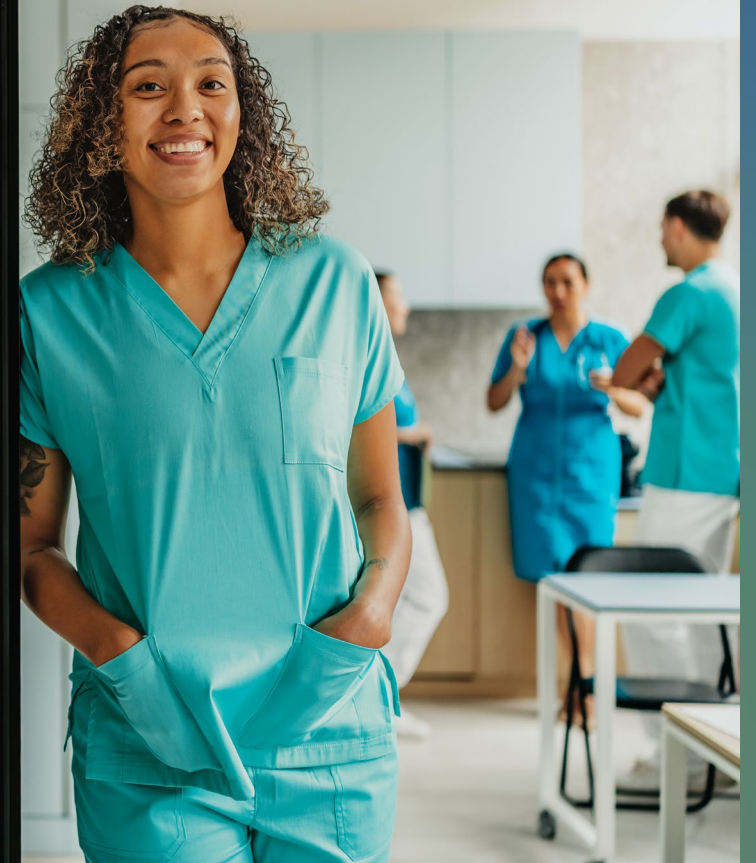


2026

# U.S. Talent Shortage Survey





## **We asked more than 6,000 employers across the United States:**

- **How much difficulty are you having filling roles?**
- **Which hard skills are the most difficult to find?**
- **Which soft skills are most important?**
- **What are you doing to solve talent shortages?**

# The U.S. Talent Shortage Over Time

Almost seven in 10 (69%) employers reported difficulty finding the talent they need in 2026, marking a slight improvement from the previous year (71%).



