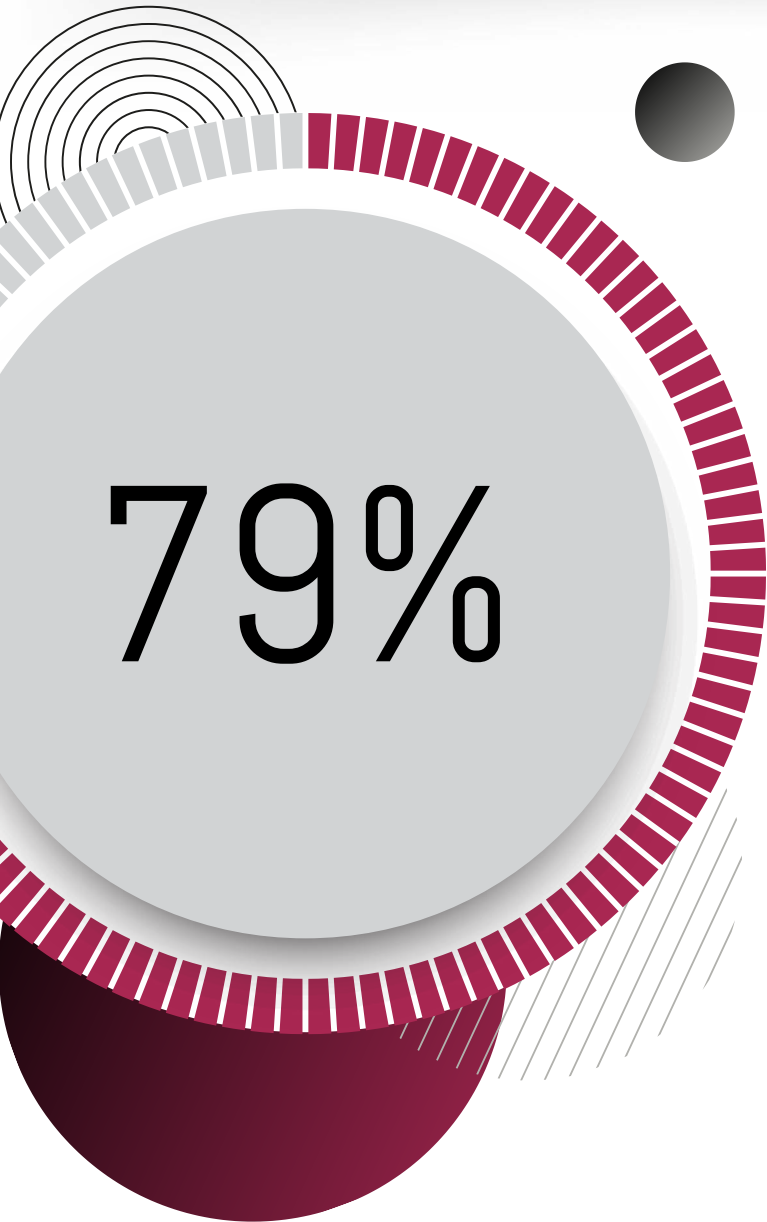


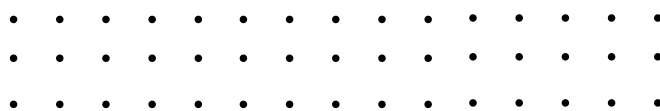
DID YOU KNOW?

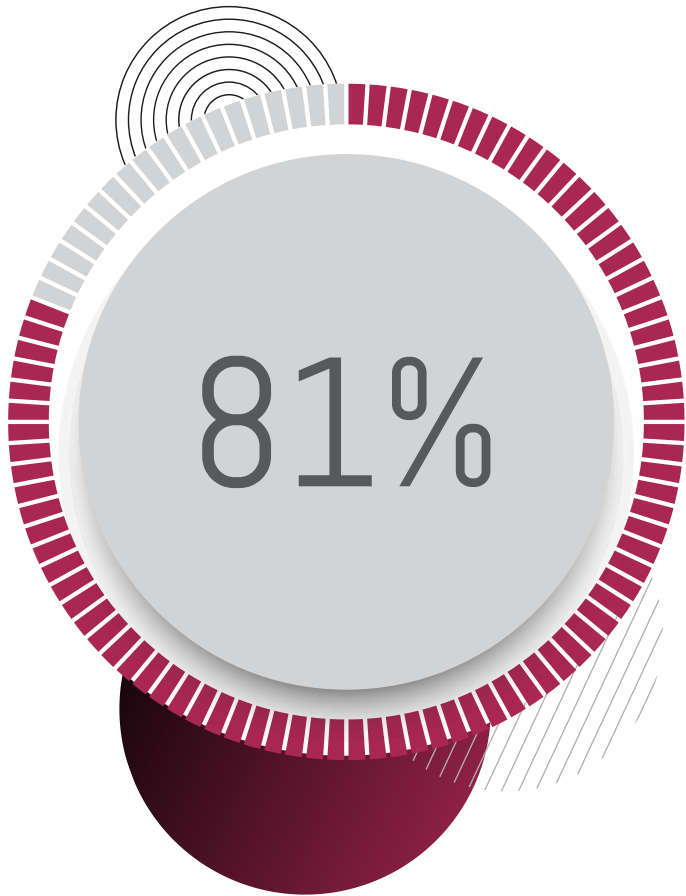
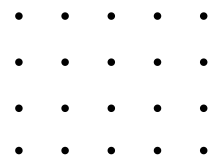


