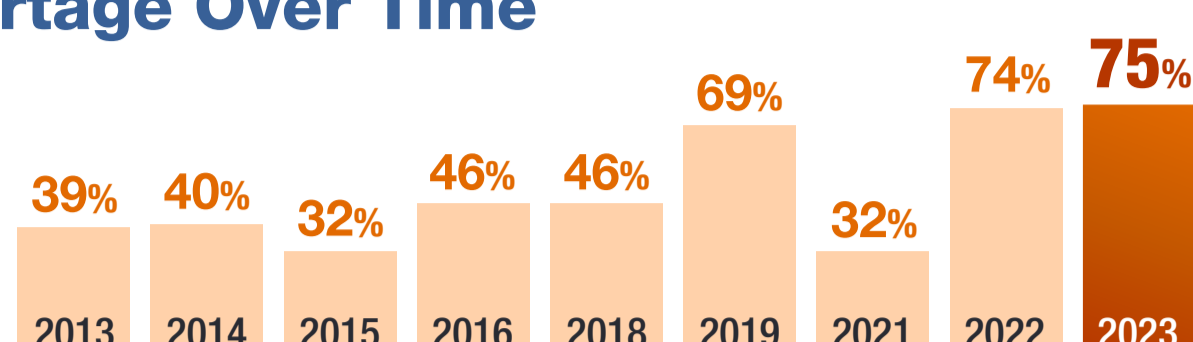


# 2023 U.S. Talent Shortage

## U.S. Talent Shortage Over Time

75% of employers report difficulty finding the skilled talent they need in 2023.



## Skillsets Employers are Seeking Most

Human strengths stand out in the digital age.

### Top 5 Soft Skills

- 1 | **Critical Thinking & Analysis** 29%
- 2 | **Reliability & Self-Discipline** 29%
- 3 | **Creativity & Originality** 28%
- 4 | **Leadership & Social Influence** 27%
- 5 | **Reasoning & Problem-Solving** 27%

### Top 5 Technical Skills

- 1 | **IT & Data** 30%
- 2 | **Operations & Logistics** 22%
- 3 | **Engineering** 21%
- 4 | **Sales & Marketing** 21%
- 5 | **HR** 19%

## Talent Shortages Across Industries

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



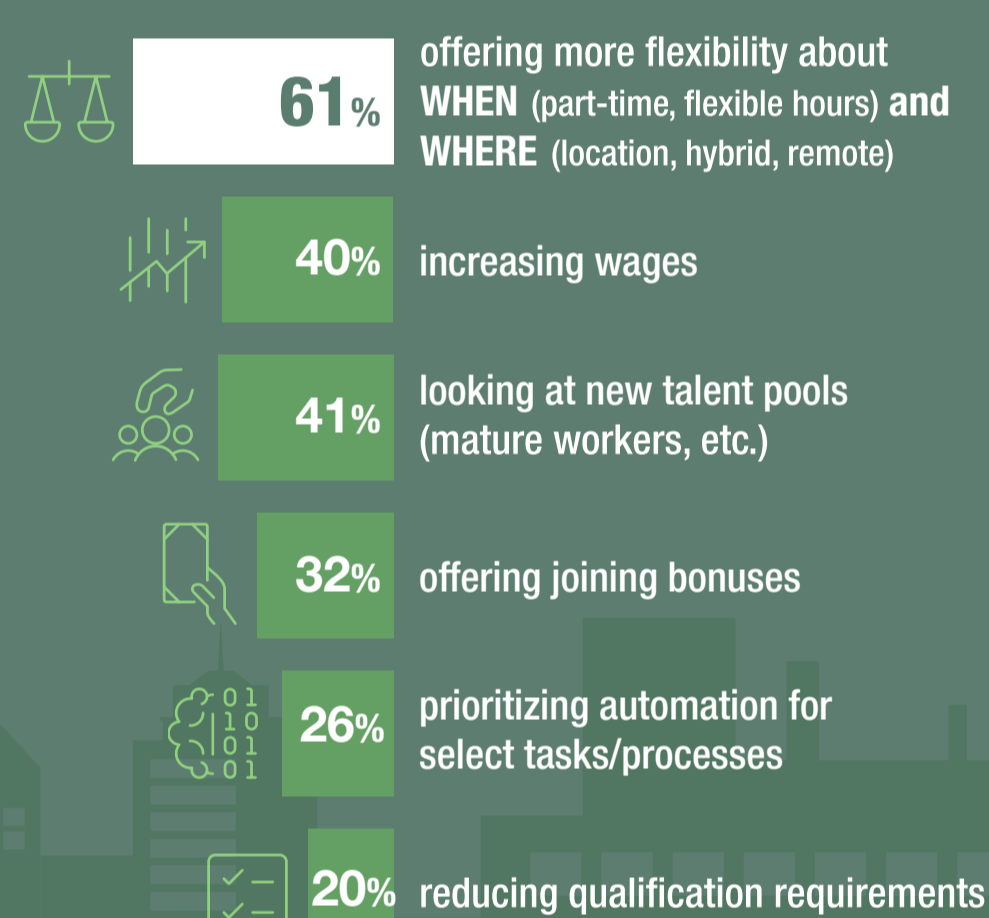
## How Employers are Addressing the Skills Gap

