



2023

Ireland Talent Shortage Report

Employers Continue to Navigate Historic Challenges



**Global
Economic
Uncertainty**



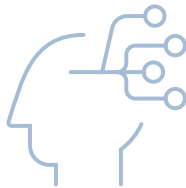
**Geopolitical
Instability**



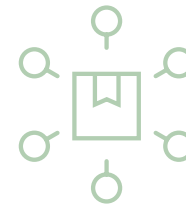
**Global
Inflation**



**Growing ESG
Expectations**



**Disruptive New
Technology**



**Supply Chain
Challenges**



**Global Talent
Scarcity**



Ireland Talent Scarcity Has Grown to a 17-Year High








Skillsets Employers are Seeking Most

Human strengths stand out in the digital age.

Top 5 Soft Skills

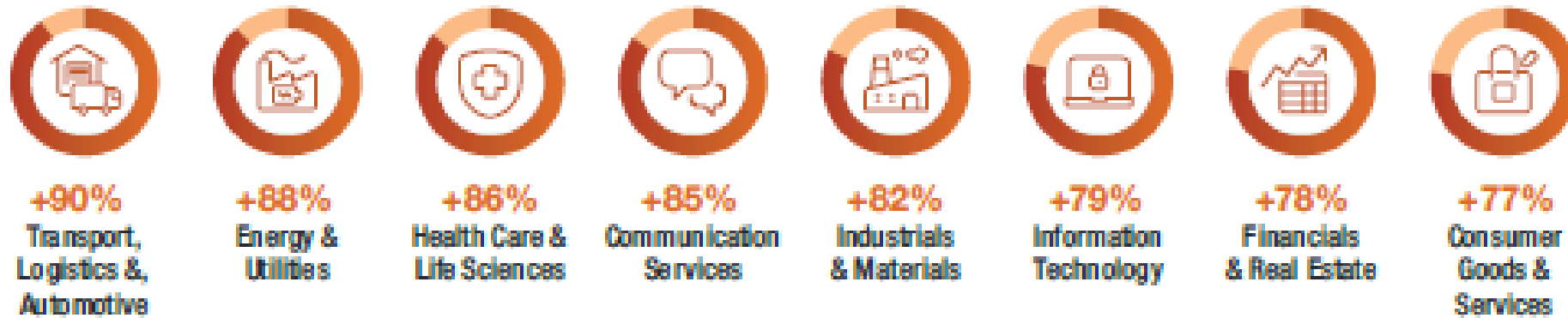
- 1 | **Critical thinking & Analysis 24%** 
- 2 | **Reasoning & Problem-Solving 24%** 
- 3 | **Leadership & Social Influence 22%** 
- 4 | **Creativity & Originality 21%** 
- 5 | **Resilience & Adaptability 20%** 

Top 5 Technical Skills

- 1 | **IT & Data 22%** 
- 2 | **Sales & Marketing 20%** 
- 3 | **Front Office & Customer Facing 18%** 
- 4 | **Administration & Office Support 16%** 
- 5 | **Engineering 13%** 

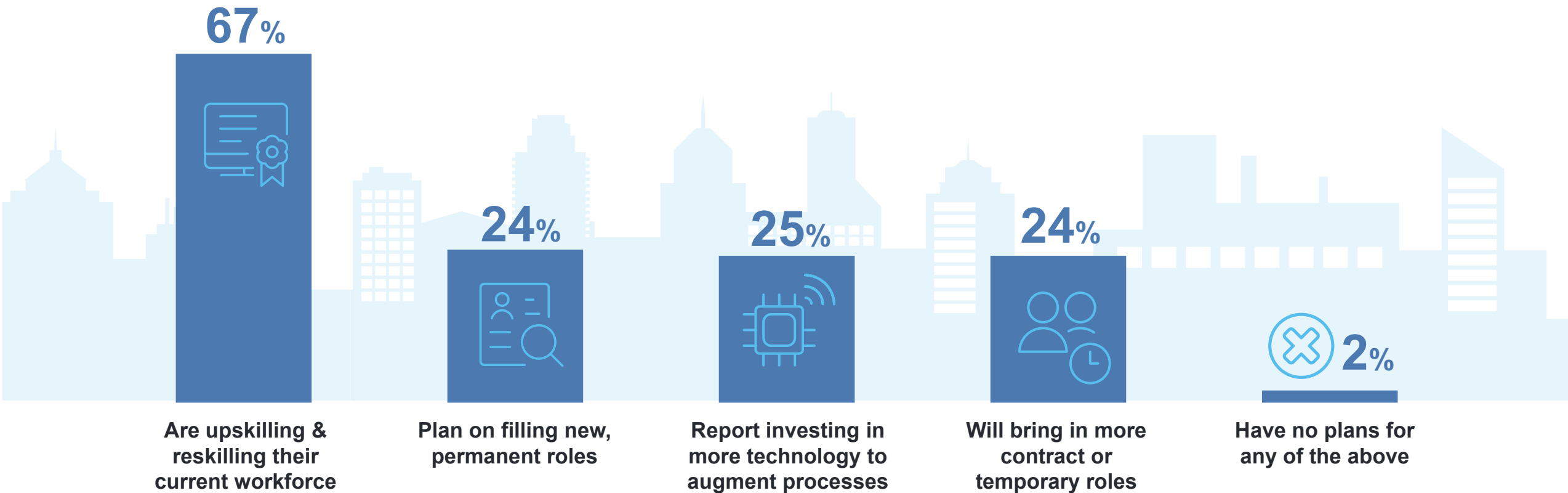
Talent Shortages Across Industries

From Health Care & Life Sciences to Communication Services, employers cannot find the skilled talent they need.

