Talent Shortage Survey 2015

Right Management® ManpowerGroup

1 in 3 global employers are having difficulty filling jobs this year*

87% of organizations do not believe they have future leaders identified to fill critical roles**

54% of employers say talent shortages impact their ability to meet client needs resulting in:

- **42%** reduction in competitiveness/productivity
- **30%** increase in employee turnover
- **26%** lower employee engagement/morale*

Top reasons employers are having difficulty filling open positions:*

- **33%** Lack of available applicants
- **19%** Lack of expertise
- **17%** Lack of technical competencies (hard skills)
- **14%** Industry-specific qualifications/ certifications
- **14%** Lack of workplace competencies
- **10%** Looking for more pay than is offered

On average, companies will pay **20%** of a departing employee's salary to rehire for the position

Source: 2012 American Progress Report

ALIGNING TALENT strategy to business strategy has never been more important.

What you can do to fix the problem?

40% of employees prioritize the opportunity for career development when looking for a new employer.***

66% of individual drivers of engagement are tied to career development discussions.****

Make learning a priority by providing employees access to tools and experiences to strengthen their workforce capabilities.

Focusing on careers will enable organizations to use ongoing assessment and development to ensure they have the talent they need to drive productivity today, and the agility to meet changing market dynamics. Being career focused also:

- Enhances employer brand to help attract and retain high quality talent
- Creates individual and organizational agility through the promotion of learning and development
- Reduces risk by creating a more flexible workforce, and accelerates workforce transformation
- Fosters innovation by leveraging technology to realize the benefit of new applications, tools and processes
- Enhances competitive differentiation through a high performing, engaged workforce

We're global career experts.

Right Management has 35+ years of experience in understanding clients' talent and development needs and a proven methodology that drives results.

Learn more about the 2015 Talent Shortage Survey at **www.right.com/talentshortage**

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*Survey of more than 41,000 hiring managers in 42 countries and territories worldwide
** Talent Management Accelerating Business Performance Survey
***Right Management Career Development Study - Australia
**** Right Management Employee Engagement Study