

2023

# Talent Shortage

ManpowerGroup Report

# 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
- 72% of Polish companies have difficulties in employing people with the desired competences. It is 2 percentage points more than in 2022, but this is less than the global average (77%).
- The biggest difficulties in filling jobs with new employees have companies from the areas of communication services (83%), information technology (75%), industrials & materials (74%) and health care & life sciences (74%).
- Medium-sized and big companies have the biggest difficulties in obtaining qualified employees – as many as 74% of employers suffer from a shortage of staff.
- Companies from south-west Poland point out minor difficulties with recruitments (63%), but a large shortage of specialists is indicated by employers of the south (82%) and central (74%) parts of the country.
- Employers also want to develop soft skills. Among the most difficult to find qualities of candidates are resistance to stress & adaptability, critical thinking & analysis skills, as well as active learning & curiosity skills.



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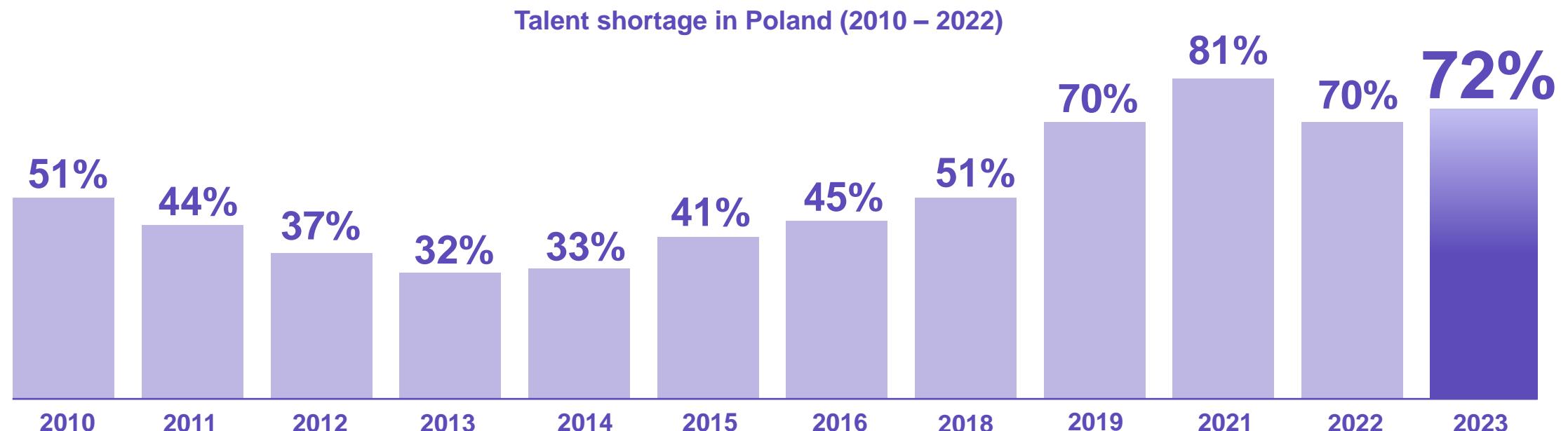
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Employment  
Outlook Report