of Canadian employers are facing significant **challenges in finding talent** with the necessary skills they require.



FIND OUT WHAT EMPLOYERS ARE LOOKING FOR!





CONSUMER GOODS & SERVICES INDUSTRY

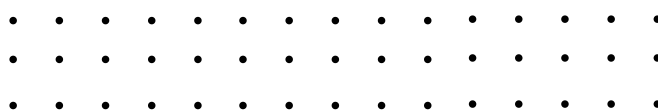
81% of Canadian organizations encounter difficulties in securing the talent they require, as the demand for skilled individuals surpasses the available supply.



WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

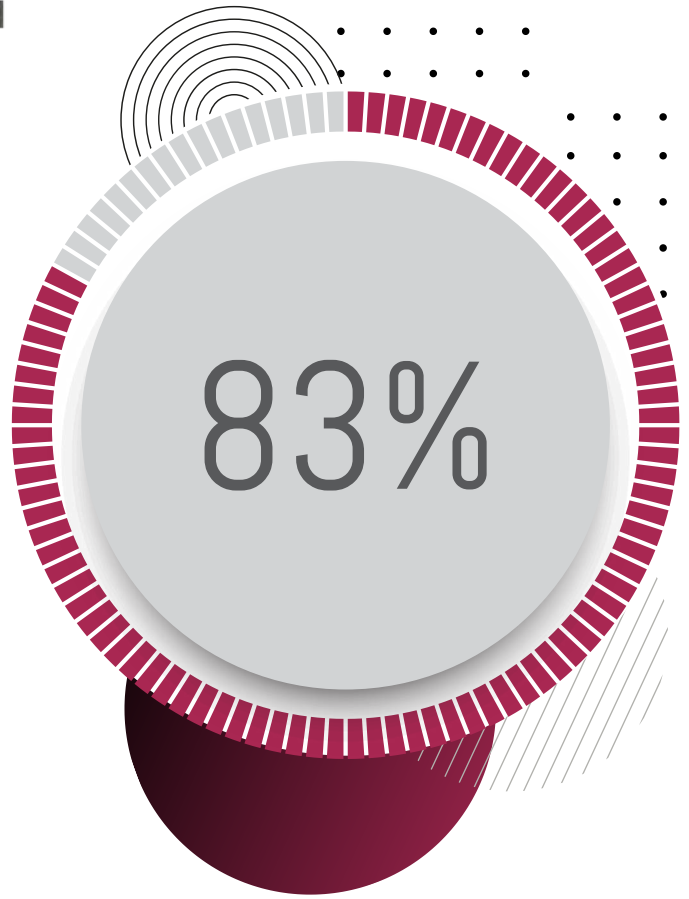
- 1 Active Learning & Curiosity
- 2 Critical Thinking & Analysis
- 3 Accountability & Reliability
- 4 Creativity & Originality
- 5 Communication & Collaboration

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey



ENERGY & UTILITIES INDUSTRY

83% of organizations in this industry struggle to find the talent they require, with demand exceeding supply.

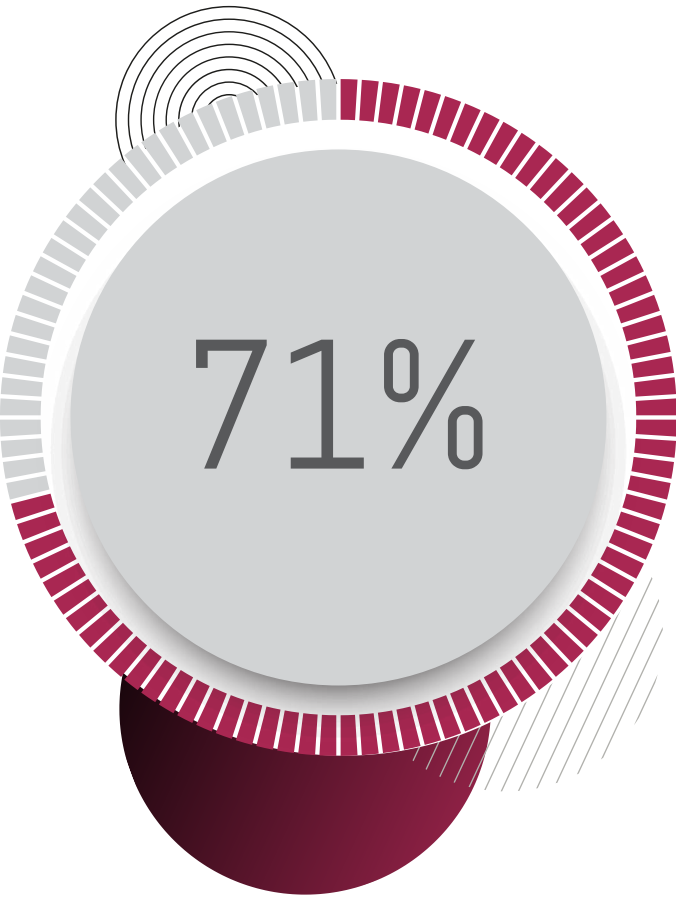
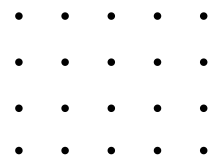


WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

- 1 Reasoning & Problem Solving
- 2 Active Learning & Curiosity
- 3 Critical Thinking & Analysis
- 4 Digital Native
- 5 Initiative

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey





COMMUNICATION SERVICES INDUSTRY

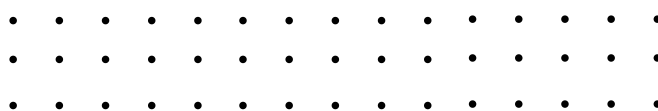


71% of Canadian organizations industry reporting struggles in locating the required talent.

WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

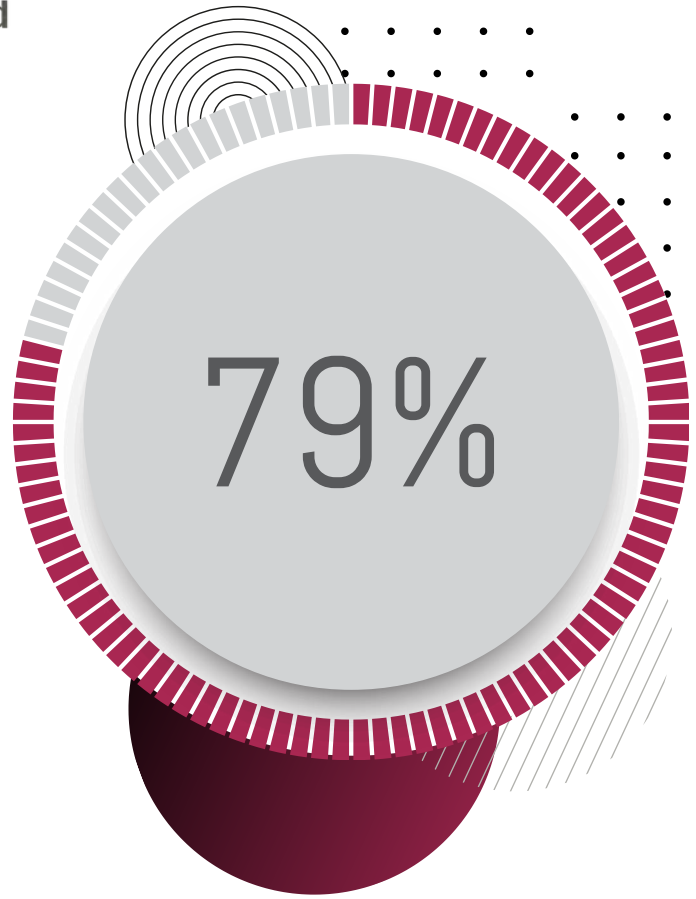
- 1 Communication & Collaboration
- 2 Creativity & Originality
- 3 Active Learning & Curiosity
- 4 Resilience, Stress Tolerance
- 5 Digital Native

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey



FINANCIALS & REAL ESTATE INDUSTRY

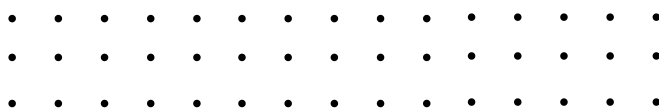
79% of organizations in this industry report difficulty finding the talent they need.

