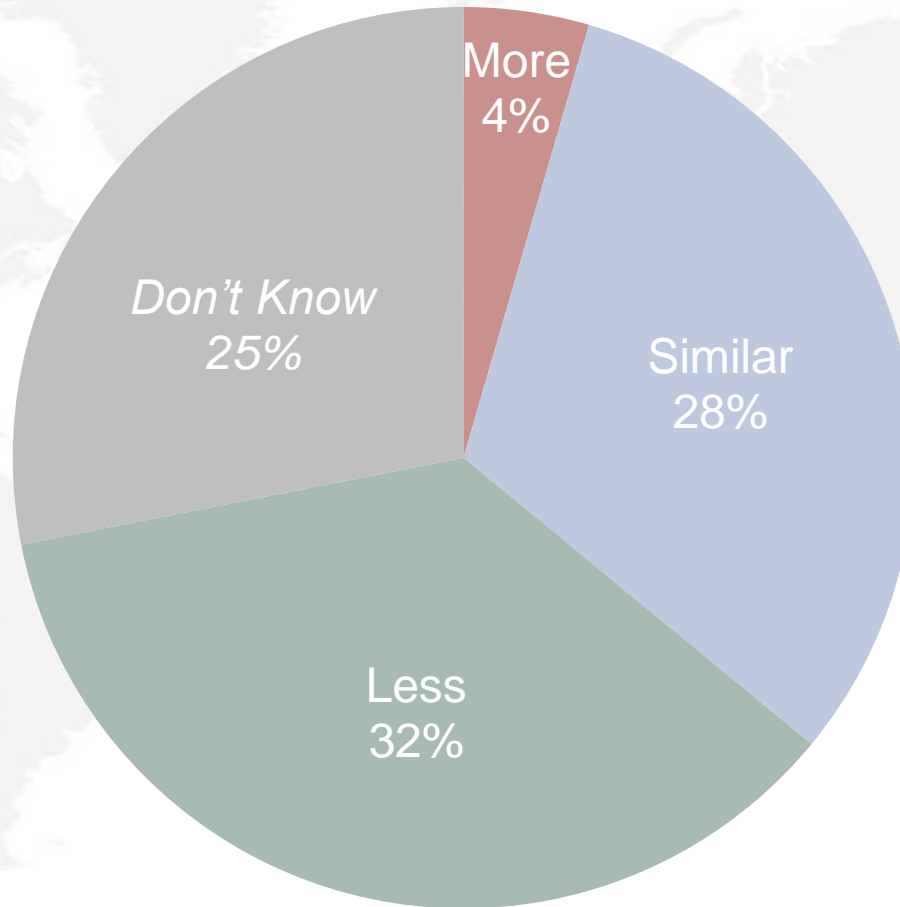


# The top 10 hardest to fill jobs



# Level of difficulty filling jobs compared to 2014

Q: Compared to last year at this time, how much difficulty are you having filling jobs?



