



2025 Global Talent Shortage Survey

Asia Pacific Findings



We asked 10,095 employers in APAC:

- **How much difficulty are you having filling roles compared to last year?**
- **Which skills are the most difficult to find, and why?**
- **What are you doing to solve talent shortages?**

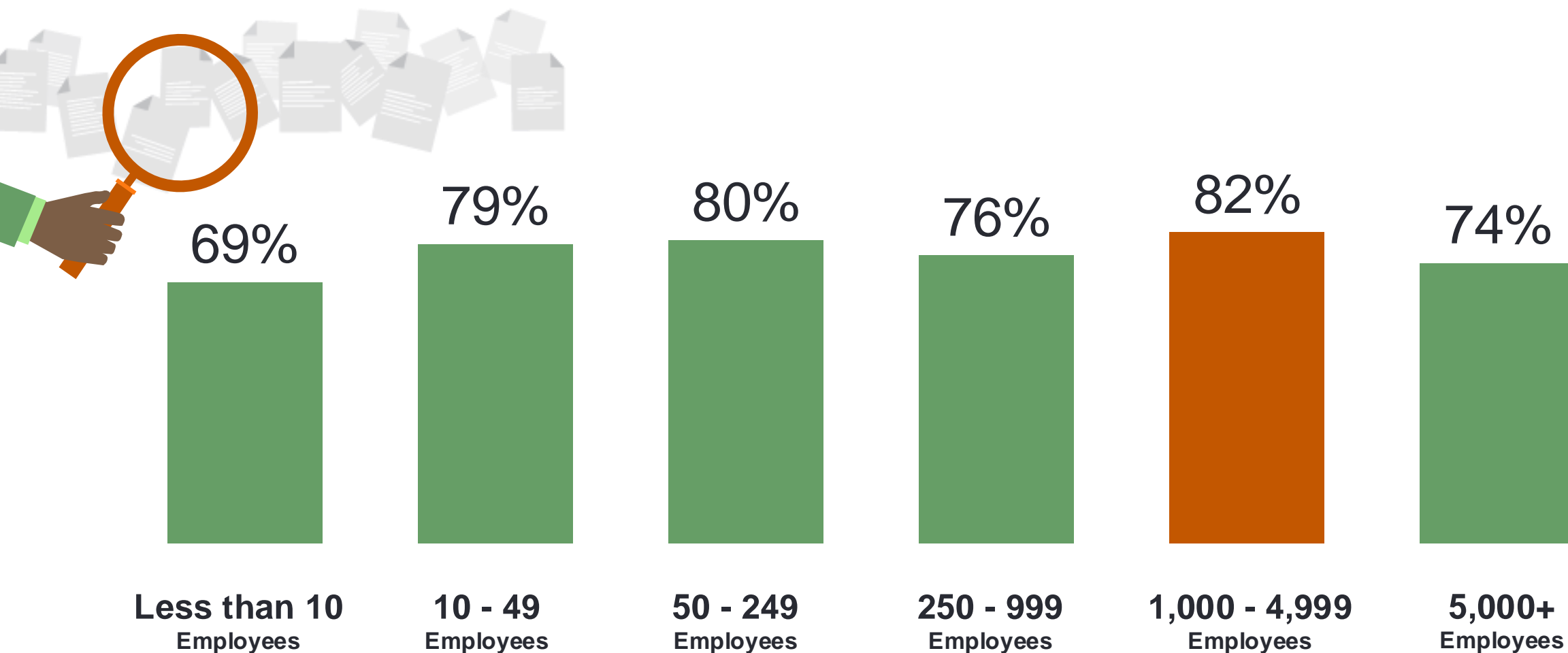
The APAC Talent Shortage Over Time

Almost 4 in 5 employers in APAC report difficulty finding the skilled talent they need in 2025. This figure has increased significantly since 2014 (45%).



The annual Talent Shortage Survey was not conducted in 2017 and 2020.