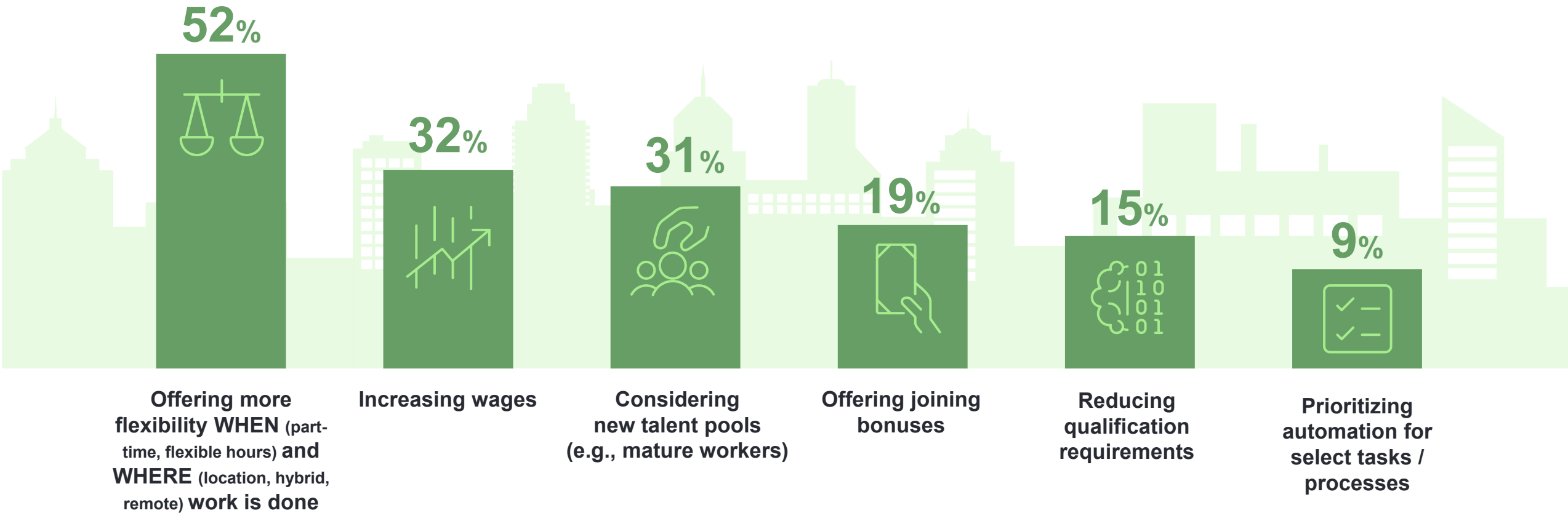


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Bridging the Gap: Scale Your Upskilling, Reskilling, Recruiting Processes and Interim Talent

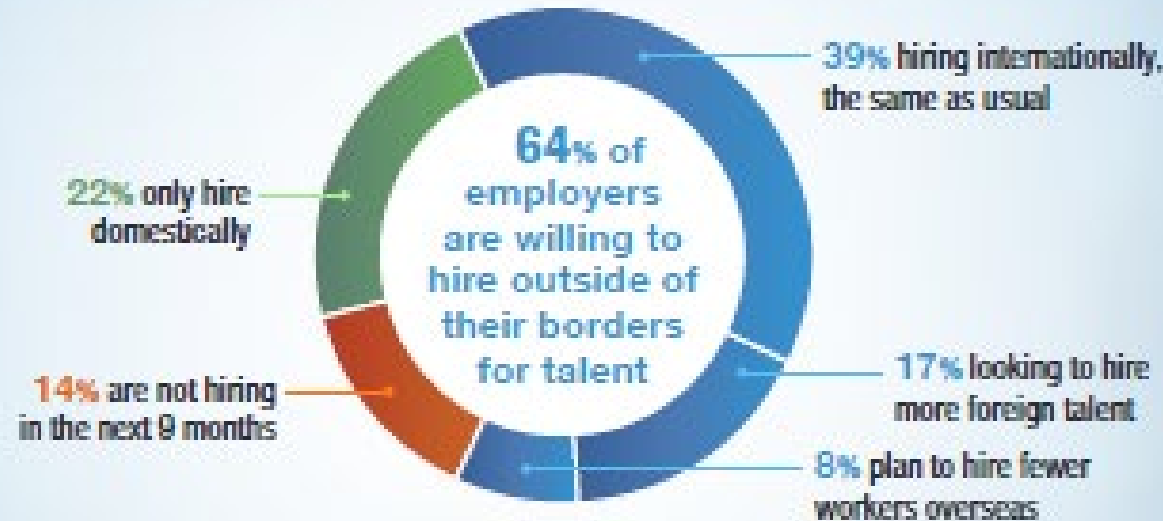


Bridging the Gap: Make Pay & Flexibility a Differentiator, Find New Talent Pools, Leverage Process Automation



