

# UK MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**EMPLOYERS FACE SPRING  
HIRING HEADACHE**



# 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. In the UK, +31% of employers plan to add to their workforce – down by two percentage points on Q1, but up by 30 percentage points year-on-year.**

**Other Services\* show the most positive Outlook this quarter with +43%.** Digital roles continue to drive demand as well with IT, Technology, Telecoms, Communications and Media reporting the second strongest outlook (+42%), followed by Primary Production\*\* (+36%), Banking, Finance, Insurance and Real Estate (+35%) and Restaurants and Hotels (34%). The weakest hiring intentions were found in Not for Profit (+17%) and Wholesale and Retail Trade (+26%), although still showing a positive Outlook for these sectors.

All regions remain positive with employers in the East of the UK the most optimistic with an Outlook of +35%. While West Midlands is experiencing the lowest forecasted hiring intentions at +25%, however still showing positive hiring growth. London employers anticipate a decline in Outlook from +42%, to +31%, bringing the Capital in line with the rest of the UK.

\*Professional, Scientific and Tech activities

\*\*Agriculture; Electricity; Gas and Air Conditioning Supply; Water Supply.

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## Q2 EMPLOYMENT OUTLOOKS:

Hiring spree shows little sign of easing off this Spring, adding to increased employer concern about finding talent

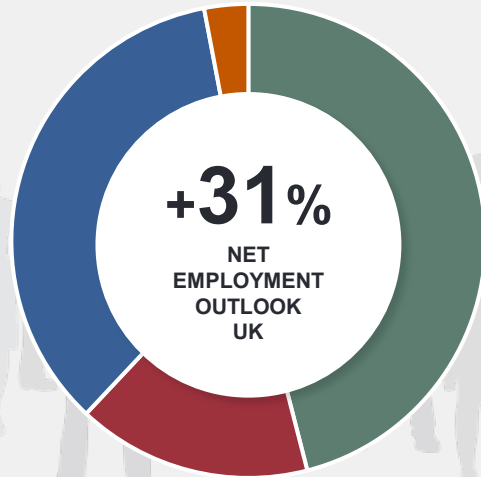


*“These near-record hiring plans reveal a flattening of the curve which reflects where the market is right now. It continues to be a candidate-led market, however if you’re looking to fill vacancies, it is a real struggle to find the right talent.”*

Chris Gray, Director, ManpowerGroup UK

# Employer Hiring Expectations for April – June 2022

The 30th anniversary edition of the ManpowerGroup Employment Outlook Survey of more than 2000 employers in the UK, has found that employers are still expecting to grow headcount from April - June, reporting a seasonally adjusted, **Net Employment Outlook of +31%**. Hiring intentions strengthen year-over-year but weaken quarter-over-quarter, +30% and -2%, respectively.



