

TALENT SHORTAGE MANPOWERGROUP REPORT

**70% OF POLISH COMPANIES HAVE
DIFFICULTIES IN EMPLOYING PEOPLE WITH
THE DESIRED COMPETENCES**



ManpowerGroup®



SUMMARY

- ManpowerGroup has published the latest report presenting the scale of talent shortage in Poland and in the world. Publication presents data in shots for sectors, regions and sizes of organizations, shows what challenges companies face in global terms.
- 70% of Polish companies have difficulties in employing people with the desired competences. It is 11 percentage points less than in 2021. This is also less than the global average (75%). This is the first time in almost 10 years that the number of companies struggling to recruit new employees has fallen.
- The biggest difficulties in filling jobs with new employees have companies from the areas of restaurants & hotel industry (85%), banking & finance (77%) and manufacturing (75%).
- Small and medium-sized companies have the biggest difficulties in obtaining qualified employees – as many as 74% of employers suffer from a shortage of staff.
- Companies from northern Poland point out minor difficulties with recruitments (35%), but a large shortage of specialists is indicated by employers of the central (78%) and southern (72%) parts of the country.
- Employers also want to develop soft skills. Among the most difficult to find qualities of candidates are resistance to stress and adaptability, reliability and discipline, and creativity

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The Trends Driving Transformation are Not New, but Newly Urgent

This recovery is unlike any we have ever seen – demand for skills is at record highs in many markets and unemployment levels remain high while workforce participation stagnates. Uneven economic growth continues with some markets recovering while others lag, hampered by Covid variants, lockdowns and supply chain challenges.

1 in 5
organizations
Globally are having
trouble finding
skilled tech talent.

ManpowerGroup:
Great Realization 2022

5 million jobs
may be displaced by a shift in the division
of labor between humans and machines,
more than offset by **97 million new roles**
anticipated to emerge.

WEF: 2021 Future of Jobs Report

81% of employees
expect training programs
from their employers to
help keep skills up to date.

2021: Edelman Trust Barometer:
The Belief Driven Employee

TALENT SHORTAGES IN POLAND:



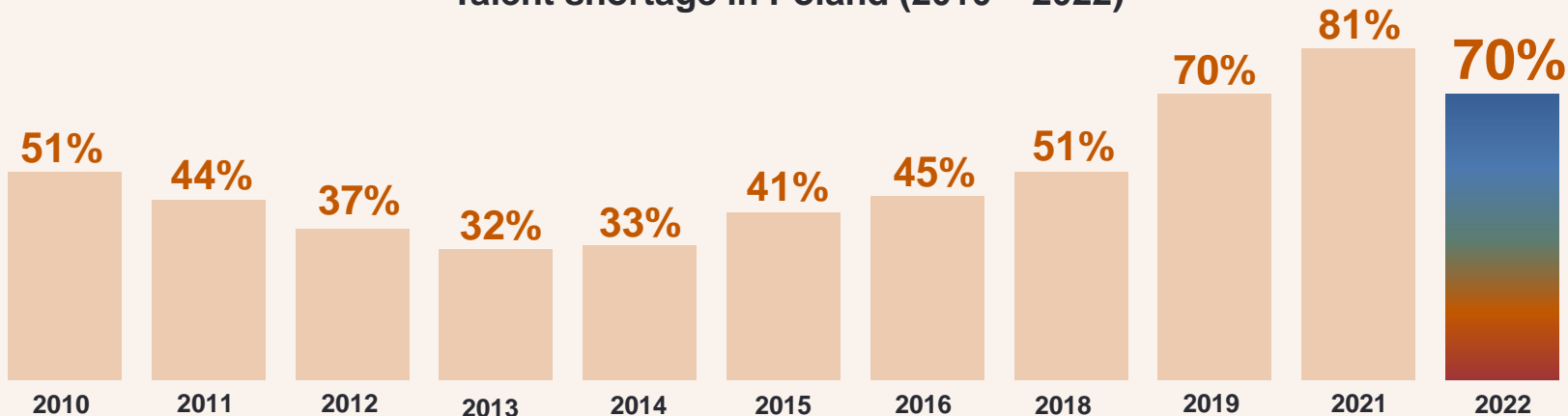
Hiring optimism is being tempered by the highest levels of global talent shortages in years.



