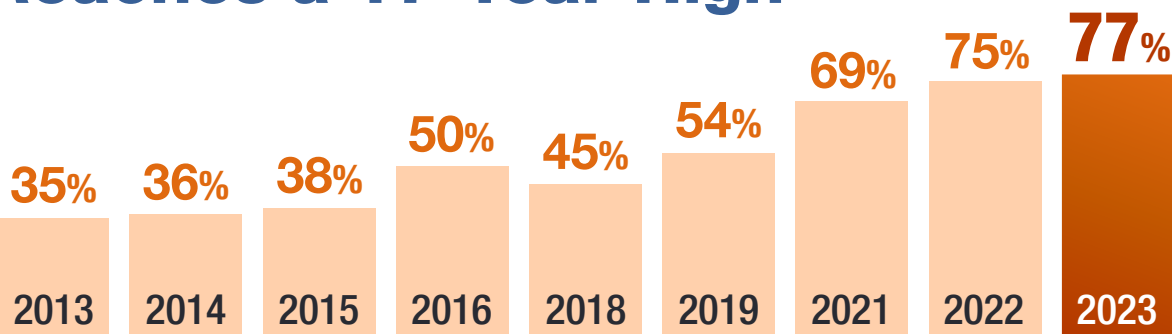


2023 Global Talent Shortage

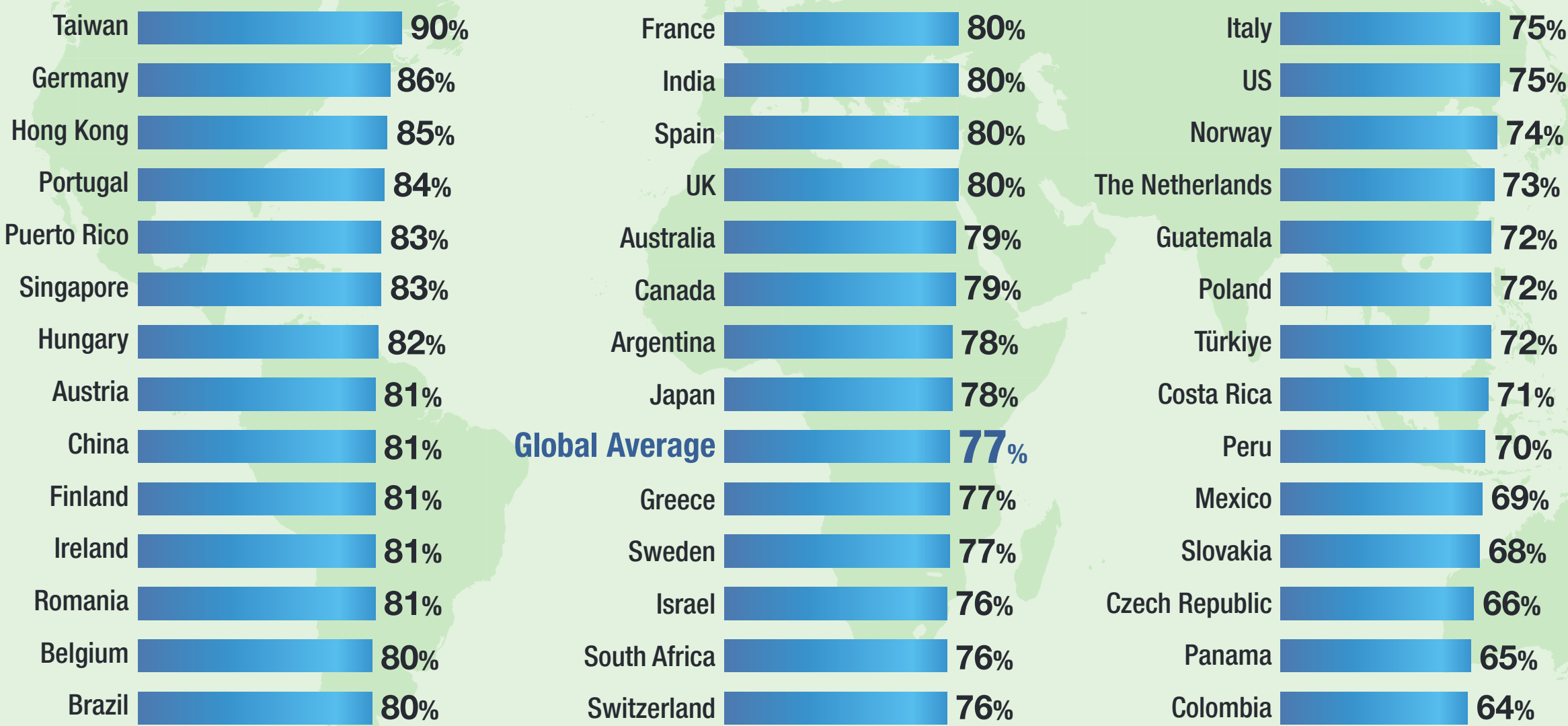
Global Talent Shortage Reaches a 17-Year-High