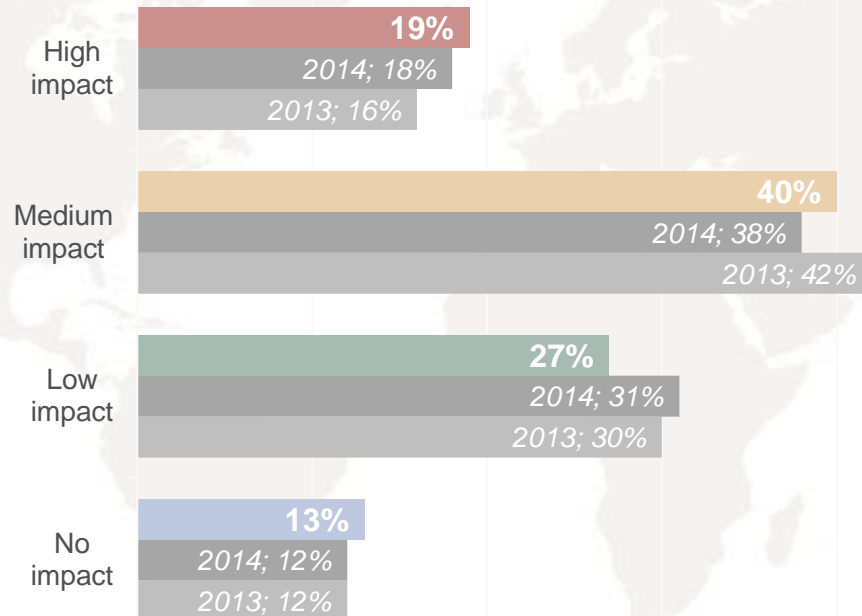
Australia



# Impact on meeting client needs

Q: *What level of impact does this talent shortage have on your ability to meet client needs?*

