

2024 U.S. Talent Shortage



70% of employers are struggling to find the talent they need



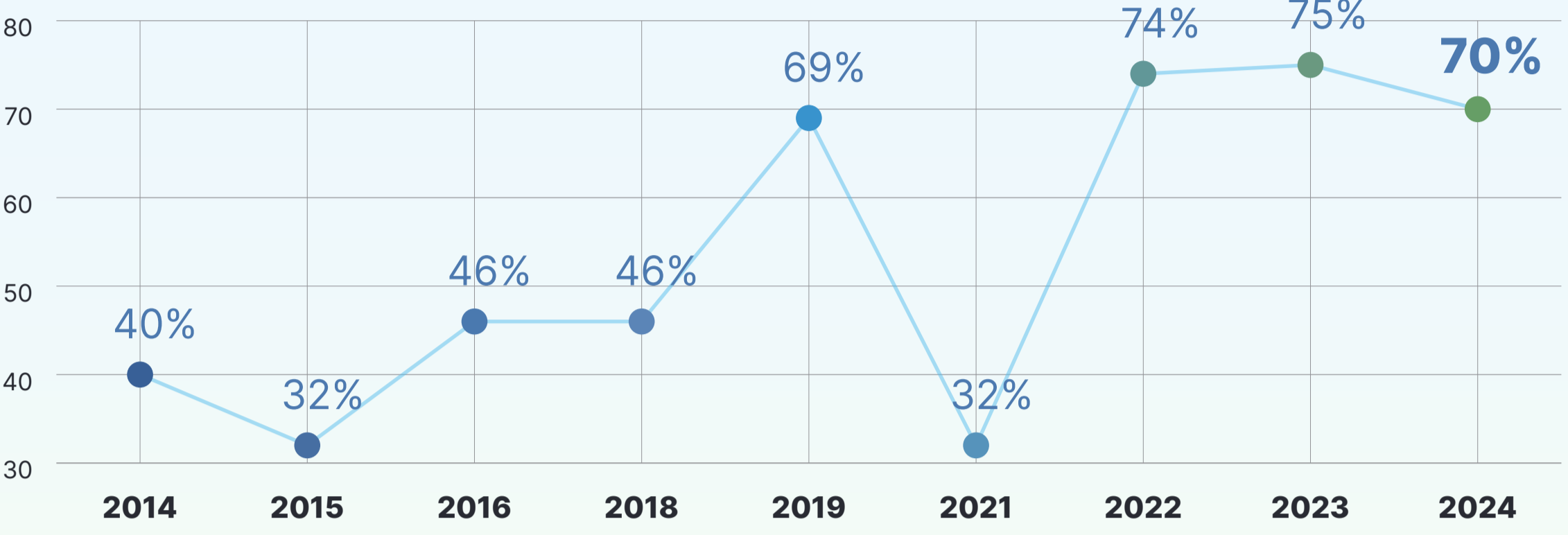
Employers in the Financials & Real Estate industry reported the most difficulty



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

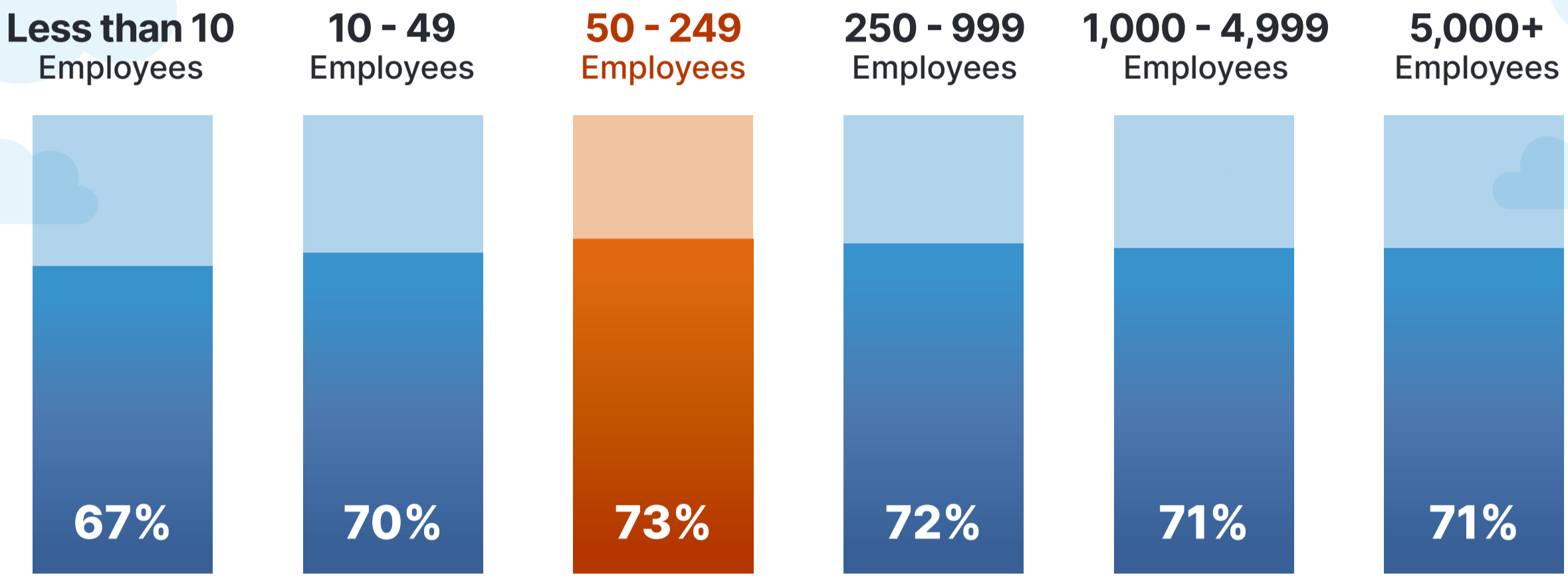
70% of employers report difficulty in filling roles.