Talent shortage lower than a year ago

Although the labor market has recovered significantly recently, organizations are still struggling with a shortage of skilled workers. The ManpowerGroup report shows that this gap continued to widen until last year. Currently, the talent shortage rate in Poland is 11 percentage points lower than a year ago.

Talent shortage in Poland (2010 – 2022)

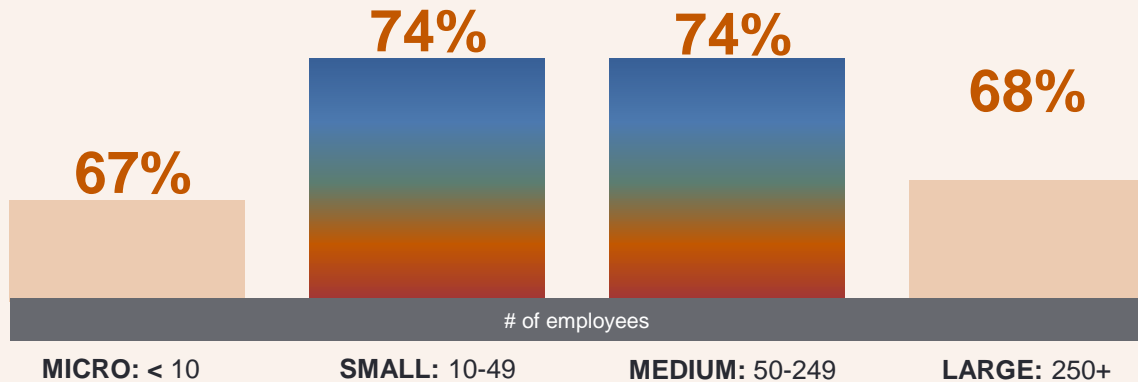


More about ManpowerGroup report [manpowergroup.com/talent-shortage](https://www.manpowergroup.com/talent-shortage)

Small and medium-sized enterprises with the biggest challenges

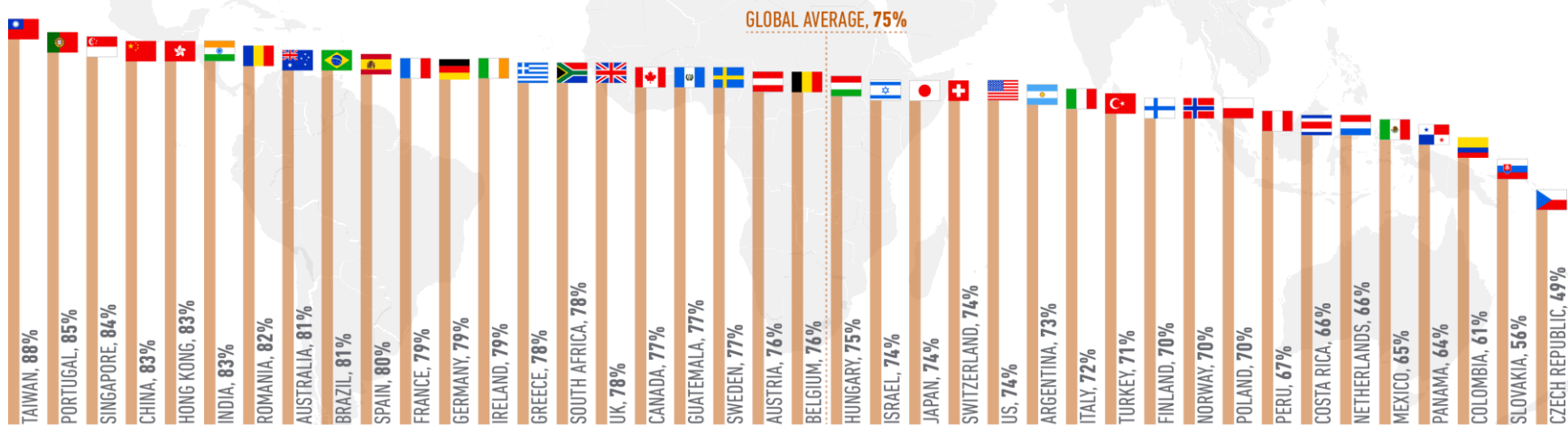
ManpowerGroup report shows that small and medium-sized enterprises face the biggest challenges in terms of talent shortage.