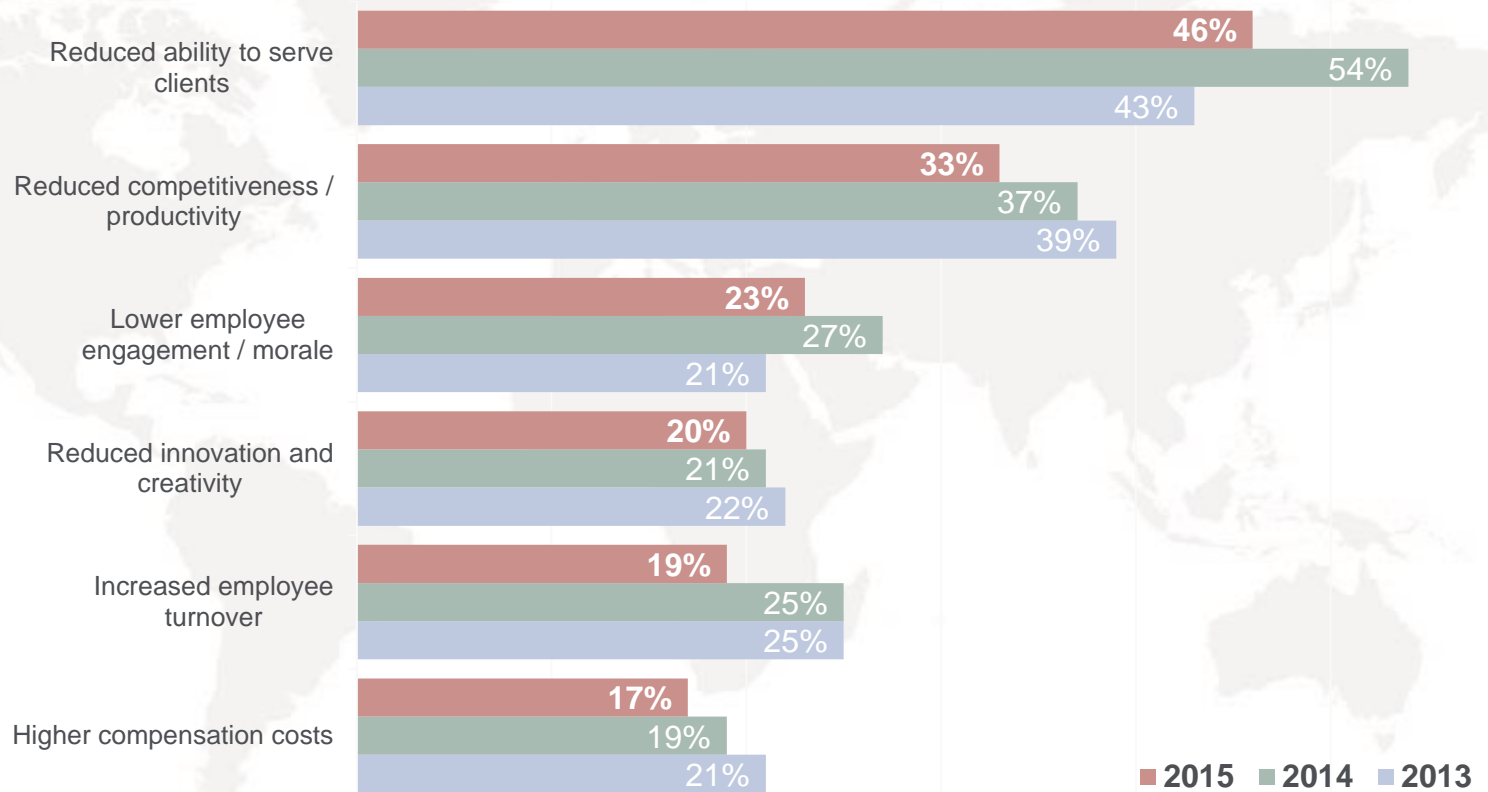
Australia



# Impact on meeting client needs

Q: How are talent shortages/skills gaps most likely to impact your organisation?