Nearly 4 in 5 employers globally report difficulty finding the skilled talent they need in 2023, strengthening +2 percentage points year-over-year and more than double the difficulty in 2015 (38%).



Talent Scarcity Around the World

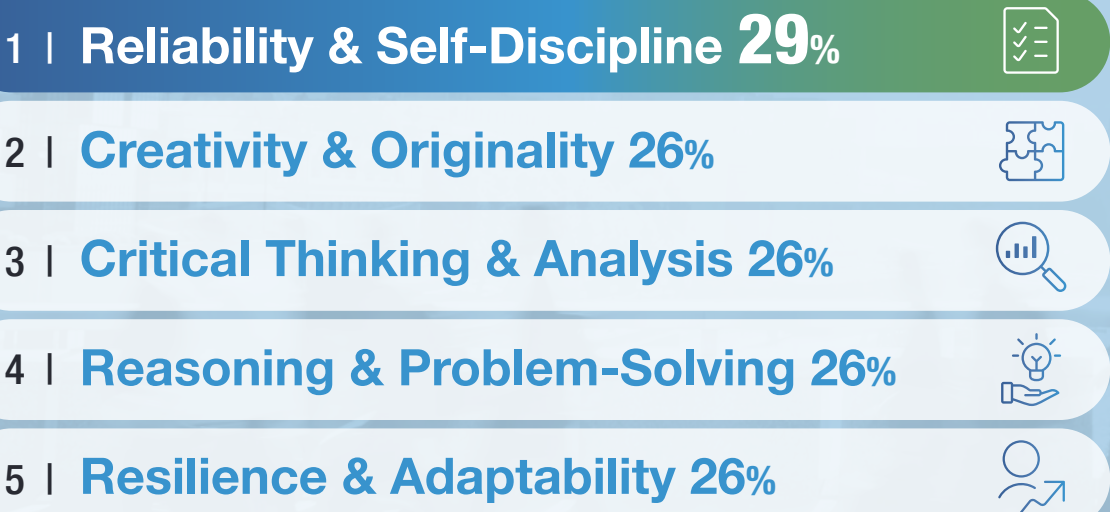
Employers report difficulty filling open roles with the biggest impacts being felt in Taiwan, Germany, and Hong Kong.



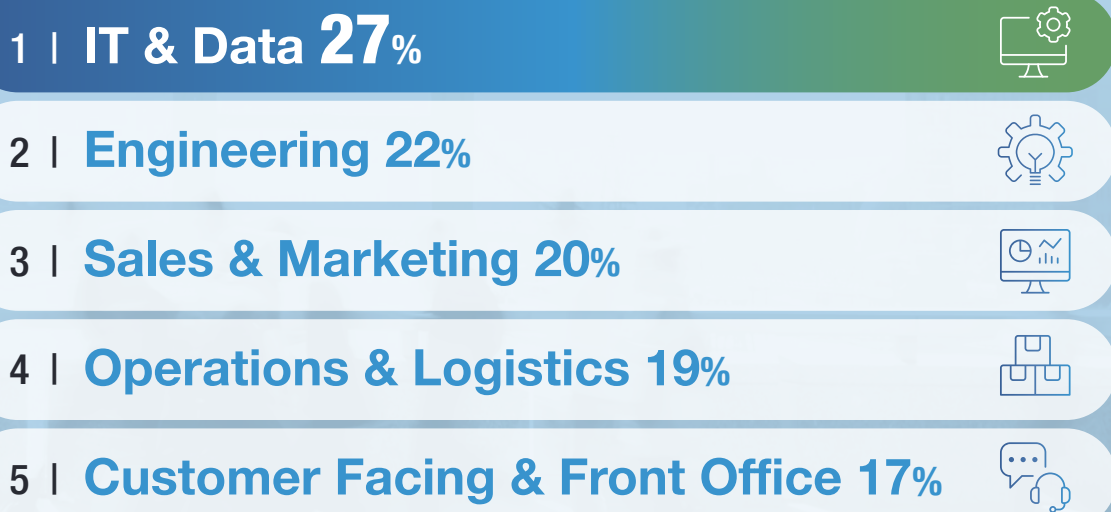
Skillsets Employers are Seeking Most

Human strengths stand out in the digital age.

