



2025

# Talent Shortage-undersøkelsen



## **Vi spurte 40 413 arbeidsgivere i 42 land:**

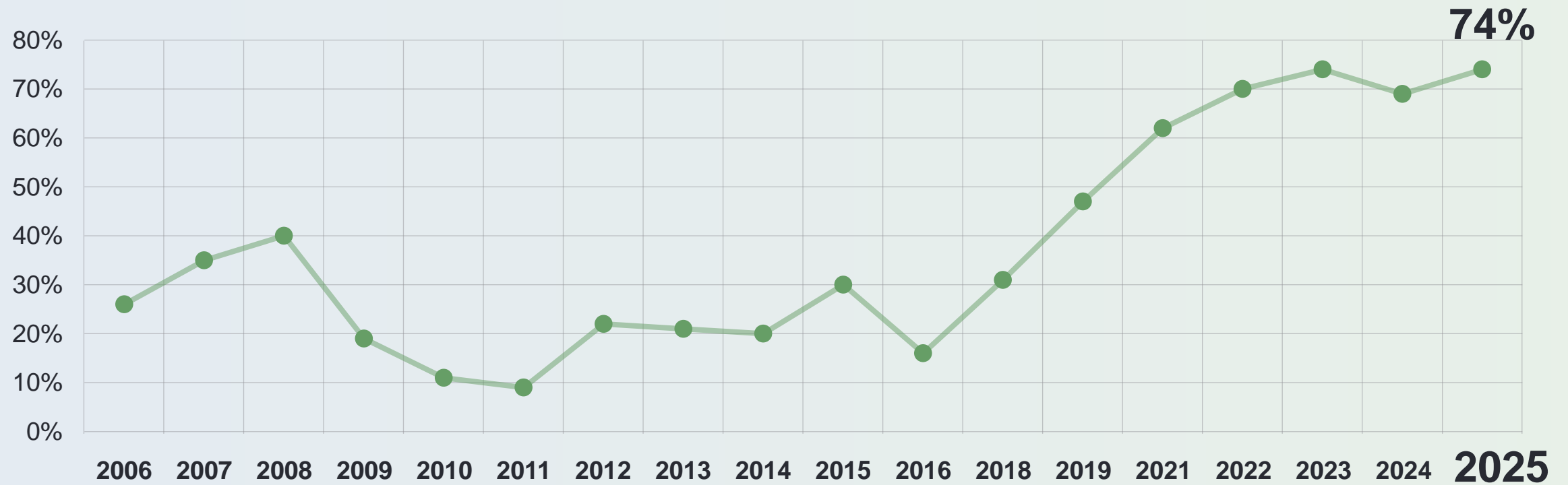
- **Hvor store utfordringer har du med å fylle stillinger på grunn av mangel på kvalifisert arbeidskraft?**
- **Hvilke kompetanser er vanskeligst å finne – og hvorfor?**
- **Hva gjør du for å løse kompetansemangelen?**

**I Norge spurte vi 786 arbeidsgivere**



# Kompetansemangel i Norge

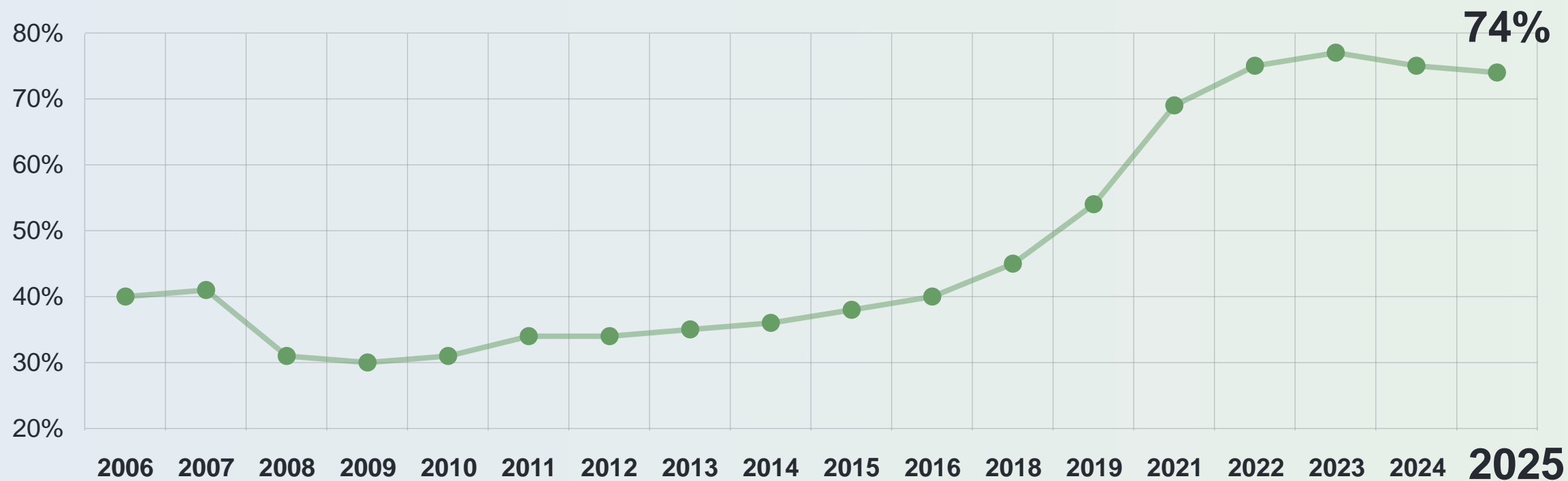
Nær tre av fire arbeidsgivere i Norge oppgir at de har utfordringer med å finne kompetansen de trenger i 2025.



