

# MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**U.S. Hiring Optimism Continues into Q3:**  
Strong hiring intentions show improvement  
over last quarter and last year



# EXECUTIVE SUMMARY

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

- Despite inflation and continued market uncertainty, **50% of U.S. employers polled plan to hire in Q3**, while just 12% plan on letting staff go, resulting in a **Net Employment Outlook (NEO) of +38%**.
- U.S. hiring sentiment improved quarter-over-quarter (+3%) and year-over year (+9%). **Digital roles are once again most in-demand**, with IT, Tech, Telecoms, Communications and Media reporting the highest outlook (+59%) followed by Banking, Finance, Insurance and Real Estate (+45%), and Construction (+42). The category with the weakest hiring intentions (+24) for Q3 was Other Industries.
- Organizations plan for year-over-year staffing climate gains **for all American regions** in the third quarter of 2022.
- **Large organizations (250+ employees)** report the strongest hiring intentions (+49%) to fully participate in the economic global recovery that's underway.
- **56% of U.S. employers** report "some" difficulty filling jobs due to a lack of skilled talent; 21% of large companies report "a lot" of difficulty finding skilled talent.
- Overall, employers are having the most difficulty finding the right **IT/data skills**, with **26%** reporting difficulty filling these roles.
- When it comes to soft skills, **accountability, reliability, and discipline** were the hardest to find, with **31% of employers** reporting difficulty.

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## WORKFORCE TRENDS & CHALLENGES

# The Trends Driving Transformation are Not New, but Newly Urgent

This recovery is unlike any we have ever seen – demand for skills is at record highs in many markets and unemployment levels remain high while workforce participation stagnates. Uneven economic growth continues with some markets recovering while others lag, hampered by Covid variants, vaccination rates and supply chain challenges.

**1 in 4**  
organizations  
In the U.S.  
are having  
trouble finding  
skilled tech  
talent.

**5 million jobs** may be  
displaced by a shift in the division of labor  
between humans and machines, more than offset  
by **97 million new roles** anticipated to emerge.

