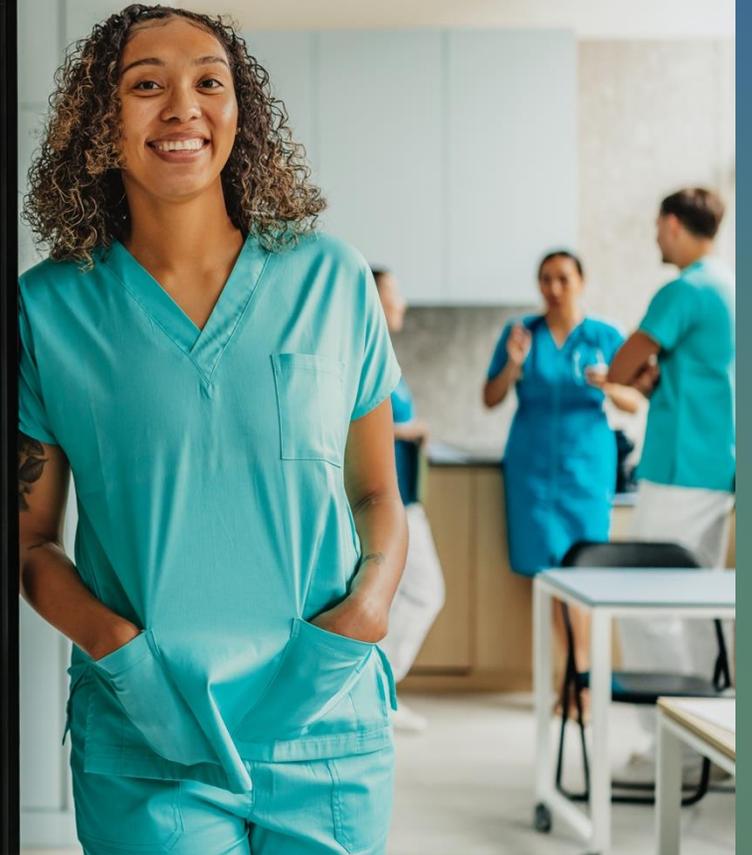


2026

# Global Talent Shortage Survey

Asia Pacific & Middle East Findings



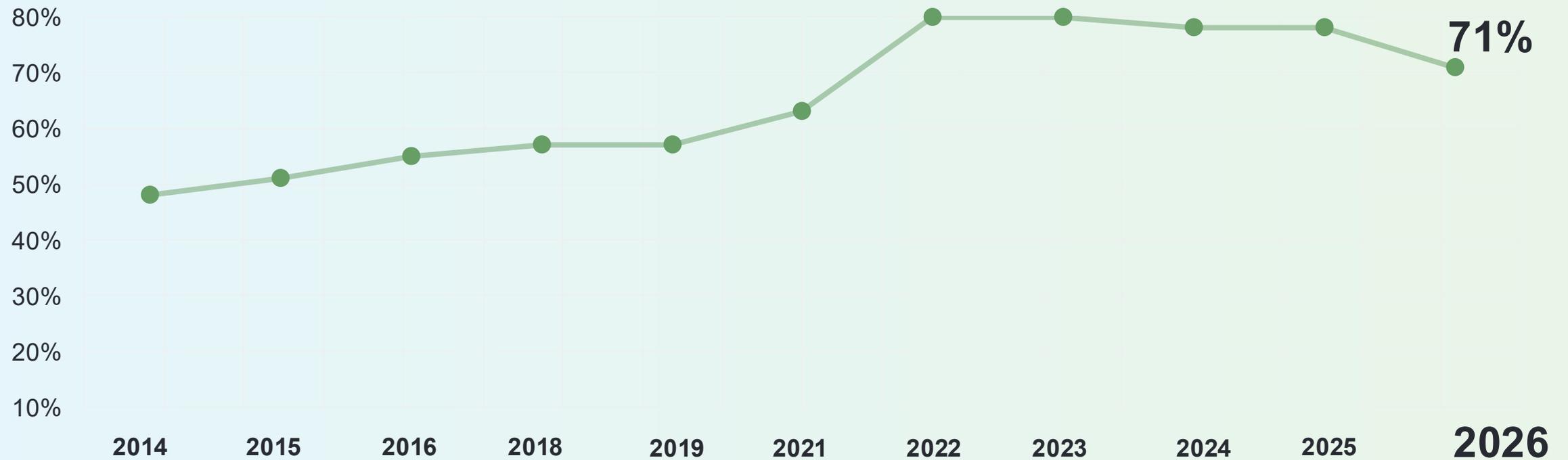


## **We asked more than 12,193 employers in Asia Pacific and the Middle East (APME):**

