ManpowerGroup®

2026

Canada Talent Shortage Survey

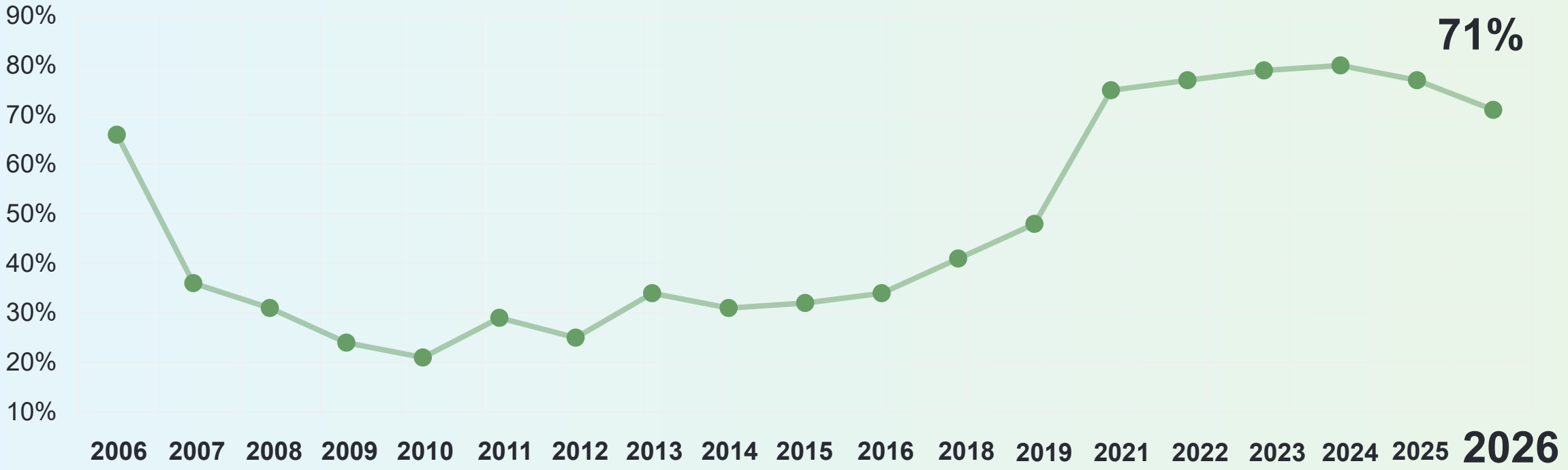


We asked more than 900 employers across Canada:

- How much difficulty are you having filling roles?
- Which hard skills are the most difficult to find?
- Which soft skills are most important?
- What are you doing to solve talent shortages?

The Canadian Talent Shortage Over Time

More than seven in 10 (71%) employers reported difficulty finding the talent they need in 2026, representing an improvement from the previous year.