Difficulties in filling posts by company size



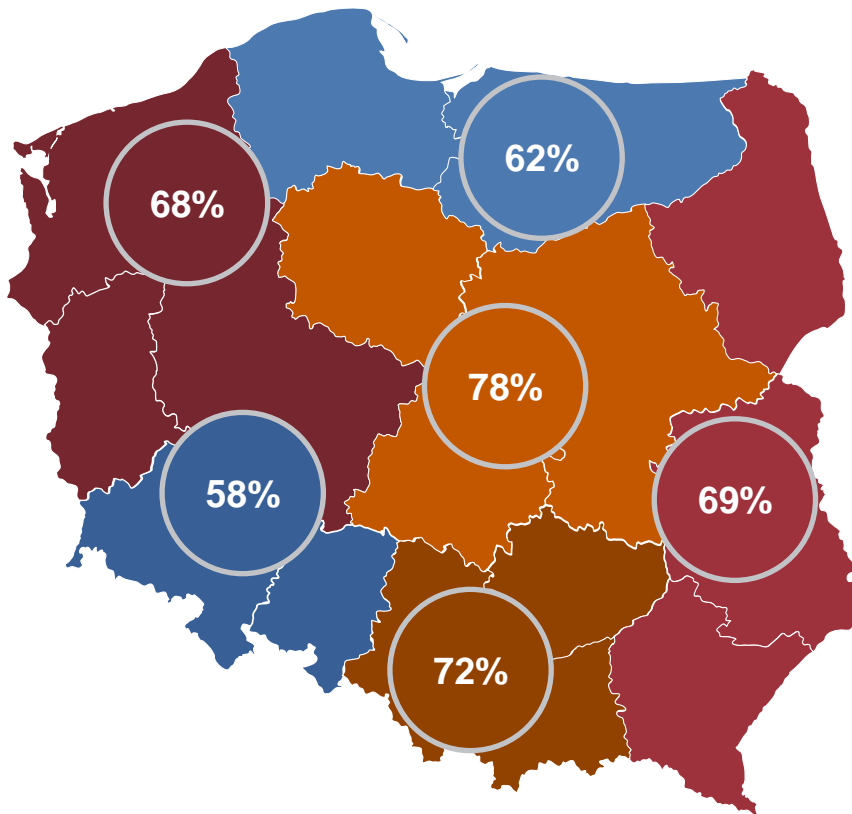
Talent shortages around the world

The whole world is struggling with the shortage of qualified workers. The global average is 75%. The biggest talent gap is noticed in Taiwan (88%), Portugal (85%) and Singapore (84%). The situation in Poland is better than the global average - 70% of enterprises are struggling with staff shortages.



Talent shortage in Polish region

The biggest difficulty in employing qualified employees is declared by organizations from the **central (78%)** and the **southern (72%)** Poland. The situation is slightly better in the eastern region (69%) and the **north-west (68%)**. The lowest talent shortage is felt by employers in **northern (62%)** and **south-west (58%)** Poland.



TOP FIVE IN-DEMAND ROLES

The digital sector still drives the labour market. The most difficult candidates' skills to find are IT & data – 32% of companies indicated them. On high place were also logistic & operations (29%), customer service (27%), HR (26%), and sales & marketing (23%).

1 IT & DATA



2 LOGISTIC & OPERATIONS



3 CUSTOMER SERVICE



4 HR



5 SALES & MARKETING



TOP FIVE SOFT SKILLS

As every aspect of life becomes more tech enabled, human strengths stand out in the digital age.

1 RESILIENCE &
ADAPTABILITY



2 RELIABILITY &
SELF-DISCIPLINE



3 CREATIVITY &
ORIGINALITY



4 CRITICAL THINKING
& ANALYSIS



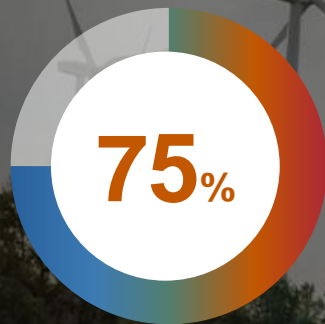
5 REASONING &
PROBLEM-SOLVING



LABOR MARKET TRENDS

Talent shortage, employers' expectations & features the most desirable among employees by individual industries in Poland





of Construction Employers is reporting difficulty in finding the skills required

Only 1 in 5 employers of the construction industry do not indicate a problem with finding qualified people to work.