- **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?**

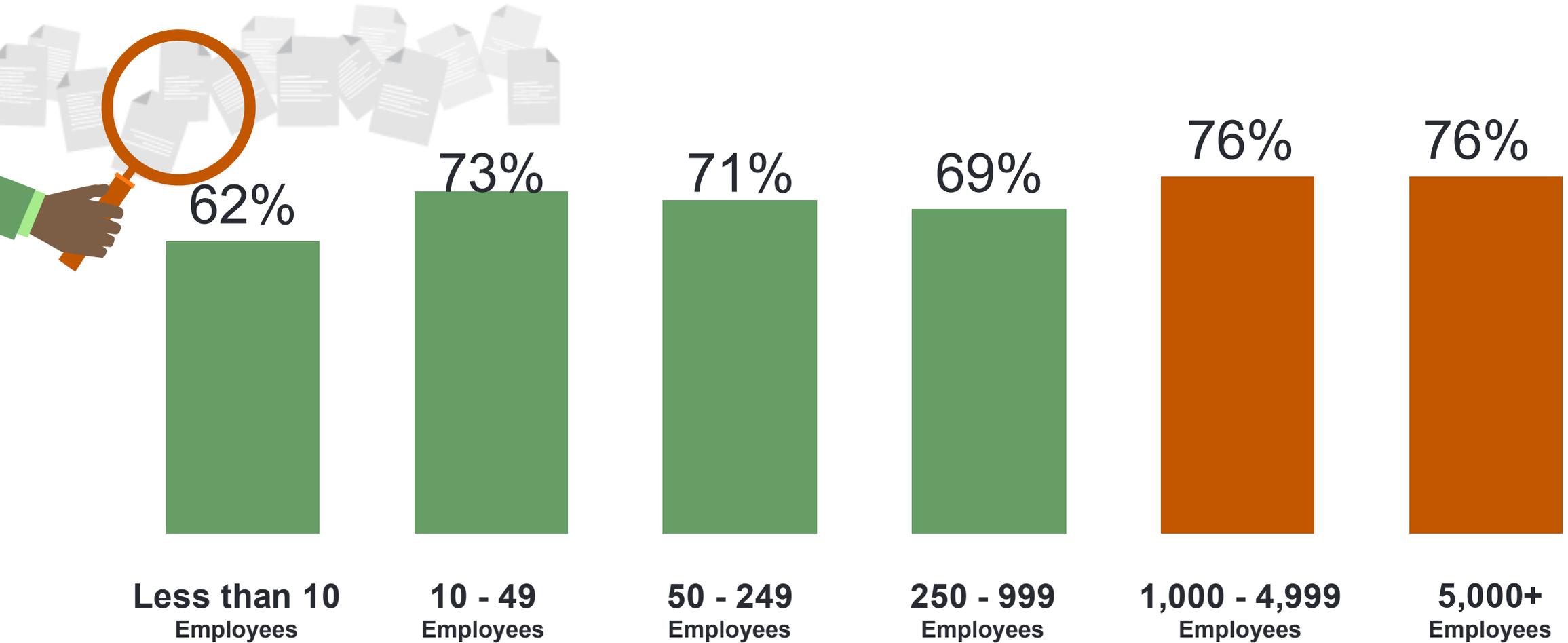
# The APME Talent Shortage Over Time

More than seven in ten employers reported difficulty finding the talent they need in 2026, representing an improvement from the previous year.



