

# UNITED STATES MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**Q2 Hiring Has Spring in Its Step As U.S.  
Employer Demand Stands Strong**



ManpowerGroup®



# EXECUTIVE SUMMARY

**Strong hiring optimism continues into the second quarter of 2022, according to the latest ManpowerGroup Employment Outlook Survey\* of more than 41,000 employers across 40 countries and territories.**

Despite continued economic uncertainty, 49% of U.S. employers polled plan to hire in Q2 while just 14% plan to let staff go, resulting in a seasonally adjusted, **Net Employment Outlook of +35%.**

**While outlooks improve year-over-year in the U.S., hiring sentiment weakens compared with Q1 2022.** Digital roles are once again most in-demand, with IT, Tech, Telecoms, Communications and Media reporting the highest outlook (+51) followed by Primary Production (+43) and Banking, Finance, Insurance and Real Estate (+42). One of the weakest hiring intentions (+27) for Q2 was in Education, Health, Social Work and Government. (Figures are seasonally adjusted.)

Organizations plan for year-over-year staffing climate **gains for all American regions** in the second quarter of 2022.

\* The survey findings for the second quarter of 2022 are likely to reflect the impact of the global health emergency as the interviews were carried out during the January Omicron COVID-19 spike.


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## Q2 U.S. EMPLOYMENT OUTLOOKS: Employers in the U.S. report a Net Employment Outlook of 35% for April through June



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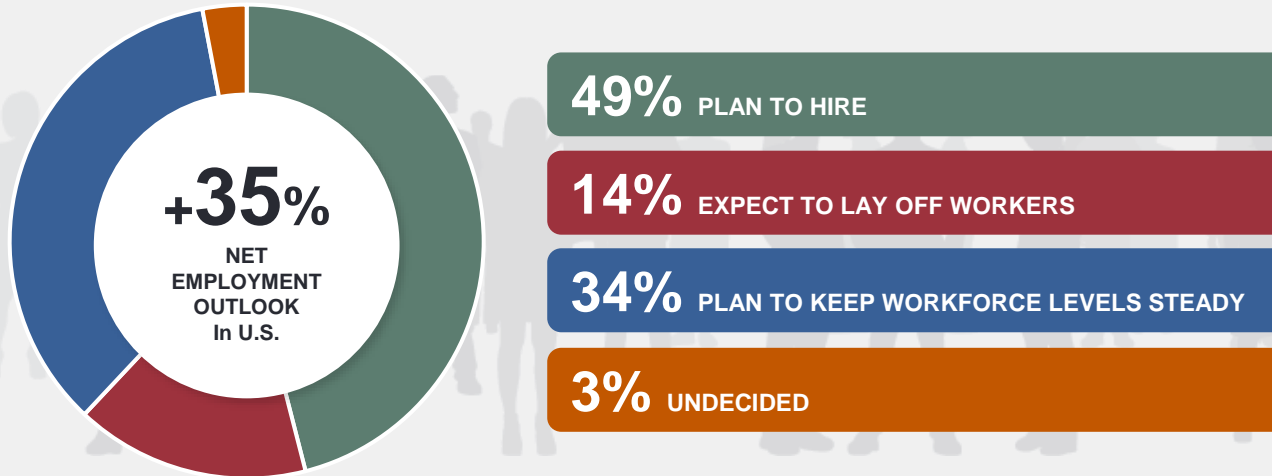
“This data paints a positive picture for the American labor market and we should feel confident in U.S. employers’ ability to navigate uncertainties and adapt for change.”

- Becky Frankiewicz, President,  
ManpowerGroup North America



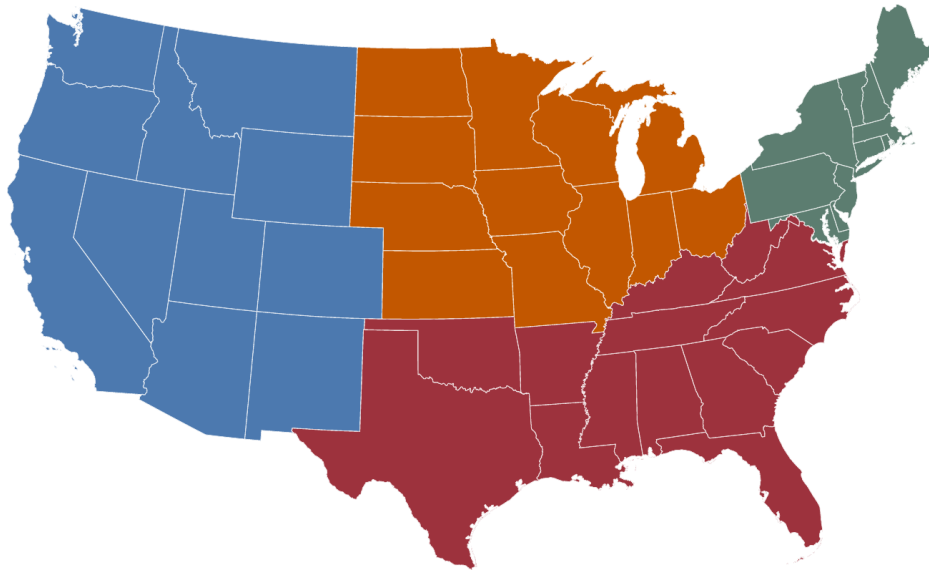
# Employer Hiring Expectations for April – June 2022

