

# 2024 Austria Talent Shortage



78% of employers are struggling to find the talent they need



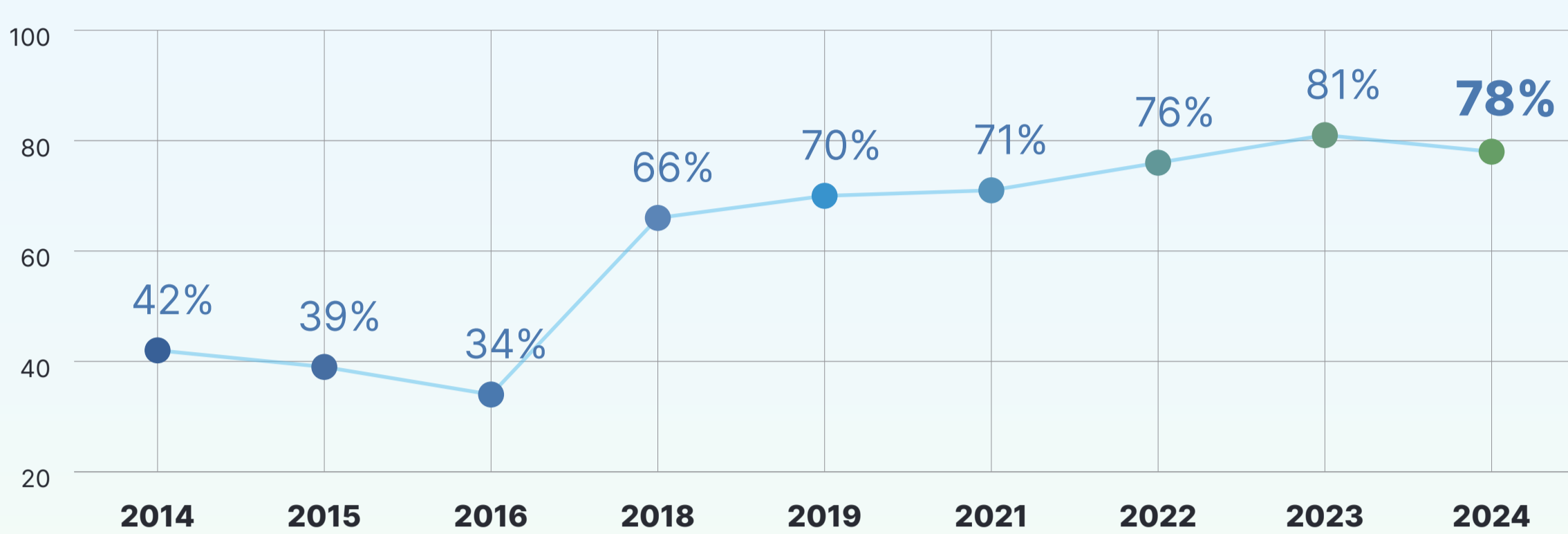
Employers in the Consumer Goods & Services industry reported the most difficulty



IT & Data skills are the most challenging to find, regardless of industry and geography

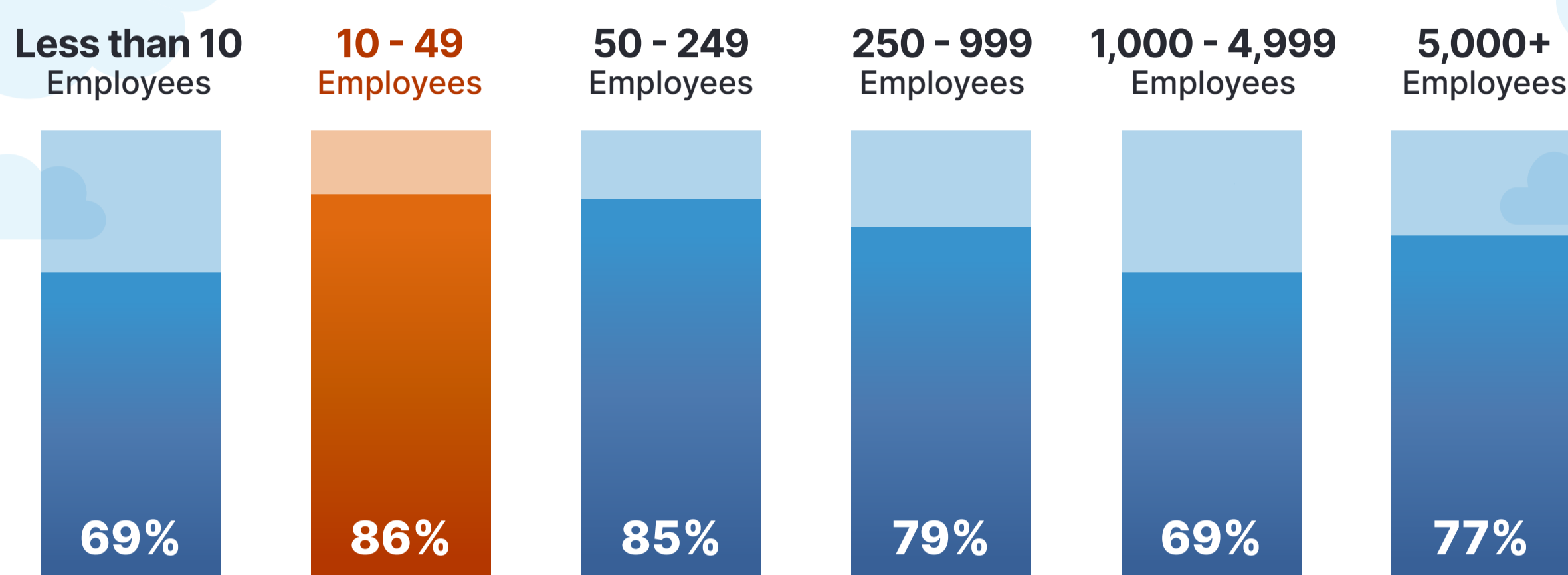
**78%** of employers report difficulty in filling roles.

