

# 2024 Canada Talent Shortage



80% of employers are struggling to find the talent they need



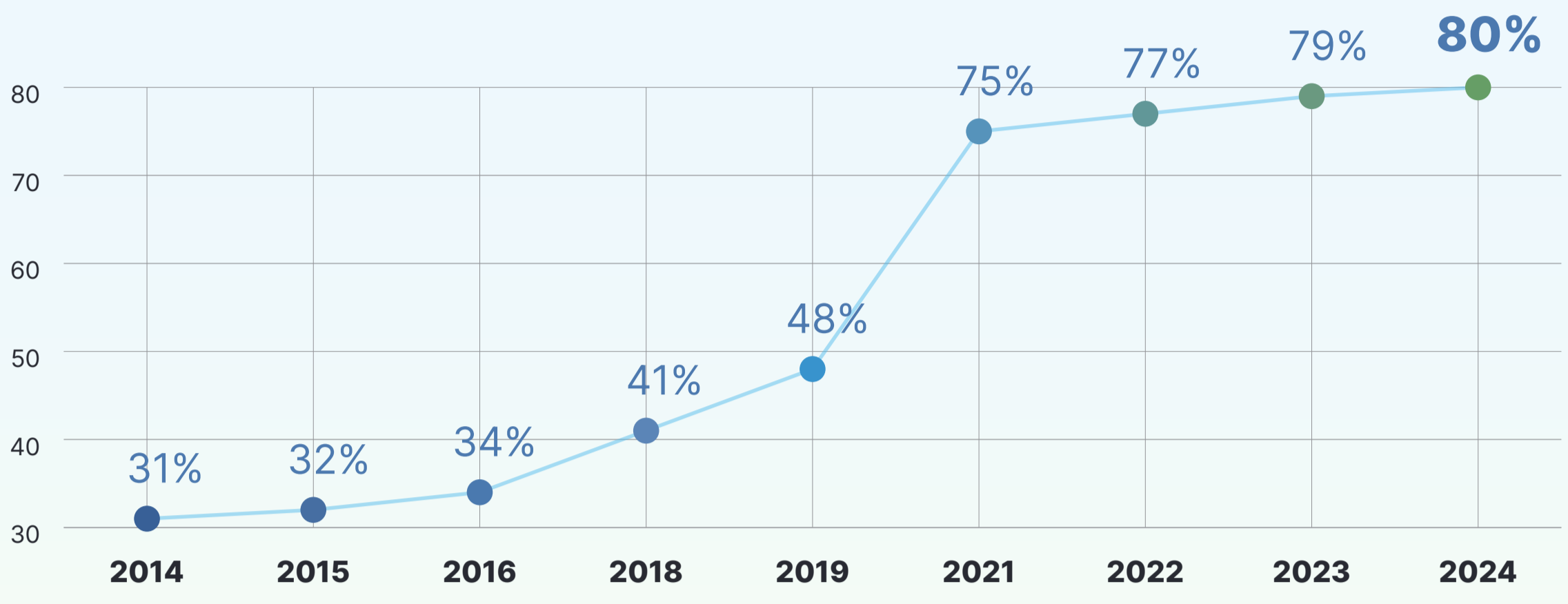
Employers in the Health Care & Life Sciences industry reported the most difficulty



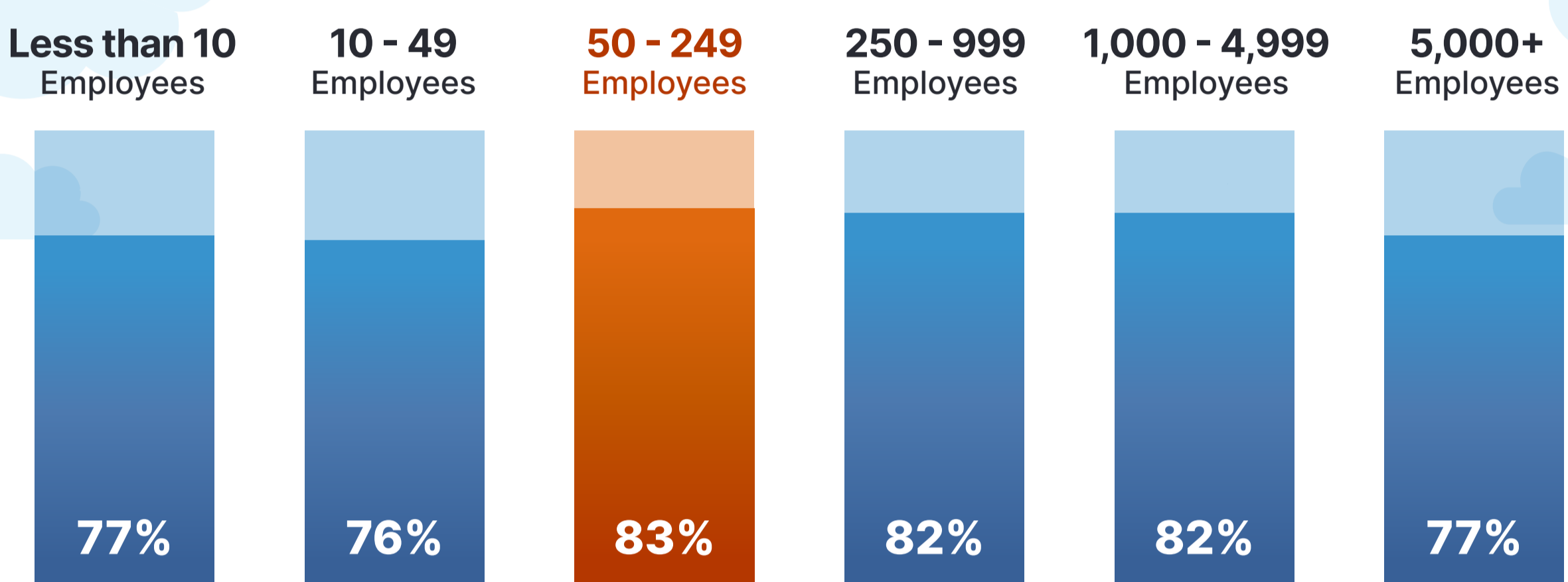
IT & Data skills are the most challenging to find, regardless of industry and geography

