

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**UK EMPLOYMENT OUTLOOK
TRIPLES IN 12 MONTHS**



ManpowerGroup®



EXECUTIVE SUMMARY

Strong hiring optimism continues into the third quarter of 2022, according to the latest ManpowerGroup Employment Outlook Survey of more than 40,000 employers across 40 countries and territories.

In the UK, +35% of employers plan to add to their workforce – up by four percentage points on Q2, and by 22 percentage points year-on-year.

Finance and IT sectors have increased their Outlook this quarter: Banking, Finance, Insurance and Real Estate and IT, Tech, Telecoms, Communications and Media both reported the strongest outlook (+49%), followed by Other Services* (+39%), and Manufacturing (+38%). Notably, the Outlook for Restaurants and Hotels has dropped again this quarter (+25%), as has Primary Production** (+28%), however both are still reporting solid hiring intention.

Large organisations (250+ employees) report the strongest hiring intentions (+42%) followed by medium organisations (50-249 employees) at +35%, as they aggressively recruit following the pandemic, yet still struggle to fill vacancies.

Employers in London are the most optimistic this quarter with hiring confidence jumping 10 percentage points since the last quarter, to +41%, fueled by the positive hiring intent of the Banking and Finance, and IT and Tech. Hiring outlook in the East (+26%) has the biggest decline this quarter (-9 percentage points), and similarly in Scotland (+23%) and Wales (+27%), the Outlook falls four percentage points this quarter in both.

*Professional, Scientific and Tech activities

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

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Q3 EMPLOYMENT OUTLOOKS:

UK employers have ambitious plans to increase headcount at a record rate in the third quarter of 2022.

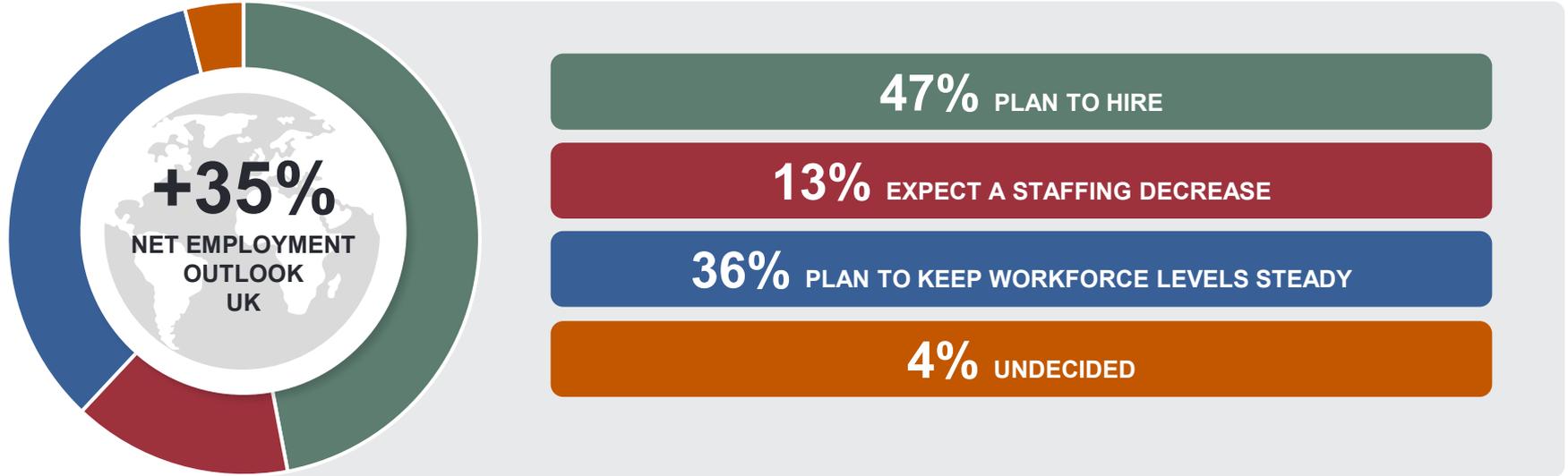


“These record hiring plans demonstrate the continuation of an employment trend, which sees businesses keep their foot firmly on the gas, despite the familiar challenges with the UK labour market.”

