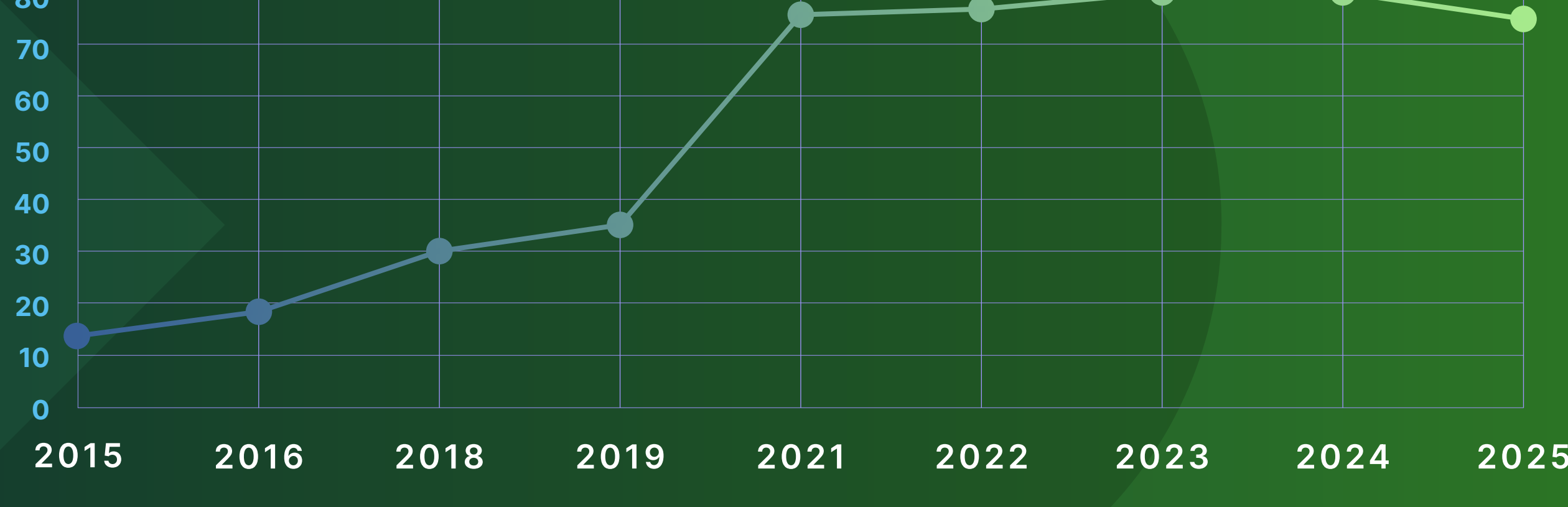


# 2025 UK Talent Shortage

**UK MAY HAVE PASSED PEAK TALENT SHORTAGE**  
AS SKILLS GAP NARROWS FOR FIRST TIME IN TEN YEARS

## UK TALENT SHORTAGE COOLS TO 76%



**Michael Stull**  
Managing Director,  
ManpowerGroup UK

“The significant drop in the UK talent shortage could mean we’re over the peak of the skills gap which has intensified over the past decade since its last drop in 2014.

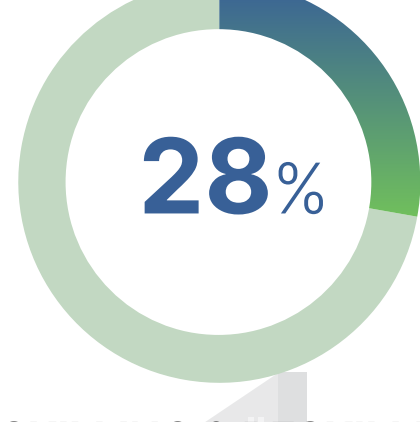
Organisations have worked hard to drive positive change amidst major challenges; by upskilling, reskilling, seeking out new talent pools and through smarter use of technology.

Although any movement towards closing the skills gap is positive, other indicators point to a hiring recession. There are fewer jobs out there and this is playing a role in slowing the demand for skills.