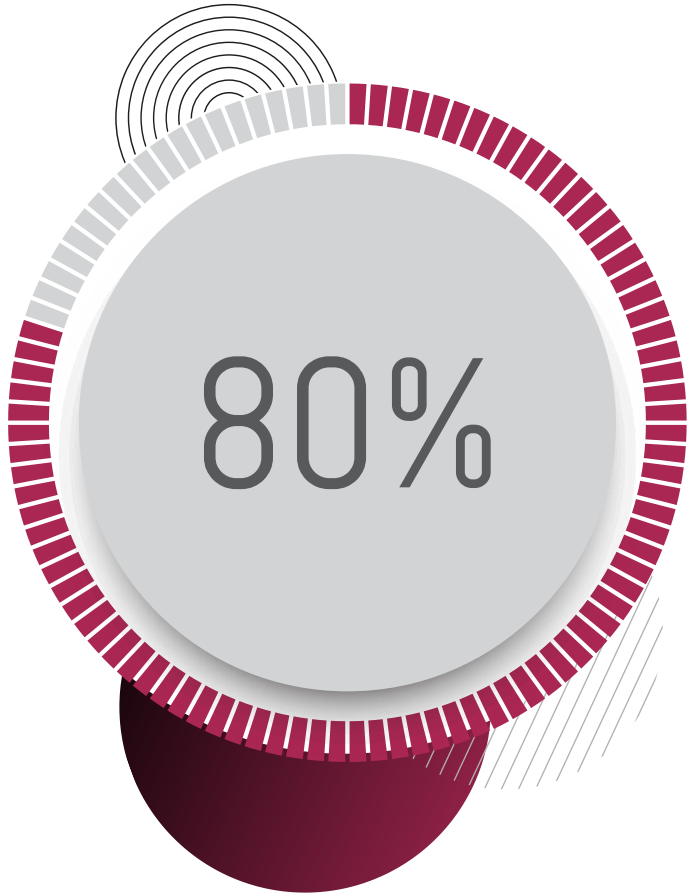
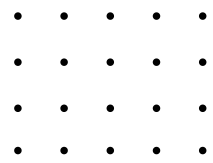


WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

- 1** Knowledge Transfer, Mentoring
- 2** Leadership & Social Influence
- 3** Critical Thinking & Analysis
- 4** Accountability & Reliability
- 5** Communication/Collaboration

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey





INDUSTRIALS & MATERIALS INDUSTRY

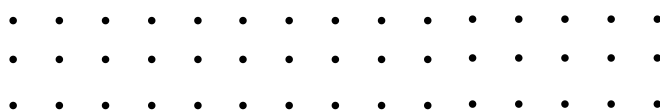


80% of organizations in the industry are experiencing difficulties in finding the necessary talent

WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

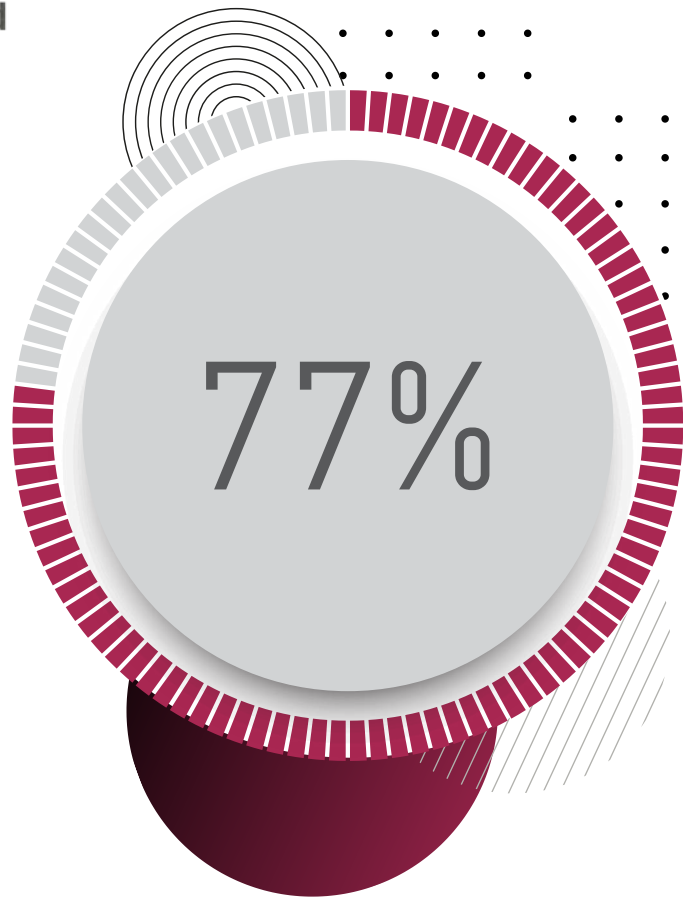
- 1 Collaboration & Teamwork
- 2 Reasoning & Problem Solving
- 3 Teaching/Mentoring
- 4 Accountability & Reliability
- 5 Resilience & Adaptability