APAC Talent Shortage by Company Size



APAC Talent Scarcity Across Industries



81%

+3
%pts

Information Technology



81%

+7
%pts

Communication
Services



78%

Health Care &
Life Sciences



78%

-4
%pts

Others*



77%

Industrials & Materials



77%

+10
%pts

Energy & Utilities



75%

-6
%pts

Transport, Logistics,
& Automotive



74%

-4
%pts

Financials &
Real Estate



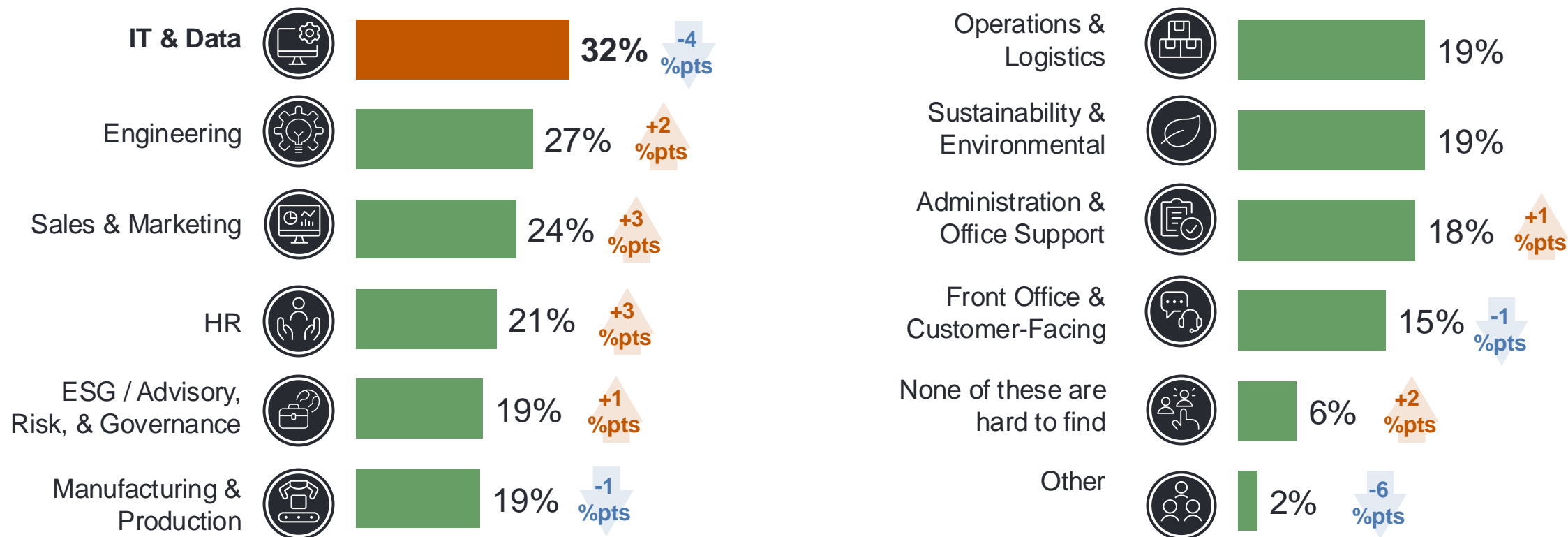
72%

-5
%pts

Consumer Goods &
Services

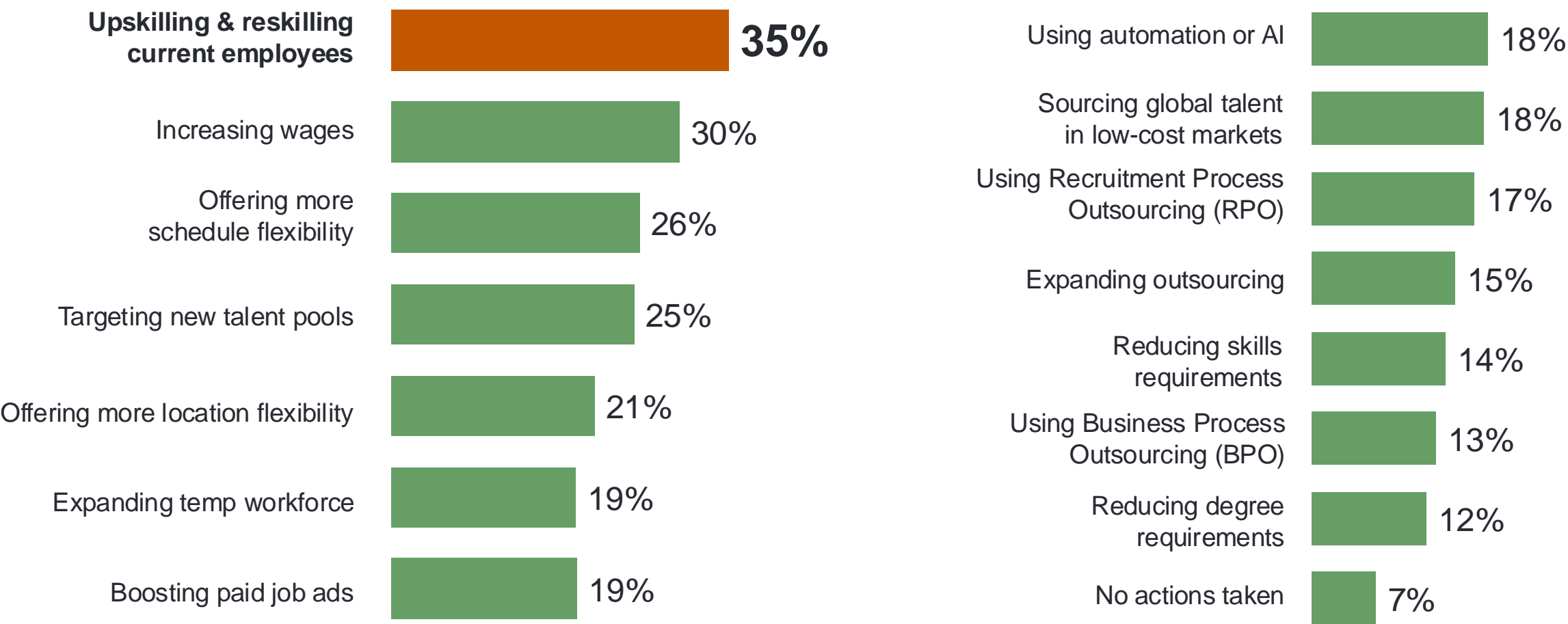
*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

Most Difficult to Find Skills in APAC



Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

Actions APAC Employers are Taking to Overcome Ongoing Scarcity



Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

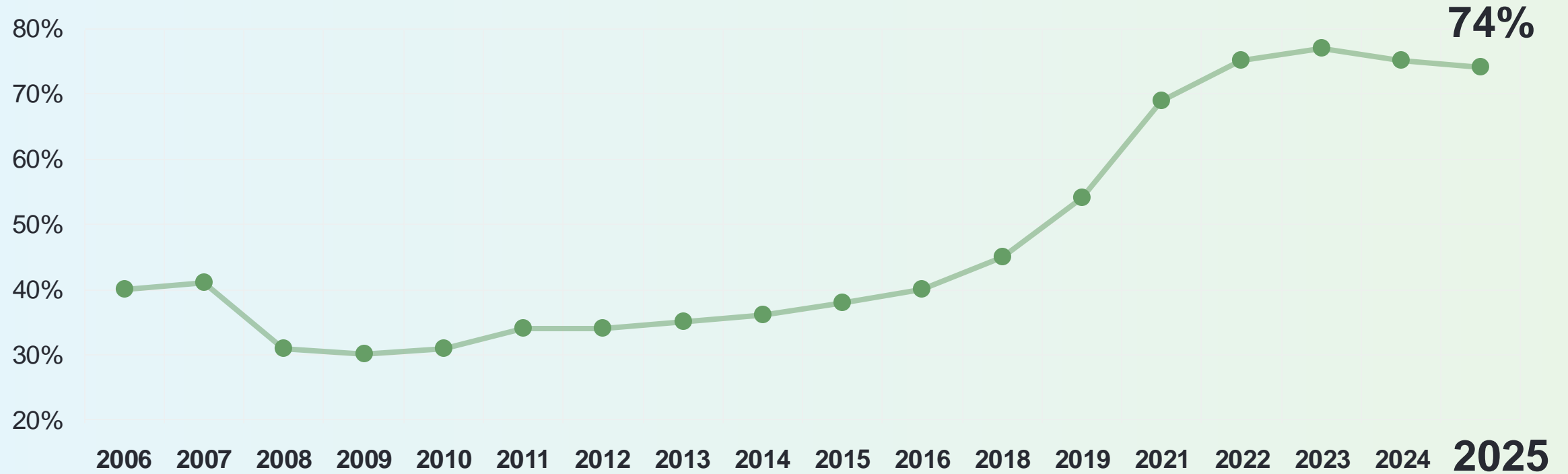


We asked 40,413 employers in 42 countries:

- **How much difficulty are you having filling roles compared to last year?**
- **Which skills are the most difficult to find, and why?**
- **What are you doing to solve talent shortages?**

The Global Talent Shortage Over Time

Nearly 3 in 4 employers worldwide report difficulty finding the skilled talent they need in 2025. This figure has doubled since 2014 (36%).



