For the fifth consecutive year, Skilled Trades positions are the hardest to fill globally; IT roles jumped seven places to second position.

**Countries where employers are having the MOST DIFFICULTY filling roles**

- **Japan** (86%)
- **Tunisia** (72%)
- **Romania** (66%)
- **Hong Kong** (56%)
- **Turkey** (56%)
- **Bulgaria** (59%)
- **Argentina** (49%)
- **Greece** (38%)
- **Hungary** (37%)
- **Israel** (33%)

- **66%** more than previous year
- **53%** same as previous year
- **49%** less than previous year

**The number of employers TRAINING AND DEVELOPING EXISTING EMPLOYEES to fill open positions HAS DOUBLED from 1 in 5 to over half**

**Countries where employers are having the MOST DIFFICULTY filling roles**

- **Japan** (86%)
- **Tunisia** (72%)
- **Romania** (66%)
- **Hong Kong** (56%)
- **Turkey** (56%)
- **Bulgaria** (59%)
- **Argentina** (49%)
- **Greece** (38%)
- **Hungary** (37%)
- **Israel** (33%)

- **66%** more than previous year
- **53%** same as previous year
- **49%** less than previous year

The number of employers training and developing existing employees to fill open positions has doubled from 1 in 5 to over half.

**Employability depends less on what you already know and more on how well you can learn, apply and adapt.**

Mara Swan
EVP Global Strategy and Talent at ManpowerGroup

For more details on the 2016/2017 Talent Shortage Survey visit: manpowergroup.com/talentshortage