WEF: 2021 Future of Jobs Report

**81%** of employees  
expect training programs  
from their employers to  
help keep skills up to date

2021: Edelman Trust  
Barometer: The Belief Driven  
Employee



## Q3 EMPLOYMENT OUTLOOKS:

Hiring Optimism Continues  
Momentum into Third  
Quarter of 2022

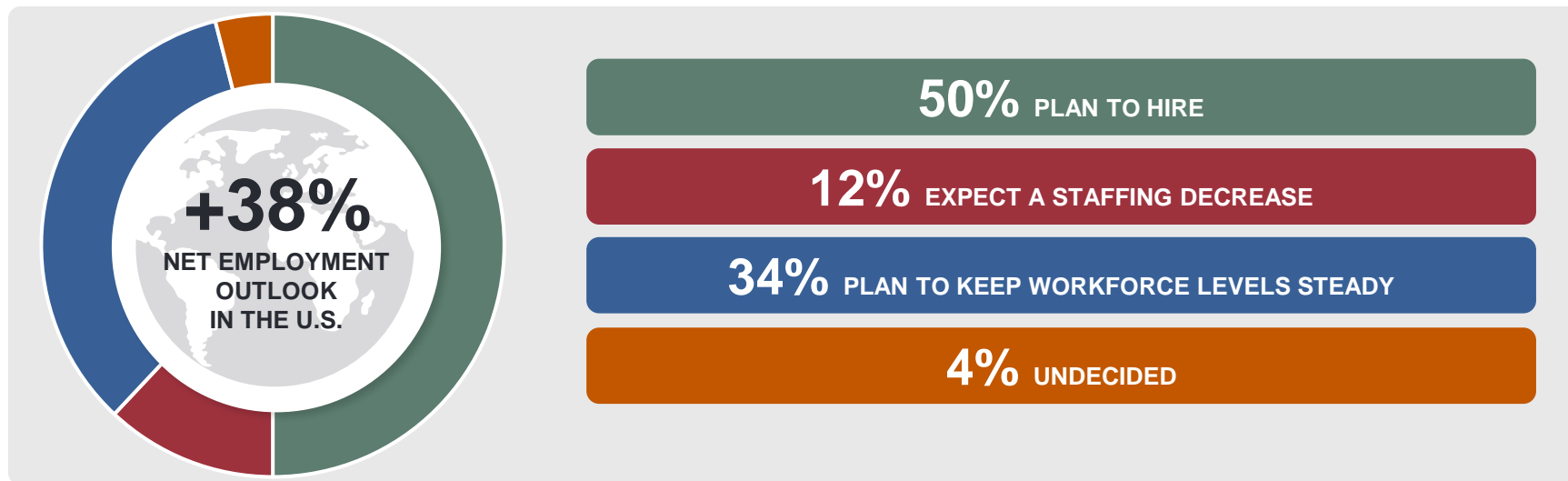


“Despite chaotic market conditions and the challenges of inflation, we are living through one of the strongest job markets in U.S. history. The empowered workforce is here to stay”

- Becky Frankiewicz, President, ManpowerGroup North America

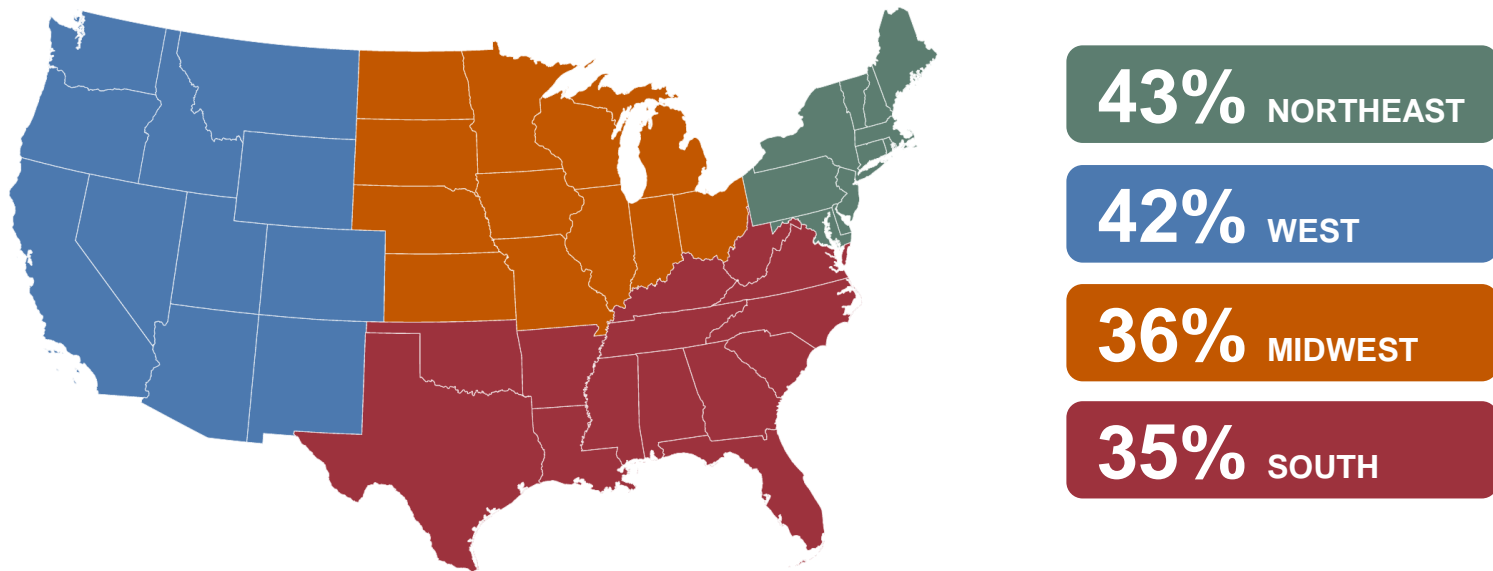
# United States Employment Outlook Q3 2022

In the 60th anniversary edition of the ManpowerGroup Employment Outlook Survey of more than 6,000 employers, three out of four U.S. regions expect an increase in hiring over the previous quarter, and all report a higher net outlook than 1 year ago. For the third quarter of 2022, the seasonally adjusted, **Net Employment Outlook is +38%.**