The annual Talent Shortage Survey was not conducted in 2017 and 2020.

Global Talent Shortages Continue Around the World



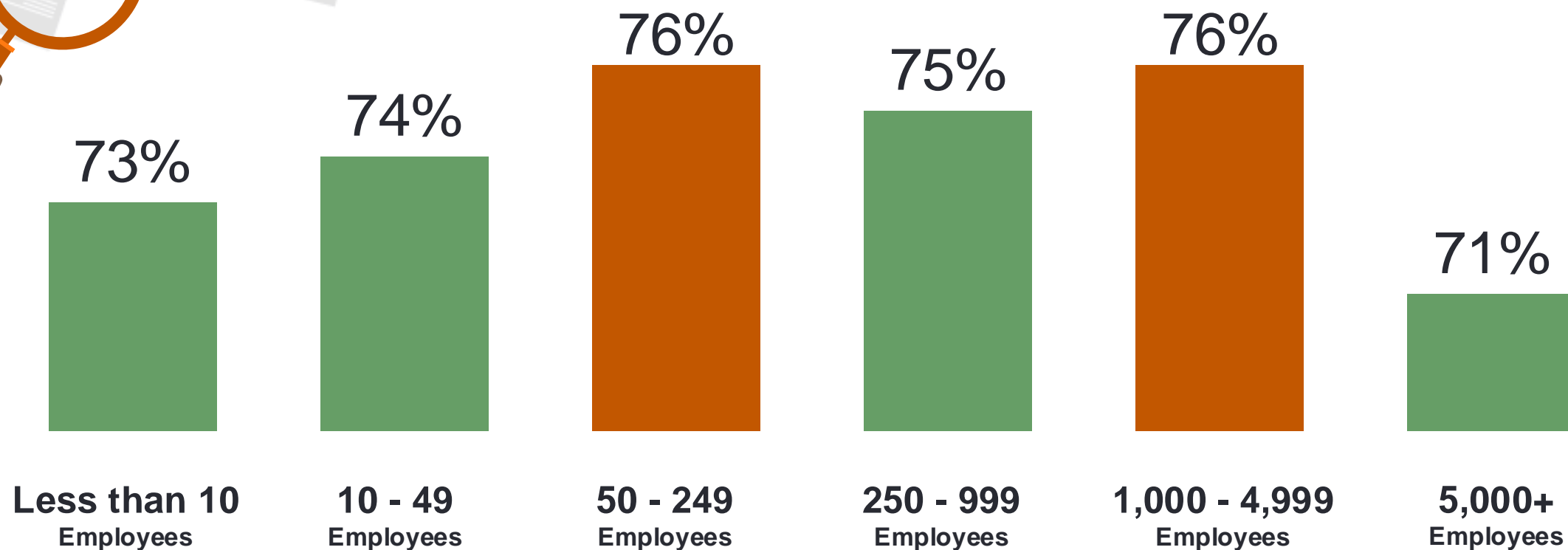
Employers in **Germany**, **Israel**, and **Portugal** were the most likely to say they are **struggling to find skilled talent**.



Employers in **Colombia**, **Poland**, and **Puerto Rico** reported the **least difficulty**.

Germany	86%	Japan	77%	U.S.	71%
Israel	85%	Australia	76%	Guatemala	70%
Portugal	84%	France	76%	Mexico	70%
Ireland	83%	Sweden	76%	Peru	70%
Romania	83%	Switzerland	76%	Slovakia	69%
Singapore	83%	The Netherlands	76%	Argentina	68%
Brazil	81%	Türkiye	76%	Finland	68%
Hong Kong	81%	U.K.	76%	Taiwan	67%
Greece	80%	South Africa	75%	Czech Republic	66%
India	80%	Spain	75%	Panama	63%
Austria	78%	China	74%	Chile	60%
Hungary	78%	Norway	74%	Colombia	59%
Italy	78%	Belgium	72%	Poland	59%
Canada	77%	Costa Rica	71%	Puerto Rico	53%
● APAC Average 77%		● Global Average 74%			

