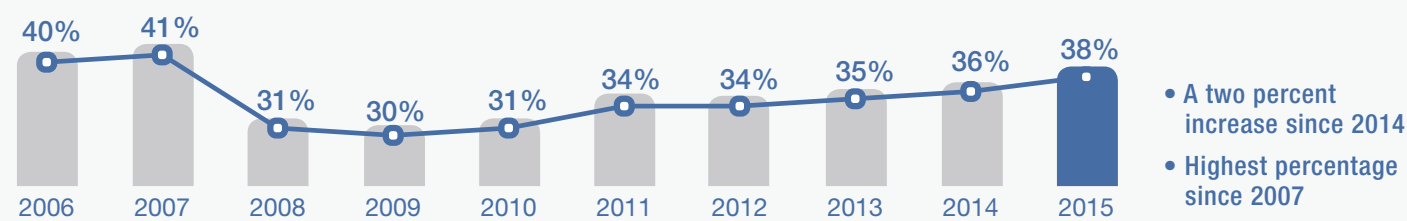


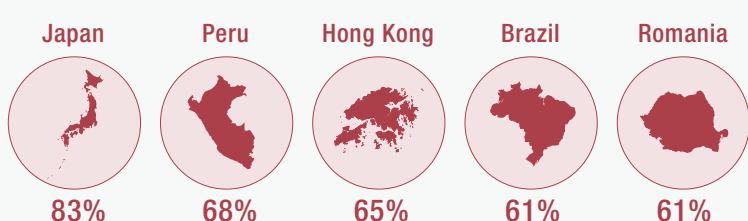
2015 TALENT SHORTAGE SURVEY

Globally, **38% OF EMPLOYERS** are having **DIFFICULTY FILLING JOBS** in 2015

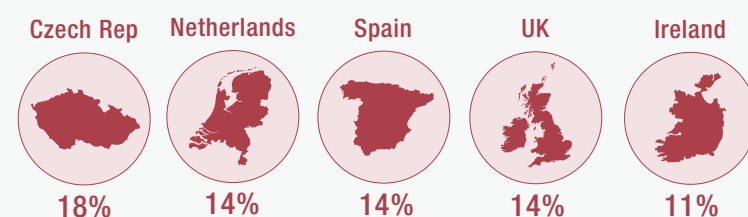


COUNTRIES EXPERIENCING MOST DIFFICULTY FILLING JOBS IN 2015

JAPAN, PERU AND BRAZIL were also three of the top five countries where employers reported difficulty filling jobs in 2014.



COUNTRIES EXPERIENCING LEAST DIFFICULTY FILLING JOBS IN 2015



HARDEST JOBS TO FILL

For the fourth consecutive year, **SKILLED TRADES** vacancies are the hardest jobs to fill globally. **SALES REPRESENTATIVES** are in second place, followed by **ENGINEERS, TECHNICIANS AND DRIVERS**.

- 1 ▶ **Skilled Trade Workers** (especially chefs/bakers/butchers, mechanics and electricians)
- 2 ▲ **Sales Representative**
- 3 ▼ **Engineers** (especially mechanical, electrical and civil engineers)
- 4 ▼ **Technicians**
- 5 ▲ **Drivers** (especially truck/lorry/heavy goods drivers, delivery/courier drivers, heavy equipment/construction drivers)
- 6 ▶ **Management/Executives**
- 7 ▼ **Accounting & Finance Staff** (especially book keepers, certified accountants and financial analysts)
- 8 ▲ **Office Support Staff**
- 9 ▼ **IT Staff** (especially developers and programmers, database administrators, and IT leaders and managers)
- 10 ▲ **Production/Machine Operations**

TOP 5 KEY REASONS FOR DIFFICULTY FILLING JOBS



EMPLOYERS ARE NOT DOING ENOUGH TO ADDRESS TALENT SHORTAGES



WHAT EMPLOYERS CAN DO

