The ManpowerGroup Employment Outlook Survey Q3 2021

- **49%** of employers are now hiring at a faster pace than a year ago.
- **2%** increase in the percentage of employers planning to hire.
- **46%** of employers are hiring on a temporary basis.
- **3%** increase in the percentage of employers planning to lay off workers.
- **2%** decrease in the percentage of employers planning to offer workers the opportunity to work remotely.

**Resilience and Collaboration**

- **63%** of employers believe that resilience and collaboration are more important than ever.
- **37%** of employers are in roles traditionally seen as inflexible.
- **50%** of the workforce is based in the workplace all or most of the time, up from 46% last quarter.

**Flexibility**

- **86%** of employees are expected to be back in the workplace all or most of the time.
- **31%** of employers believe that workers have wanted more flexible, more virtual, more remote work.

**Evolving Skills**

- **2.** Resilience, adaptability, stress tolerance
- **3.** Critical thinking, decision making
- **4.** Creativity, originality, problem-solving
- **5.** Reasoning, analytical thinking

**Talent Shortages**

- **86%** of companies globally report talent shortages yet report optimism, expecting to grow payrolls in 42 of the 43 countries and territories surveyed.
- **69%** of companies globally report talent shortages.
- **39%** of workers say keeping their job is their top priority.
- **9 in 10** of workers believe that employers should be doing more to support them.

**Summary**

- **For On-Site Return Due to Concerns Around Productivity**
  - Better Together: For Remote-Possible Roles, Employers Still Prepare
- **For Remote Work**
  - An Opportunity to Build Back Better:
- **For Resilience and Collaboration**
  - Build-Flex-Resilience – Moredhware
  - Build-Wellbeing – Emotional & Physical
  - Build-Innovation – Shared & Remote
  - Build-Adaptability – Trust & Flexibility
  - Build-Decision Making – Remote Leadership