Global Talent Shortage by Company Size



Global Talent Scarcity Across Industries



77%

Healthcare & Life Sciences



76% +5 %pts

Energy & Utilities



76%

Information Technology



74% -2 %pts

Transport, Logistics,
& Automotive



73% -2 %pts

Industrials & Materials



73% -3 %pts

Consumer Goods
& Services



72%

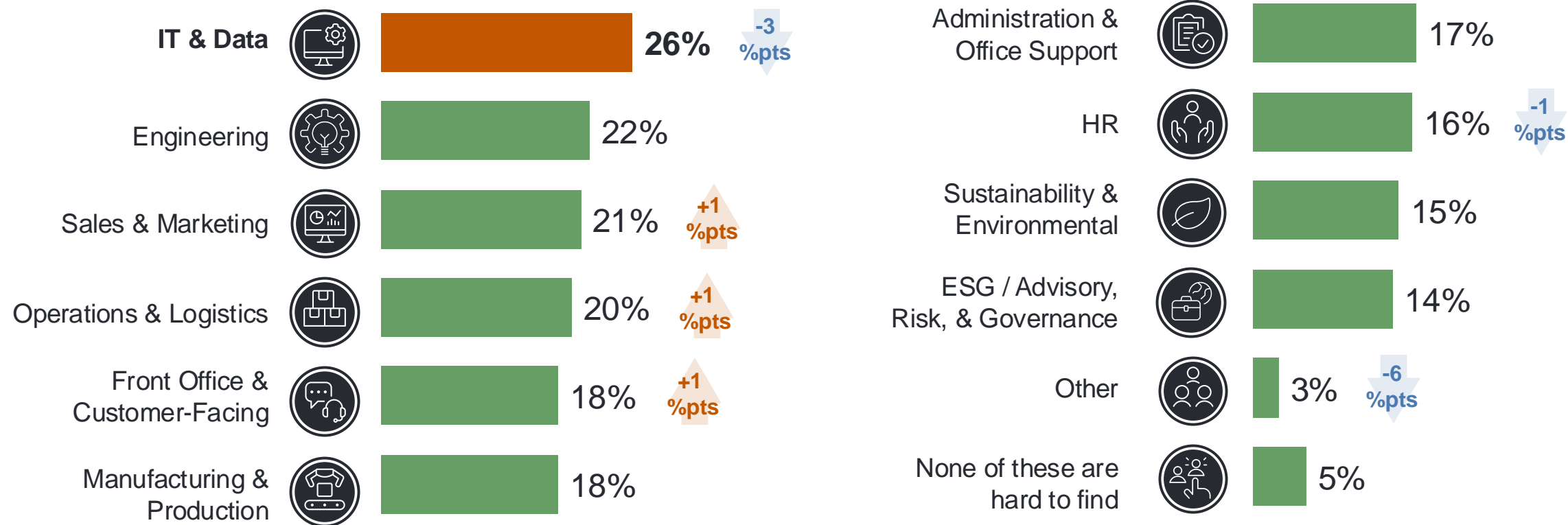
Financials &
Real Estate



71% -2 %pts

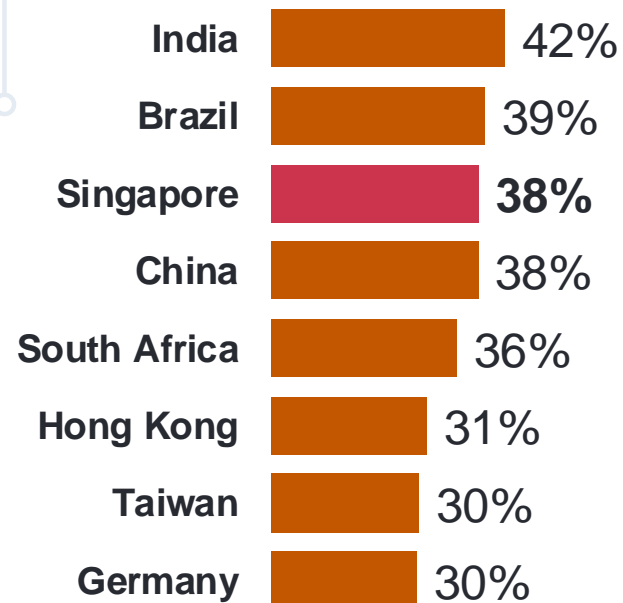
Communication
Services

Most Difficult to Find Skills



Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.