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

# APME Talent Shortage by Company Size



# APME Talent Scarcity Across Industries



77%

Information



76%

Public Sector, Health, and  
Social Services



74%

Construction and  
Real Estate



74%

Finance and  
Insurance



74%

Professional, Scientific,  
and Technical Services



72%

Automotive



72%

Tech & IT Services



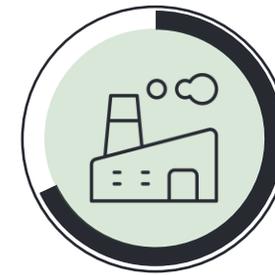
72%

Utilities and  
Natural Resources



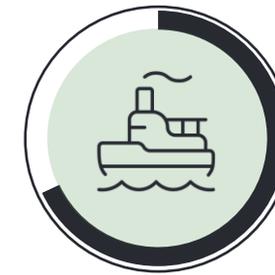
71%

Hospitality



68%

Manufacturing



68%

Trade and Logistics

**Note:**

- Tech & IT Services is a specialty sector that combines subsectors across Manufacturing, Information, and Professional Services to provide a holistic view of all aspects relating to IT and telecoms.
- Automotive is a specialty sector that combines subsectors across Manufacturing and Trade & Logistics to provide a holistic view of all aspects relating to the automotive value chain.

## Most Difficult to Find Hard Skills



AI Model & Application Development



AI Literacy



Sales & Marketing



Engineering



Manufacturing & Production

## Most Important Soft Skills



Communication, Collaboration, & Teamwork



Adaptability & Willingness to Learn



Professionalism & Work Ethic



Critical Thinking & Problem-Solving



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%.

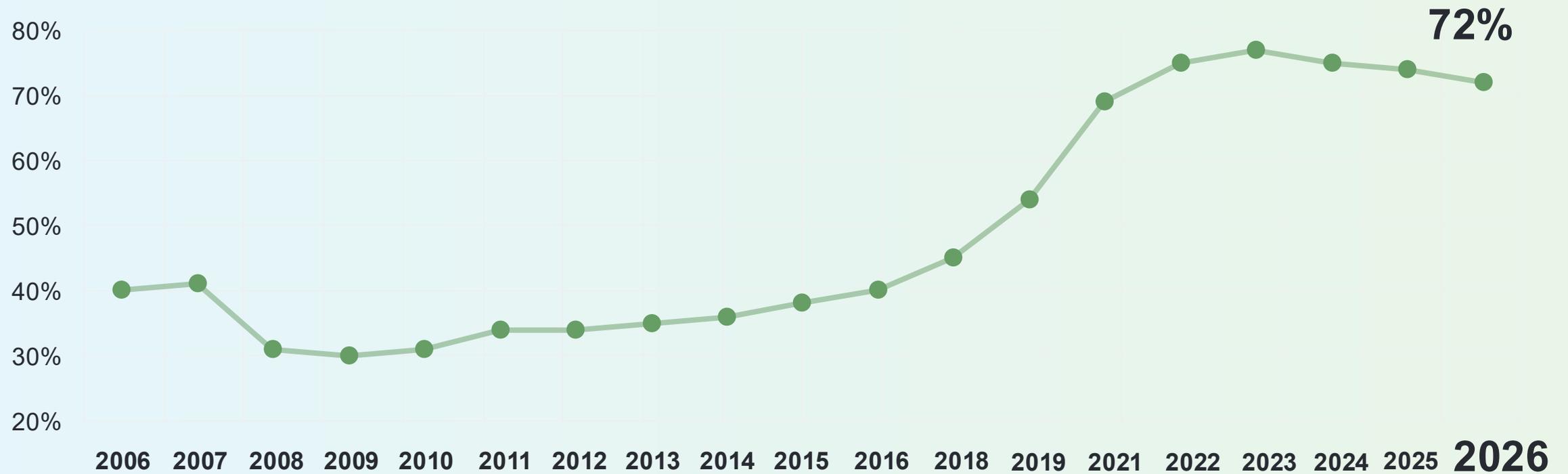


## **We asked more than 39,000 employers across 41 countries:**

- **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 Global Talent Shortage Over Time

More than seven in ten employers reported difficulty finding the talent they need in 2026, representing a modest improvement from the previous year.



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

# Global Talent Shortages Continue Around the World



Employers in **Slovakia**, **Greece**, and **Japan** reported the most acute **difficulty finding skilled talent**.