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey



TRANSPORT, LOGISTICS & AUTOMOTIVE INDUSTRIES

77% of industry organizations face obstacles in securing the talent they need.

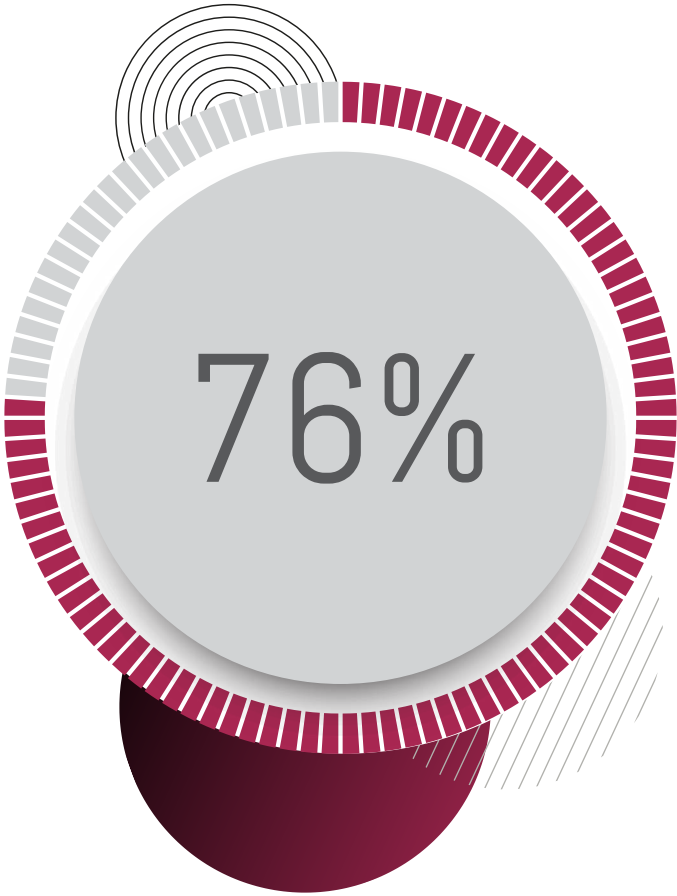
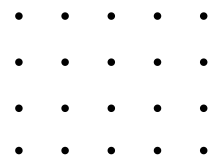


WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

- 1 Reasoning & Problem-Solving
- 2 Accountability & Reliability
- 3 Critical Thinking & Analysis
- 4 Leadership & Social Influence
- 5 Communication/Collaboration

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey





INFORMATION TECHNOLOGY INDUSTRY

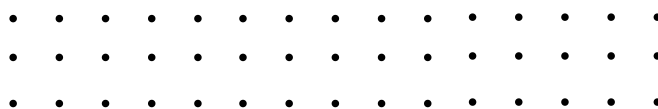


76% of organizations in the industry are experiencing difficulties in finding the necessary talent

WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

- 1 Collaboration & Teamwork
- 2 Critical Thinking & Analysis
- 3 Resilience & Adaptability
- 4 Leadership & Social Influence
- 5 Reasoning & Problem Solving

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey



HEALTH CARE & LIFE SCIENCES INDUSTRIES

Demand surpasses supply in this industry, making it challenging for 77% of organizations to secure the necessary talent.

77%

WHAT **SOFT SKILLS** DO EMPLOYERS IN THIS INDUSTRY SEEK MOST?

- 1 Collaboration & Teamwork
- 2 Teaching/Mentoring
- 3 Critical Thinking & Analysis
- 4 Leadership & Social Influence
- 5 Reasoning & Problem-Solving

Source: Q4 2023 | ManpowerGroup Employment Outlook Survey