Talent Shortage Over Time

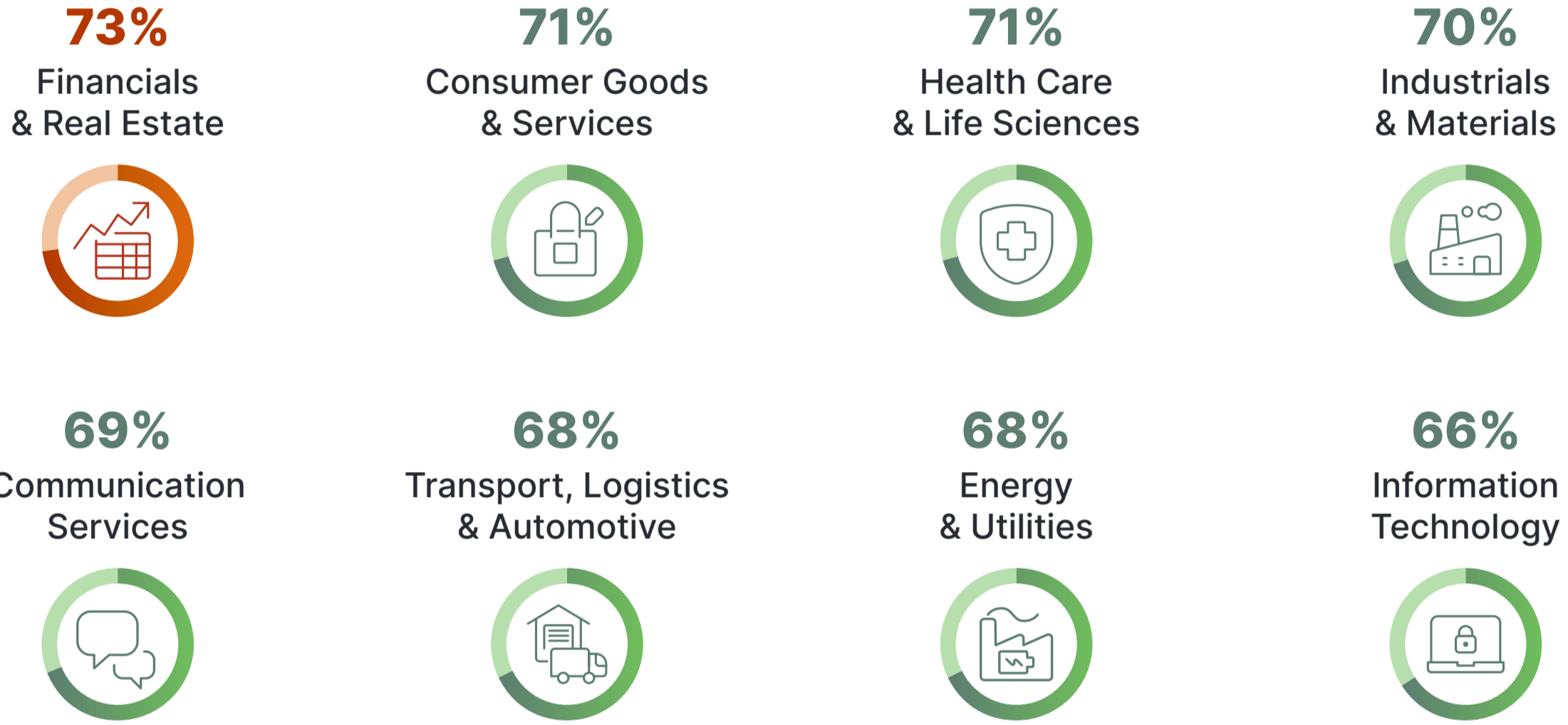


The annual Talent Shortage Survey was not conducted in 2017 and 2020.

