The annual ManpowerGroup Employment Outlook Survey Q3 2021 reveals that hiring intentions strengthened year-over-year in 2021, but the rate of growth is slower than in previous years. The survey finds that employers expect an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.

### Key Findings

1. **Hiring Intentions**: With a 9 in 10 positive outlook for hiring intentions, the sentiment is strong among employers. However, the growth rate has slowed compared to previous years.

2. **Roles in Demand**: Technology-related roles continue to be in high demand, reflecting the ongoing digital transformation. Additionally, there is a growing demand for soft skills, particularly resilience and collaboration.

3. **The Future of Work**: The pandemic has accelerated the trend towards remote work. Many employers are exploring new flexibility options, including remote work, flexible hours, and the hybrid model. The demand for remote work is expected to continue as employees seek better work-life balance.

4. **Skills Gap**: The skills employers need in the future will be different from what was needed in the past. As a result, companies are being proactive in investing in upskilling and reskilling programs. The skills employers need include problem-solving, critical thinking, and adaptability.

5. **Wellbeing**: The value of health, wellbeing, family and community is being recognized. Companies are investing in programs that support employee wellbeing, such as mental health support and family-friendly policies.

### Industries and Regions

- **Technology**: Demand is high for tech professionals. This is due to the rapid advancement in technology and the need for skilled personnel to keep up with these changes.

- **Healthcare**: There is a growing demand for healthcare professionals as the sector expands to meet the needs of a growing population.

- **Construction**: The building sector is in need of skilled workers, particularly in areas like carpentry and plumbing.

- **Retail**: Retail is recovering from the pandemic, with many employers looking to hire part-time and temporary staff.

- **Financial Services**: There is a strong demand for financial analysts and investment bankers, reflecting the importance of financial services in today’s economy.

### Conclusion

The ManpowerGroup Employment Outlook Survey Q3 2021 highlights the resilience of employers and their ability to adapt to changing circumstances. The survey also underscores the importance of investing in the future of work and addressing the skills gap to ensure sustainable growth.

For more insights, visit manpowergroup.com/workforce-insights.