

Global Hiring Plans Cool for Summer Yet Talent Shortages Remain

Q3 2023

ManpowerGroup
Employment
Outlook Survey



Employers report a global Net Employment Outlook of +28% for the third quarter, -4% lower than this time last year



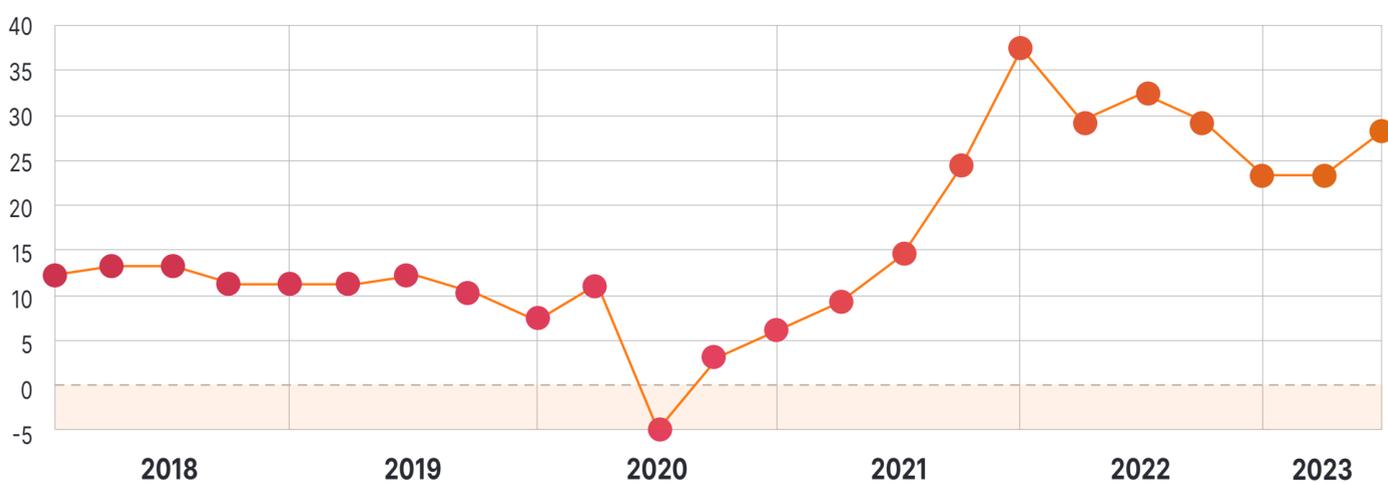
Businesses in the IT industry continue to report the brightest Outlook for the third time this year but weakening by 7% compared to the previous quarter



Global talent shortages are at an all-time high: 77% of employers report difficulty hiring open roles¹

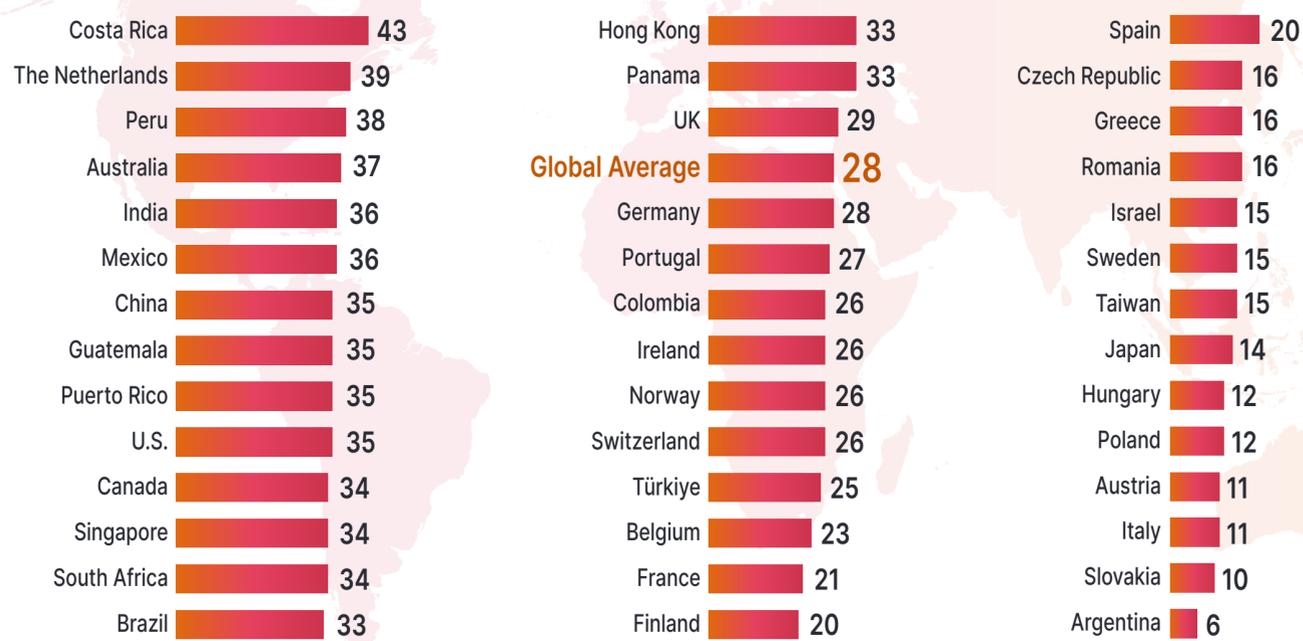
Global Net Employment Outlooks

Used internationally as a bellwether of economic and labor market trends, the Net Employment Outlook – calculated by subtracting the percentage of employers who anticipate reductions to staffing levels from those who plan to hire – **now stands at +28%**. Global hiring intentions are down 4% versus Q3 2022 but rose slightly compared to the previous quarter (+5%).



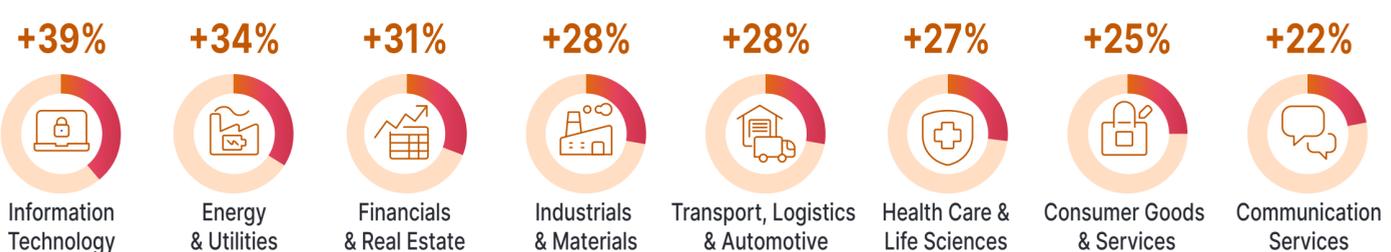
Hiring Expectations for July – September

When considering how staffing levels will change during the second quarter, **employers in all 41 countries anticipate a net positive hiring Outlook.**



Strongest & Weakest Outlooks by Sector

Organizations in the **IT sector (39%)** report the strongest outlook, followed by Energy & Utilities (34%).



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ManpowerGroup interviewed 38,849 employers in 41 countries on hiring intentions for the third quarter of 2023.
¹ ManpowerGroup Talent Shortage Survey (fielded Jan. 2023)