Talent Shortage by Company Size



Talent Shortage by Industry Vertical



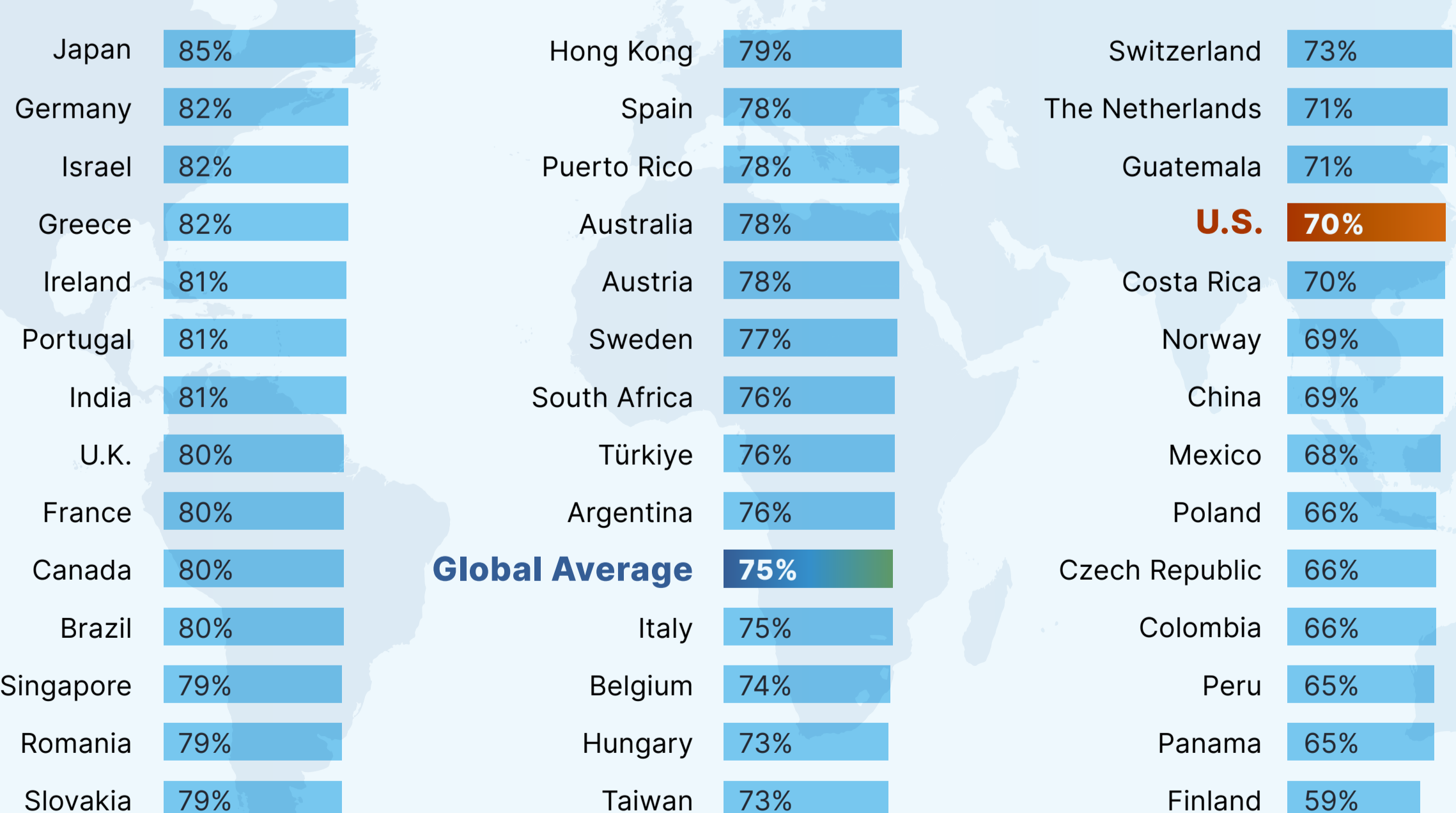
Skillsets Employers Report Most Difficulty Finding

Top 5 Soft Skills¹

Top 5 Technical Skills

Collaboration & Teamwork	1	IT & Data
Accountability & Reliability	2	Sales & Marketing
Critical Thinking & Analysis	3	Operations & Logistics
Reasoning & Problem-Solving	4	Engineering
Leadership & Social Influence	5	Front Office & Customer Facing

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).

¹ManpowerGroup Employment Outlook Survey Q4 2023 (fielded July 2023).