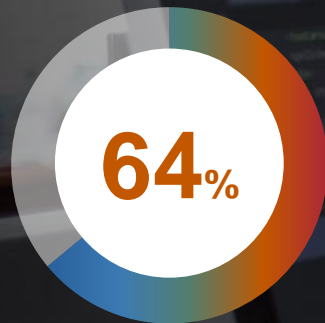
The most desirable are specialists in the logistics & operations (45%), production (40%), administration (25%), as well as sales & marketing (15%) and IT & data analysis (15%).

TOP 5 SOFT SKILLS CONSTRUCTION EMPLOYERS ARE SEEKING

- 1 REASONING & PROBLEM-SOLVING** 
- 2 CREATIVITY & ORIGINALITY** 
- 3 RESILIENCE & ADAPTABILITY** 
- 4 RELIABILITY & SELF-DISCIPLINE** 
- 5 COLLABORATION & TEAMWORK** 



IT & TECHNOLOGY



of IT & Technology Employers is reporting difficulty in finding the skills required

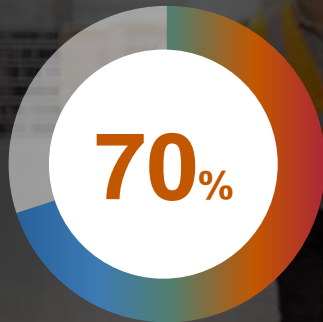
The talent gap is also visible in the IT & technology segment. The lack of employees corresponding to the desired profile is indicated by as many as 64% of the surveyed organizations. In addition to the small number of strictly IT & data analysis specialists (53%), organizations pointed to difficulties in acquiring HR (32%), logistics & operations (32%), customer service (24%) and marketing & sales (17%).

TOP 5 SOFT SKILLS IT & TECHNOLOGY EMPLOYERS ARE SEEKING

- 1 INITIATIVE TAKING
- 2 RESILIENCE & ADAPTABILITY
- 3 COLLABORATION & TEAMWORK
- 4 RELIABILITY & SELF-DISCIPLINE
- 5 CREATIVITY & ORIGINALITY



WHOLESALE & RETAIL TRADE



of Wholesale & Retail Trade Employers is reporting difficulty in finding the skills required



Only 28% of wholesale & retail trade do not indicate the challenges of acquiring new employees.

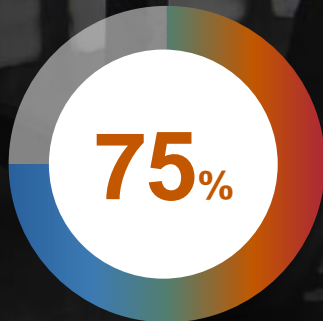
Also in this segment, companies note the lack of specialized IT & data analysis employees (34%). The industry is also facing a shortage of people specializing in logistics & operations (32%), marketing & sales (32%), customer service (25%) and HR & administration (22%).

TOP 5 UMIĘTNOŚCI MIĘKKICH POSZUKIWANYCH PRZEZ BRANŻĘ HANDLU HURTOWEGO & DETALICZNEGO

- 1 RELIABILITY & SELF-DISCIPLINE
- 2 CREATIVITY & ORIGINALITY
- 3 INITIATIVE TAKING
- 4 COLLABORATION & TEAMWORK
- 5 CRITICAL THINKING & ANALYSIS



MANUFACTURING



of Manufacturing Employers is reporting difficulty in finding the skills required

1 in 4 companies in the area of industrial production find talent corresponding to the profile of the organization.

Employers most often indicate a shortage of production workers (45%). Equally highly sought after specialists will be people involved in IT & data analysis (33%), operations & logistics (25%), HR (23%), sales & marketing (20%) and administration (17%).