Organizations are planning to invest in their people more than ever before.



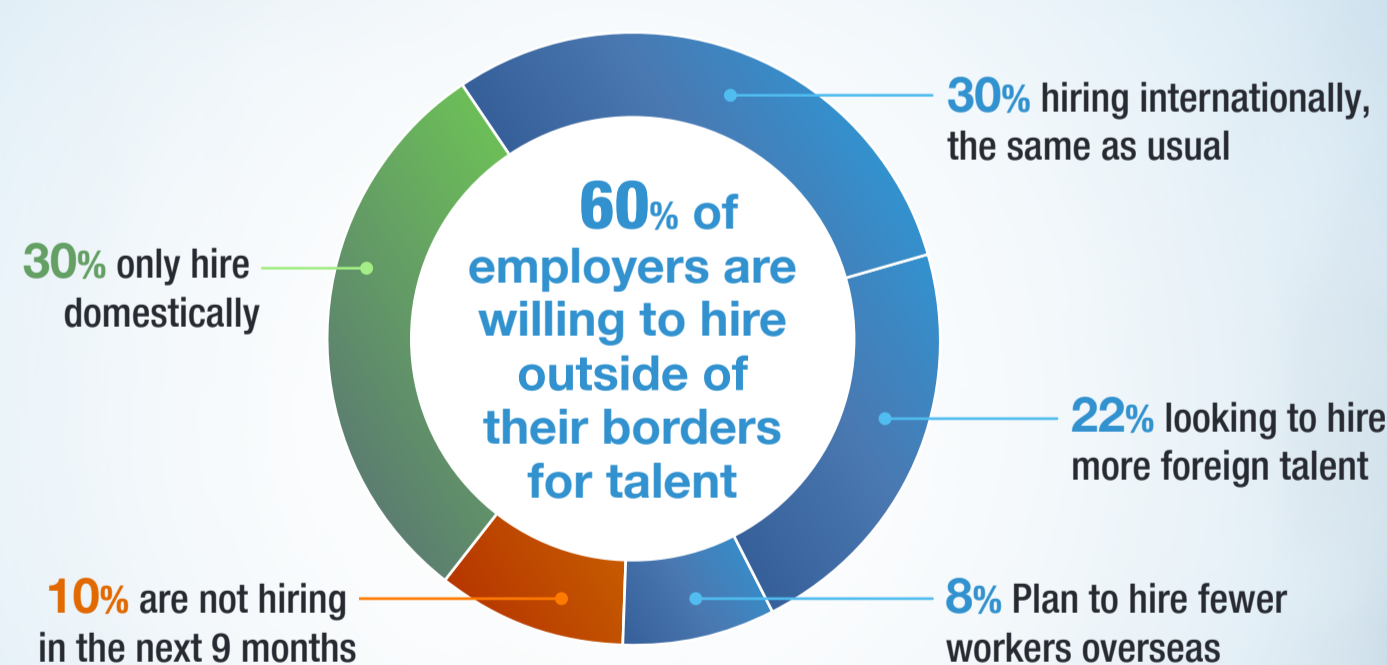
## Overcoming Talent Shortages

61% of employers plan to offer more flexibility in when or where to work as talent scarcity grows.