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

Talent Shortages Continue Around the World

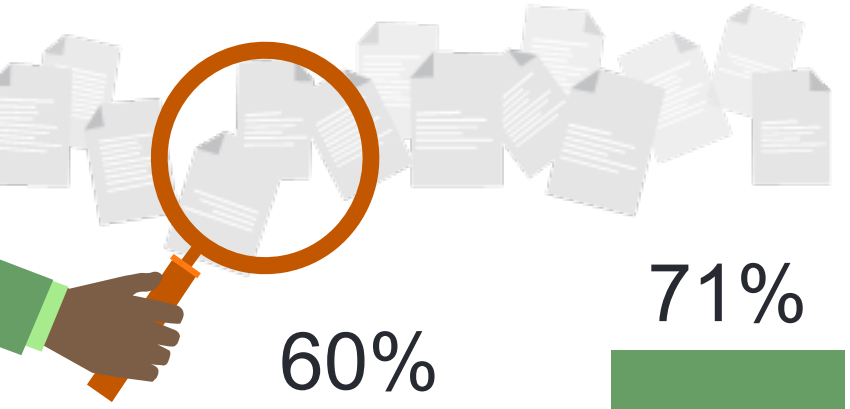


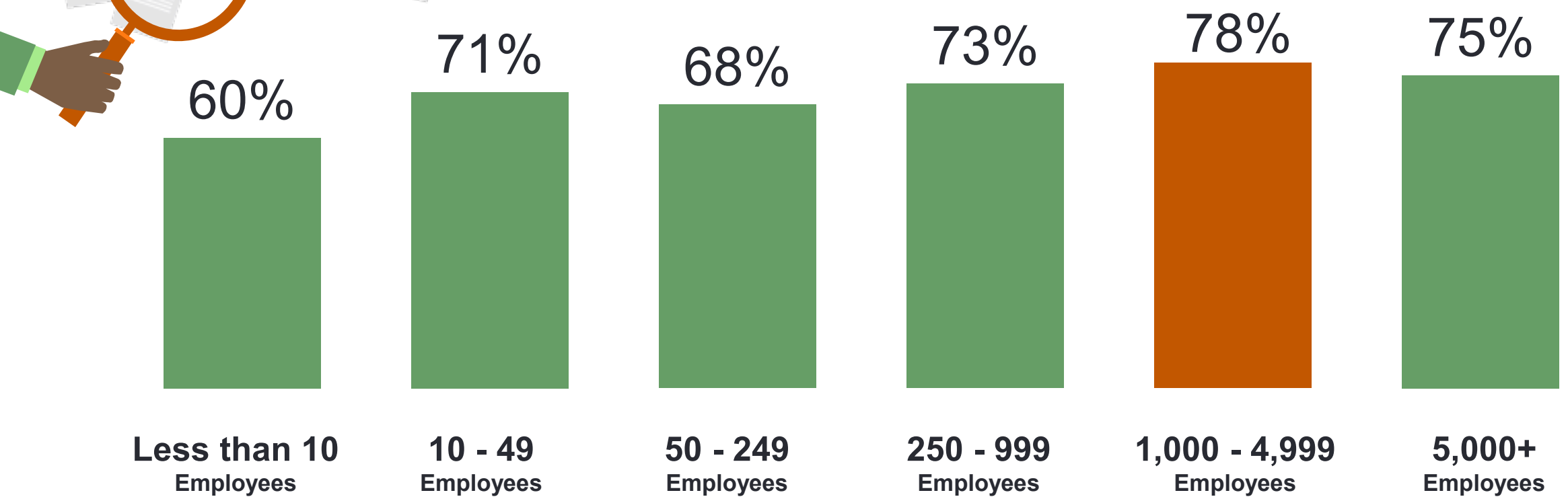
71% of employers in Canada report **struggling to find skilled talent.**

Slovakia	87%
Greece	84%
Japan	84%
Germany	83%
India	82%
Portugal	82%
Ireland	81%
Brazil	80%
Romania	79%
Spain	78%
Switzerland	78%
Türkiye	78%
U.A.E.	76%
Israel	75%
Puerto Rico	75%
France	74%
Norway	74%
Belgium	73%
Hungary	73%
Sweden	73%
The Netherlands	73%
U.K.	73%
Canada	**71%**
Singapore	71%
Italy	70%
U.S.	69%
Costa Rica	68%
Taiwan	68%
Mexico	67%
Hong Kong	66%
Australia	65%
Panama	65%
Argentina	64%
Peru	63%
Chile	62%
Guatemala	62%
Colombia	61%
Czech Republic	61%
Finland	60%
Poland	57%
China	48%