- **Chris Gray, Director, ManpowerGroup UK**

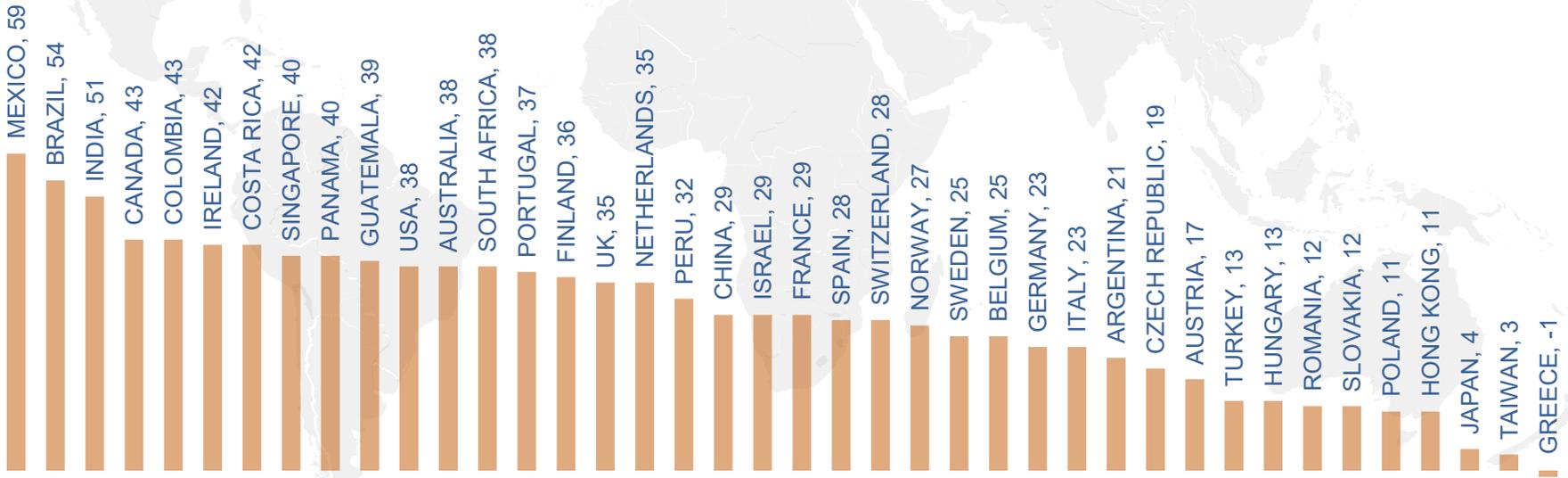
Net Employment Outlook for UK in Q3 2022: July - September

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 July - September, reporting a seasonally adjusted **Net Employment Outlook of +35%**. Hiring intentions have increased four percentage points since Q2 and 22 points year-on-year.



Employer Hiring Expectations for July - September

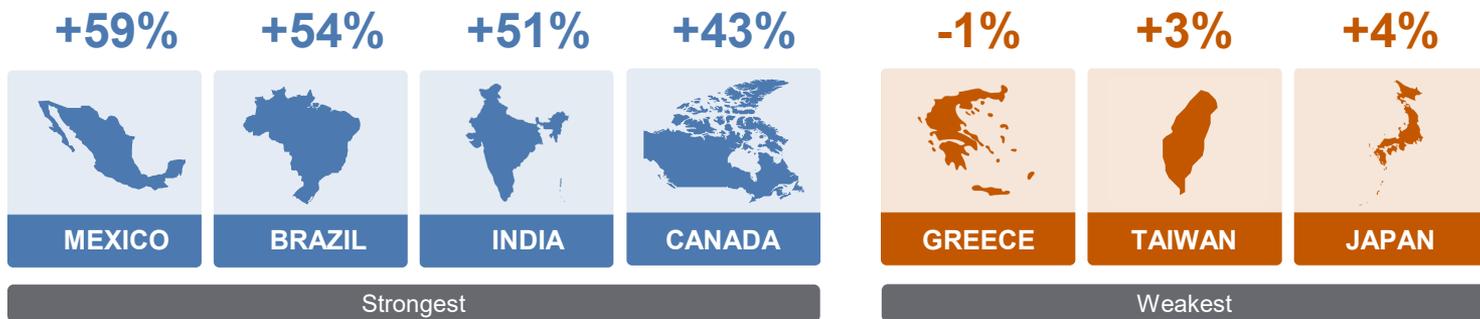
When considering how staffing levels will change from July to September, employers in **39 of 40** countries report positive Net Employment Outlooks (NEOs).