# Talent Shortages in Poland

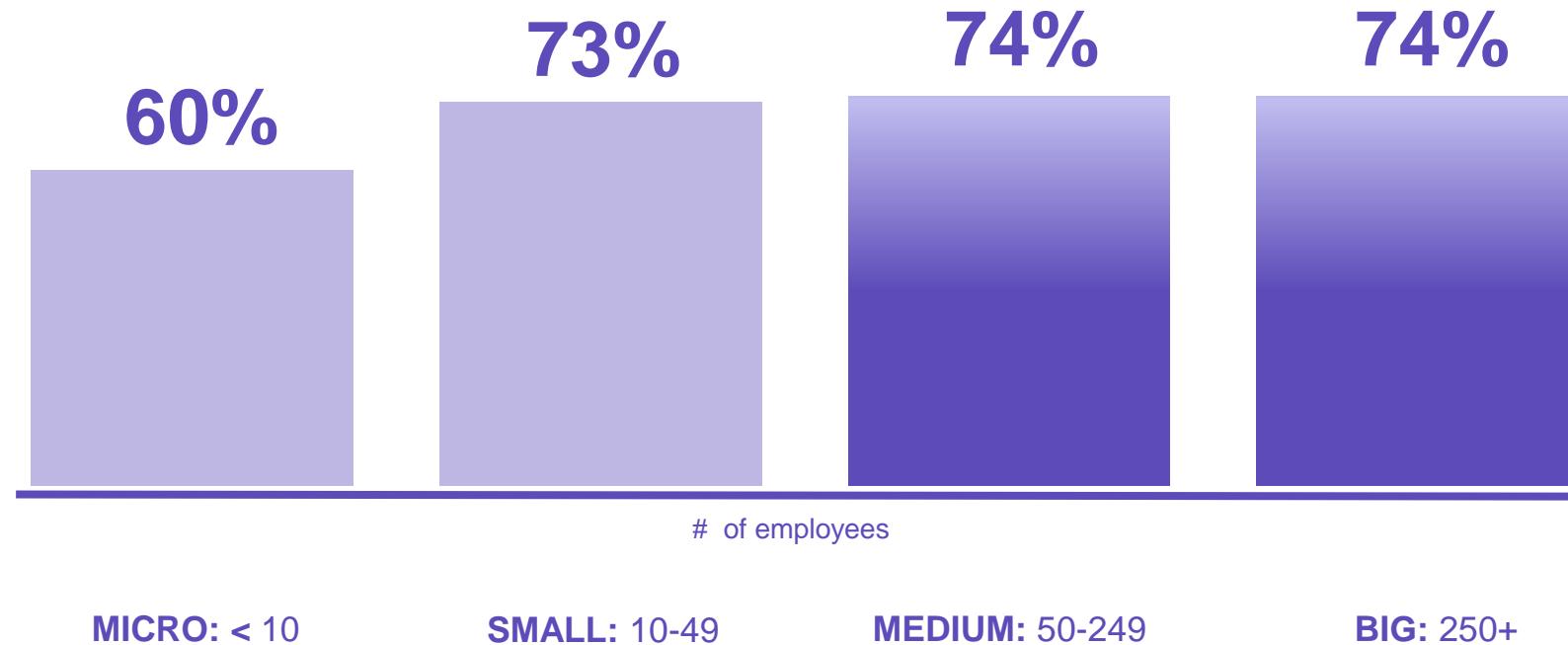
# Talent shortage higher than a year ago

Although the labor market has recovered significantly recently, organizations are still struggling with a shortage of skilled workers. The ManpowerGroup report shows that the talent shortage rate in Poland is 2 percentage points higher than a year ago.