TOP 5 SOFT SKILLS MANUFACTURING EMPLOYERS ARE SEEKING

- 1 REASONING & PROBLEM-SOLVING 
- 2 CRITICAL THINKING & ANALYSIS 
- 3 RELIABILITY & SELF-DISCIPLINE 
- 4 RESILIENCE & ADAPTABILITY 
- 5 COLLABORATION & TEAMWORK 

RESTAURANTS & HOTELS

85%

of Restaurant & Hotel Employers reporting difficulty finding the skills required

Most organizations in the restaurants & hotels industry experience significant difficulties in acquiring talent.

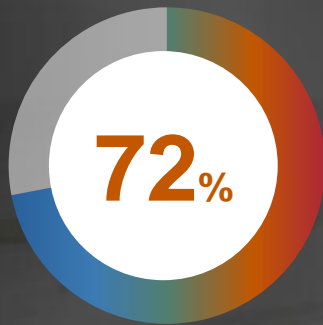
Employers feel the largest shortage of customer service specialists – this area was indicated by 50% of respondents. IT & data analysis specialists (30%), logistics & operations (25%), HR (25%) and sales & marketing (25%) are also needed.

TOP 5 SOFT SKILLS RESTAURANT & HOTEL EMPLOYERS ARE SEEKING

- 1 CREATIVITY & ORIGINALITY** 
- 2 RELIABILITY & SELF-DISCIPLINE** 
- 3 INITIATIVE TAKING** 
- 4 CRITICAL THINKING & ANALYSIS** 
- 5 REASONING & PROBLEM-SOLVING** 



EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT



of Education, Health,
Social Work &
Government
Employers is reporting
difficulty in finding the
skills required



Only 1 in 4 companies do not indicate difficulties in acquiring new employees with the desired competences.

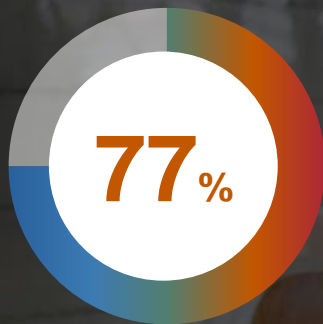
The most needed professionals in this industry are qualified employees of IT & data analysis (34%) and customer service (32%). Organizations also note shortages of people involved in administration (29%), HR (26%), as well as logistics & operations (18%).

TOP 5 SOFT SKILLS EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT EMPLOYERS ARE SEEKING

- 1 REASONING & PROBLEM-SOLVING 
- 2 RESILIENCE & ADAPTABILITY 
- 3 CREATIVITY & ORIGINALITY 
- 4 CRITICAL THINKING & ANALYSIS 
- 5 COLLABORATION & TEAMWORK 



BANKING & FINANCE



of Banking & Finance Employers reporting difficulty finding the skills required



A large part of the sector has a problem with the shortage of needed workers. Only one in five employers finds a sought-after specialist.

The banking and finance industry is also struggling with a shortage of IT & data analysis specialists – 43% of employers said about it. Organizations also face a lack of talent in customer service (38%), administration (36%), logistics & operations (32%), and HR (30%).

TOP 5 SOFT SKILLS BANKING & FINANCE EMPLOYERS ARE SEEKING

- 1 RESILIENCE & ADAPTABILITY**
- 2 CRITICAL THINKING & ANALYSIS**
- 3 REASONING & PROBLEM-SOLVING**
- 4 CREATIVITY & ORIGINALITY**
- 5 INITIATIVE TAKING**



**ABOUT THE
MANPOWERGROUP
EMPLOYMENT
OUTLOOK REPORT**

About the ManpowerGroup Employment Outlook Report

The aim of the report is to learn about the professional preferences of candidates and to determine what talent shortages different organizations are struggling with. The study, supported by Reputation Leaders, involved more than 40,000 employees from 40 countries. Respondents are between 18 and 79, work in four different categories of companies at different levels of employment: from assistant positions, through individual specialists, to senior managers and board members.

The analyzed materials were collected from 1 to 29 April 2022.

Methodology of the study

The methodology of the study is based on data collected in the digitized Talent Shortage Survey, which is implemented in 40 markets for the Q3 2022 report.

The questions and the respondent's profile remain unchanged. The size of the organization and sector are standardized in all countries, in order to allow international comparisons.



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