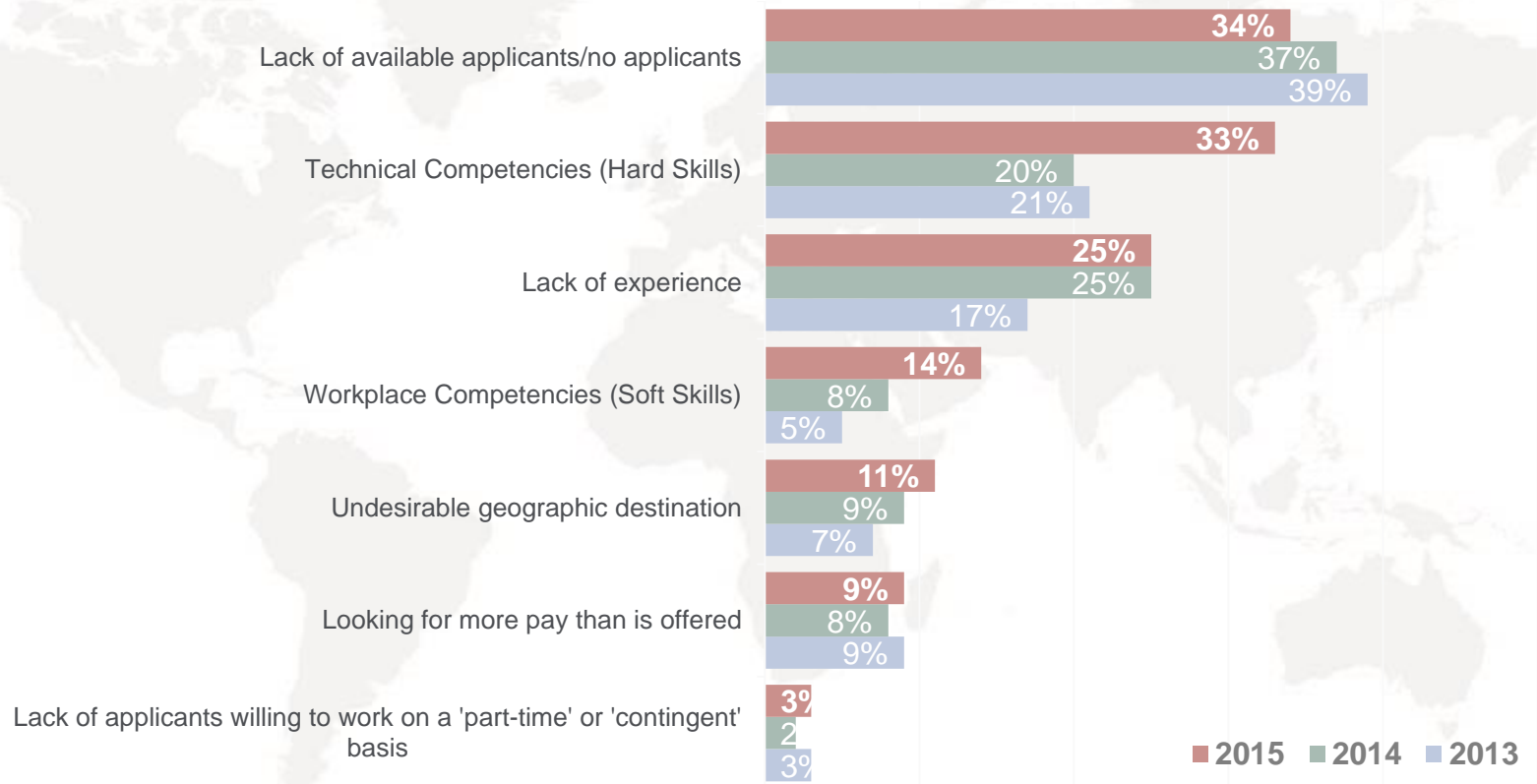
Australia



# Reasons for difficulty filling jobs

Q: Why are you having difficulty filling this specific job?