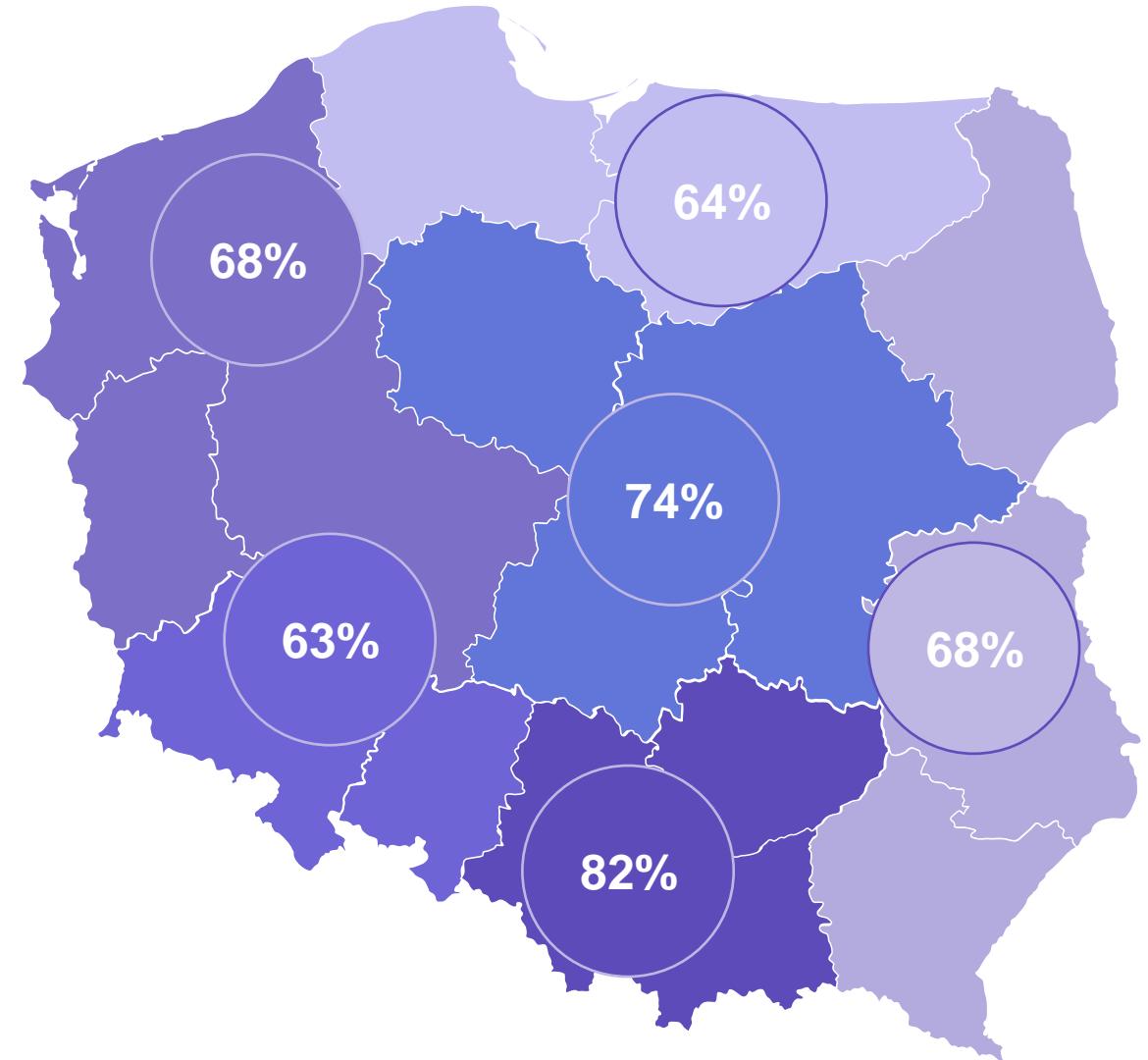
# Small and medium-sized enterprises with the biggest challenges

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



# Talent shortage in Polish region

The highest difficulty in employing qualified employees is declared by organizations from the **southern (82%)** and **central (74%)** Poland. The situation is slightly better in the **eastern region (68%)** and the **north-west (68%)**. The lowest talent shortage is felt by employers in **northern (64%)** and **south-west (63%)** Poland.



# Top five in-demand roles

The most difficult candidates' skills to find are IT & data – 27% of companies indicated them. On high place were also sales & marketing (24%), engineering (23%), customer facing (22%) and operations & logistics skills (19%).