Top 5 Soft Skills

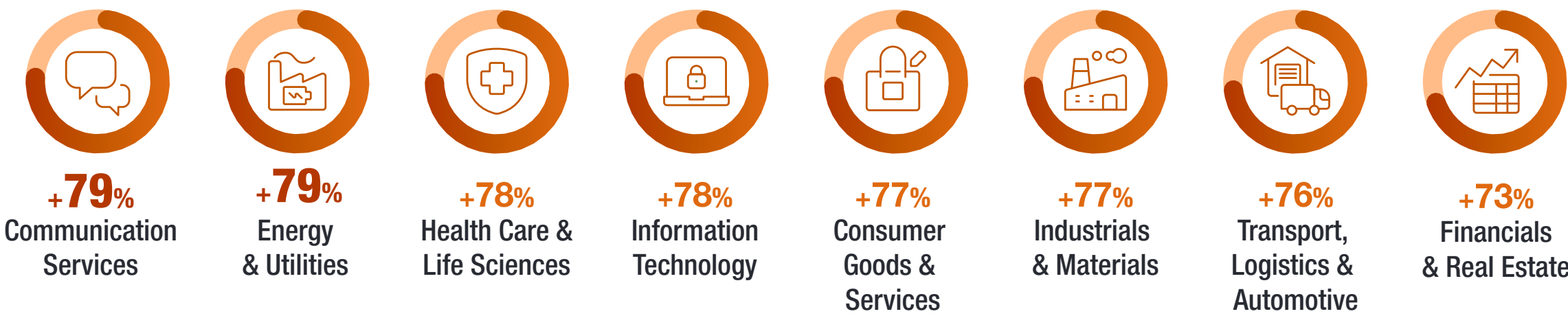


Top 5 Technical Skills



Talent Shortages Across Industries

From Communication Services to Energy & Utilities, employers cannot find the skilled talent they need.