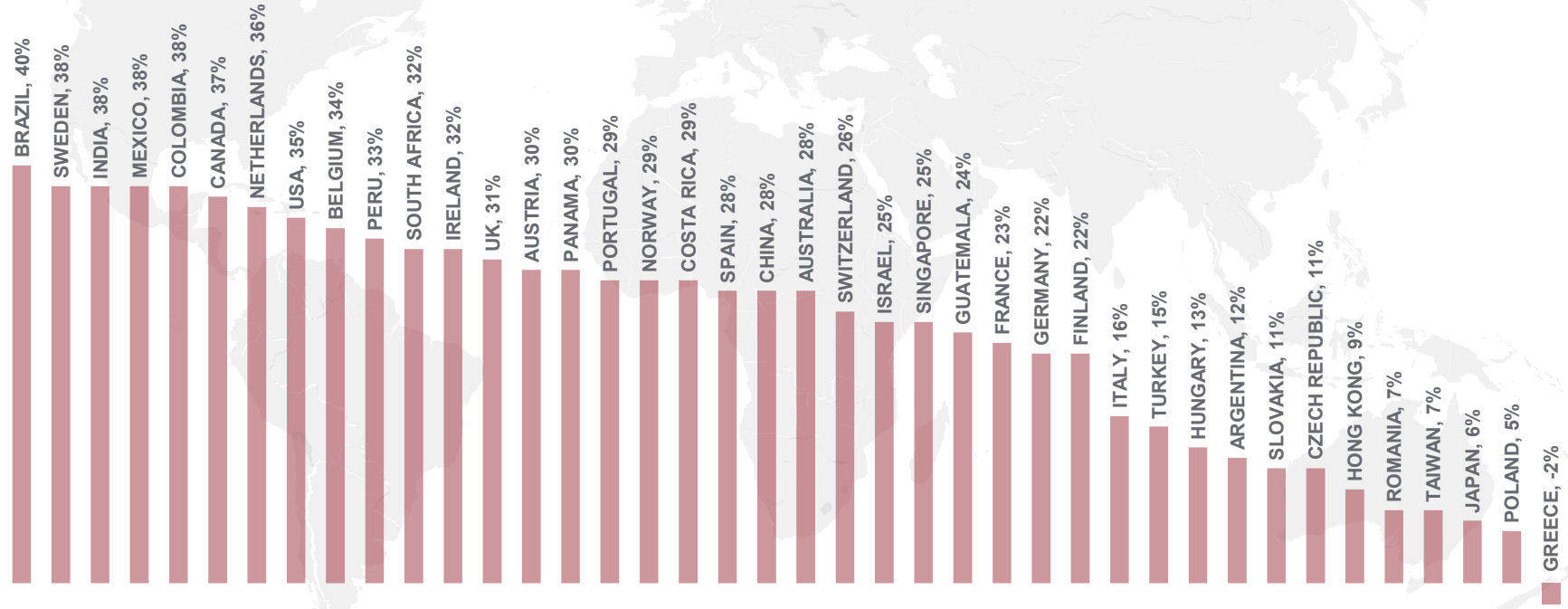
47% PLAN TO HIRE

15% EXPECT TO LAY OFF WORKERS

36% PLAN TO KEEP WORKFORCE LEVELS STEADY

2% UNDECIDED

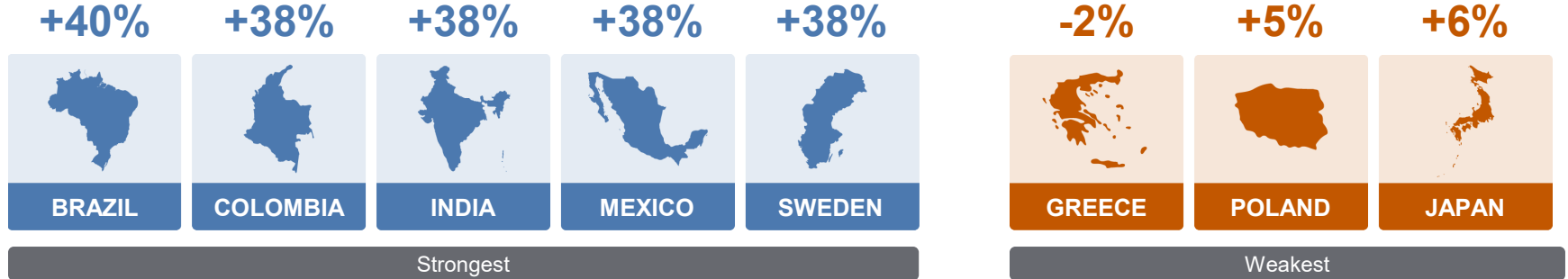
# 39 Out of 40 Countries Surveyed Report a Positive Outlook



# Employers Share Strong Optimism Across 39 of 40 Countries Surveyed

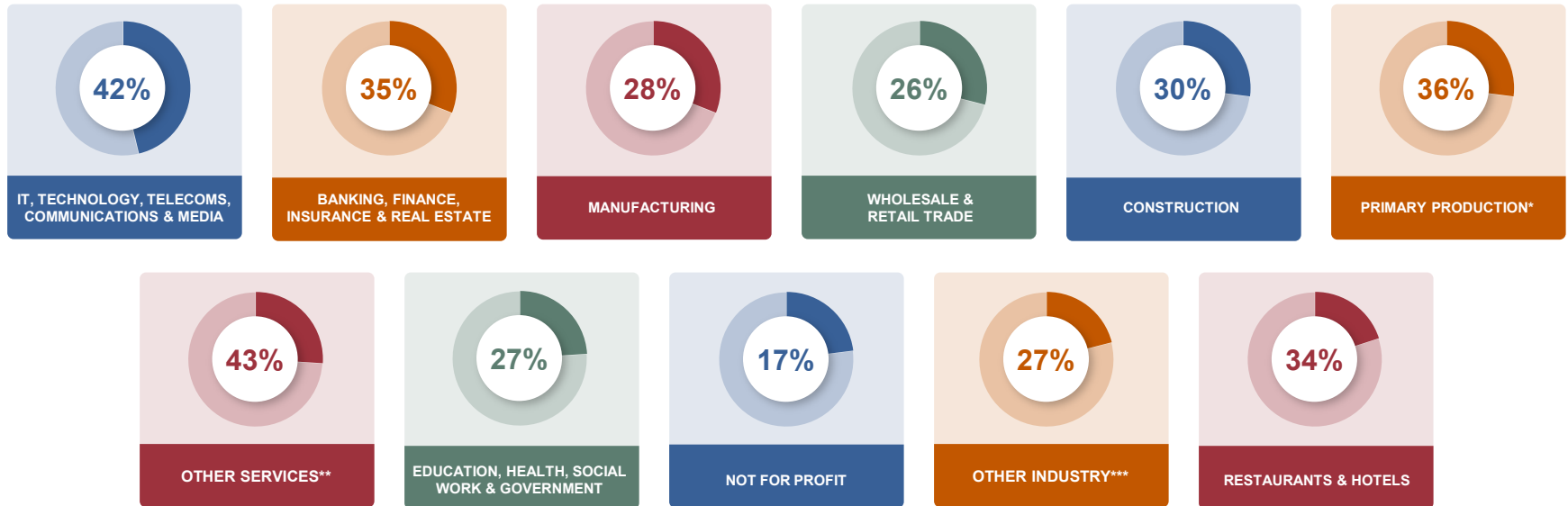
With strong outlooks across the regions, employers in North America (+38%) reported the most positive outlook followed by South and Central America (+35%), APAC (+28%) and EMEA (+22%).

## Countries With the Strongest & Weakest Hiring Prospects for Q2 2022:



# Growth Expected Across All 11 Industries Nationally

**Other Services\*** reports the strongest outlook for Q2 with +43%, an increase of 10 percentage points on last quarter, followed by IT, Technology, Telecoms, Communications and Media (+42%) then Primary Production (+36%) and Banking, Finance, Insurance and Real Estate (+35%).



\*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.

\*\*\*Other or prefer not to say



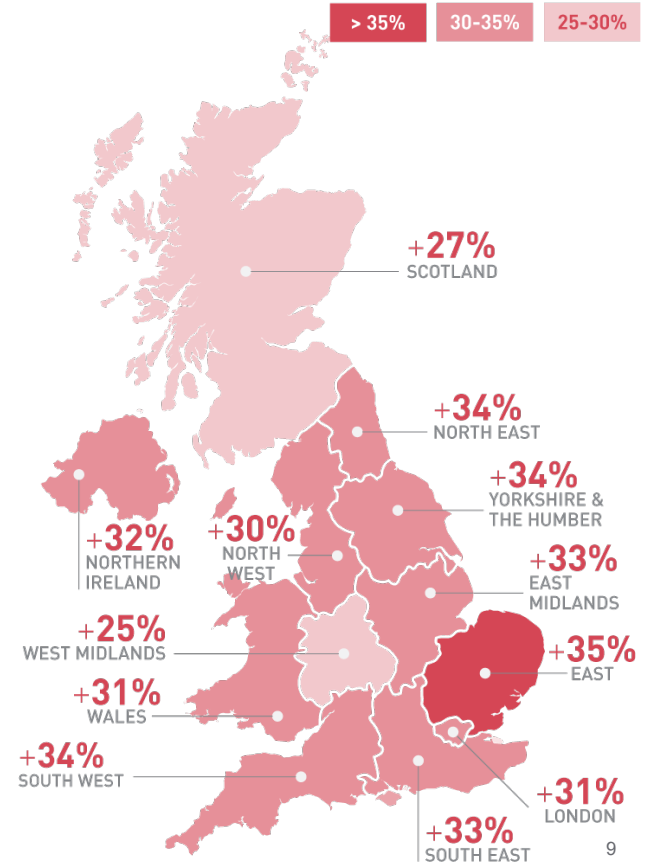
# Growth Expected Across All UK Regions

The East of the UK is the most optimistic with an Outlook of +35%.

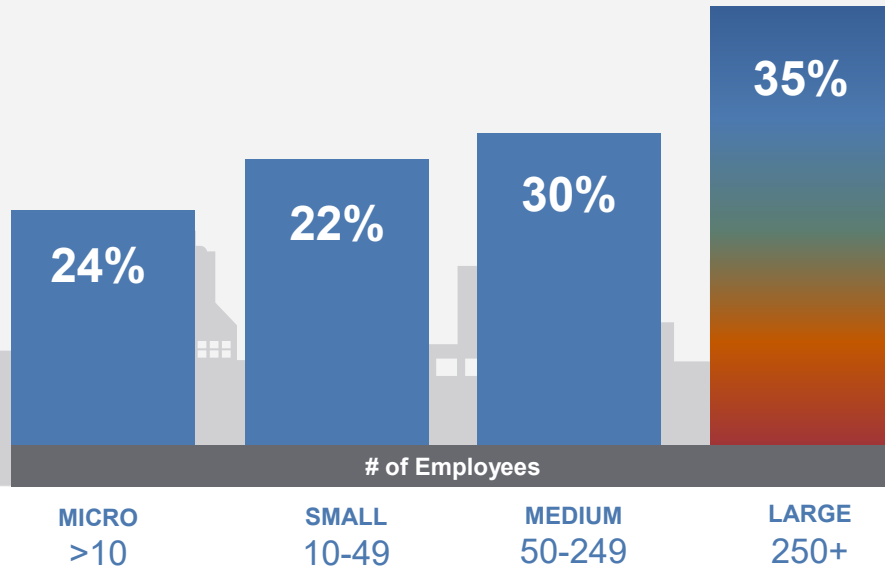
London employers anticipate a decline in Outlook from +42%, to +31%, bringing the Capital in line with the rest of the UK.

The number of permanent roles continues to rise as does the number of fully remote jobs being advertised in industries which have previously been office based, such as contact centres. ManpowerGroup data reveals that 14% of employers expect their employees to be remote all the time, which facilitates access to a wider talent pool across of the UK.

EMPLOYMENT OUTLOOK FOR JOBS BY REGION IN Q2 2022



# UK Large & Medium Organisations Report Strongest Hiring Intentions



## Hiring intentions in EMEA present a mixed picture

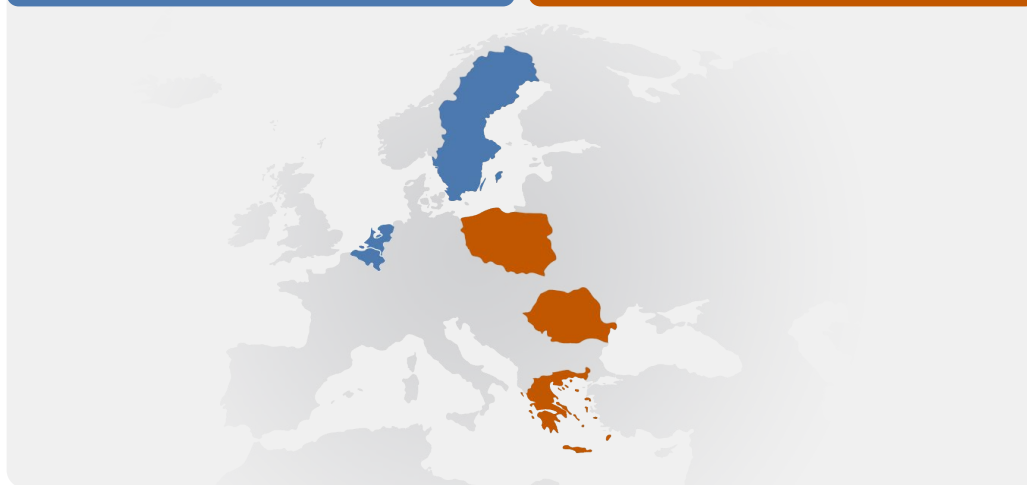
**Compared with Q1, 2022 hiring intentions improve in 2 countries, decline in 20, while remaining unchanged in 1, Belgium.**

Employers in the Sweden report the strongest outlook of 31%, up 4% since last quarter with strongest expectations in Mellansverige and most optimistic outlooks in the Not-for-Profit sector.

Organisations in France report an outlook of 23%, down 3% QoQ, with most optimistic hiring intentions in IT & Tech.

**STRONGEST HIRING INTENTIONS:**  
Sweden (+38%), the Netherlands (+36%),  
and Belgium (+34%)

**WEAKEST HIRING INTENTIONS:**  
Greece (-2%), Poland (+5%),  
and Romania (+7%)





**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 organisation and sector are standardised 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



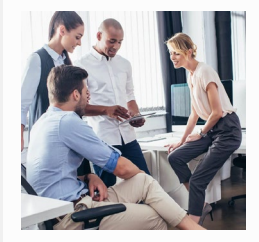
Cultivate communities of talent outside the organisation



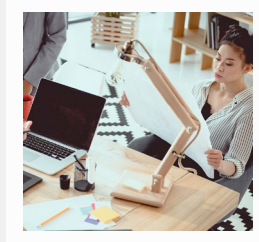
Help people move on or move up to new roles within the organisation

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

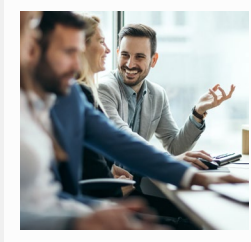
# ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



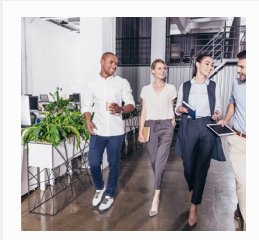
**Workforce Consulting & Analytics**



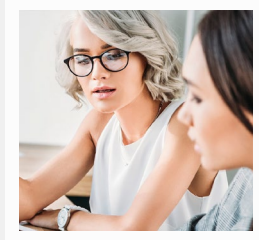
**Workforce Management**



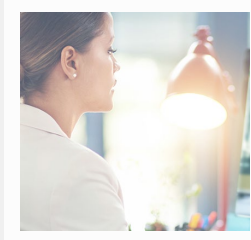
**Talent Resourcing**



**Career Management**



**Career Transition**



**Attracting Top Talent**

# EXPLORE THE DATA