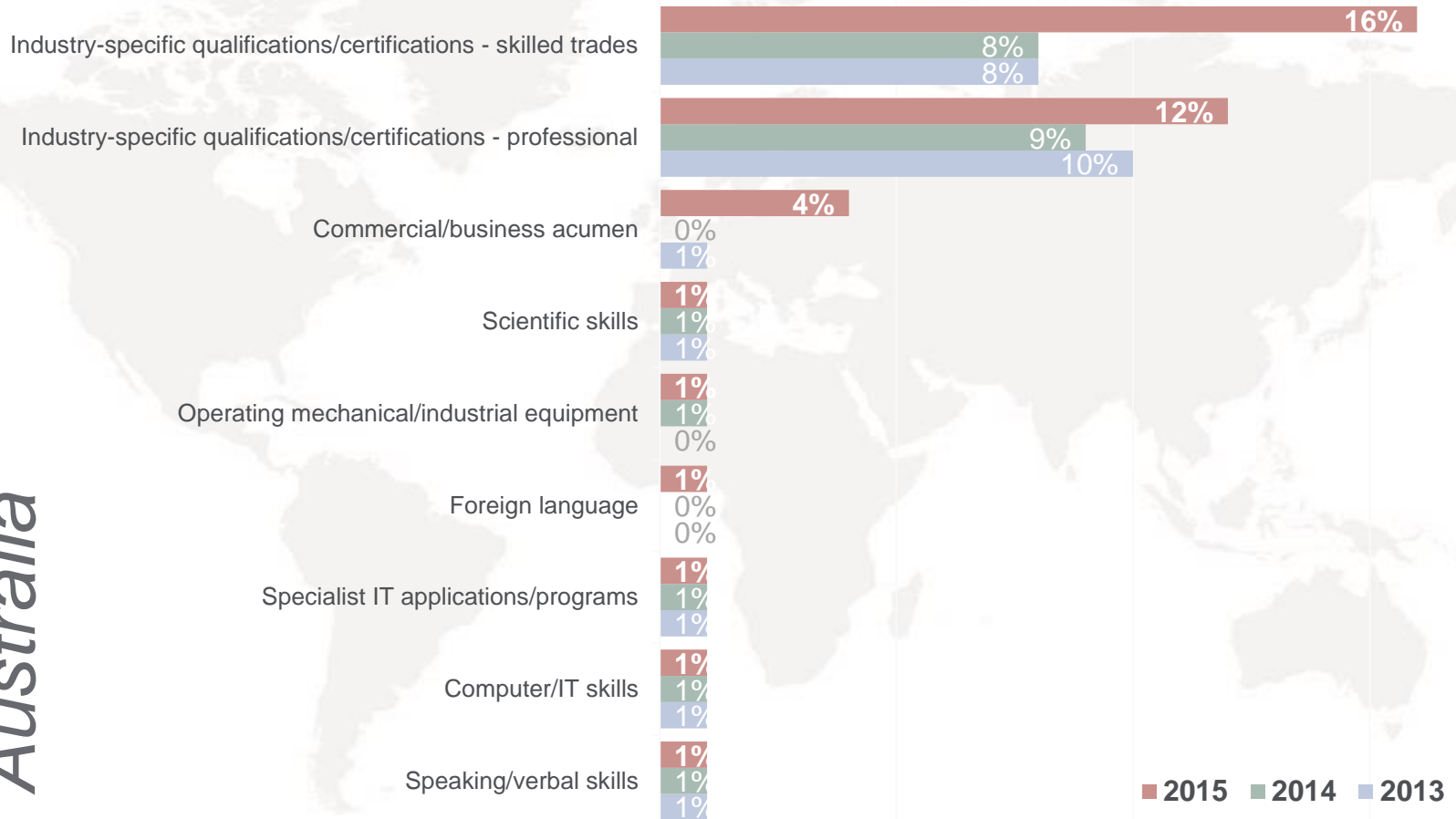
Australia



# Hard Skills deficits

Q: Why are you having difficulty filling this specific job?