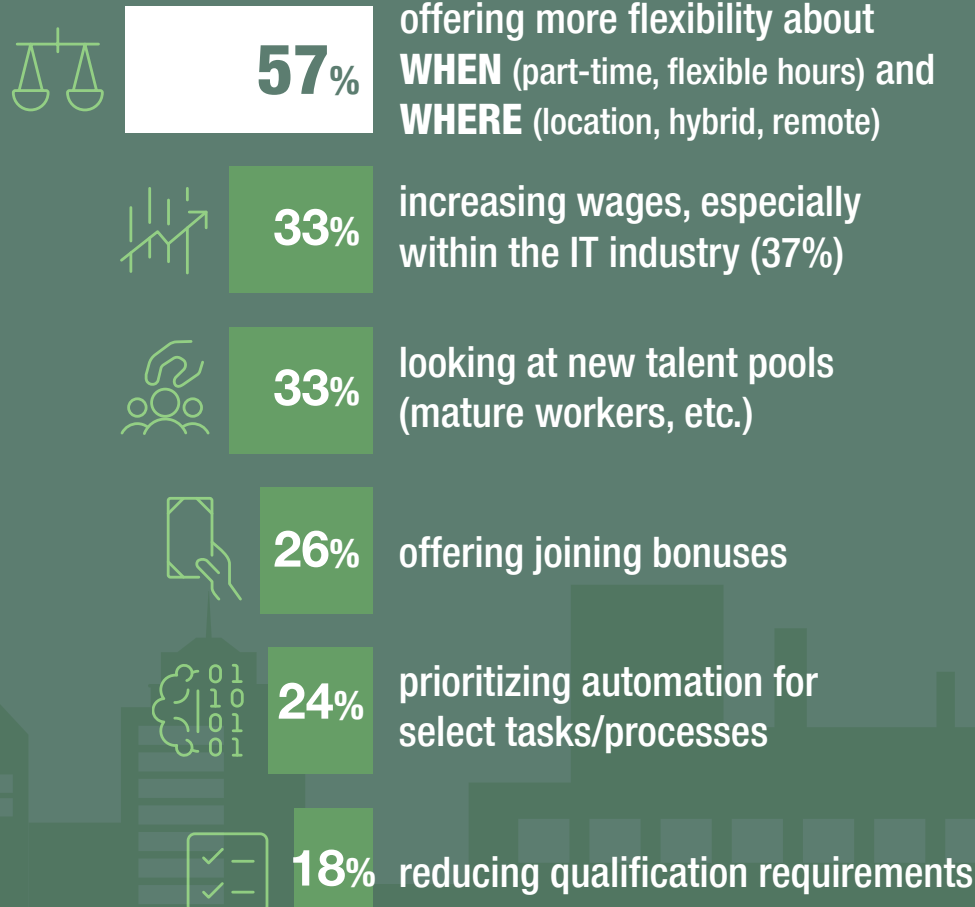


How Employers are Addressing the Skills Gap

Organizations are planning to invest in their people more than ever before.

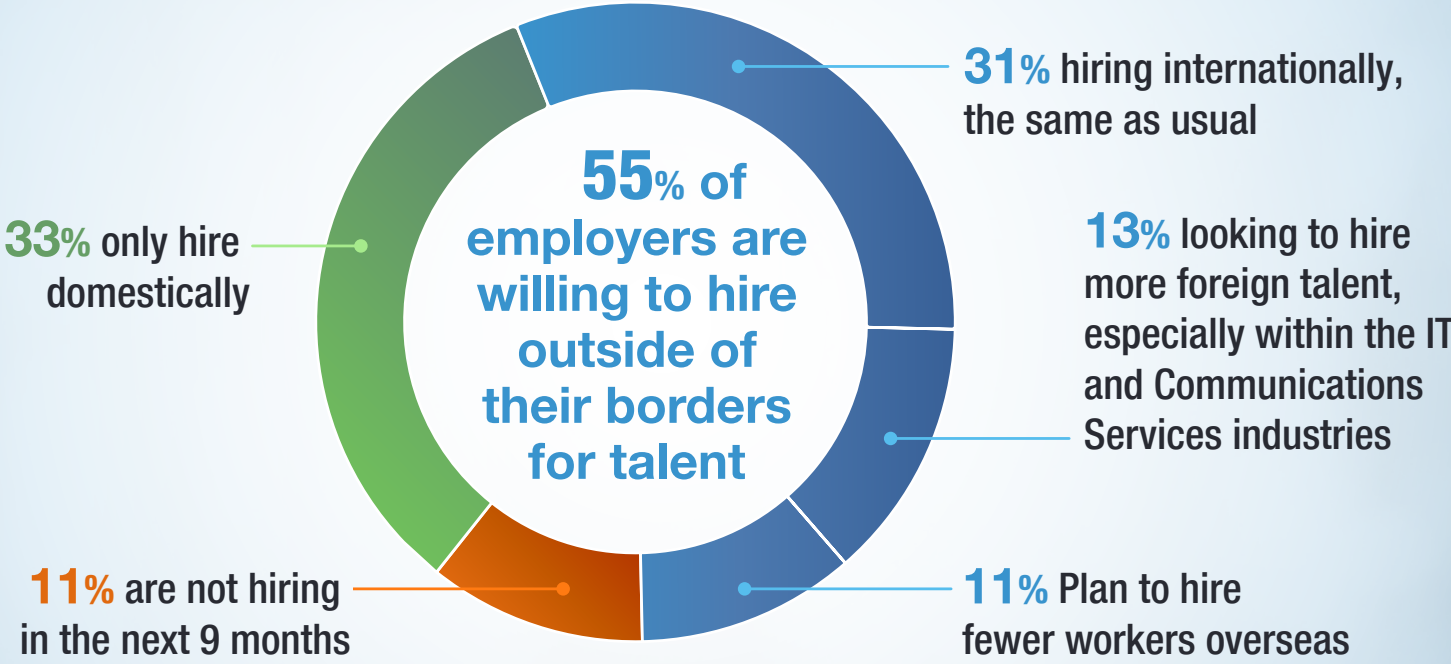
Overcoming Talent Shortages

Nearly 3 in 5 organizations (57%) plan to offer more flexibility in when or where to work as talent scarcity grows.



Cross-Border Teams Bridging Talent Gaps

As hiring demand continues despite growing talent scarcity, over half (55%) of employers are willing to hire internationally, although most are not planning to accelerate this.



A Holistic Talent Strategy

To keep pace, an effective talent strategy should comprise a mix of four key elements:

