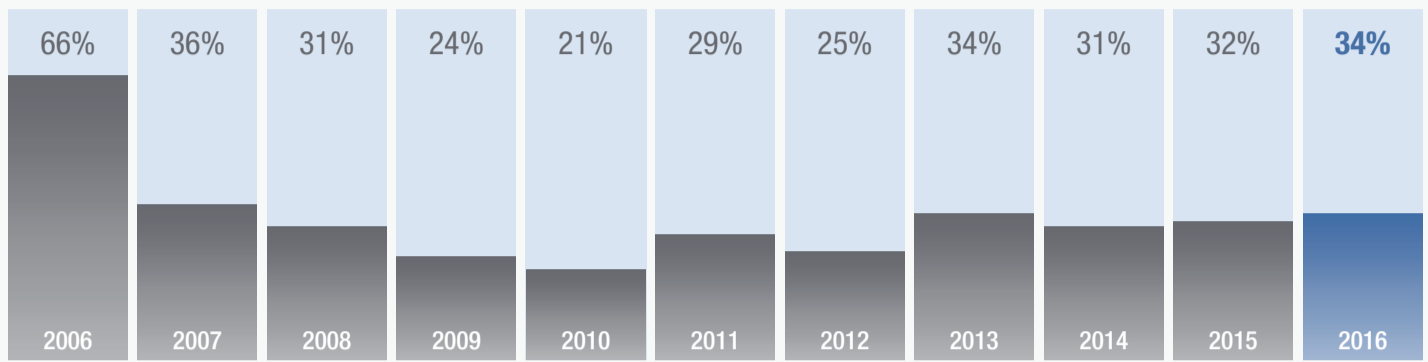


2016/2017 TALENT SHORTAGE SURVEY

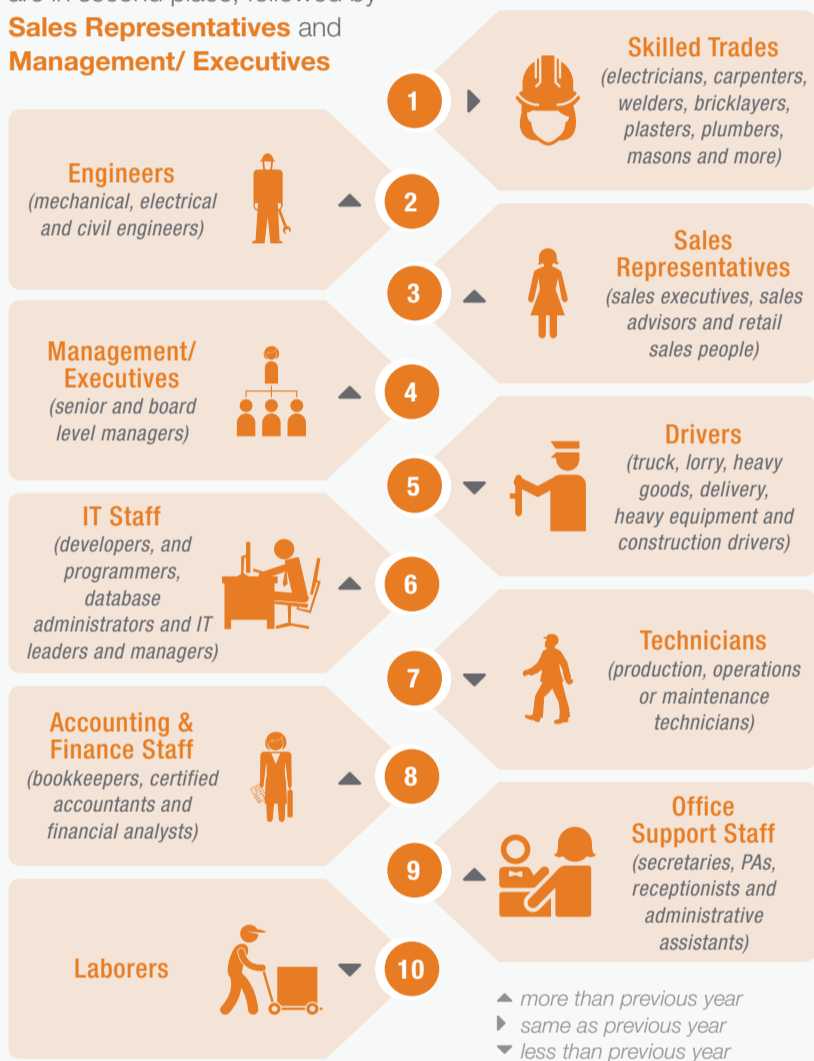
CANADA RESULTS

34% OF EMPLOYERS are having DIFFICULTY FILLING JOBS



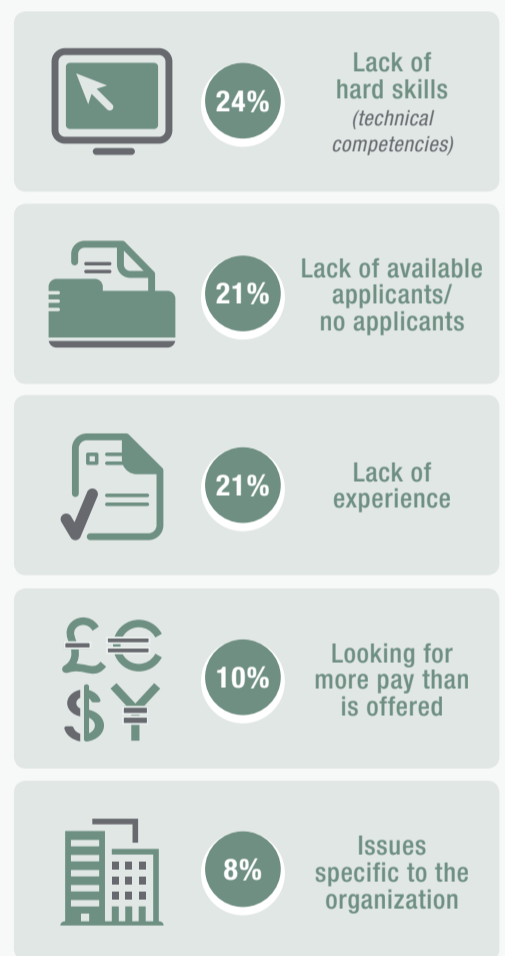
The HARDEST SKILLS to find

For the tenth consecutive year, **Skilled Trades** are the hardest jobs to fill in Canada; **Engineers** are in second place, followed by **Sales Representatives** and **Management/ Executives**



WHY employers say it's HARD TO FILL positions

Lack of hard skills and **lack of available applicants** are the top reasons employers can't fill positions



76% OF EMPLOYERS are TRAINING AND DEVELOPING EXISTING EMPLOYEES to fill open positions



“Employability depends less on what you already know and more on how well you can learn, apply and adapt”

Mara Swan
EVP Global Strategy and Talent at ManpowerGroup