**1** IT & data



**2** Sales & marketing



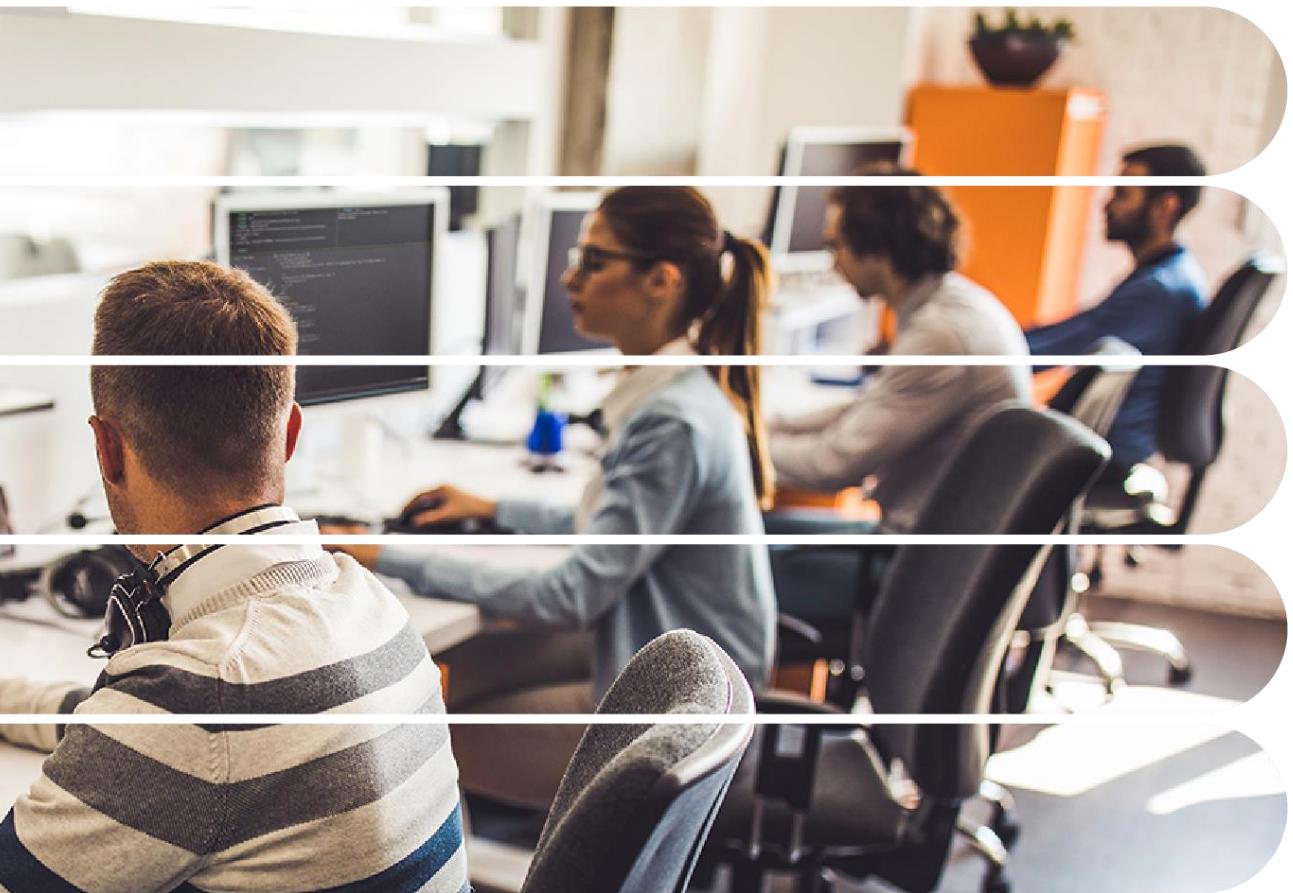
**3** Engineering



**4** Customer facing



**5** Operations & logistics



# Top five soft skills

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

**1** Resilience, stress tolerance & adaptability



**2** Critical thinking & analysis skills



**3** Active learning & curiosity



**4** Collaboration & teamwork



**5** Reasoning & problem-solving

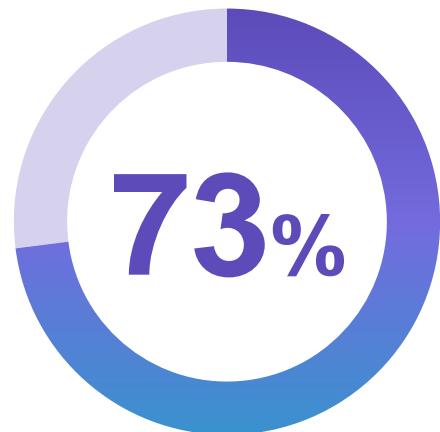




# Labor market trends



## Consumer Goods & Services



of organizations report difficulty finding the talent they need.