In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey of more than 6,000 U.S. employers, hiring managers expect a robust labor market in the second quarter of 2022, reporting a seasonally adjusted, Net Employment Outlook of +35%. Hiring intentions strengthen year-over-year but decrease since Q1, +16 and -6 percentage points, respectively.



# Regional Outlooks Gain Over Last Year, Weaken Over Last Quarter

Workforce gains are anticipated in all four U.S. regions during the second quarter of 2022 as compared with this time last year. While optimistic, Outlooks weaken when compared to last quarter across each region: Northeast (-9 percentage points), West (-5 percentage points), Midwest (-2 percentage points) and South (-3 percentage points).



36% NORTHEAST

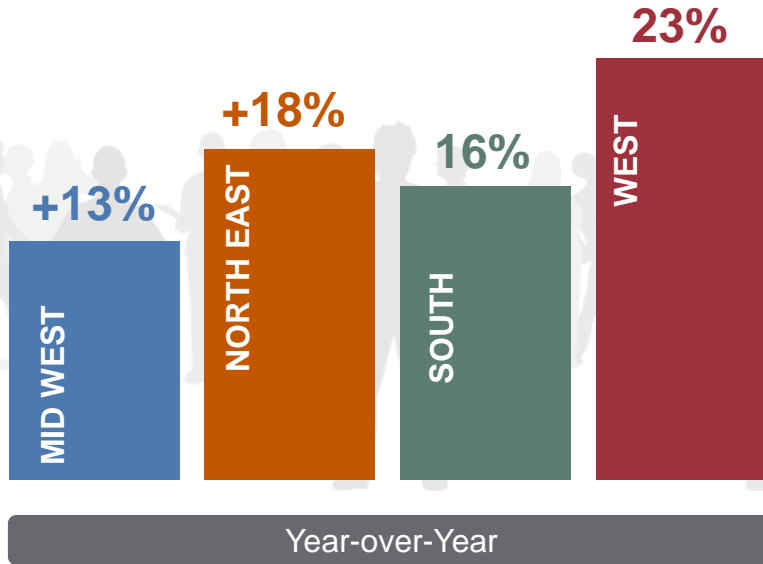
42% WEST

33% MIDWEST

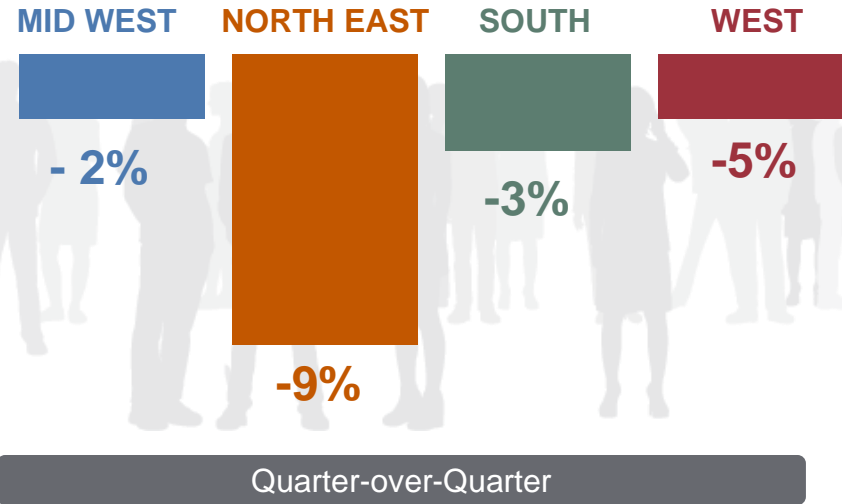
34% SOUTH

# Net Positive Outlooks Optimistic Across Regions YoY

Year-over-year improvements are reported in Mid West, North East, South and West.