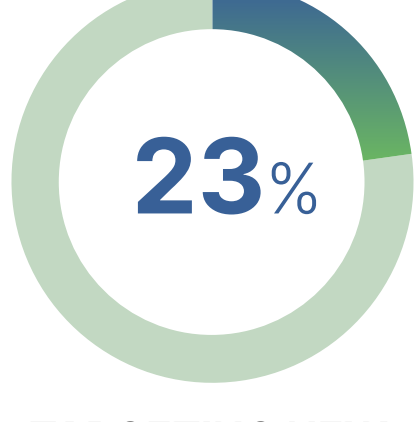
## UPSKILLING AND RESKILLING TOPS EMPLOYER ACTIONS TO OVERCOME SKILLS GAPS

TO OVERCOME SKILLS GAPS

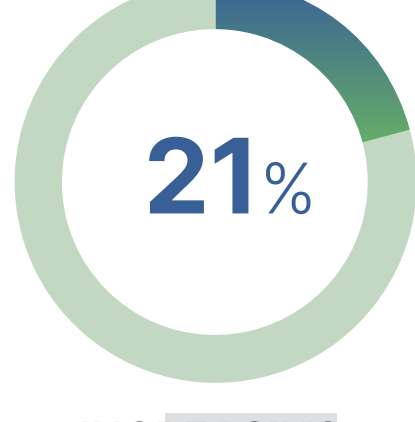
What actions are employers taking to overcome talent shortages?



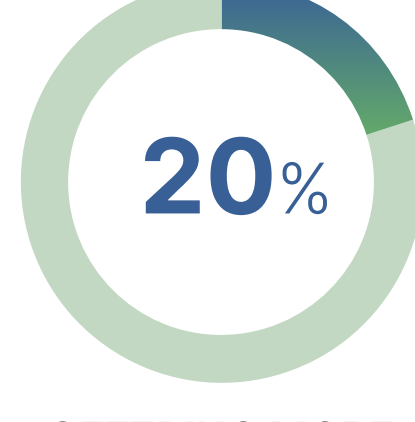
**UPSILLING & RESKILLING CURRENT EMPLOYEES**