**Top 5 Soft Skills Consumer Goods & Services Employers are Seeking**

- 1 Resilience, stress tolerance & adaptability
- 2 Creativity, originality
- 3 Collaboration & teamwork
- 4 Active learning & curiosity
- 5 Critical thinking & analysis



**Top 5 Soft Skills Energy & Utilities Employers are Seeking**

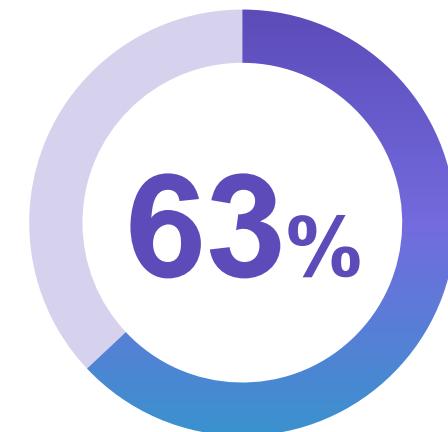
- 1 Active learning & curiosity
- 2 Creativity, originality
- 3 Initiative taking
- 4 Resilience, stress tolerance & adaptability
- 5 Accountability, reliability, discipline

Icons corresponding to the soft skills:

- 1. Active learning & curiosity: Graduation cap icon
- 2. Creativity, originality: Lightbulb icon
- 3. Initiative taking: Two people icon
- 4. Resilience, stress tolerance & adaptability: Person with upward arrow icon
- 5. Accountability, reliability, discipline: Document with checkmarks icon



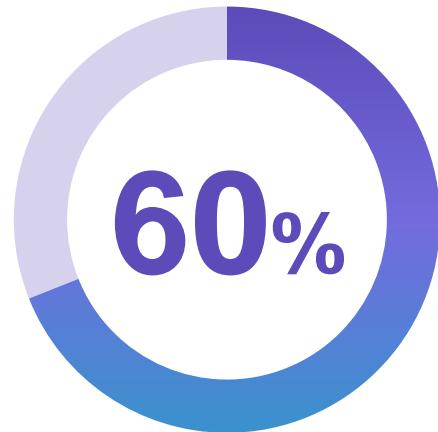
## Energy & Utilities



of organizations report difficulty finding the talent they need.



# Financials & Real Estate



of organizations report difficulty finding the talent they need.

## Top 5 Soft Skills Financials & Real Estate Employers are Seeking

**1** Resilience, stress tolerance & adaptability



**2** Critical thinking & analysis



**3** Initiative taking



**4** Creativity, originality



**5** Reasoning, problem-solving



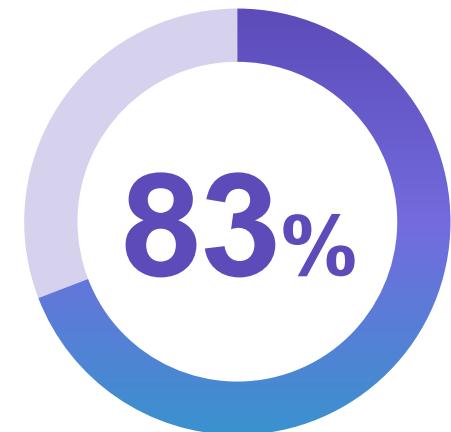


**Top 5 Soft Skills Communication Services Employers are Seeking**

<b>1</b>	<b>Creativity, originality</b>	
<b>2</b>	<b>Critical thinking &amp; analysis</b>	
<b>3</b>	<b>Reasoning, problem-solving</b>	
<b>4</b>	<b>Resilience, stress tolerance &amp; adaptability</b>	
<b>5</b>	<b>Active learning &amp; curiosity</b>	



## Communication Services



of organizations report difficulty finding the talent they need.



# Industrials & Materials

74%

of organizations report difficulty finding the talent they need.



**Top 5 Soft Skills Industrials & Materials Employers are Seeking**

- 1 Critical thinking & analysis
- 2 Resilience, stress tolerance & adaptability
- 3 Reasoning, problem-solving
- 4 Active learning & curiosity
- 5 Initiative taking

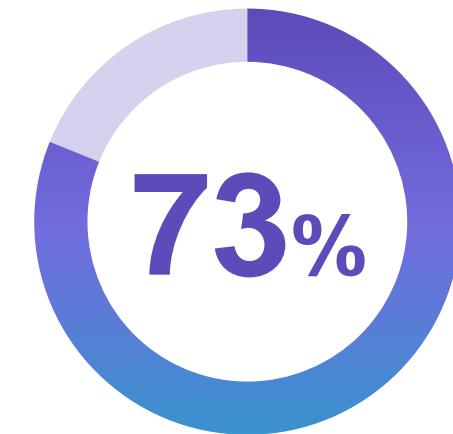
## Top 5 Soft Skills Transport, Logistics & Automotive Employers are Seeking



- 1 Resilience, stress tolerance & adaptability
- 2 Creativity, originality
- 3 Critical thinking & analysis
- 4 Collaboration and teamwork
- 5 Reasoning, problem-solving



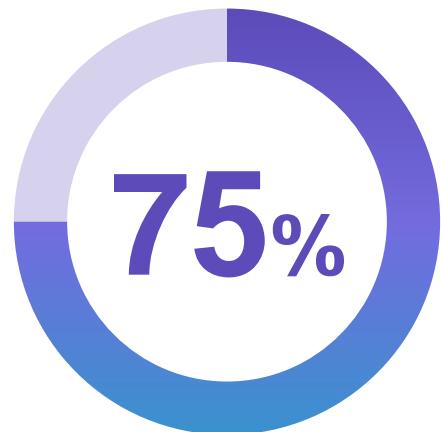
## Transport, Logistics & Automotive



of organizations report difficulty finding the talent they need.