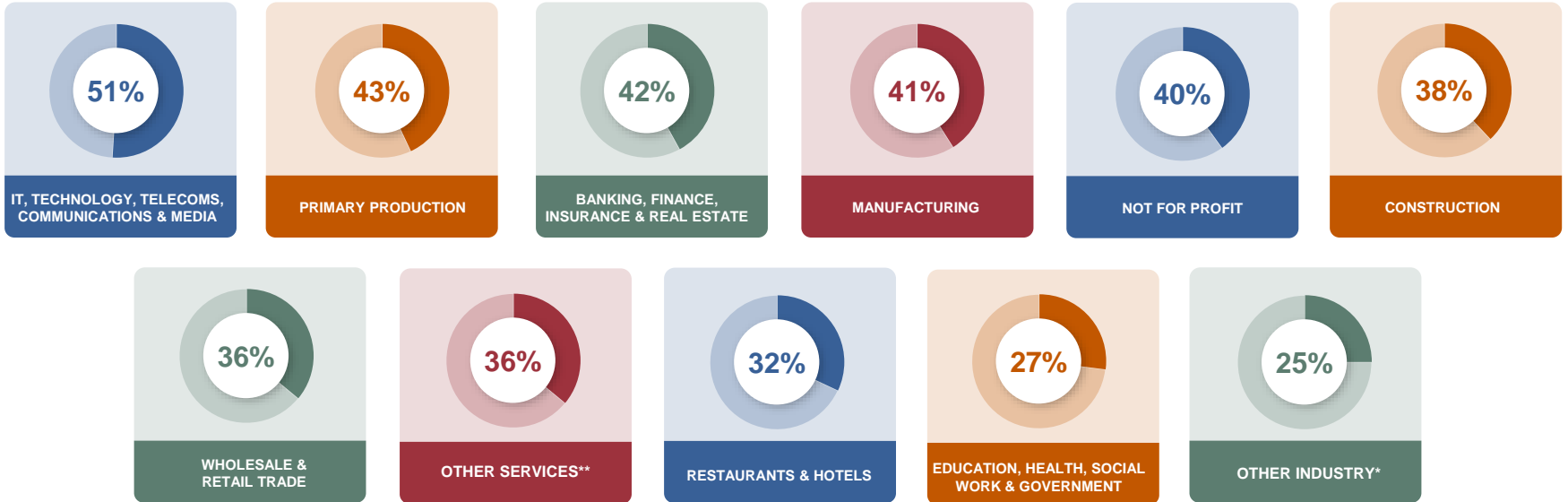


Quarter-over-quarter outlooks are down in all four regions.



# Year-over-year Growth Expected Across All 11 Industries in U.S.

**Digital roles continue to drive most demand:** IT, Technology, Telecoms, Communications and Media reported the strongest outlook (+51%), followed by Primary Production (+43%) and Banking, Finance, Insurance and Real Estate (+42%).