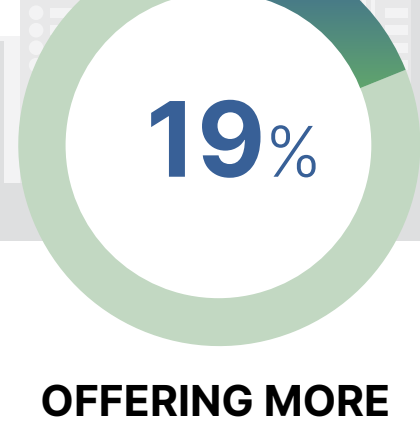
**TARGETING NEW TALENT POOLS**



**INCREASING WAGES**



**OFFERING MORE SCHEDULE FLEXIBILITY**



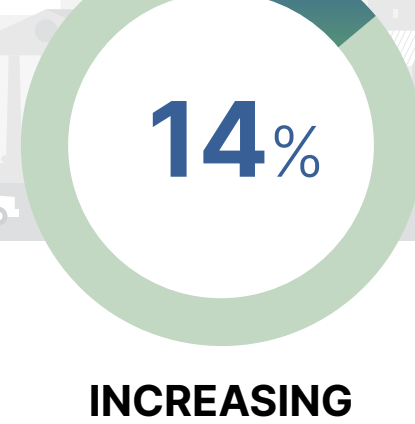
**OFFERING MORE LOCATION FLEXIBILITY**



**INCREASING PAID ADVERTISING FOR JOB POSTINGS**



**USING RECRUITMENT PROCESS OUTSOURCING**

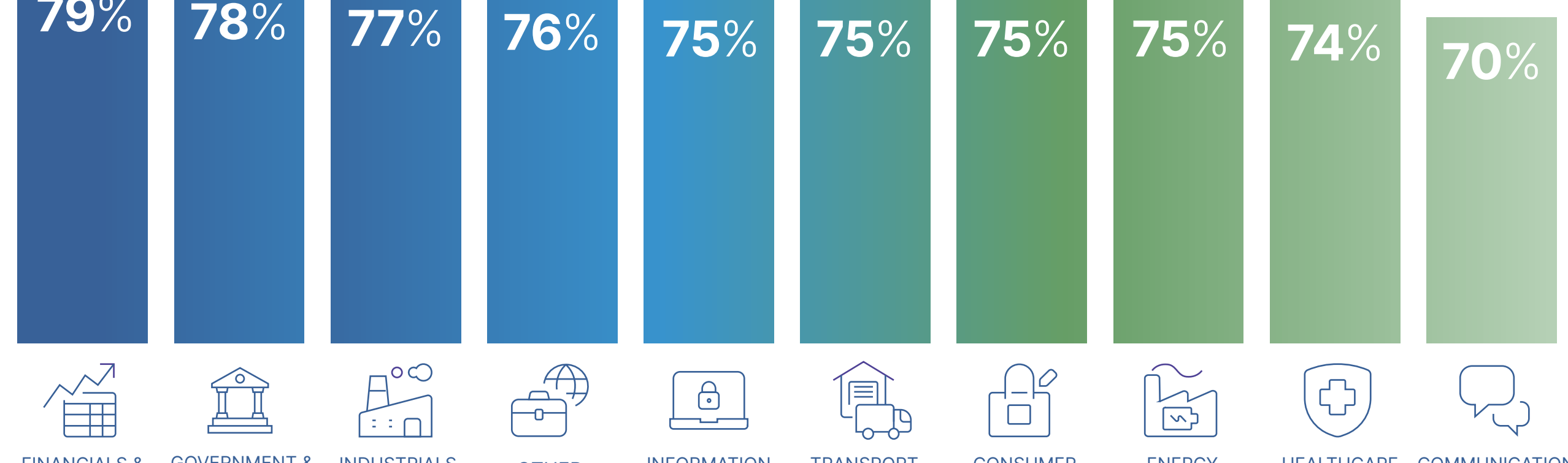


**INCREASING CONTINGENT/TEMPORARY WORKFORCE**

Questions were multiple choice. Employers were able to indicate more than one action.

## FINANCE & REAL ESTATE SECTOR SEES GREATEST TALENT SHORTAGE

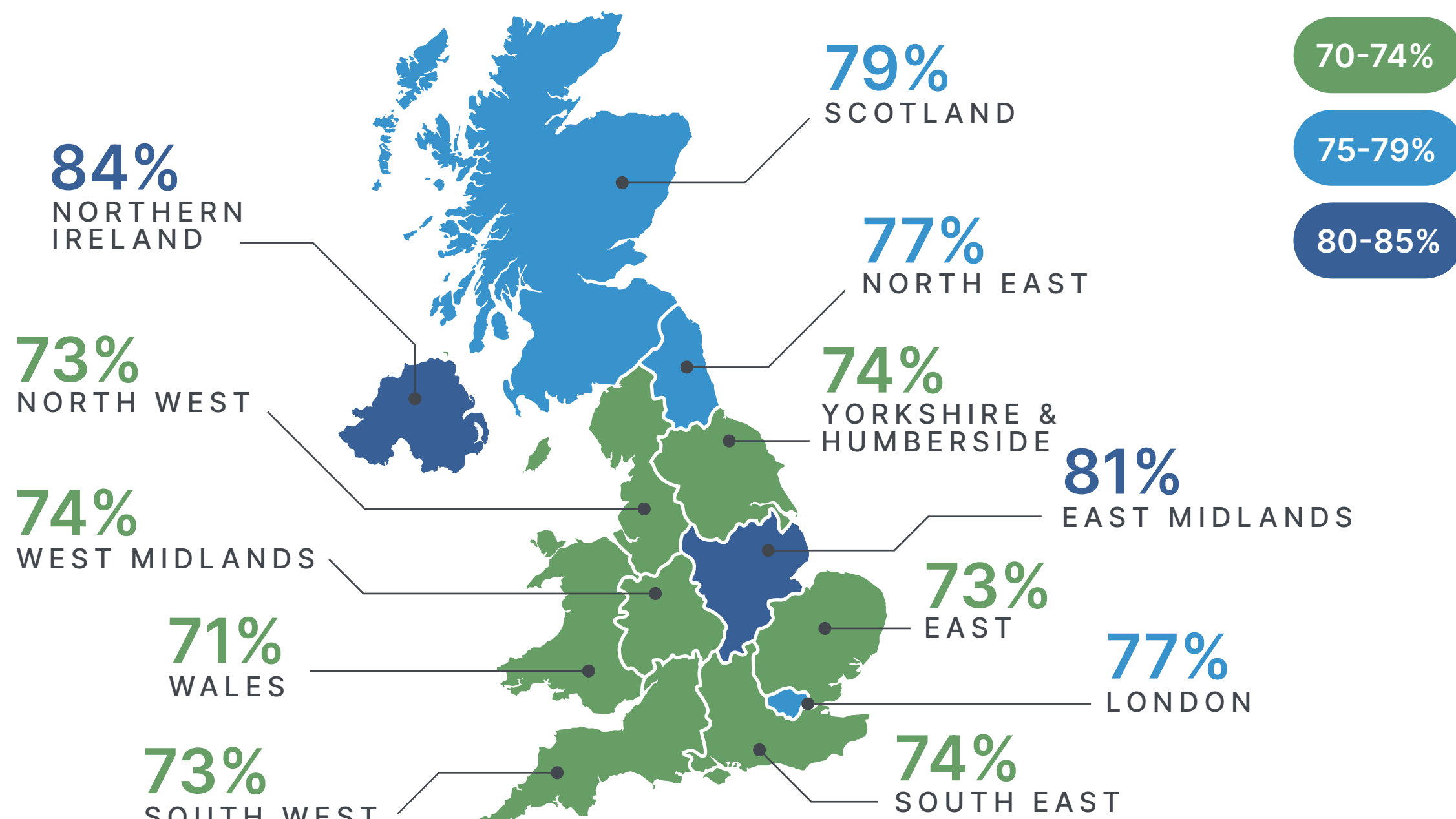
2025 talent shortage by sector



\*Not for Profit/NGO/Charity/Religious organisation; Other industry; Other Transport, Logistics and Automobiles sub-industry; Educational institutions; Agriculture and Fishing