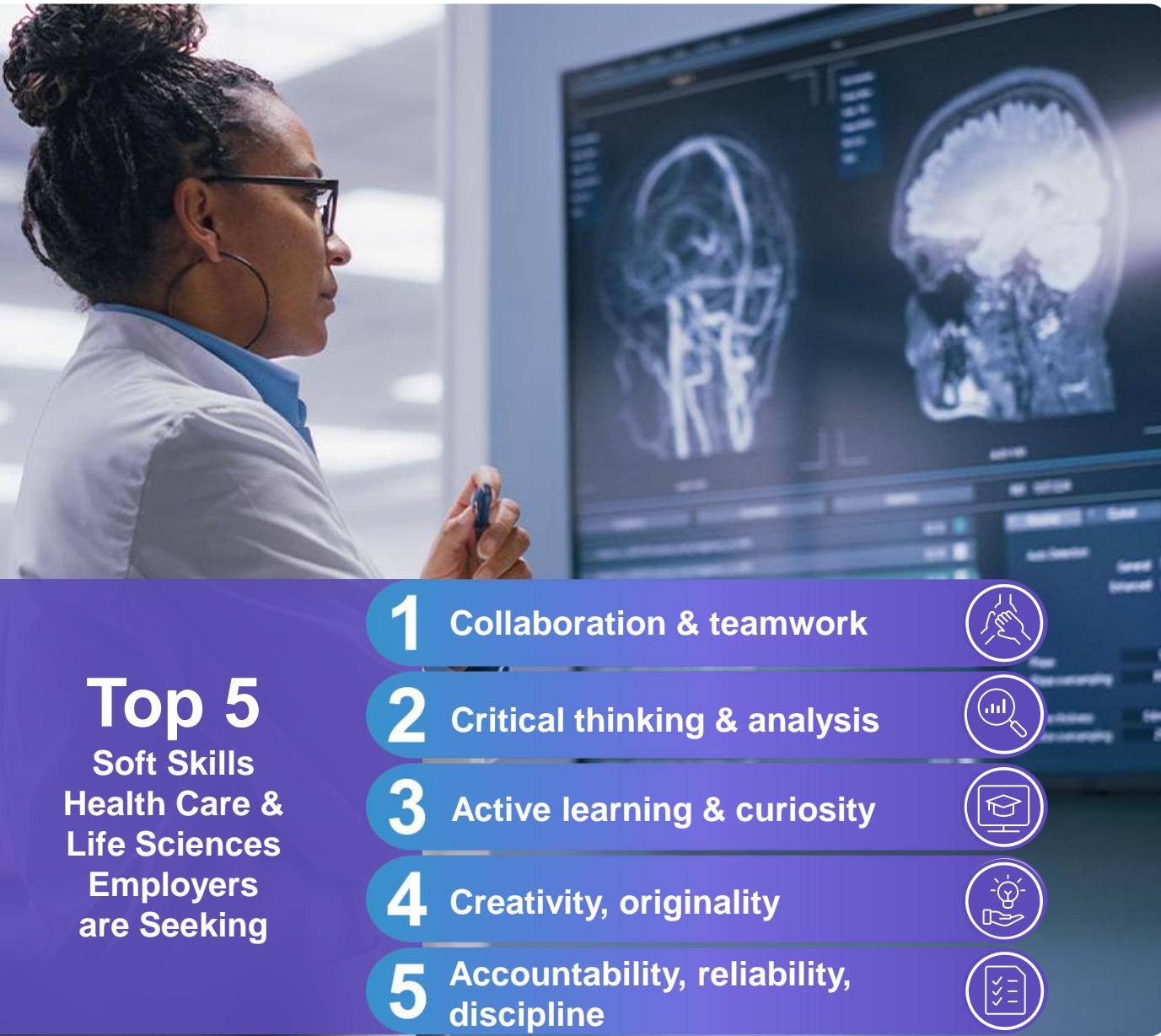
# Information Technology



of organizations report difficulty finding the talent they need.

## Top 5 Soft Skills IT Employers are Seeking

- 1 Resilience, stress tolerance & adaptability
- 2 Accountability, reliability, discipline
- 3 Critical thinking & analysis
- 4 Collaboration & teamwork
- 5 Leadership & social influence

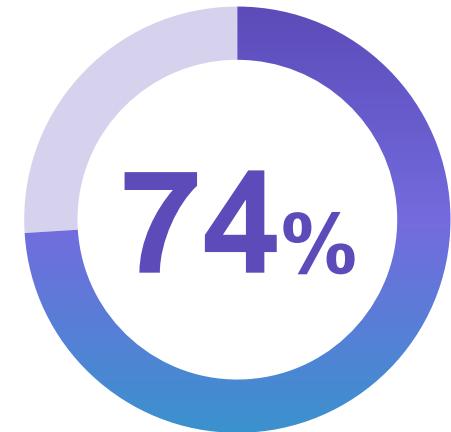


**Top 5 Soft Skills Health Care & Life Sciences Employers are Seeking**

- 1** Collaboration & teamwork 
- 2** Critical thinking & analysis 
- 3** Active learning & curiosity 
- 4** Creativity, originality 
- 5** Accountability, reliability, discipline 