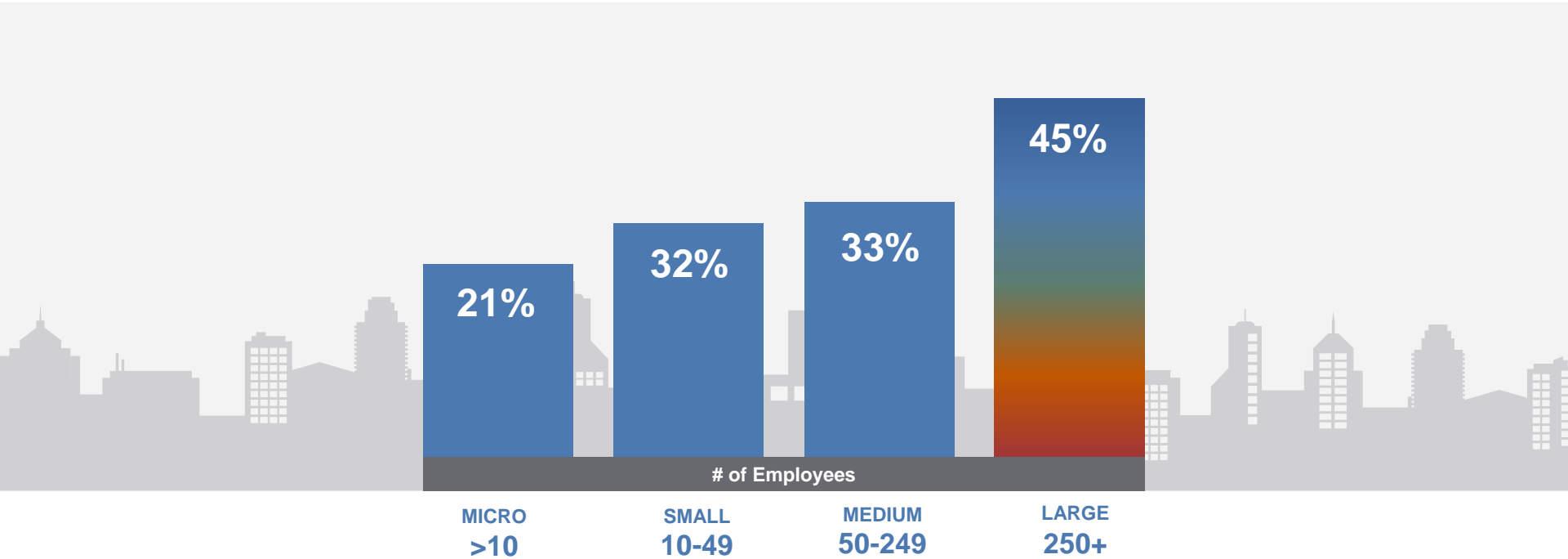


\*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

\*\*Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.



# Large Organizations Report Strongest Hiring Intentions



# Year-over-year Growth Continues Across North America

**The Net Employment Outlook is substantially stronger in U.S. and Canada when compared to this time last year.**

37% of Canadian employers are planning to add to the payroll in Q2 2022 – a 27-point rise from Q2 2021. In the U.S. employers report a 35% net employment outlook, up 16 points from last year at this time. (All figures are seasonally adjusted.)

Canada sees a slightly stronger outlook than last quarter (+2 percentage points), while the U.S. shows a small decline for the second quarter (-6 percentage points).

Year-over-year growth is expected in all 11 industry sectors, regions and company sizes.



A group of four diverse professionals (three women and one man) are seated around a wooden table in a meeting. They are all smiling and looking towards the right side of the frame. One woman in the center is holding a document. The table has several coffee mugs, a glass of water, and some papers. The background is a blurred office setting.

## ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

# About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in January 2022 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity. Running since 1962, various factors underpin the success of the Survey:

## Unique

It is unparalleled in its size, scope, longevity and area of focus. The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

## Independent

The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

## Robust

The survey is based on interviews with more than 39,000 public and private employers across 40 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

## Focused

For more than six decades the survey has derived all of its information from a single question: "How do you anticipate total employment at your location to change in the three months to the end of June 2022 as compared to the current quarter?"

## Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q2 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

# A Holistic Workforce Strategy Includes Build, Buy, Borrow and Bridge



Invest in learning and development to grow your pipeline



Go to the external market to attract the talent that cannot be built-in-house



Cultivate communities of talent outside the organization



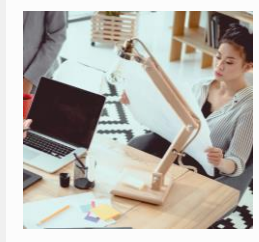
Help people move on or move up to new roles within the organization

Explore the [Workforce Resource Hub](#) for the latest workforce trends and insights.

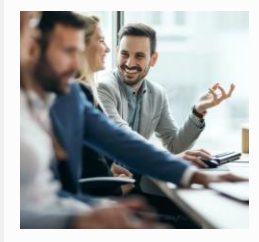
# ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



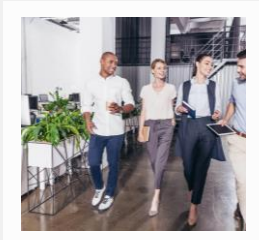
**Workforce Consulting & Analytics**



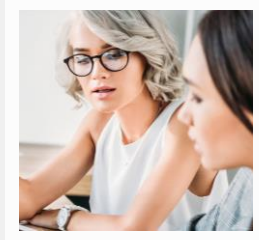
**Workforce Management**



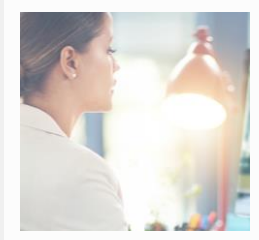
**Talent Resourcing**



**Career Management**



**Career Transition**



**Attracting Top Talent**



# EXPLORE THE GLOBAL DATA