Undersøkelsen ble ikke gjennomført i 2017 og 2020.

# Global kompetansemangel over tid

Det globale snittet er like høyt som i Norge



Undersøkelsen ble ikke gjennomført i 2017 og 2020.

# Global kompetansemangel per land

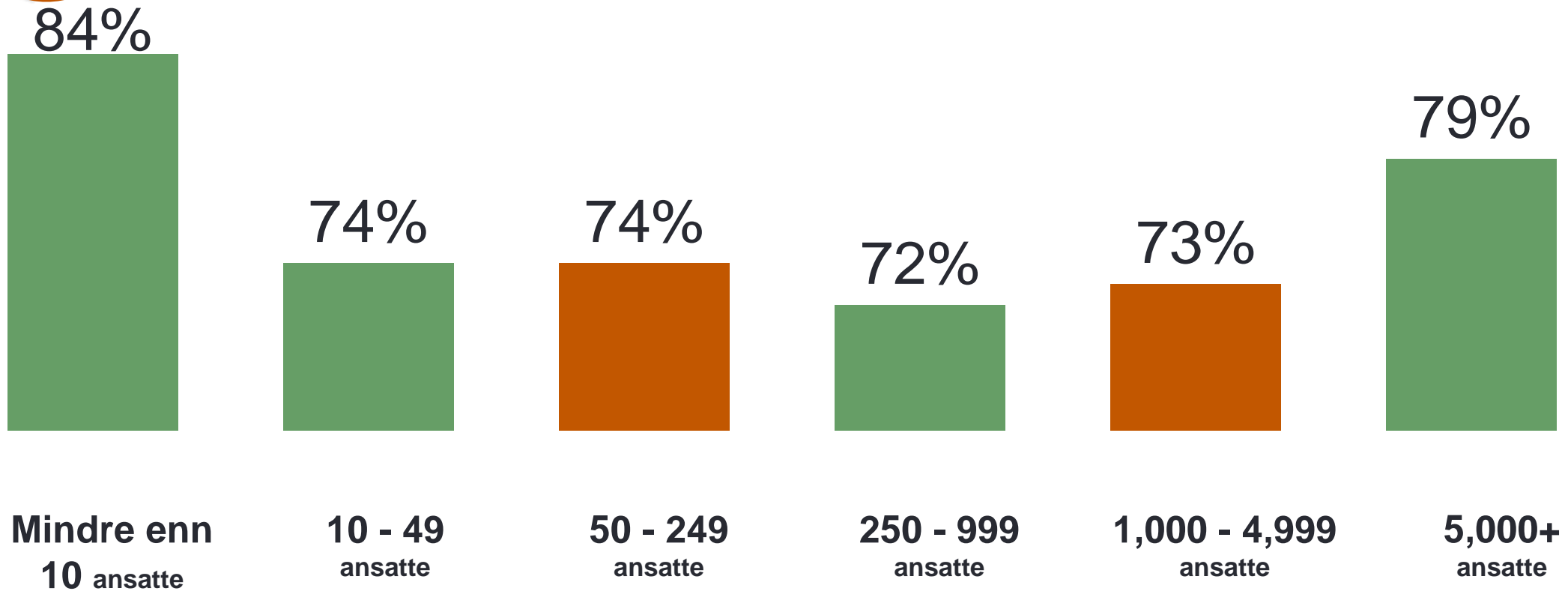
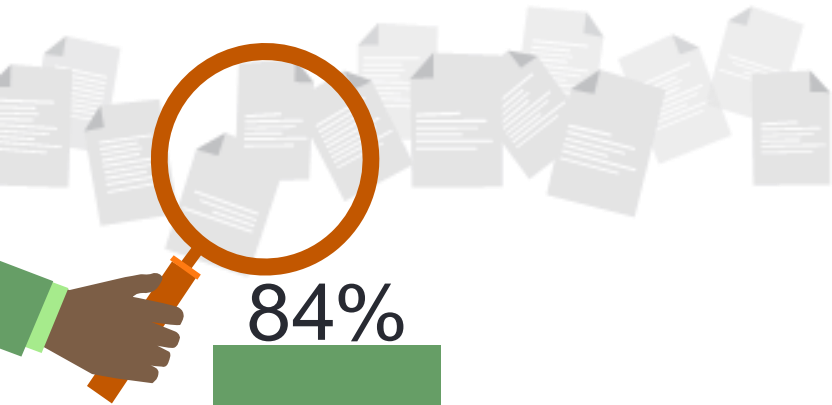