The Great Hiring Bounce-back Expected to Maintain Momentum in Q3

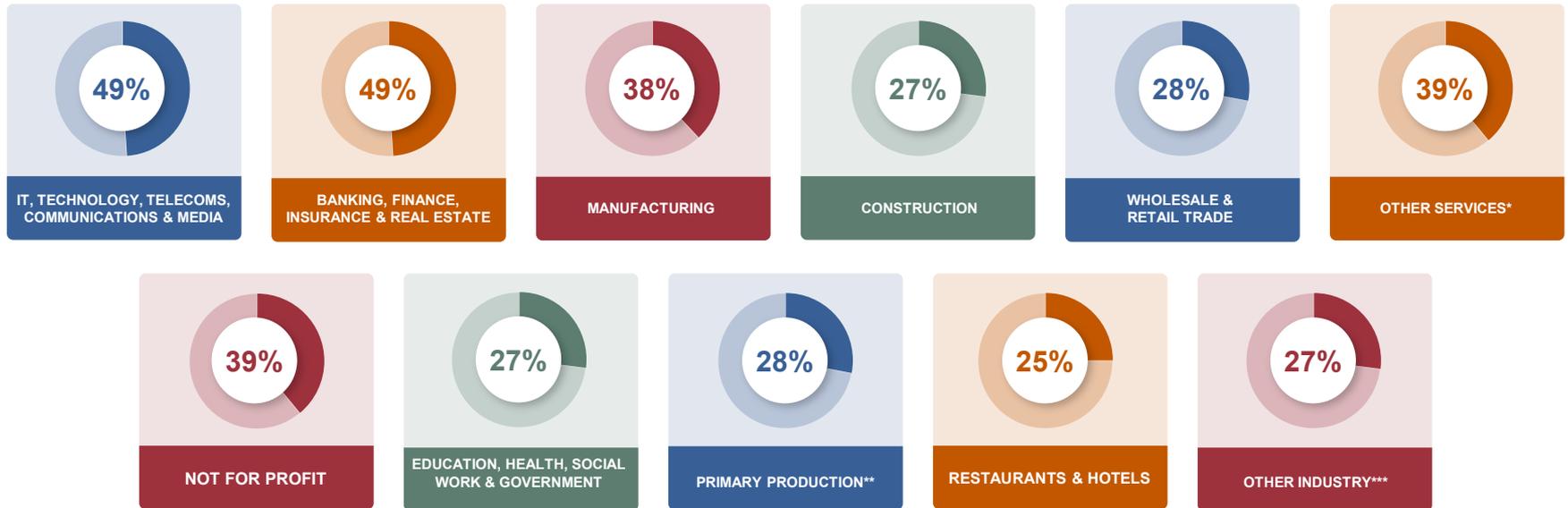
With strong outlooks across the regions, employers in Mexico (+59%) reported the most positive outlook followed by Brazil (+54%), India (+51%) and Canada (+43%). The weakest outlooks were reported in Greece (-1%), Taiwan (+3%), and Japan (+4%)

Countries With the Strongest & Weakest Hiring Prospects for Q3 2022:



Employers Anticipate Strong Demand for Talent Across Key Sectors

Digital roles and those in finance and business drive demand in the UK: IT & Technology reported the strongest outlook (+49%), along with Banking, Finance, Insurance and Real Estate (+49%), Other Services* (+39%), and Manufacturing (+39%).



*Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

**Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities

***Other; Prefer not to say

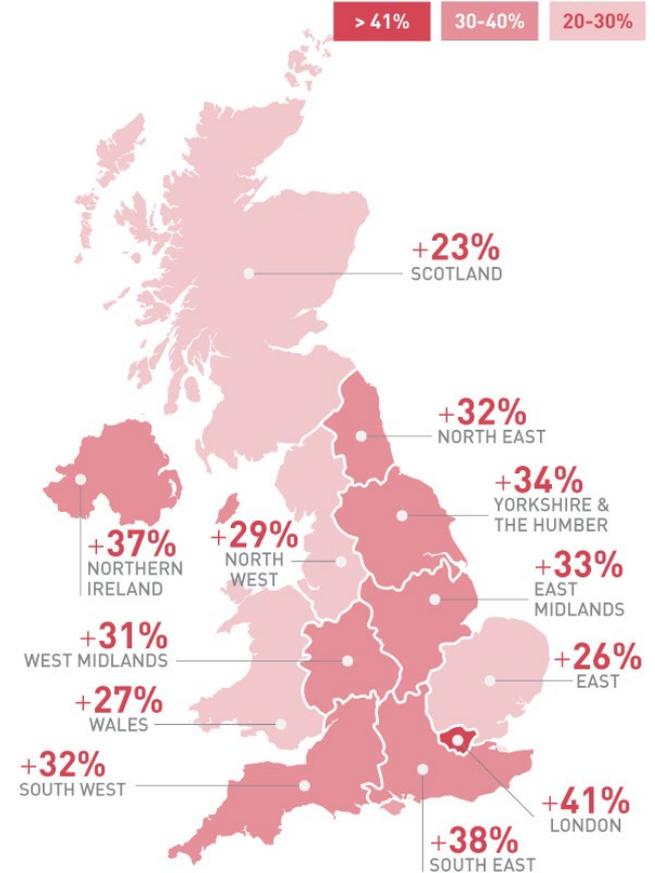
Growth Expected Across All UK Regions

London bounces back this quarter, with an Outlook of +41%, an increase of 10 percentage points from last quarter, showing a resurgence in the Capital.

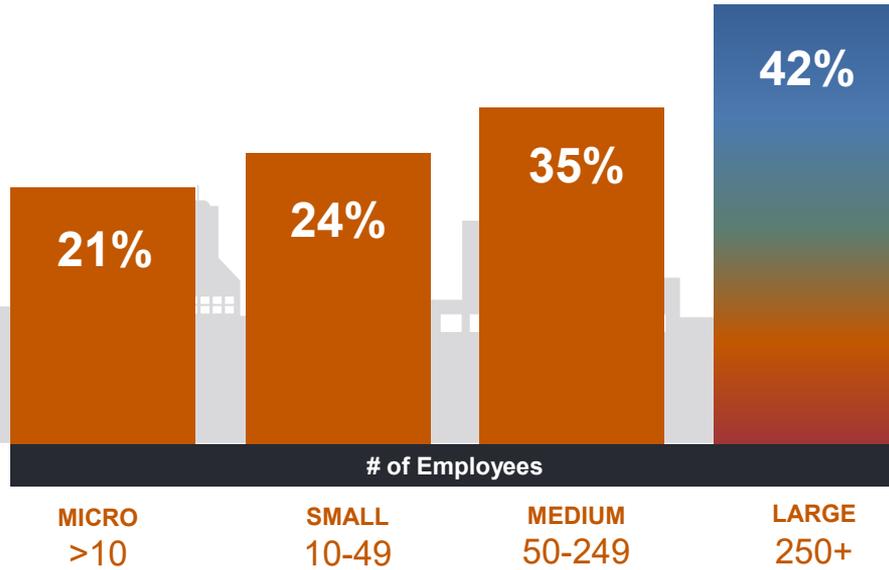
The East of the UK has declined nine percentage points in its outlook compared to Q2, now at +26%.

