ManpowerGroup

EMPLOYMENT OUTLOOK SURVEY

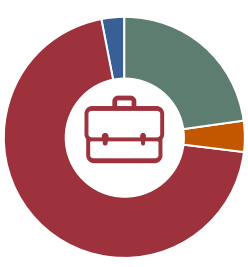
Q2 2021

U.S. HIRING OUTLOOKS REMAIN STEADY AS EMPLOYERS EVALUATE VACCINATION EXPECTATIONS

Only 6% of employers expect to allow employees to work remotely full-time and 14% are optimistic in returning to pre-pandemic hiring levels by July

EMPLOYER HIRING EXPECTATIONS FOR APRIL THROUGH JUNE

Hiring managers in the United States report a seasonally adjusted, Net Employment Outlook* of **18%**



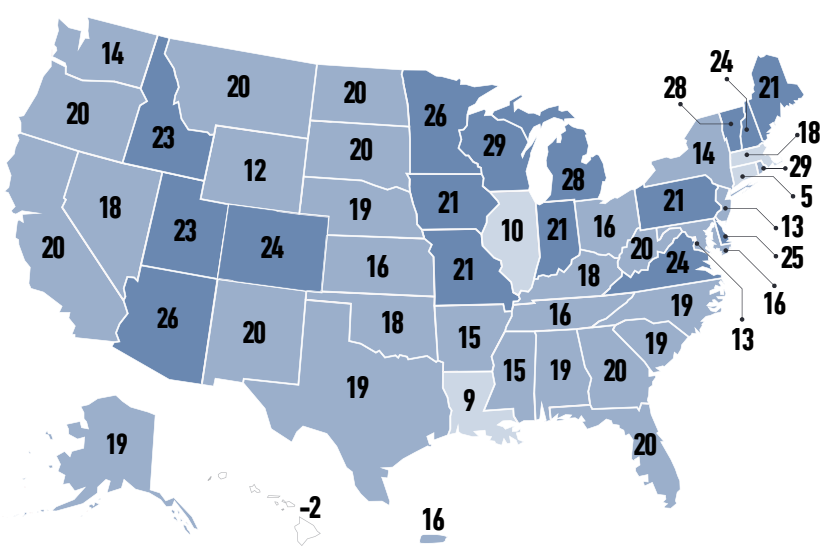
23% PLAN TO HIRE

4% EXPECT TO LAY OFF WORKERS

70% PLAN TO KEEP WORKFORCE LEVELS STEADY

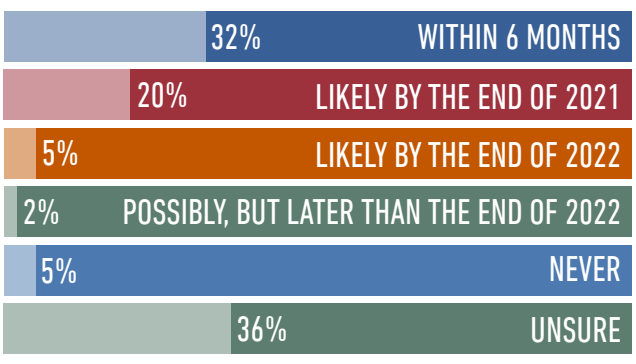
3% UNDECIDED

Employers in all four U.S. regions report positive hiring plans for the next three months



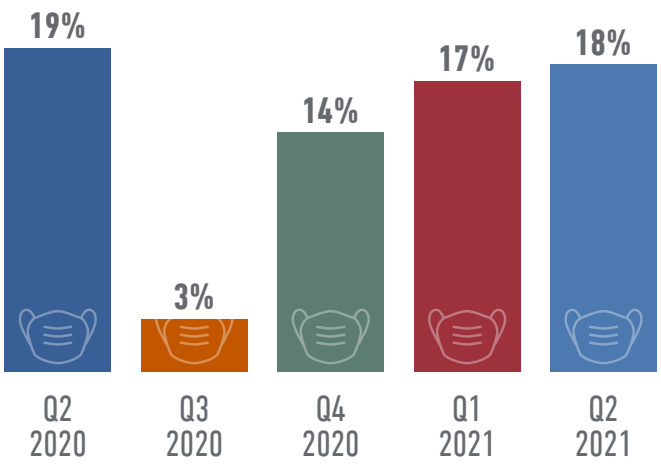
EMPLOYERS WHO REPORT HEADCOUNT HAVE BEEN IMPACTED BY COVID-19 PREDICT LONGER TIME TO RECOVERY

14% of employers expect to return to pre-COVID-19 hiring levels by **July 2021**



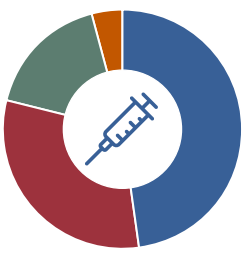
THE IMPACT OF COVID-19 ON HIRING PLANS

NEOs since March 2020



1 IN 3 U.S. EMPLOYERS ARE UNSURE ABOUT VACCINATION PLANS

48% of employers report it will be up to employees to decide



48% WILL NOT REQUIRE EMPLOYEES TO BE VACCINATED

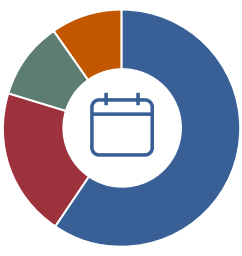
31% ARE UNDECIDED

17% PLAN TO URGE VACCINATION BY HIGHLIGHTING THE BENEFITS OR TO OFFER INCENTIVES (E.G. CASH BONUS / WELLNESS PLANS)

4% WILL REQUIRE ALL EMPLOYEES BE VACCINATED

BACK TO THE FUTURE? NOT SO FAST.