## Talent Shortage Over Time

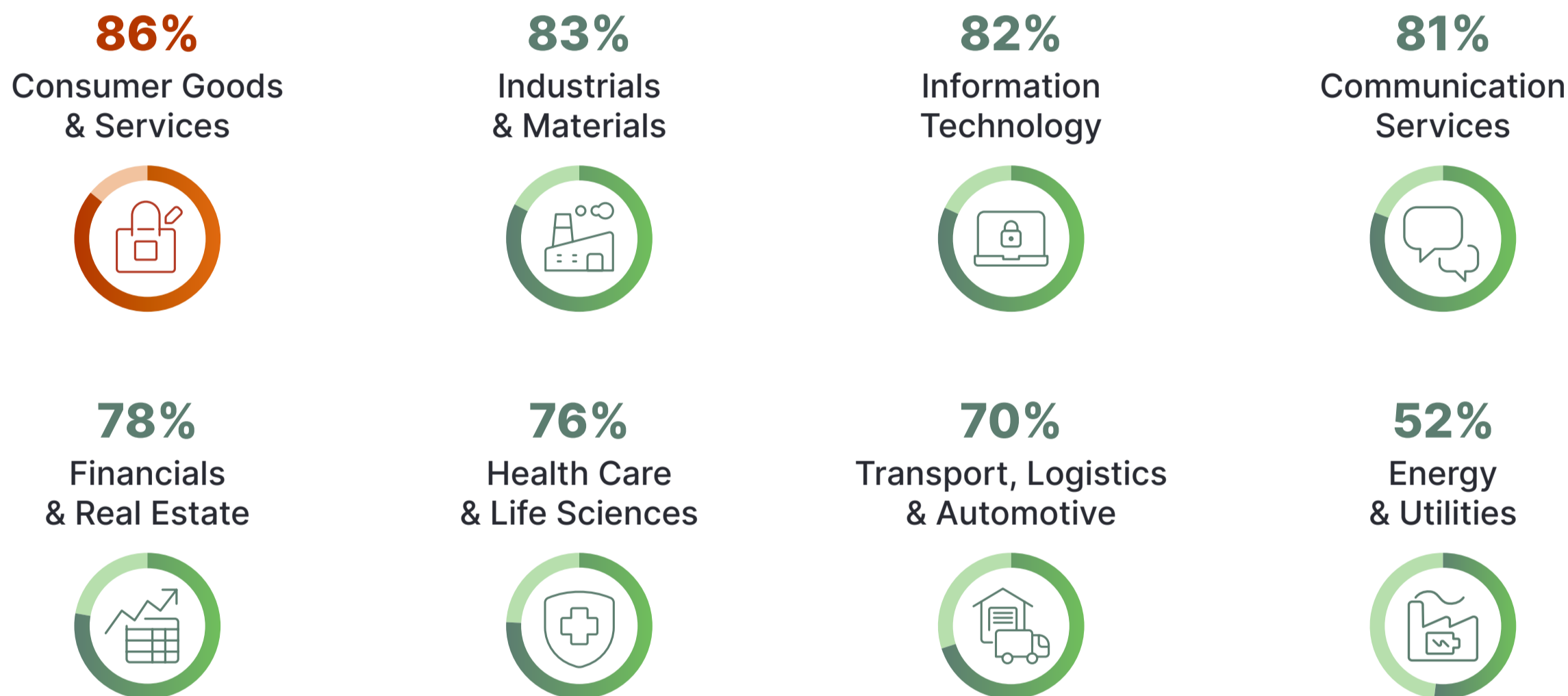


The annual Talent Shortage Survey was not conducted in 2017 and 2020.