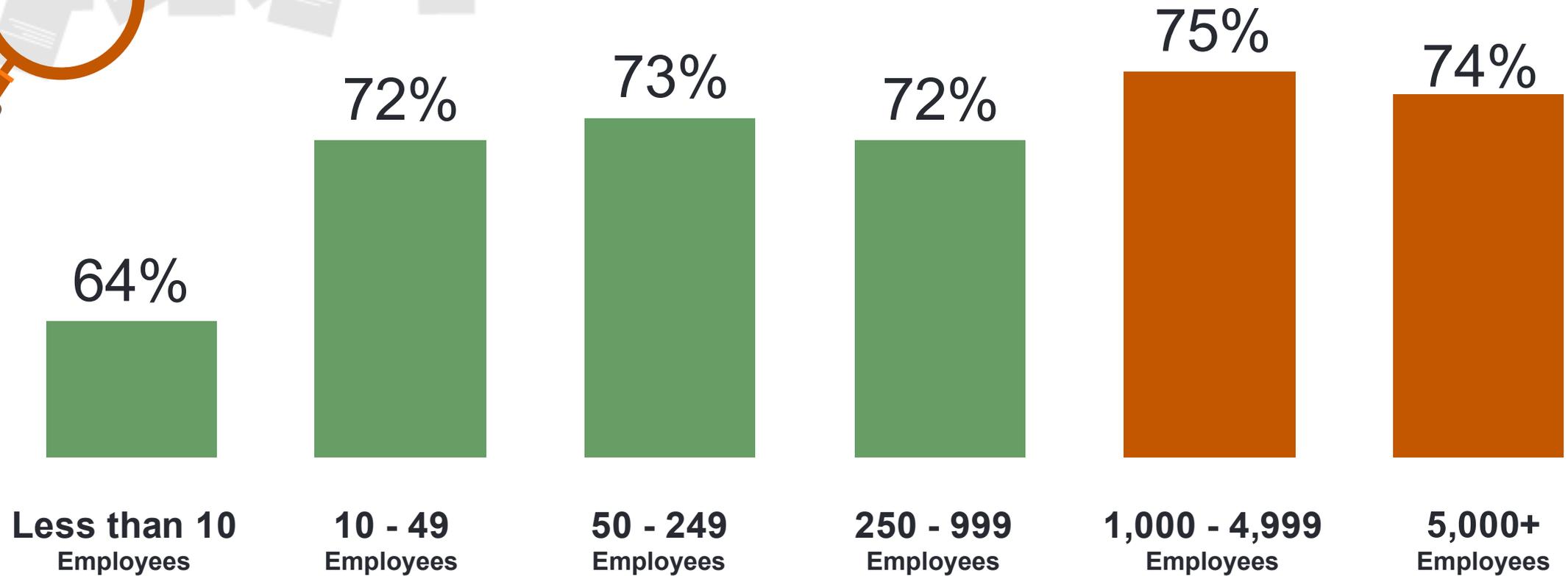


Employers in **China**, **Poland**, and **Finland** were the **least likely to say they were struggling**.

<b>Slovakia</b>	<b>87%</b>	Puerto Rico	75%	Mexico	67%
<b>Greece</b>	<b>84%</b>	France	74%	Hong Kong	66%
<b>Japan</b>	<b>84%</b>	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%	Guatamala	62%
Romania	79%	Canada	71%	Colombia	61%
Spain	78%	Singapore	71%	Czech Republic	61%
Switzerland	78%	Italy	70%	<b>Finland</b>	<b>60%</b>
Türkiye	78%	U.S.	69%	<b>Poland</b>	<b>57%</b>
U.A.E.	76%	Costa Rica	68%	<b>China</b>	<b>48%</b>
Israel	75%	Taiwan	68%		

● Global Average 72%

# Global Talent Shortage by Company Size



# Global Talent Scarcity Across Industries



75%

Information



74%

Hospitality



74%

Public Sector, Health, and  
Social Services



73%

Professional, Scientific,  
and Technical Services



72%

Manufacturing



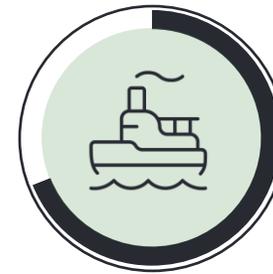
71%

Construction and Real  
Estate



71%

Finance and Insurance



69%

Trade and Logistics



68%

Utilities and Natural Resources

## Most Difficult to Find Hard Skills



AI Model & Application Development



AI Literacy



Engineering



Sales & Marketing



Manufacturing & Production

## Most Important Soft Skills



Communication, Collaboration, & Teamwork



Professionalism & Work Ethic



Adaptability & Willingness to Learn

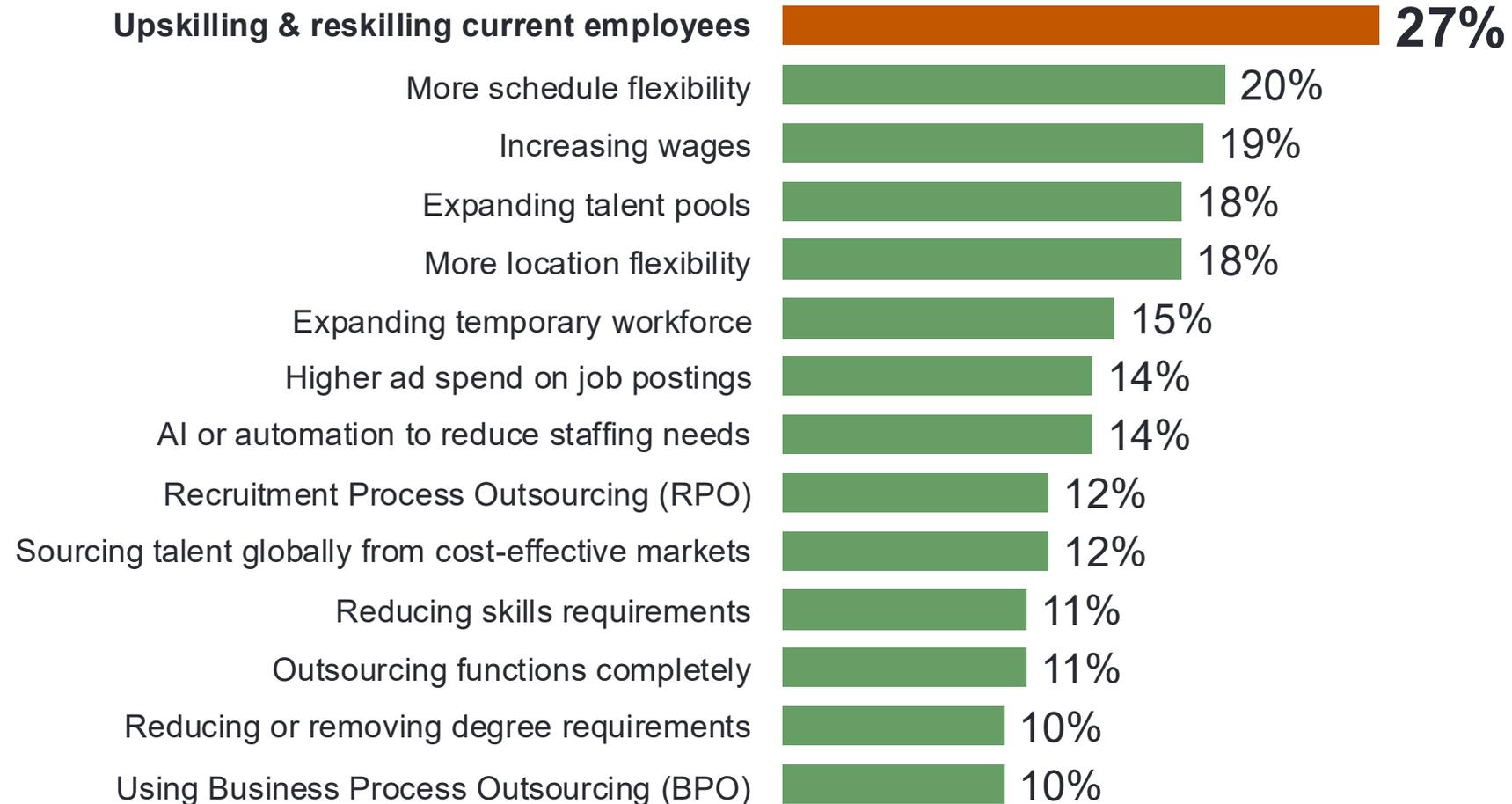


Critical Thinking & Problem-Solving



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 between October 1st and 31st, 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  
Consulting &  
Analytics**



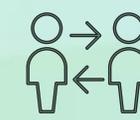
**Workforce  
Management**



**Talent  
Resourcing**



**Career  
Management**



**Career  
Transition**



**Top Talent  
Attraction**



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