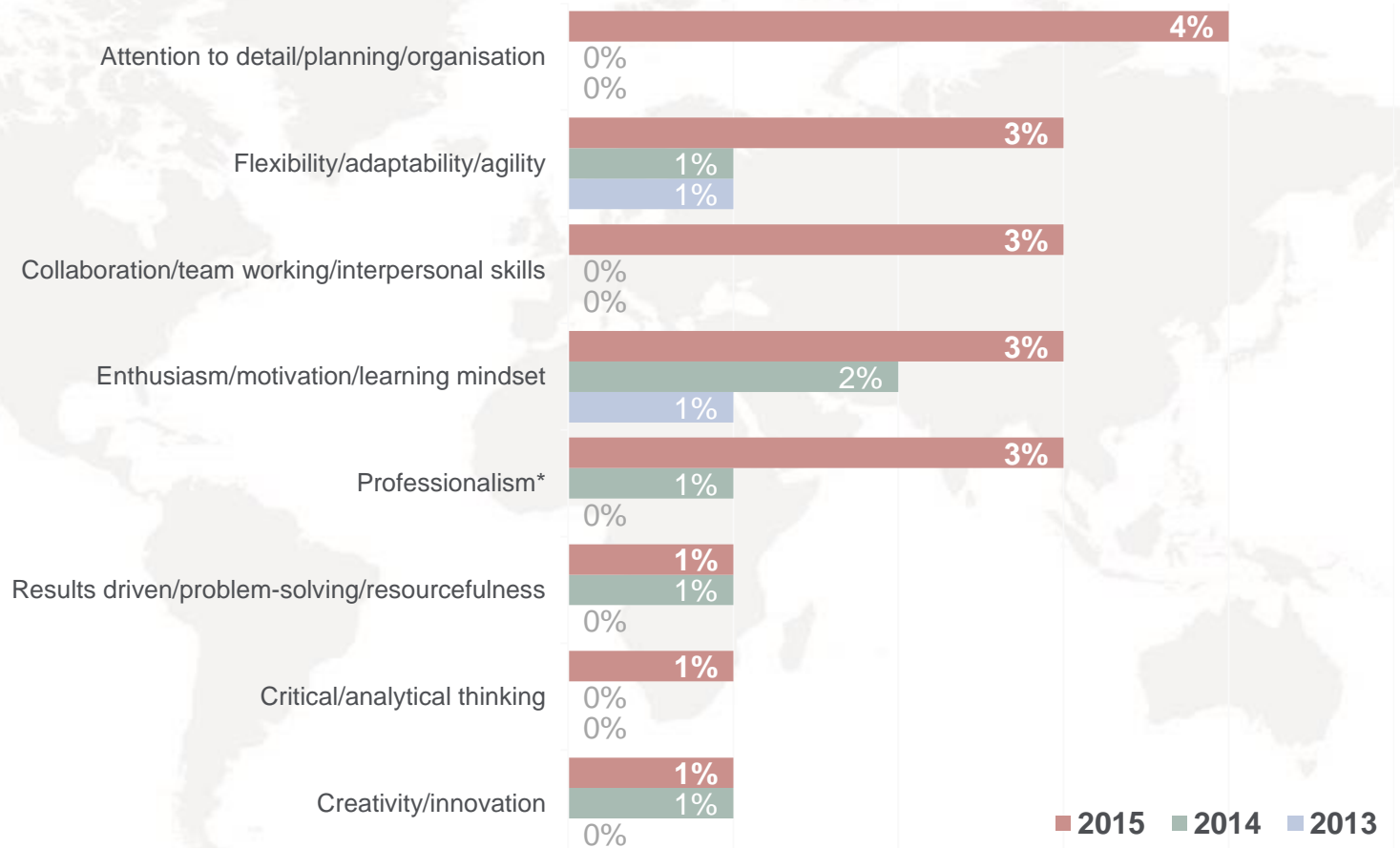
Australia



# Soft Skills deficits

Q: Why are you having difficulty filling this specific job?

