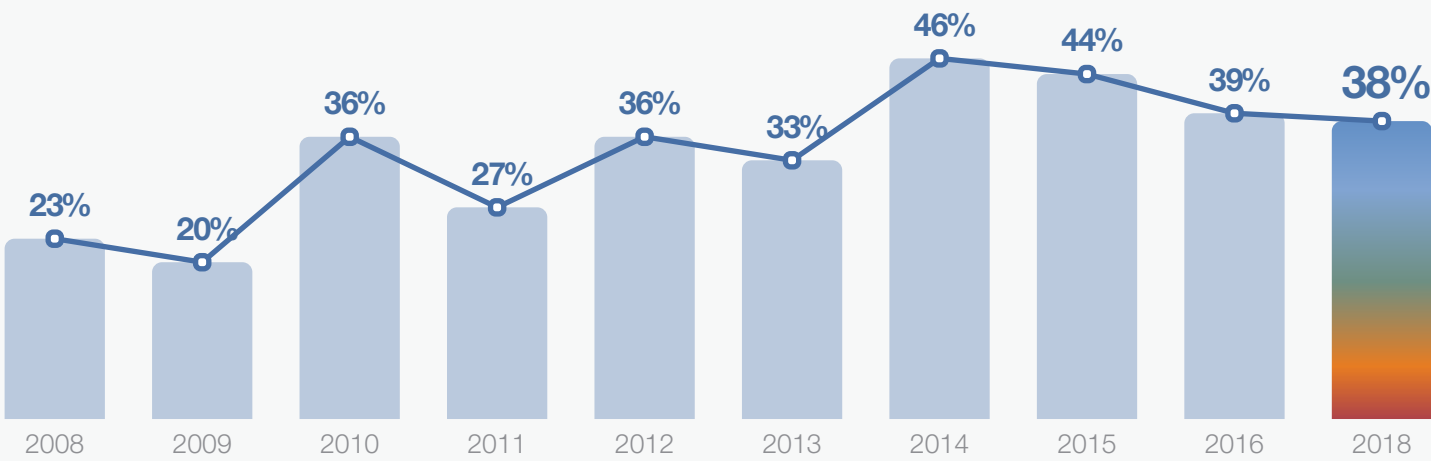


The ManpowerGroup Talent Shortage research is the largest global human capital survey of its kind.

Learn what's driving the skills gap in Guatemala and discover strategies for overcoming the talent shortage: **build, buy, borrow and bridge**.

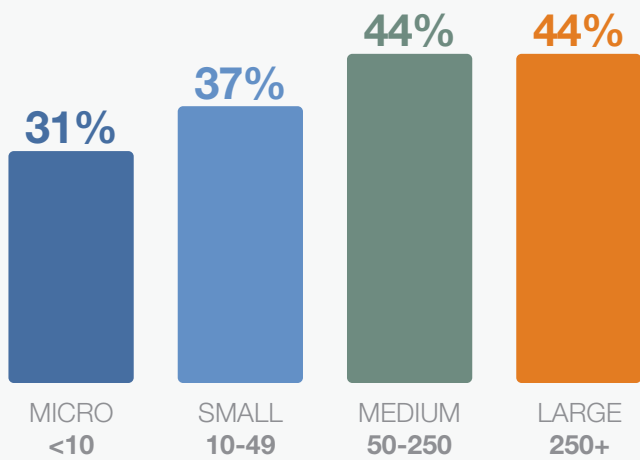
Talent Shortages Over Time

38% of employers are having difficulty filling jobs in Guatemala.



Difficulty Filling Roles by Company Size

In Guatemala, **large companies** (250+ employees) have the most difficulty filling roles; followed by **medium** (50-249 employees), **small** (10-49 employees) and **micro** (less than 10 employees).



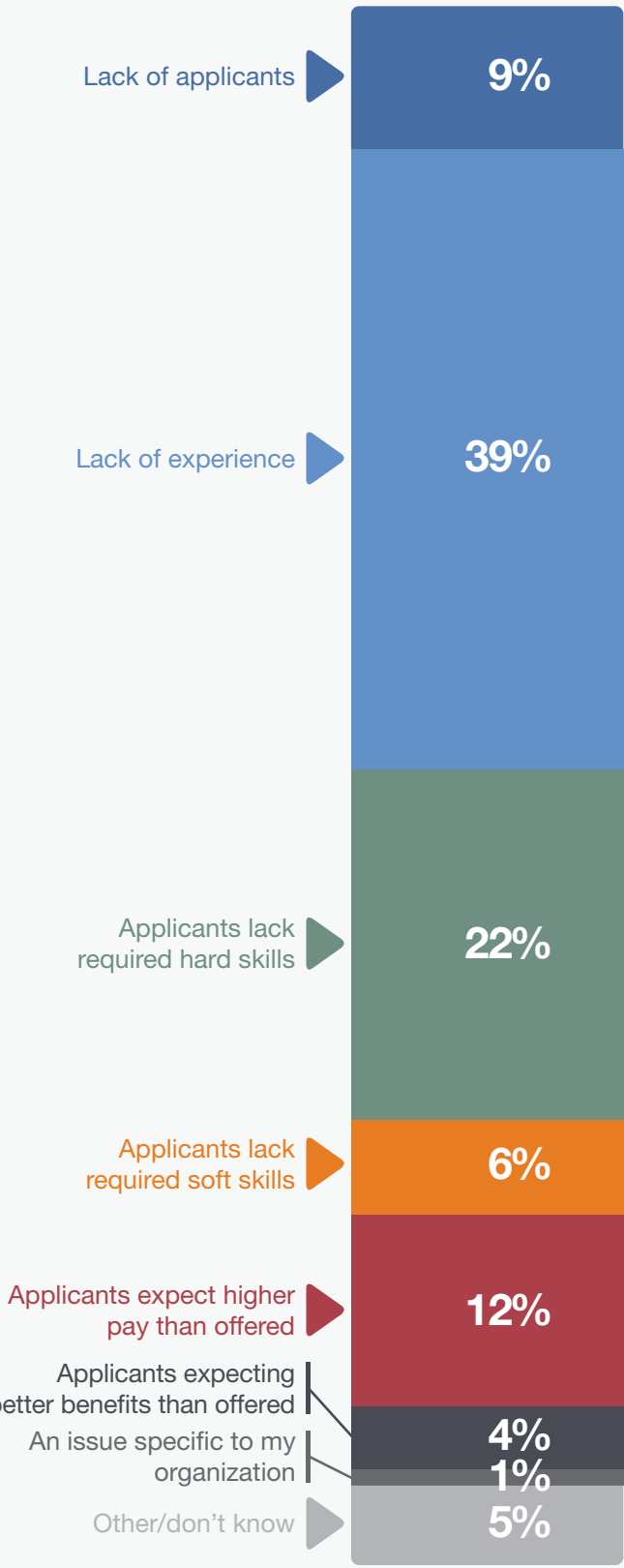
The Hardest Skills to Find

Sales Representatives followed by **Technicians** and **Skilled Trades** are the hardest roles to fill in Guatemala.



Top Drivers of Talent Shortages

Lack of experience, **Applicants lack required hard skills** and **Applicants expecting higher pay than offered** are the top drivers of talent shortages in Guatemala.



Steps Employers Can Take

Winning in the digital age demands faster, more targeted approaches than ever before. To keep pace in today's Skills Revolution an effective talent strategy should comprise a mix of four key elements:

