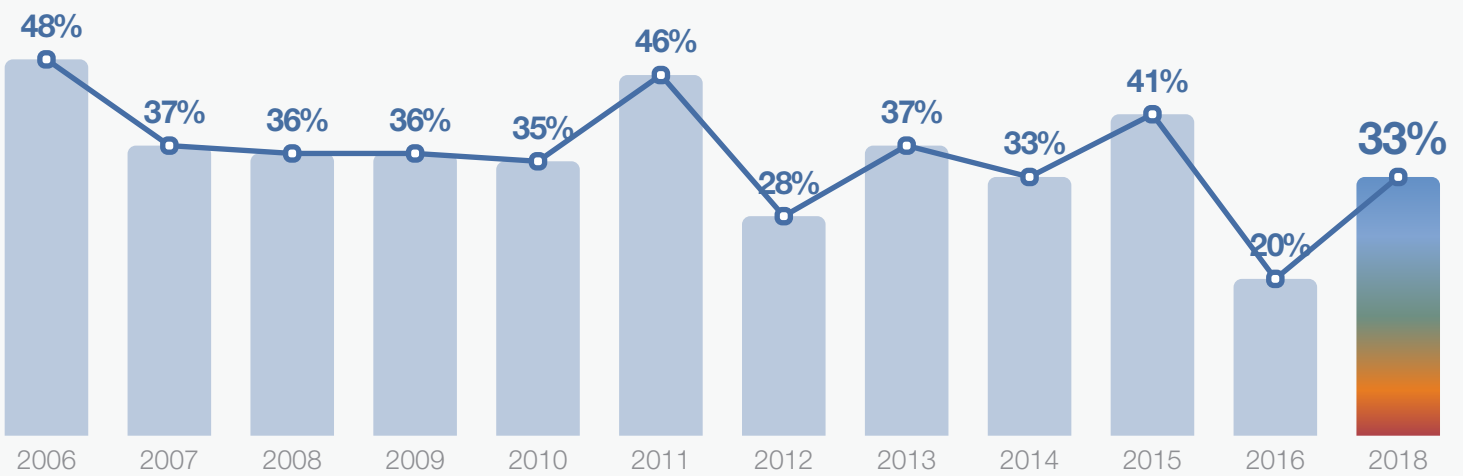


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

Learn what's driving the skills gap in Switzerland and discover strategies for overcoming the talent shortage: **build, buy, borrow and bridge**.

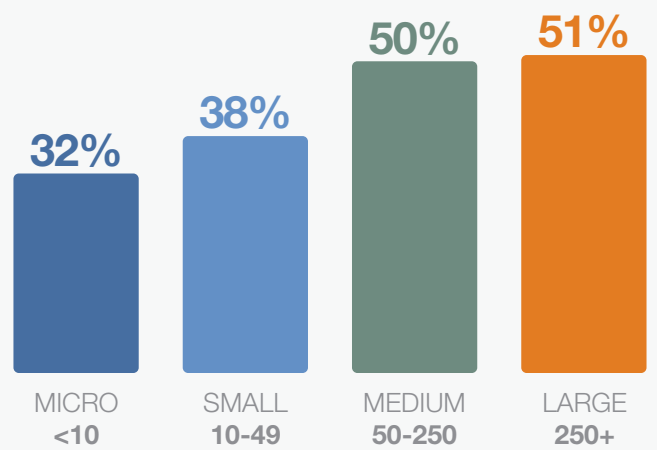
Talent Shortages Over Time in Switzerland

33% of employers are having difficulty filling jobs in Switzerland.



Difficulty Filling Roles by Company Size

In Switzerland, **large companies** (250+ employees) have the most difficulty filling roles; followed by **medium** (50-249 employees), **small** (10-49 employees) and **micro** (less than 10 employees).



