

# Americas Talent Shortage

August 2010

The top 10 jobs that employers are having difficulty filling across the Americas countries surveyed are (ranked in order):

1. Technicians (primarily production/operations, engineering or maintenance)
2. Sales Representatives
3. Secretaries, PAs, Administrative Assistants & Office Support Staff
4. Skilled Trades
5. Production Operators
6. Laborers
7. Accounting & Finance Staff
8. Engineers
9. Drivers
10. Management/Executives

»» Vacancies for Technicians are the most difficult to fill for the third year in succession. After not appearing among the top 10 hard-to-fill positions in the 2009 survey, employers are identifying Driver positions as the ninth most difficult to fill.

# Global Talent Shortage

August 2010

The top 10 jobs that employers are having difficulty filling across the 36 countries and territories surveyed are (ranked in order):

1. Skilled Trades
2. Sales Representatives
3. Technicians (primarily production/ operations, engineering or maintenance)
4. Engineers
5. Accounting & Finance Staff
6. Production Operators
7. Secretaries, PAs, Administrative Assistants & Office Support Staff
8. Management/Executives
9. Drivers
10. Laborers

Total number of respondents: 35,650  
Employers indicating difficulty filling positions: 31%  
Employers indicating no difficulty filling positions: 69%  
Margin of error: +/- 0.5%

The top 10 skills categories that appeared in the 2009 worldwide survey results also appear on this year's list. However, some of the individual rankings have changed. As the results show, lack of available talent is not confined to highly skilled knowledge work. Once again, Skilled Trades tops the global list of difficult jobs to fill. Rounding out the top four are Sales Representatives, Technicians and Engineers. Accounting & Finance Staff climbs one spot to the fifth position, while Production Operators (sixth) and the Secretaries, PAs, Administrative Assistants & Office Support Staff category (seventh) each climb two positions. The Laborers category drops three positions to tenth.

Note that employers often identified other in-demand skills in the survey. If a particular job role does not appear on the list, it should not be assumed that the skill is not also in demand. It simply means that the surveyed employers have identified more pressing needs in other skills categories.

In this survey, Skilled Trades refers to a broad range of job titles that require workers to possess specialized skills, traditionally learned over a period of time as an apprentice. Examples of skilled trade jobs are: electricians, bricklayers, carpenters, cabinetmakers, masons, plumbers, welders, etc. Where possible, these jobs are listed in order of highest demand for each country.

SOURCE: Manpower 2010 Talent Shortage Survey Results

[http://files.shareholder.com/downloads/MAN/997832401x0x375392/7a757c36-85af-4cc4-b819-50be86798382/2010\\_global\\_shortage\\_survey\\_results\\_A4\\_lo.pdf](http://files.shareholder.com/downloads/MAN/997832401x0x375392/7a757c36-85af-4cc4-b819-50be86798382/2010_global_shortage_survey_results_A4_lo.pdf)