High Demand for IT & Data Skills



54%
Information
Technology

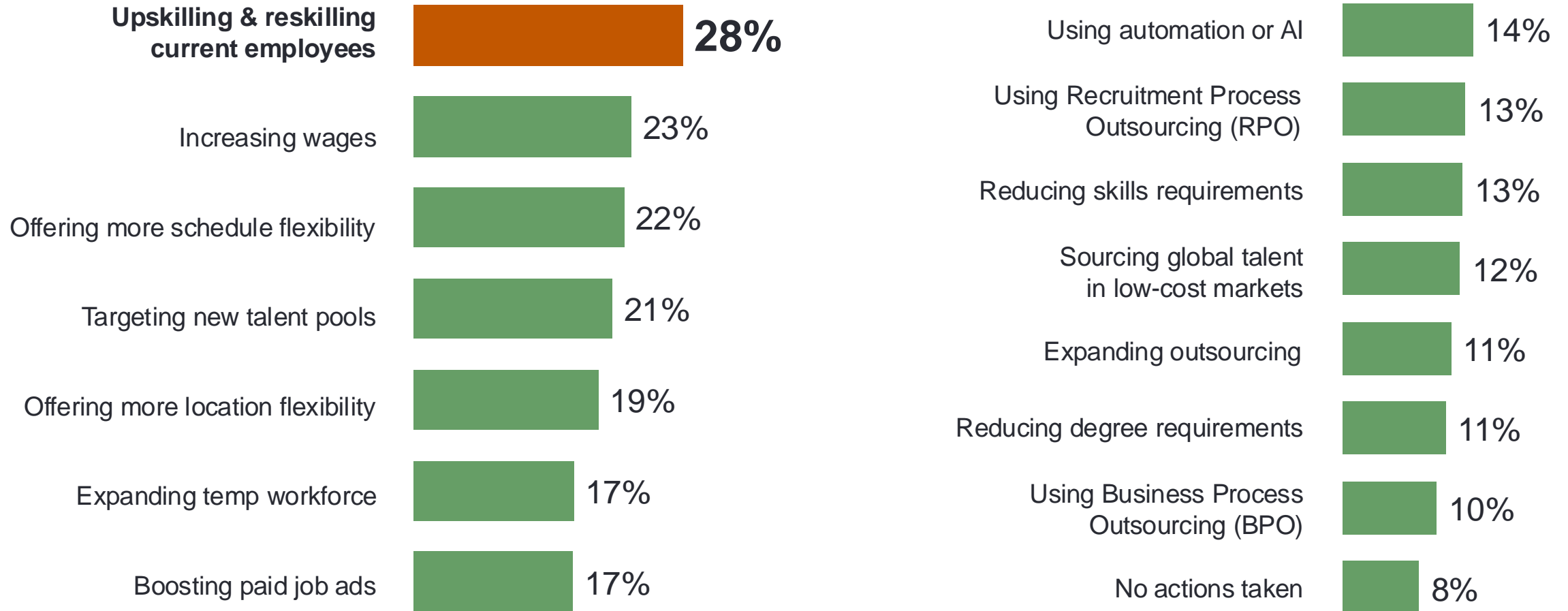


30%
Financials &
Real Estate



35%
Very Large Organizations
(1,000-4,999 Employees)

Actions Employers are Taking to Overcome Ongoing Scarcity



Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.



About the Survey

Methodology

ManpowerGroup interviewed 40,413 employers in 42 countries: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Colombia, Costa Rica, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, The Netherlands, Norway, Panama, Peru, Poland, Portugal, Puerto Rico, Romania, Singapore, Slovakia, South Africa, Spain, Sweden, Switzerland, Taiwan, Türkiye, U.K., and the U.S.

The fieldwork was completed between October 1st and 31st, 2024 in all markets.

Forward-Looking Statements

This site contains forward-looking statements, including statements regarding labor demand in certain regions, countries, and industries, and economic uncertainty. Actual events or results may differ materially from those contained in the forward-looking statements due to risks, uncertainties, and assumptions. These factors include those found in the Company's reports filed with the SEC, including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2024, which information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.

ManpowerGroup Solutions Across the Entire HR Life Cycle



**Workforce
Consulting &
Analytics**



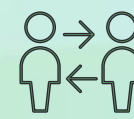
**Workforce
Management**



**Talent
Resourcing**



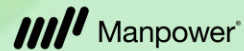
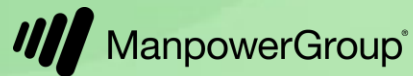
**Career
Management**



**Career
Transition**



**Top Talent
Attraction**



Visit www.manpowergroup.com to learn more.