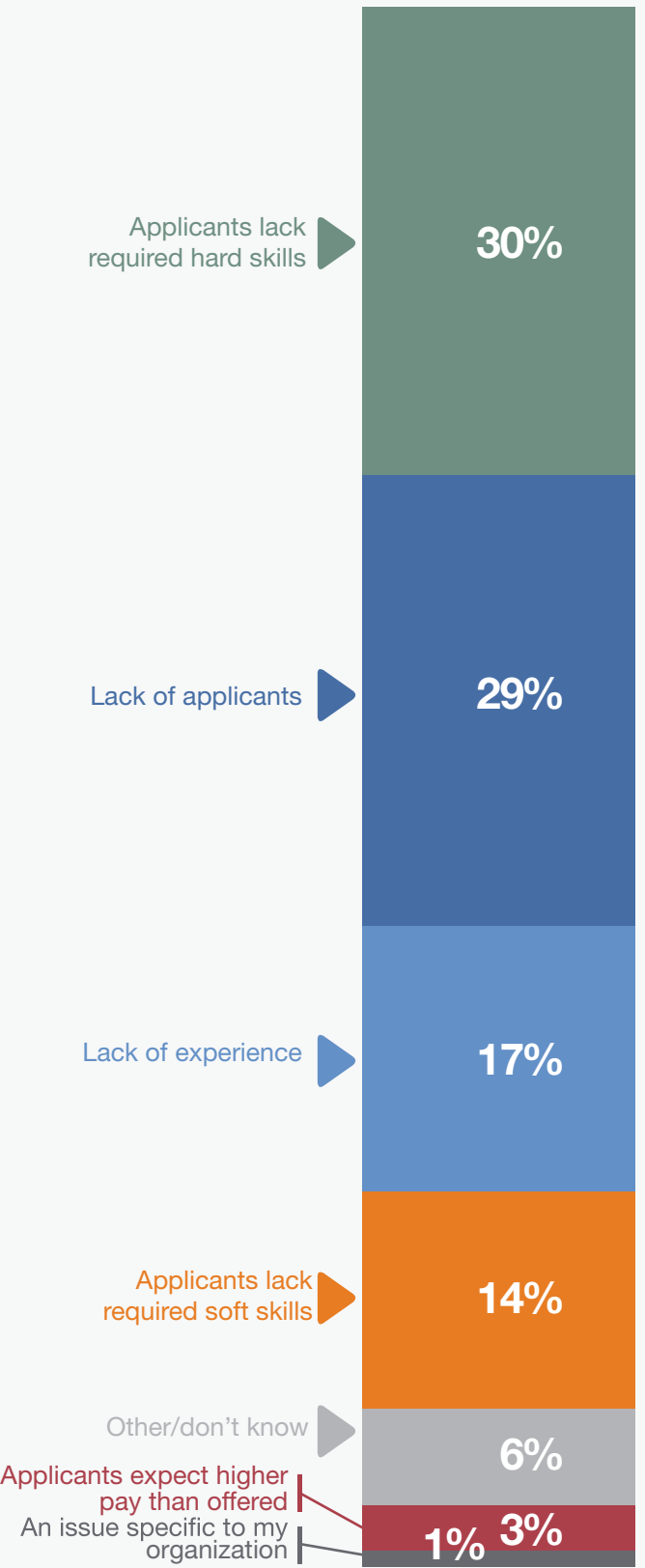
The Hardest Skills to Find

Skilled Trades followed by **Sales Representatives** and **Management / Executive** are the hardest roles to fill in Switzerland.

1 Skilled trades electricians, welders, mechanics 	6 Office support administrative assistants, PAs, receptionists
2 Sales representatives B2B, B2C, contact center 	7 Engineers chemical, electrical, civil, mechanical
3 Management/executive 	8 Professionals project managers, lawyers, researchers
4 Restaurants/Hotel staff 	9 Cleaners/domestic staff
5 Drivers truck, delivery, construction, mass transit 	10 Accounting and finance certified accountants, auditors, financial analysts

Top Drivers of Talent Shortages

Applicants lack required hard skills, **Lack of applicants** and **Lack of experience** are the top drivers of talent shortages in Switzerland.



Steps Employers Can Take

Winning in the digital age demands faster, more targeted approaches than ever before. To keep pace in today's Skills Revolution an effective talent strategy should comprise a mix of four key elements:

1 BUILD

Invest in learning and development to grow your talent pipeline

BUILD, BUY, BORROW AND BRIDGE

2 BUY

Go to external market to find the best talent that cannot be built in-house in the timeframe required

4 BRIDGE

Help people move on and move up to new roles inside or outside the organization

3 BORROW

Cultivate communities of talent outside the organization, including, freelance, contract and temporary workers to complement existing skills