Cross-Border Teams Bridging Talent Gaps

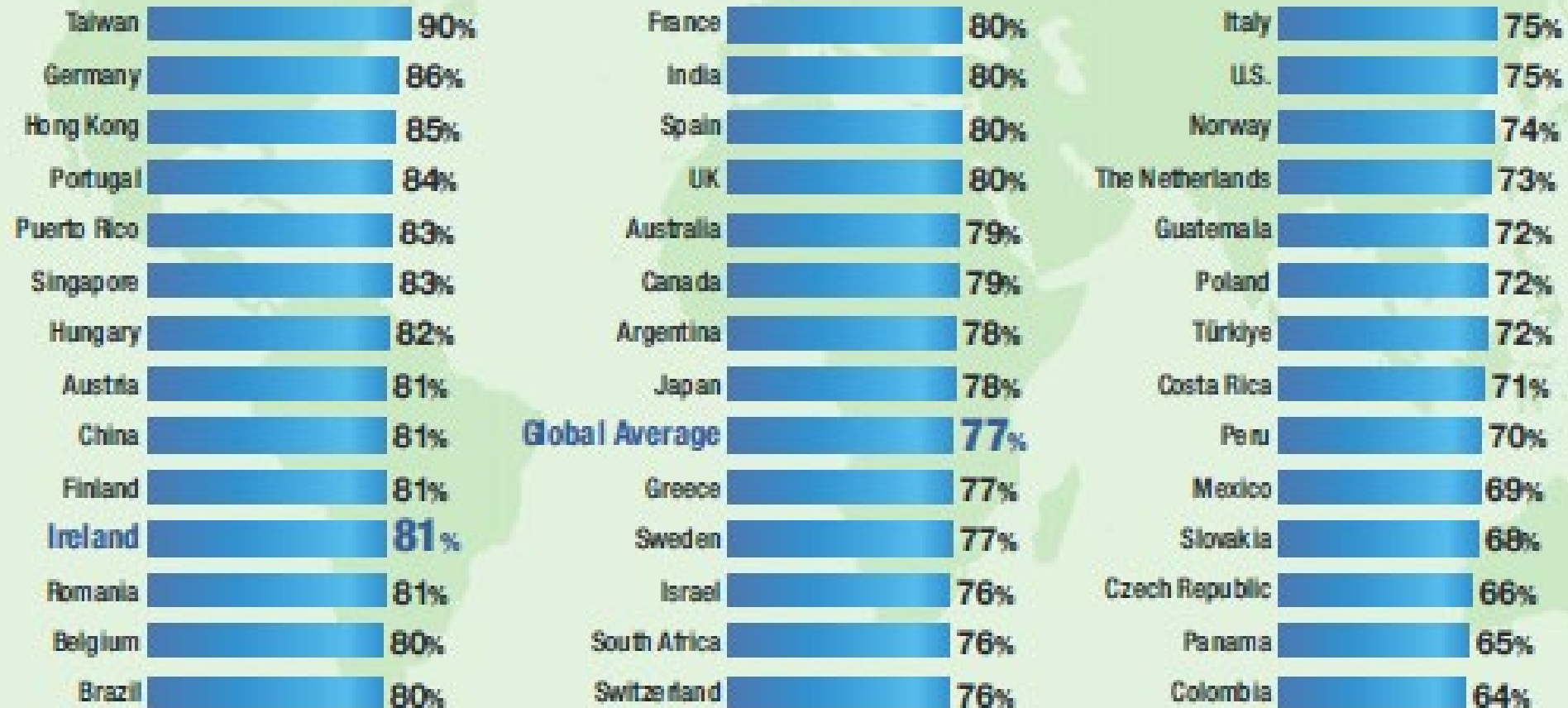
As hiring demand continues despite growing talent scarcity, 64% of employers are willing to hire internationally, although 8% are not planning to accelerate this.



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Global Talent Shortage Reaches a 17-Year-High

Nearly 4 in 5 employers globally report difficulty filling open roles with the biggest impacts being felt in Taiwan, Germany, and Hong Kong.



A Holistic Talent Strategy

To keep pace, an effective talent strategy should comprise a mix of four key elements:



Build

Invest in learning and development to grow your talent pipeline



Buy

Go to the external market to attract talent that can't be built in-house



Borrow

Cultivate communities of talent outside the organization



Bridge

Help people move on or move up to new roles within the organization

ManpowerGroup surveyed nearly 39,000 employers across 41 countries in January 2023. Explore the data at manpowergroup.com/talentshortage

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