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

# Talent Shortages Continue Around the World

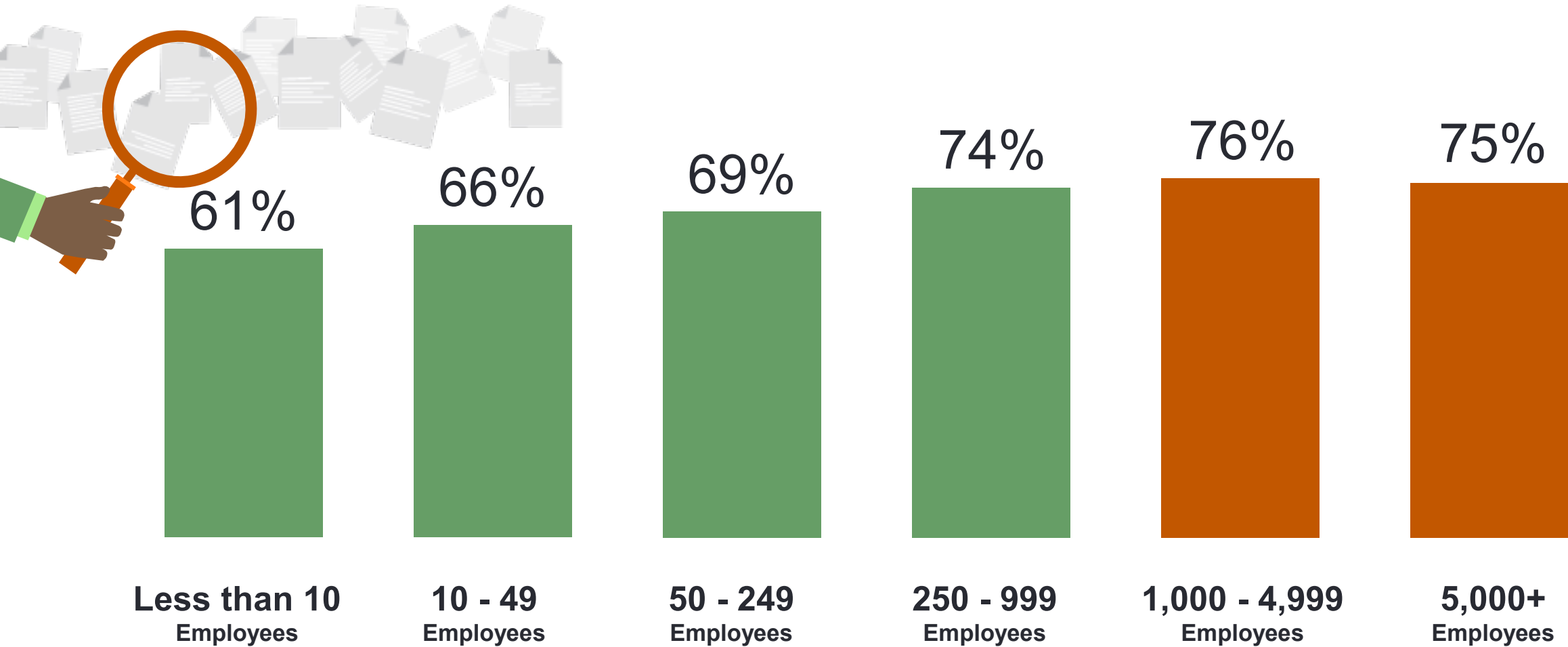


69% of employers in the **U.S.** report **struggling to find skilled talent.**

Slovakia	87%	Puerto Rico	75%	Mexico	67%
Greece	84%	France	74%	Hong Kong	66%
Japan	84%	Norway	74%	Australia	65%
Germany	83%	Belgium	73%	Panama	65%
India	82%	Hungary	73%	Argentina	64%
Portugal	82%	Sweden	73%	Peru	63%
Ireland	81%	The Netherlands	73%	Chile	62%
Brazil	80%	U.K.	73%	Guatemala	62%
Romania	79%	Canada	71%	Colombia	61%
Spain	78%	Singapore	71%	Czech Republic	61%
Switzerland	78%	Italy	70%	Finland	60%
Türkiye	78%	<b>U.S.</b>	<b>69%</b>	Poland	57%
U.A.E.	76%	Costa Rica	68%	China	48%
Israel	75%	Taiwan	68%		

● Global Average 72%

# The U.S. Talent Shortage by Company Size



# U.S. Talent Scarcity Across Industries



75%

Manufacturing



72%

Information



72%

Professional, Scientific  
and Technical Services



70%

Trade and Logistics



68%

Finance and Insurance



68%

Utilities and  
Natural Resources



67%

Construction  
and Real Estate



67%

Public Sector, Health and  
Social Services



65%

Hospitality

## Most Difficult to Find Hard Skills



Operations & Logistics



Sales & Marketing



Front Office & Customer-Facing



AI Literacy



Engineering

## Most Important Soft Skills



Professionalism & Work Ethic



Communication, Collaboration & Teamwork



Critical Thinking & Problem-Solving



Adaptability & Willingness to Learn



Time Management

# 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 39,063 employers in 41 countries: Argentina, Australia, 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, Spain, Sweden, Switzerland, Taiwan, Türkiye, United Arab Emirates (U.A.E.), United Kingdom (U.K.) and the United States (U.S.).

The fieldwork was completed Oct. 1–31, 2025, in all markets.

## Forward-Looking Statements

This presentation 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, 2025, 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

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**Workforce  
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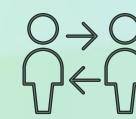
**Workforce  
Management**



**Talent  
Resourcing**



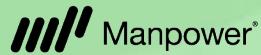
**Career  
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