The Outlook in Scotland and Wales drops four percentage points in both regions, but has grown by eight percentage points and 17 percentage points respectively.

EMPLOYMENT OUTLOOK FOR JOBS BY REGION IN Q3 2022



UK Large & Medium Organisations Continue to Report Strongest Hiring Intentions



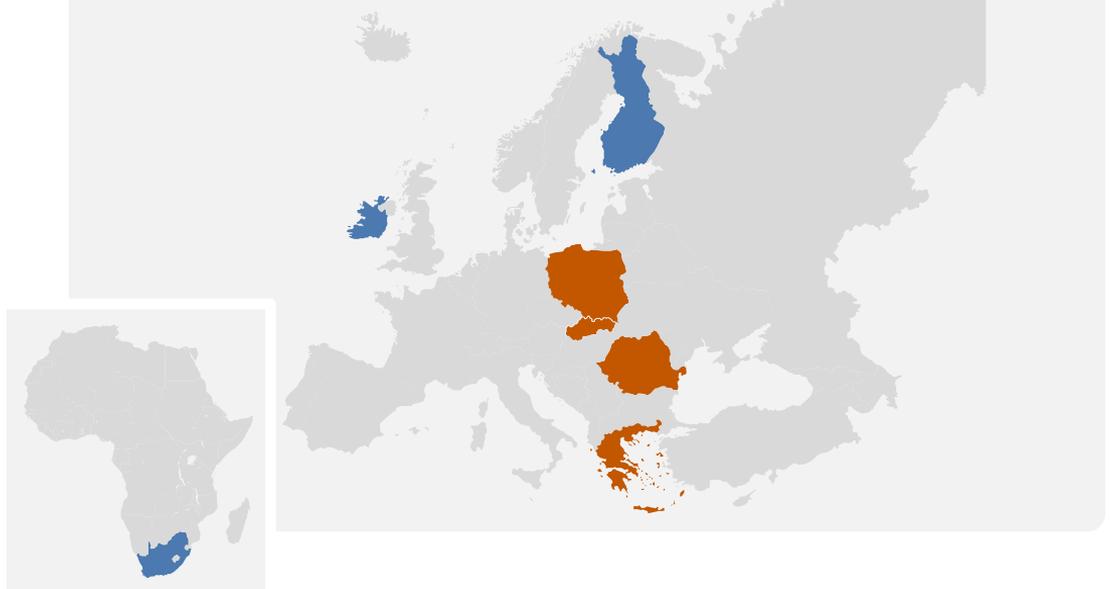
Hiring Intentions in EMEA Improve in All Countries YoY For Third Consecutive Quarter

Compared with Q2, 2022 hiring intentions improve in 14 countries, decline in six, while remaining unchanged in two, Germany and Hungary.

Employers in Ireland report the strongest outlook of +42%, up 10 percentage points since last quarter, followed by South Africa (+38%), and Finland (+36%).

STRONGEST HIRING INTENTIONS:
Ireland (+42%), South Africa (+38%), and Finland (+36%)

WEAKEST HIRING INTENTIONS:
Greece (-1%), Poland (+11%)*, and Romania (+12%)* & Slovakia (+12%).



A group of four diverse professionals (three women and one man) are seated around a wooden table in a meeting. They are smiling and looking towards the right. The woman on the far left is a Black woman with curly hair, wearing a light purple blazer. The woman next to her is wearing a grey hijab and a grey top. The woman next to her is an Asian woman with long dark hair, wearing a white ribbed turtleneck. The man on the far right is a Black man with short hair, wearing a grey cardigan over a white t-shirt. They are surrounded by coffee mugs, pens, and papers on the table. A decorative graphic of blue and red wavy lines is overlaid on the left side of the image.

ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

About the ManpowerGroup Employment Outlook Survey

[EXPLORE THE DATA](#)

The ManpowerGroup Employment Outlook Survey 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 40,000 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 September 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitised in 40 markets for the Q3 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 incentivised 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.

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EXPLORE THE DATA