Global Average 72%

Canadian Talent Shortage by Company Size





Canadian Talent Scarcity Across Industries



77%

Utilities and Natural Resources



75%

Hospitality



74%

Construction and Real Estate



73%

Professional, Scientific and Technical Services



72%

Manufacturing



72%

Finance and Insurance



70%

Public Sector, Health and Social Services



67%

Information



66%

Trade and Logistics

Most Difficult to Find Hard Skills



Operations & Logistics



Sales & Marketing



AI Literacy



Front Office & Customer-Facing



AI Model & Application Development

Most Important Soft Skills



Communication, Collaboration & Teamwork



Professionalism & Work Ethic



Adaptability & Willingness to Learn

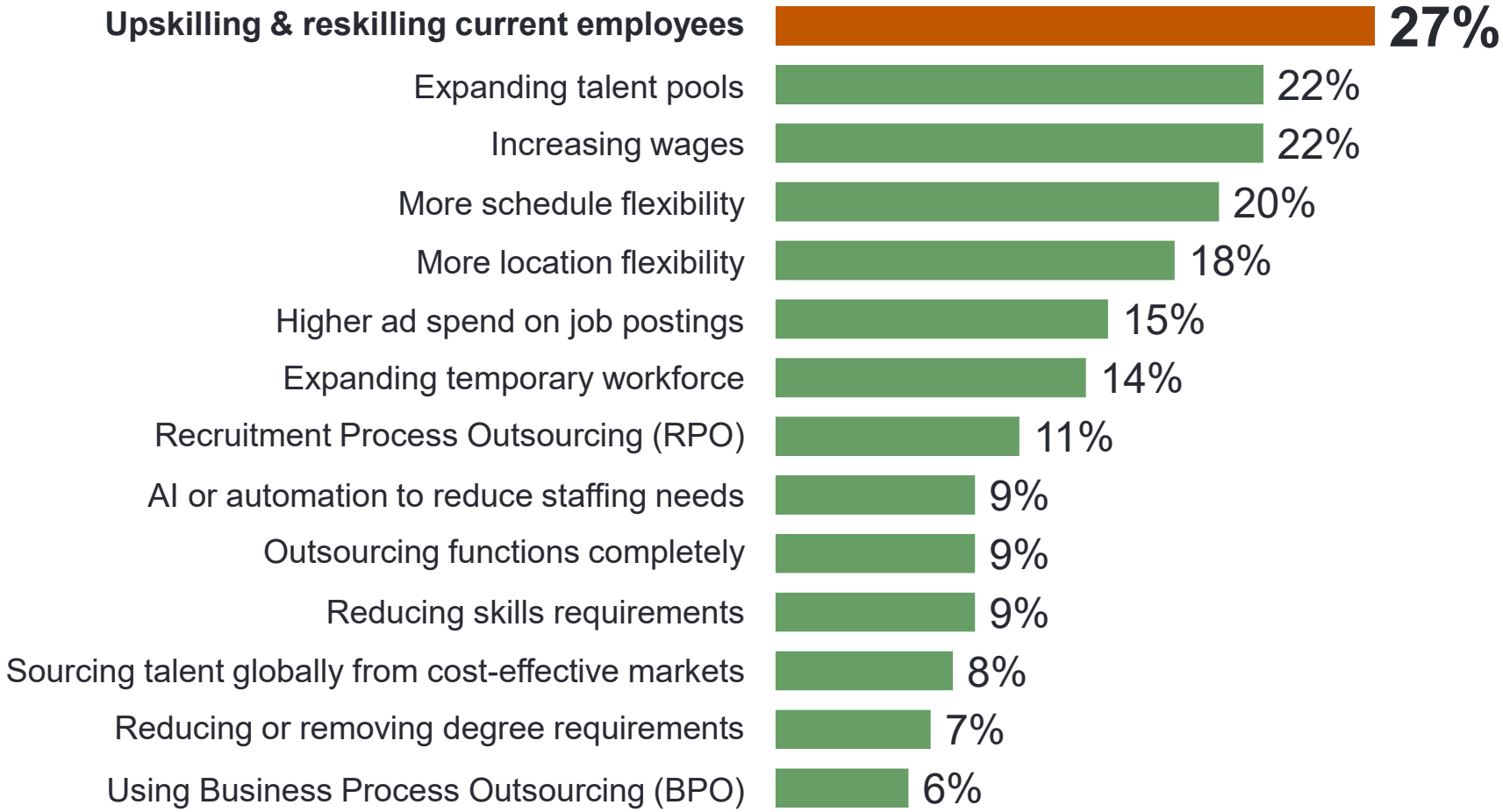


Critical Thinking & Problem-Solving



Time Management

Actions Employers are Taking to Overcome Ongoing Scarcity



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



About the Survey

Methodology

ManpowerGroup interviewed 39,063 employers in 41 countries: Argentina, Australia, 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, Spain, Sweden, Switzerland, Taiwan, Türkiye, United Arab Emirates (U.A.E.), United Kingdom (U.K.) and the United States (U.S.).

The fieldwork was completed Oct. 1–31, 2025, in all markets.

Forward-Looking Statements

This presentation 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, 2025, 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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