## Regional Outlooks Strengthen or Hold Steady Over Last Quarter

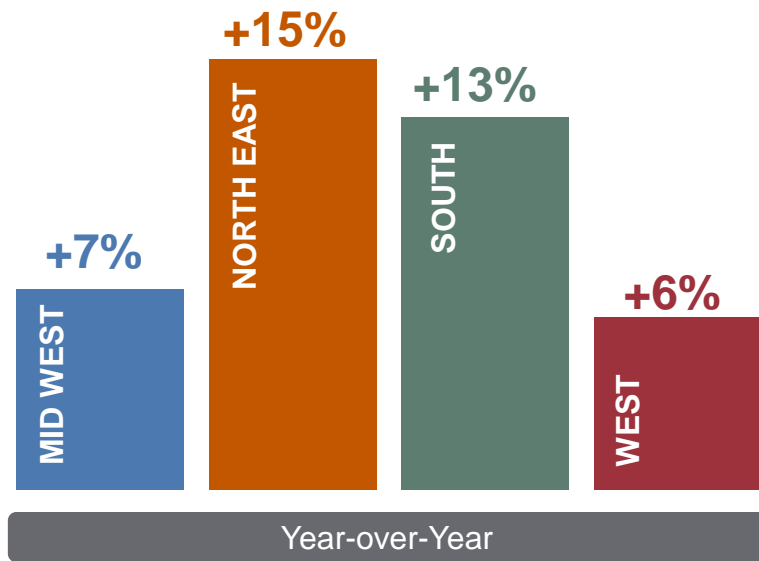
With strong outlooks across the regions, employers in the Northeast (+43%) reported the most positive Net Employment Outlook followed by the West at +42%, Midwest at +36% and South at +35%.



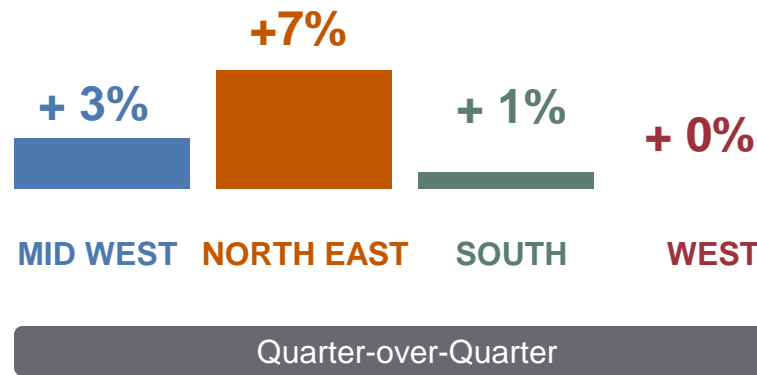


# Strong Outlooks Year-over-Year And Quarter-over-Quarter

The strongest year-over-year improvements are reported in the North East (+15%) and South (+13%).