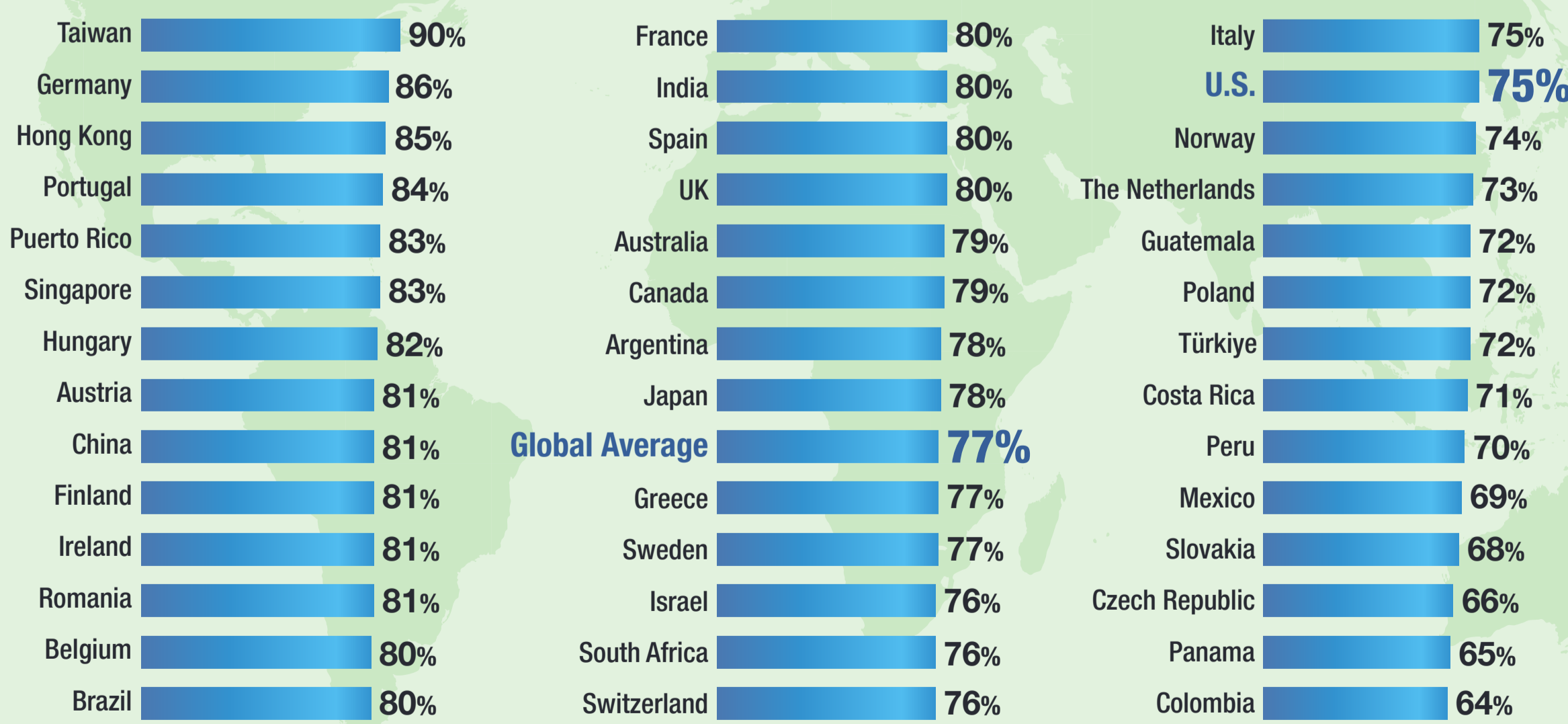
## Cross-Border Teams Bridging Talent Gaps

As hiring demand continues despite growing talent scarcity, 60% of employers are willing to hire internationally, although 8% are not planning to accelerate this.



## 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