Australia

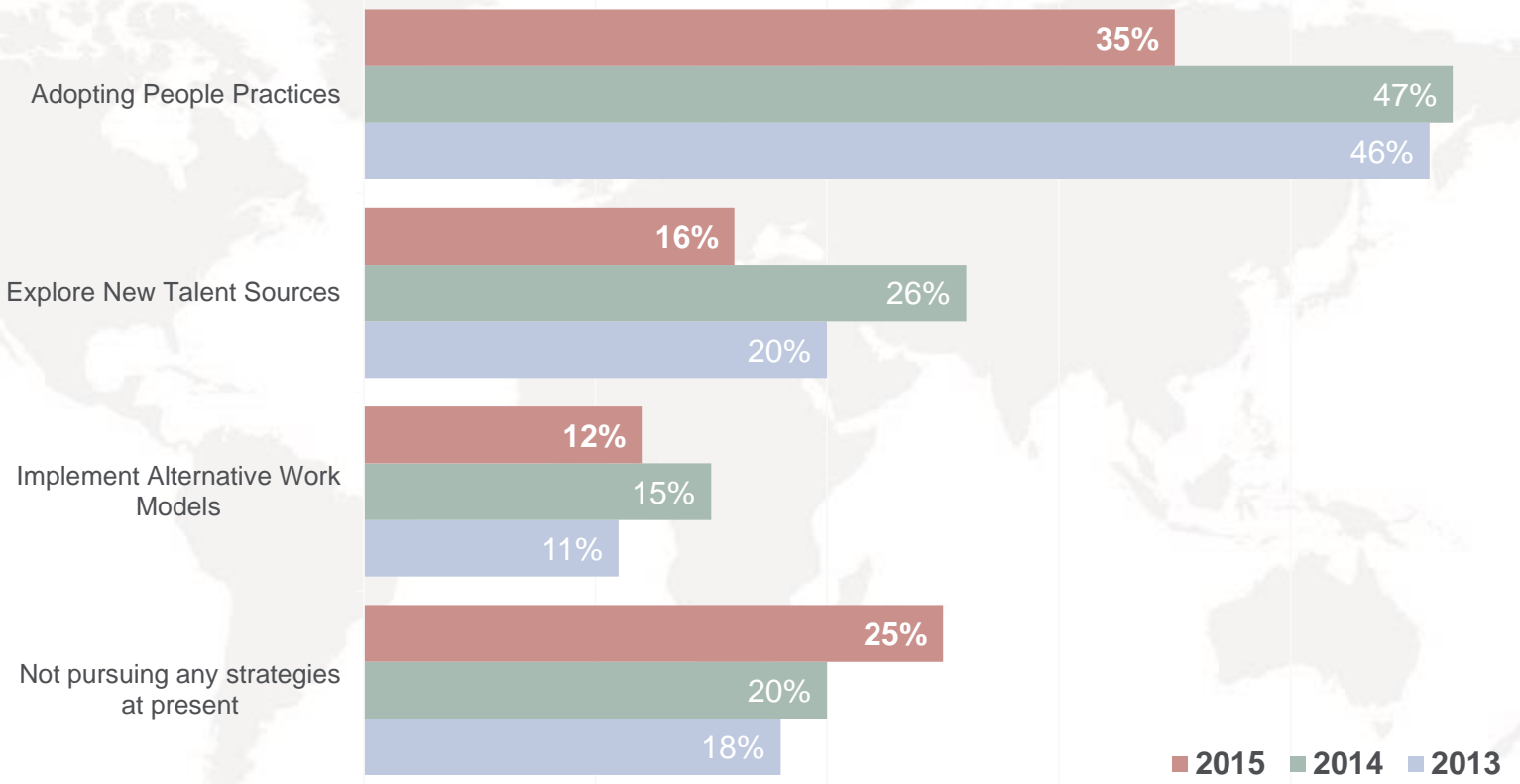


\*includes personal appearance/attire, punctuality, presentation skills, etc.