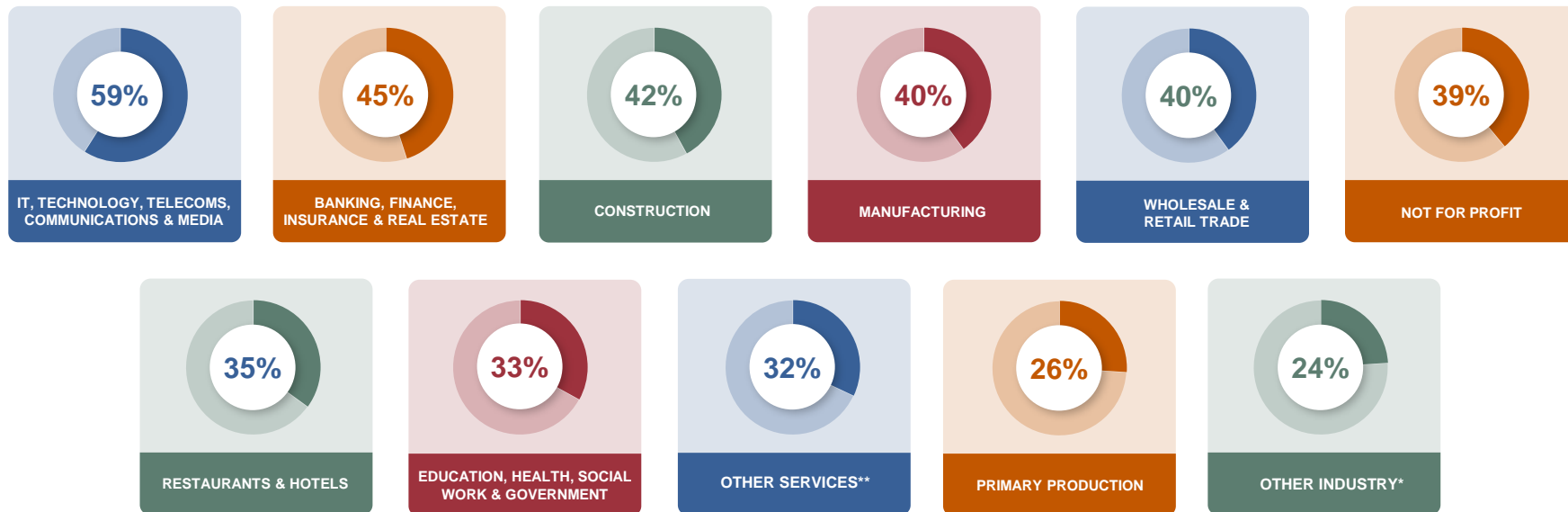


The strongest quarter-over-quarter improvements are reported in the North East (+7%) and Midwest (+3%).



# Employers Anticipate Strong Demand for Talent Across Key Sectors

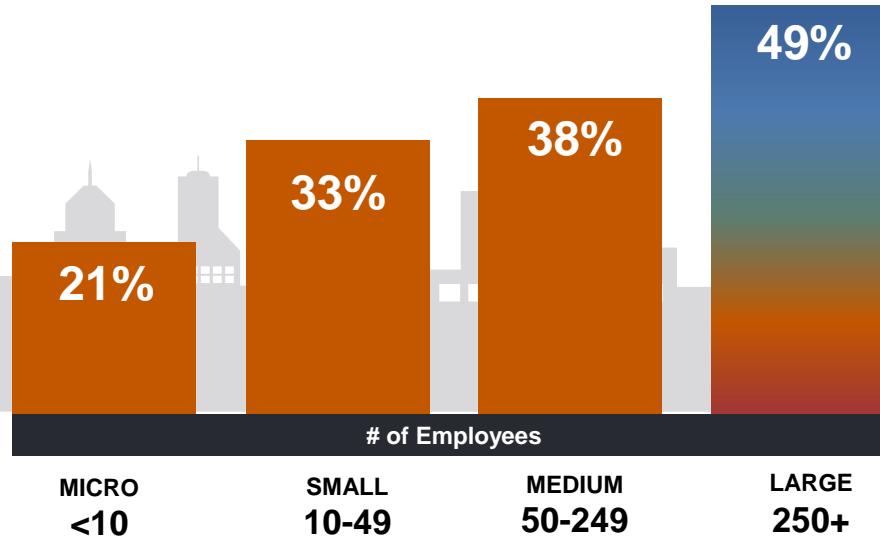
**Digital roles continue to drive most demand globally:** IT & Technology reported the strongest outlook (+59%), followed by Banking, Construction, Manufacturing and Wholesale & Retail Trade (+40%) and Not for Profit (39%)



\*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



# Hiring Intentions in U.S. & Canada Improve in All Countries YoY For Third Consecutive Quarter

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

U.S. employers report a 38% net employment outlook, up 3 points from last quarter.

50% of Canadian employers are planning to add to the payroll in Q3 a 6 point rise from Q2 2022. In the Growth is expected in all 11 industry sectors, regions, and company sizes.







## ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

# About the ManpowerGroup Employment Outlook Survey

[EXPLORE THE DATA](#)

The ManpowerGroup Employment Outlook Survey 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 40,000 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 September 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 Q3 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.

# ManpowerGroup Solutions Across the Entire HR Life Cycle



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**Career Transition**



**Top Talent Attraction**



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