**80%** of employers report difficulty in filling roles.

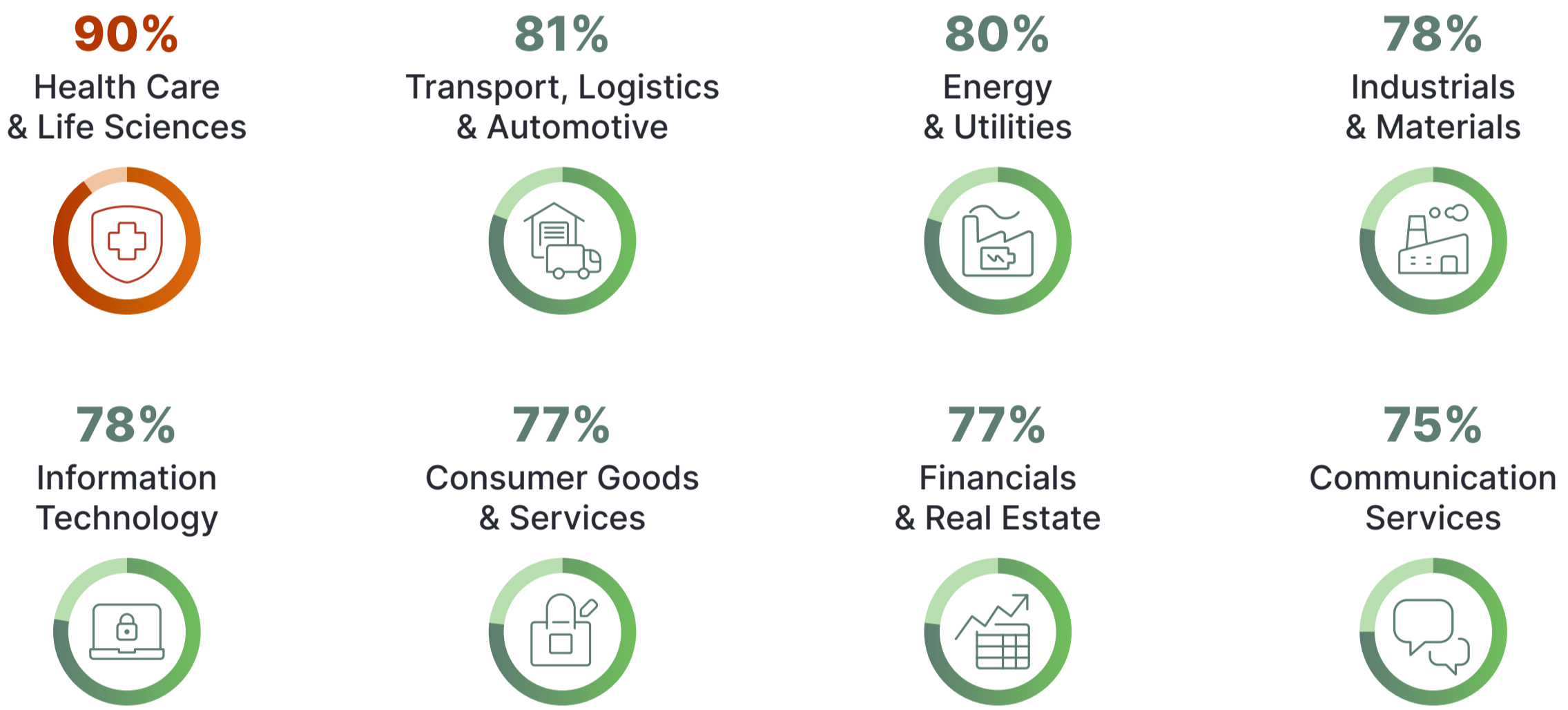
## Talent Shortage Over Time



## Talent Shortage by Company Size



## Talent Shortage by Industry Vertical



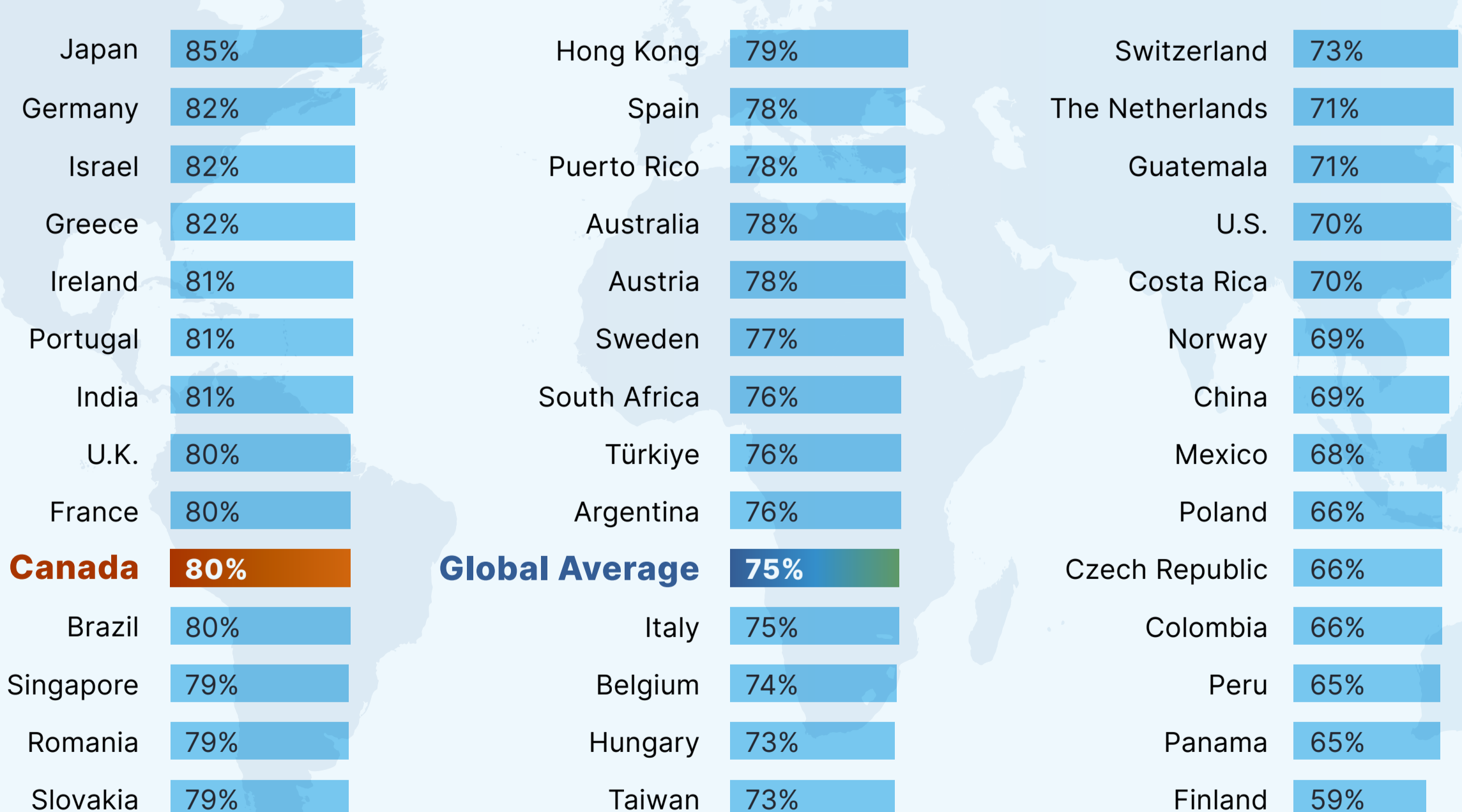
## Skillsets Employers Report Most Difficulty Finding

### Top 5 Soft Skills<sup>1</sup>

### Top 5 Technical Skills

1 Collaboration & Teamwork	1 IT & Data
2 Critical Thinking & Analysis	2 Operations & Logistics
3 Reasoning & Problem-Solving	3 Sales & Marketing
4 Accountability & Reliability	4 Engineering
5 Initiative-Taking	5 Administration & Office Support

## Talent Shortages Around the World



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ManpowerGroup interviewed 40,077 employers in 41 countries on difficulty finding needed talent (fielded Oct. 2023).

<sup>1</sup> ManpowerGroup Employment Outlook Survey Q4 2023 (fielded July 2023).