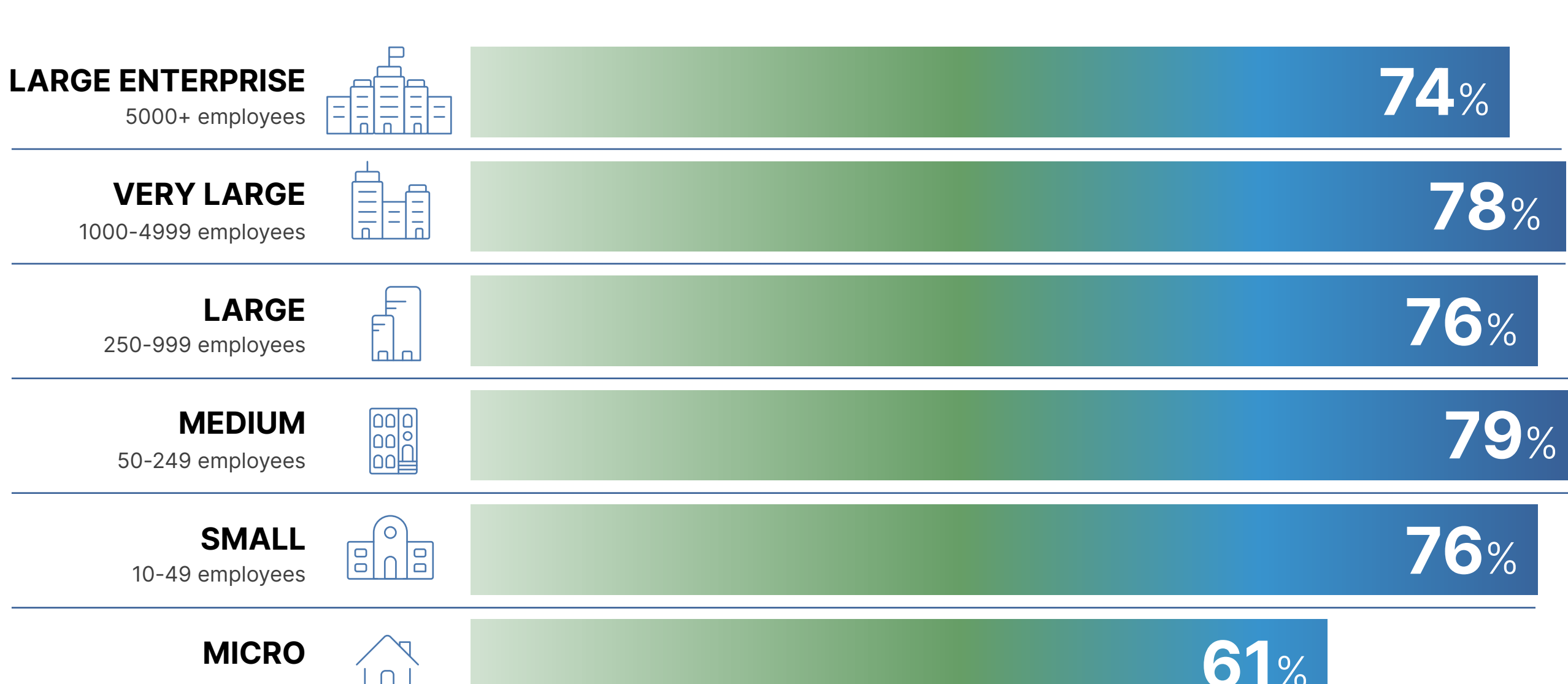
## NORTHERN REGIONS & EAST MIDLANDS FIND GREATEST DIFFICULTY

2025 talent shortage by region



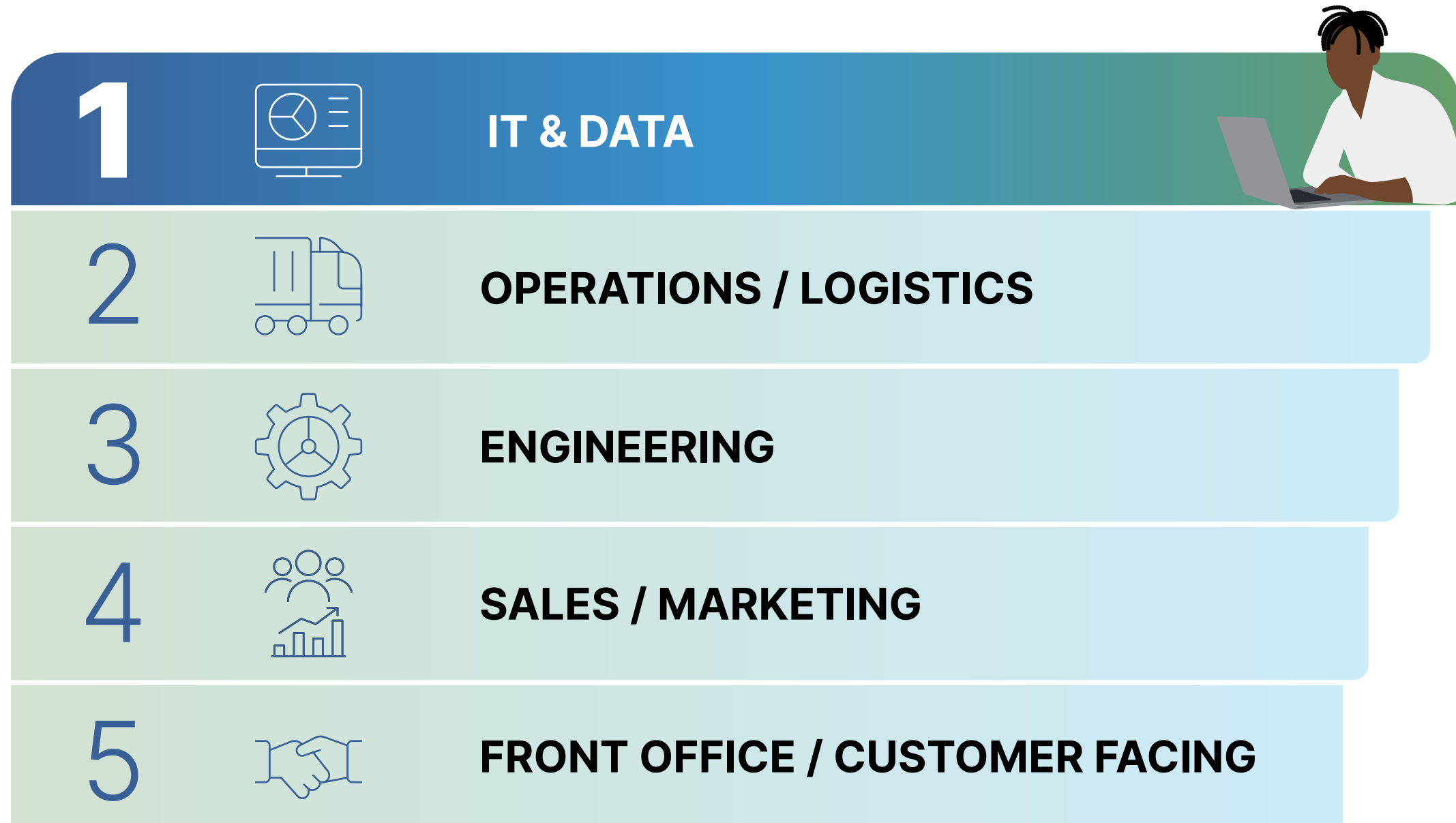
## MICRO BUSINESSES SEE LEAST DIFFICULTY FILLING ROLES

2025 talent shortage by business size



## IT & DATA SKILLS REMAIN HARDEST TO FIND

What skills are organisations having the most difficulty finding?



## FIND THE TALENT AND SOLUTIONS YOU NEED

[CONTACT US TODAY >](#)

## FREQUENTLY ASKED QUESTIONS >