

2024 Norway Talent Shortage



69% of employers are struggling to find the talent they need



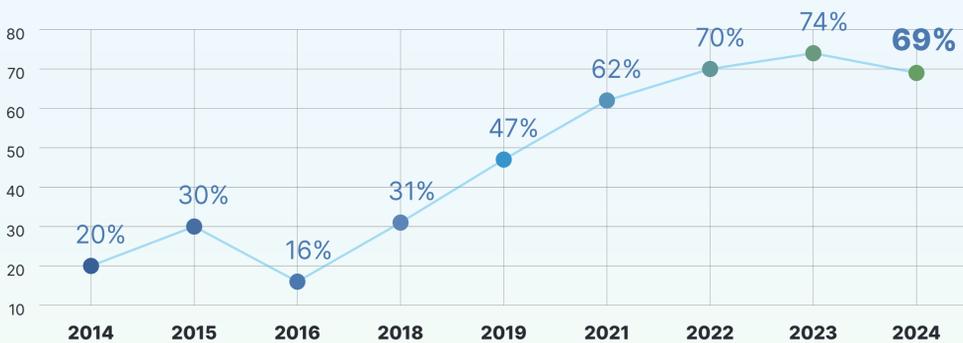
Employers in the Communication Services industry reported the most difficulty



IT & Data skills are the most challenging to find, regardless of industry and geography

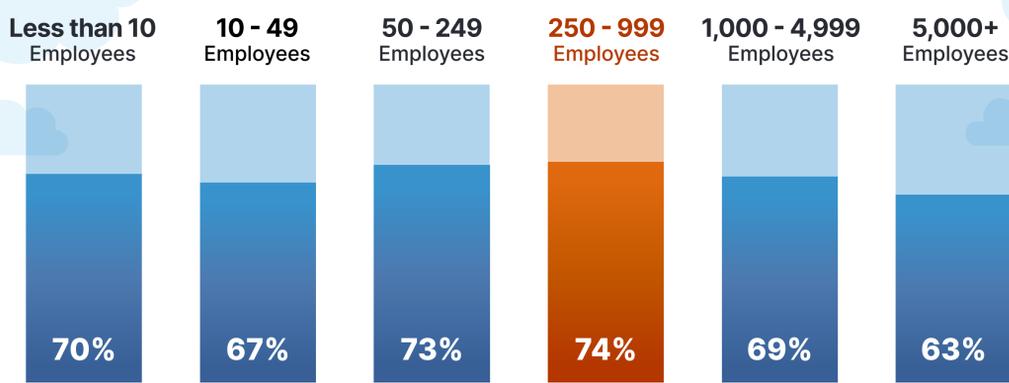
69% of employers report difficulty in filling roles.

Talent Shortage Over Time



The annual Talent Shortage Survey was not conducted in 2017 and 2020.

Talent Shortage by Company Size



Talent Shortage by Industry Vertical



Skillsets Employers Report Most Difficulty Finding

Top 5 Soft Skills¹

- Accountability & Reliability
- Collaboration & Teamwork
- Initiative-Taking
- Active Learning & Curiosity
- Reasoning & Problem-Solving

Top 5 Technical Skills

- IT & Data
- Engineering
- Human Resources
- Sales & Marketing
- Sustainability & Environmental

Talent Shortages Around the World



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ManpowerGroup interviewed 40,077 employers in 41 countries on difficulty finding needed talent (fielded Oct. 2023).

¹ManpowerGroup Employment Outlook Survey Q4 2023 (fielded July 2023).



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