## Health Care & Life Sciences



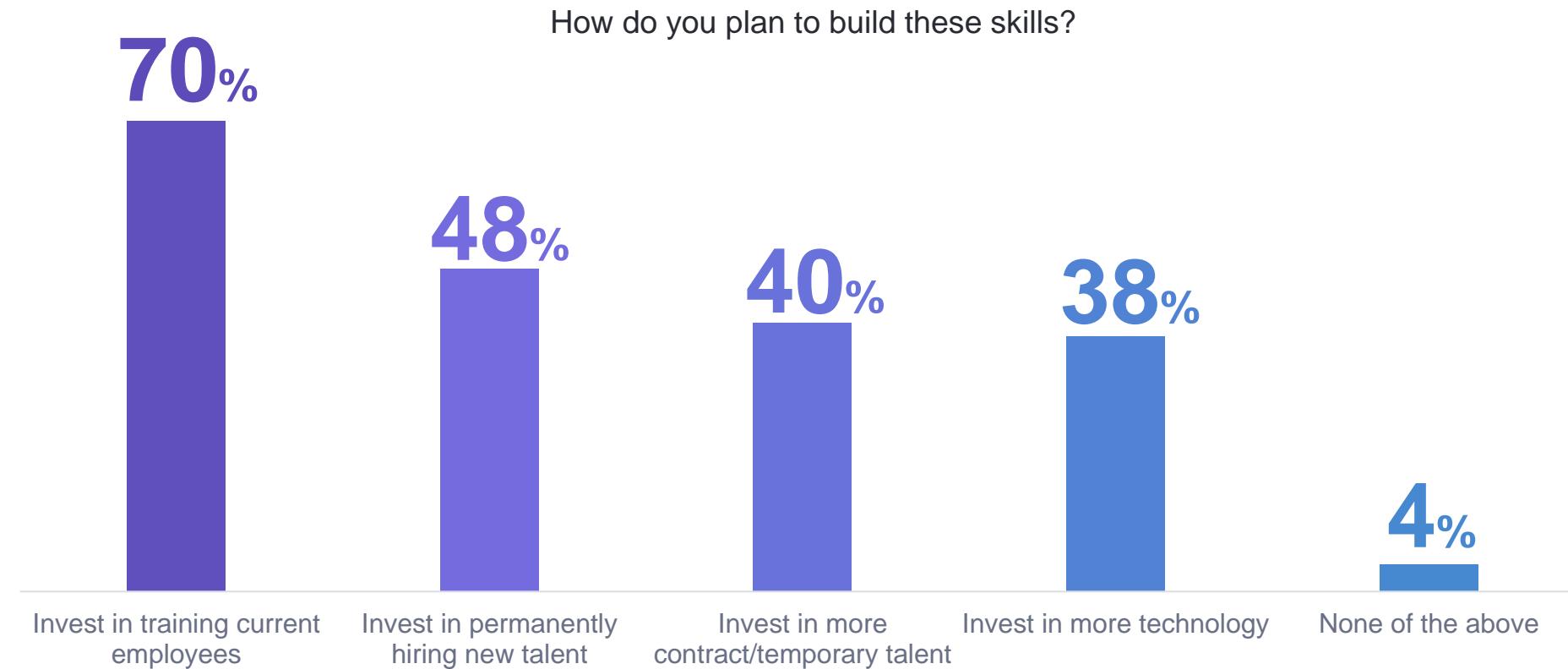
of organizations report difficulty finding the talent they need.



# Talent shortages in Poland – employers' activities

# Talent shortages in Poland - employers' activities

Companies that indicated in the survey a talent shortage were asked how they wanted to fill the gap. Most of them plan to invest in developing employed people (70%), as well as hiring new talent on a permanent (48%) or temporary (40%).



# Talent shortages in Poland - employers' activities

Employers, who would like to overcome with the talent shortage in their organizations are most likely to offer employees more flexibility in terms of where or when they work (53%), as well as increasing wages (42%).

What actions are you taking to overcome talent shortages?





# About the ManpowerGroup Employment Outlook Report

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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 39,000 employees from 41 countries.

The analyzed materials were collected from 2nd to 31st of January 2023.

## **Methodology of the study**

The methodology of the study is based on data collected in the digitized Talent Shortage Survey, which is implemented in 41 markets for the Q2 2023 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.



Więcej na stronie [www.manpowergroup.com](http://www.manpowergroup.com)