|                 |            |              |     |                    |            |
|-----------------|------------|--------------|-----|--------------------|------------|
| <b>Tyskland</b> | <b>86%</b> | Japan        | 77% | USA                | 71%        |
| <b>Israel</b>   | <b>85%</b> | Australia    | 76% | Guatemala          | 70%        |
| <b>Portugal</b> | <b>84%</b> | Frankrike    | 76% | Mexico             | 70%        |
| Irland          | 83%        | Sverige      | 76% | Peru               | 70%        |
| Romania         | 83%        | Sveits       | 76% | Slovakia           | 69%        |
| Singapore       | 83%        | Nederland    | 76% | Argentina          | 68%        |
| Brasil          | 81%        | Tyrkia       | 76% | Finland            | 68%        |
| Hong Kong       | 81%        | U.K.         | 76% | Taiwan             | 67%        |
| Hellas          | 80%        | Sør-Afrika   | 75% | Tsjekkia           | 66%        |
| India           | 80%        | Spania       | 75% | Panama             | 63%        |
| Østerrike       | 78%        | China        | 74% | Chile              | 60%        |
| Ungarn          | 78%        | <b>Norge</b> | 74% | <b>Colombia</b>    | <b>59%</b> |
| Italia          | 78%        | Belgia       | 72% | <b>Polen</b>       | <b>59%</b> |
| Canada          | 77%        | Costa Rica   | 71% | <b>Puerto Rico</b> | <b>53%</b> |