## Talent Shortage by Company Size



## Talent Shortage by Industry Vertical



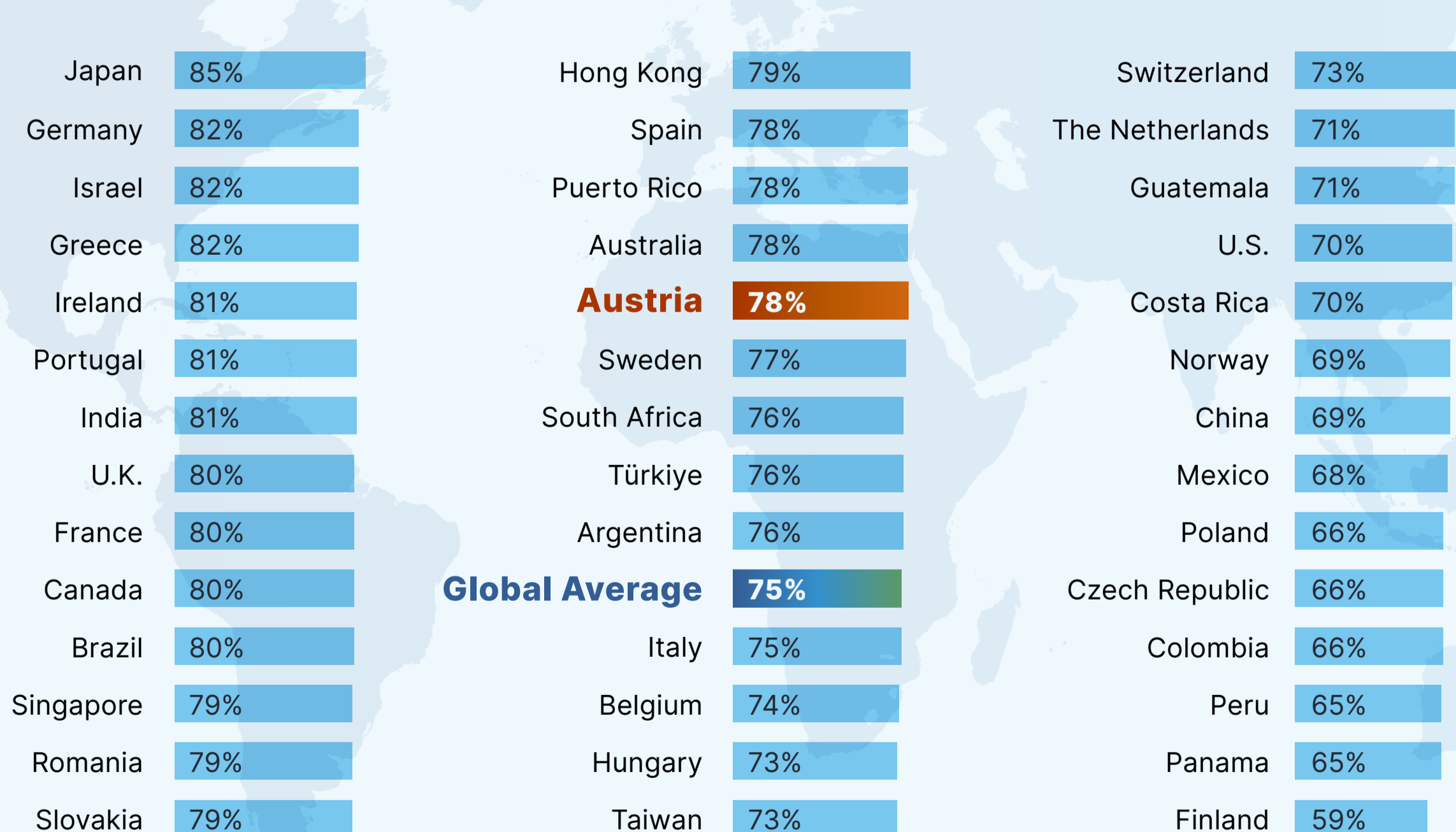
## Skillsets Employers Report Most Difficulty Finding

### Top 5 Soft Skills<sup>1</sup>

### Top 5 Technical Skills

Rank	Soft Skill	Rank	Technical Skill
1	Collaboration & Teamwork	1	IT & Data
2	Accountability & Reliability	2	Manufacturing & Production
3	Resilience & Adaptability	3	Operations & Logistics
4	Initiative-Taking	4	Engineering
5	Active Learning & Curiosity	5	Sales & Marketing

## Talent Shortages Around the World



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ManpowerGroup interviewed 40,077 employers in 41 countries on difficulty finding needed talent (fielded Oct. 2023).

<sup>1</sup>ManpowerGroup Employment Outlook Survey Q4 2023 (fielded July 2023).