Employers share how the majority of their employees will work in the next 6-12 months



56% WORKPLACE-BASED WORKING, ALL OR MOST OF THE TIME

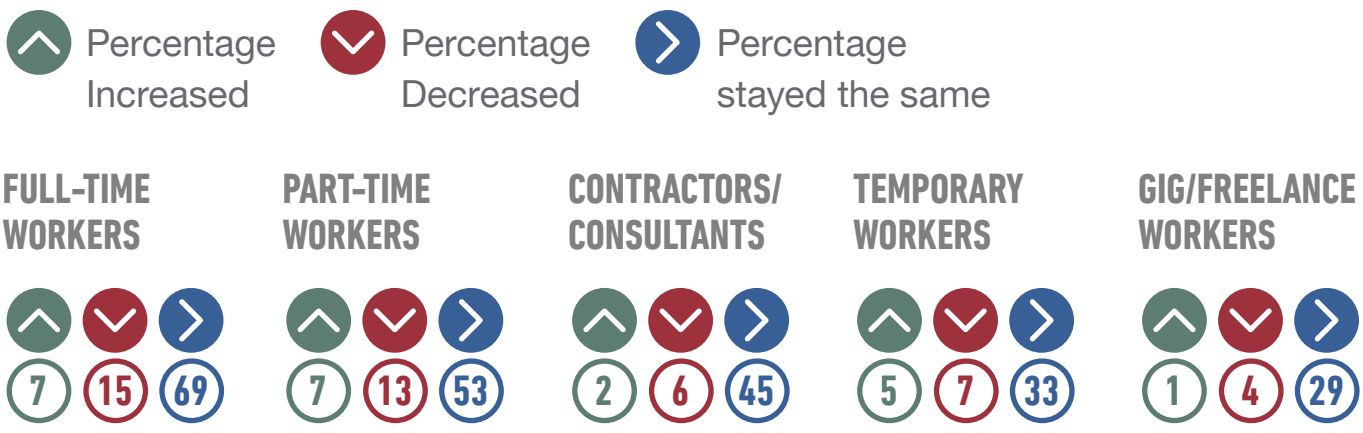
19% MIXTURE OF WORK & HOME

10% FLEXIBLE START/STOP TIMES OR CONDENSED HOURS

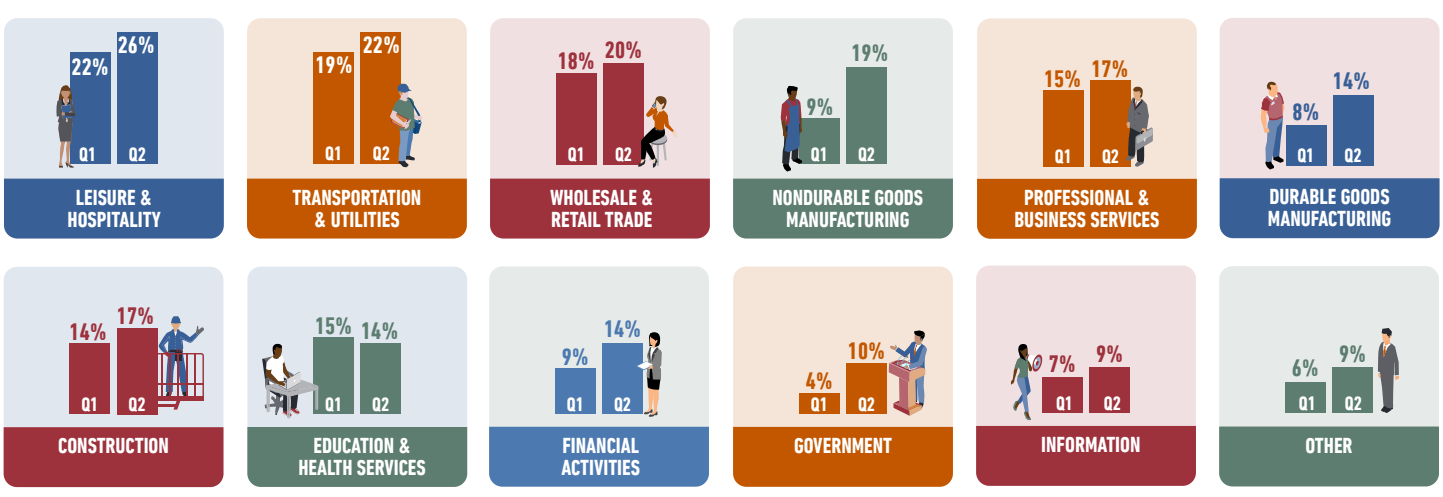
9% UNSURE

WORKFORCE COMPOSITION IN RESPONSE TO COVID-19

Percentage Increased | Percentage Decreased | Percentage stayed the same



EMPLOYERS IN ALL 12 U.S. INDUSTRY SECTORS ANTICIPATE JOB GAINS DURING THE NEXT THREE MONTHS



Complete results for the ManpowerGroup Employment Outlook Survey are available for download at:
ManpowerGroup.us/MEOS

*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 decreased in hiring activity.