● **Globalt gjennomsnitt 74%**



# Kompetansemangel - bedriftsstørrelse





# Bransjer med størst utfordringer



81%

Energi og infrastruktur



78%

Industri og produksjon



78%

Transport og logistikk



75%

IT



74%

Forbrukervarer  
og -tjenester



67%

Helse og livsstil



67%

Finans  
og eiendom

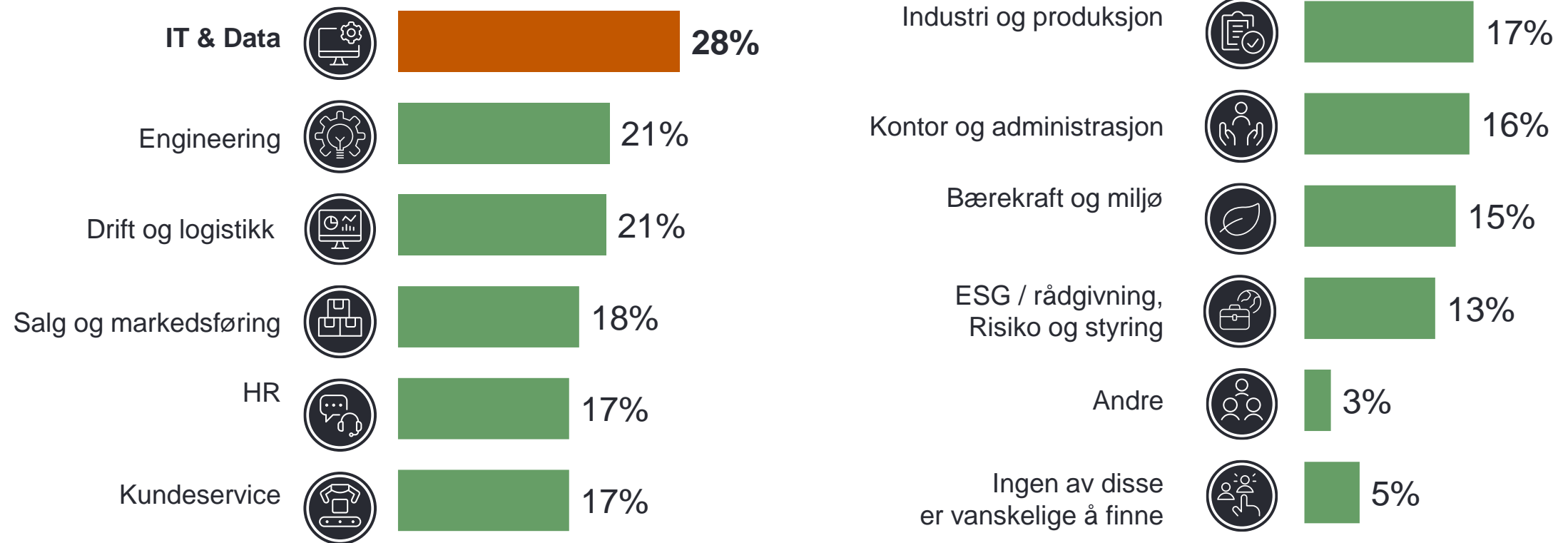


62%

Kommunikasjons-  
tjenester



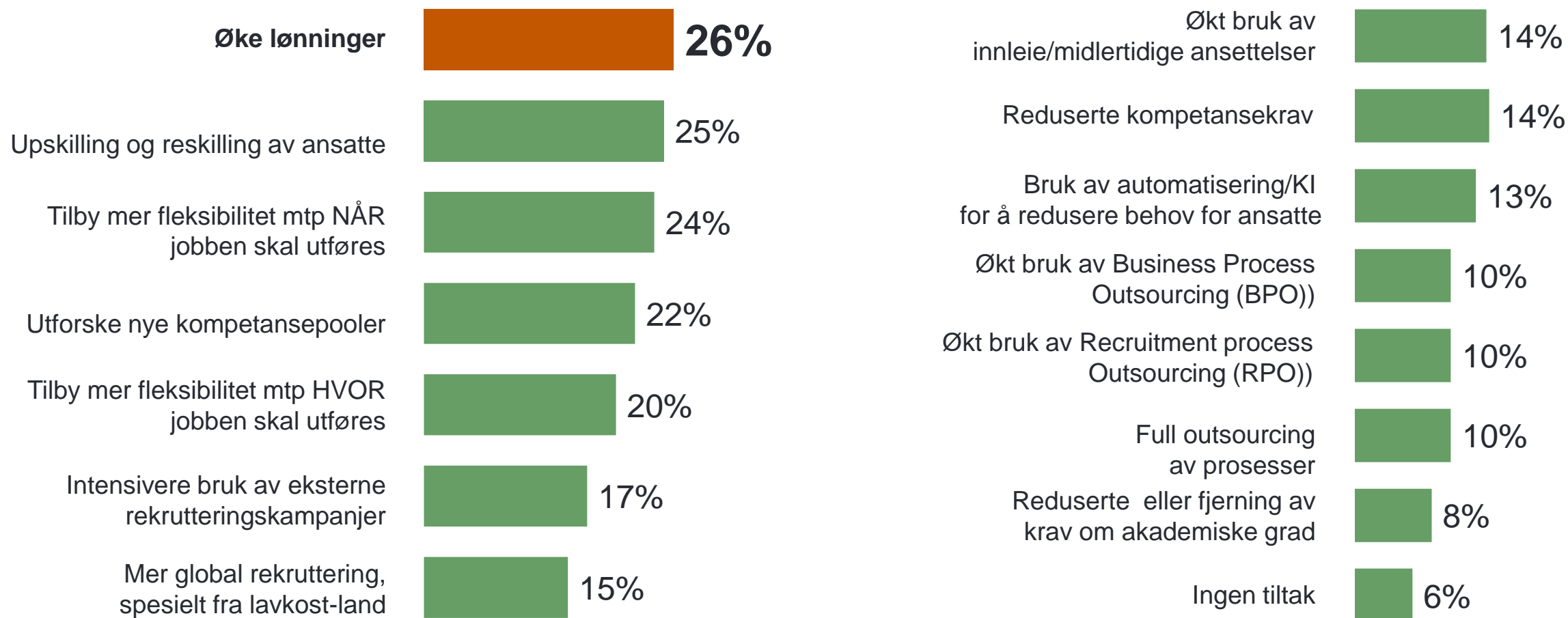
# Kompetanse som er vanskeligst å finne



Respondents were able to choose more than one option. Therefore, the sum of the percentages is greater than 100%.



# Hva gjør arbeidsgiverne for å løse kompetansemangelen?



Respondentene kunne velge flere alternativ. Derfor blir summen mer enn 100 %.



# Om undersøkelsen

# Methodology

ManpowerGroup interviewed 40,413 employers in 42 countries: Argentina, Australia, Austria, 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, South Africa, Spain, Sweden, Switzerland, Taiwan, Türkiye, U.K., and the U.S.

The fieldwork was completed between October 1st and 31st, 2024 in all markets.

## Forward-Looking Statements

This site 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, 2024, 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.

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