# Overcoming Talent Shortage

Q: *What strategies are you pursuing to overcome these difficulties?*

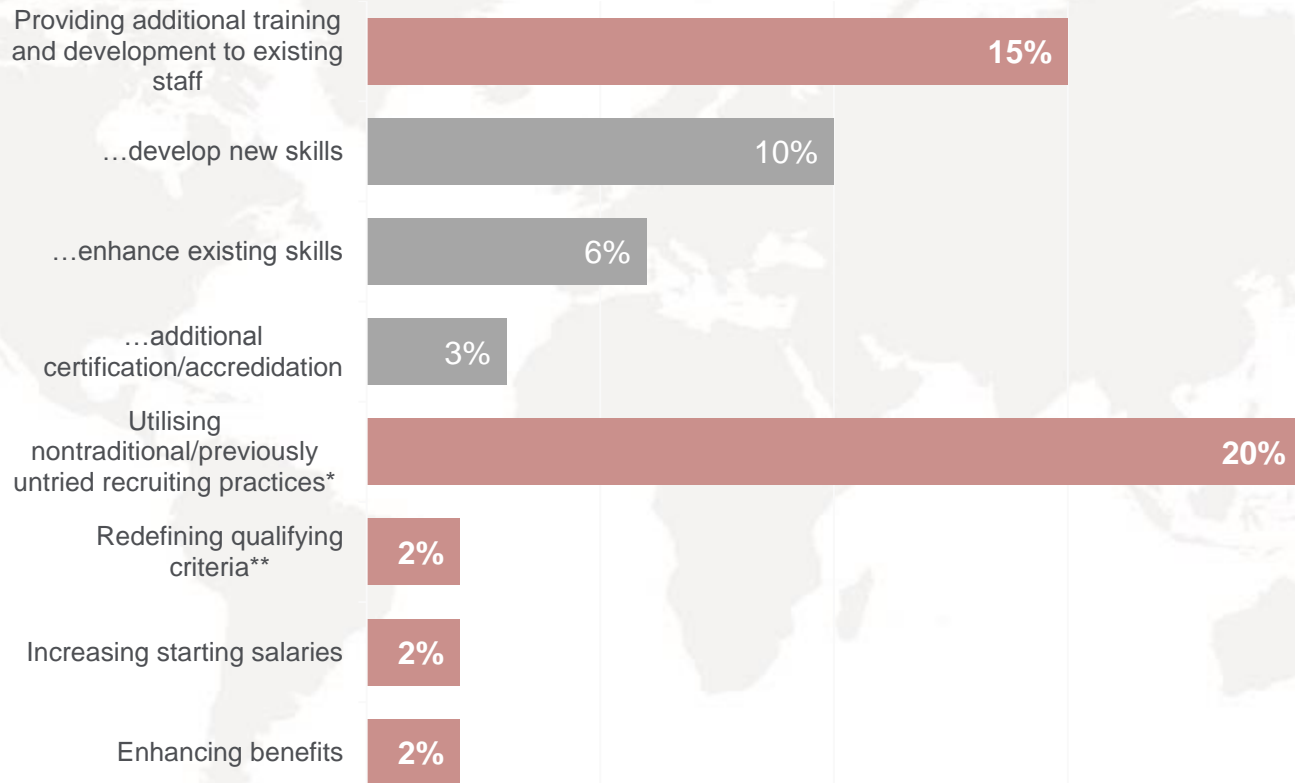
Australia



# Adopting People Practices

Q: *What strategies are you pursuing to overcome these difficulties?*

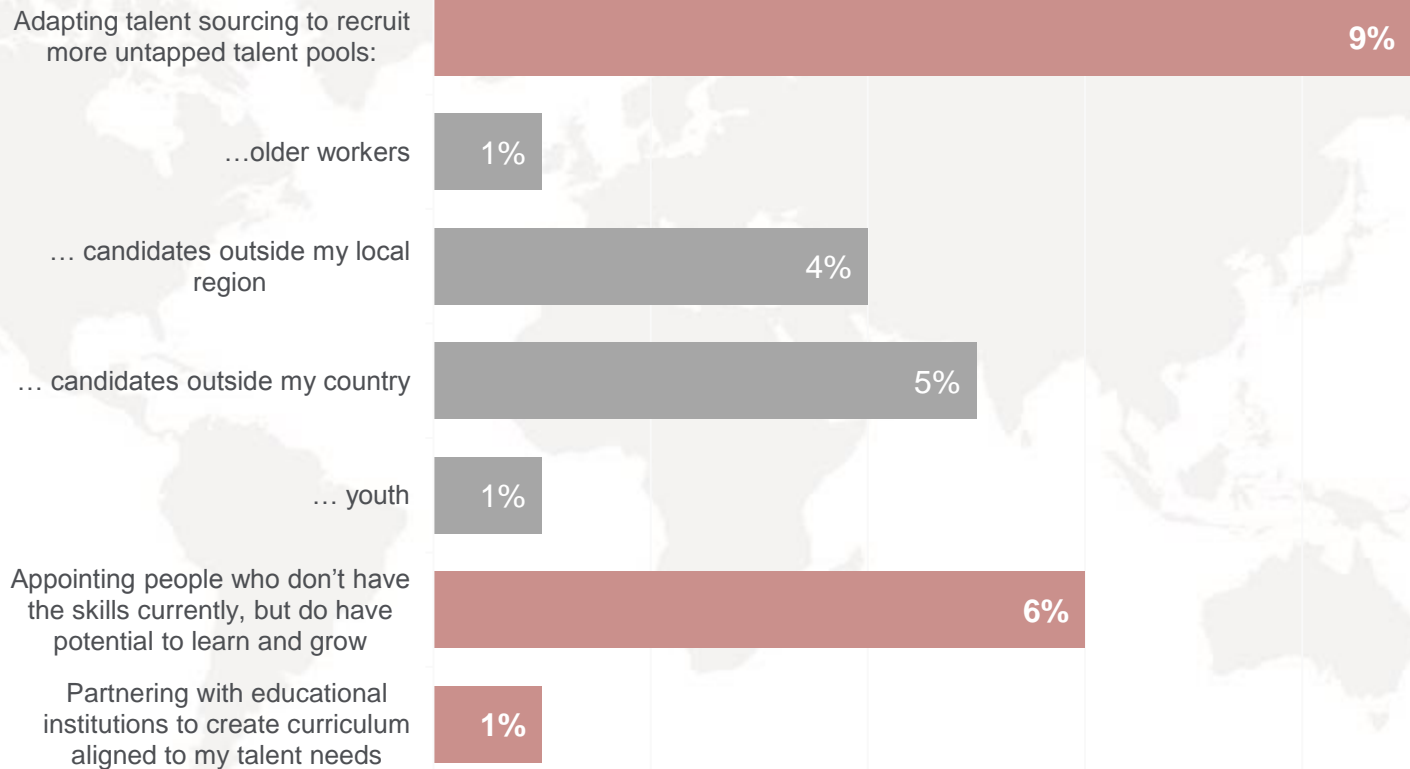
Australia



# Exploring new Talent Sources

Q: *What strategies are you pursuing to overcome these difficulties?*

Australia





# Implementing alternative Work Models

Q: *What strategies are you pursuing to overcome these difficulties?*

Australia

Increasing the focus on improving our talent pipeline\*

5%

Redesigning current work procedures\*

3%

Offering more flexible work arrangements

2%

Integrating contingent workers into the process

3%