

UK TALENT SHORTAGES:

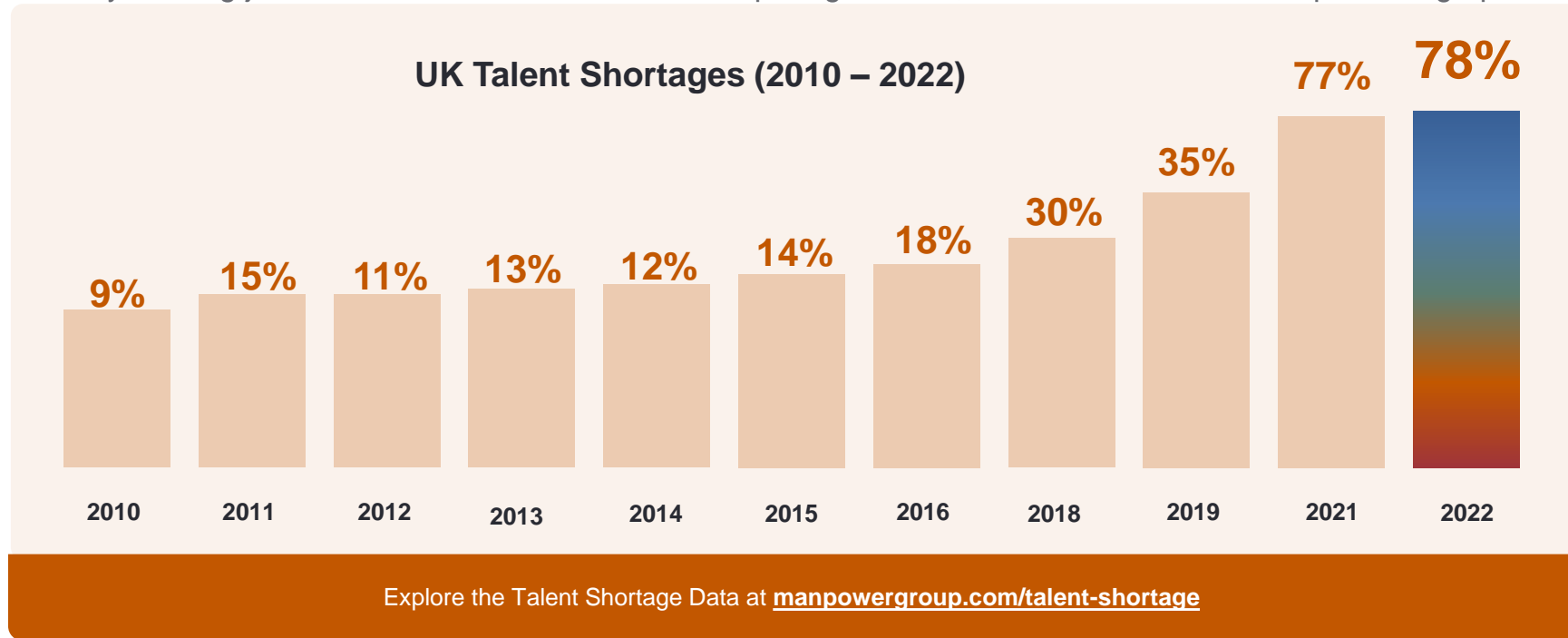


Global talent shortages reach a 16-YEAR-HIGH as more than 3 IN 4 (78%) EMPLOYERS report difficulty finding the talent they need.



UK Talent Shortages Over Time

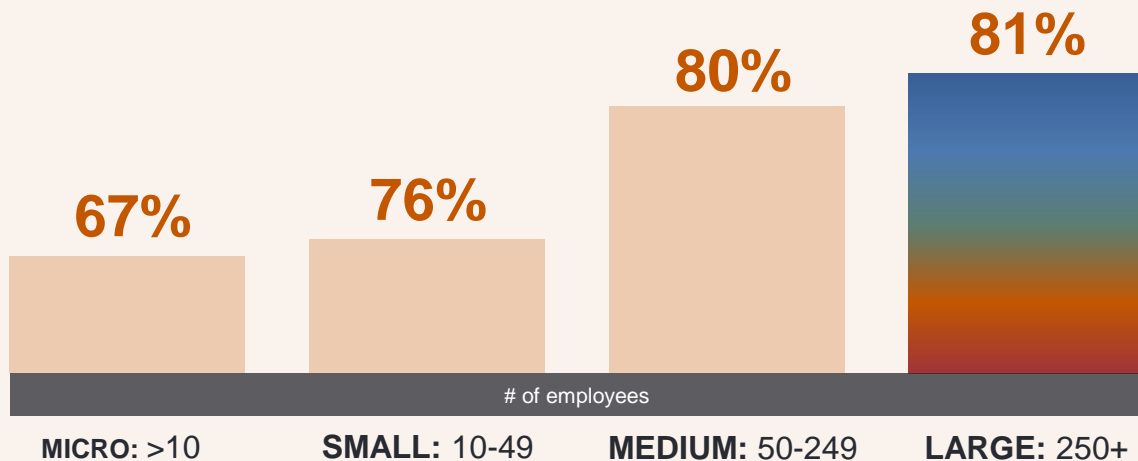
We are seeing unprecedented times for Talent Shortage numbers, with a record 78% of employers having difficulty in filling jobs due to lack of skilled talent. Comparing to 2010, this is an increase of 69 percentage points.



Large Sized Companies in the UK Report Most Difficulty Hiring

In particular, large and medium sized firms are having the most difficulty in hiring talent at 81% and 80% respectively. However, evidently businesses across the board are struggling with even micro and small sized companies reporting difficulties.

Difficulty Filling Roles by Company Size



Explore the Talent Shortage Data at [manpowergroup.com/talent-shortage](https://www.manpowergroup.com/talent-shortage)

TOP FIVE IN-DEMAND ROLES

[EXPLORE THE DATA](#)

The most in-demand roles for UK employers in 2022

1 IT AND DATA



2 FRONT OFFICE/
CUSTOMER FACING



3 ADMINISTRATION/
OFFICE SUPPORT



4 SALES/
MARKETING



5 OPERATIONS/
LOGISTICS SKILLS



TOP FIVE SOFT SKILLS

[EXPLORE THE DATA](#)

The Soft Skills Most Difficult for UK Employers to Find / Companies Needs Most in 2022

1 CRITICAL THINKING
& ANALYSIS



2 RESILIENCE, STRESS
TOLERANCE,
ADAPTABILITY



3 LEADERSHIP &
SOCIAL INFLUENCE



4 REASONING & PROBLEM
SOLVING



5 INITIATIVE TAKING



HOW TODAY'S TRENDS ARE IMPACTING JOBS:

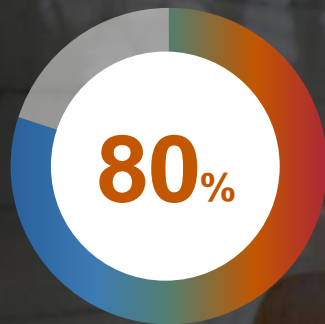


Talent Shortages, Employer Expectations
& Top Soft Skills Needed By Industry





BANKING & FINANCE



of Banking & Finance Employers reporting difficulty finding the skills required



This talent shortage coincides with almost half (49%) wanting to add to their staff during the third quarter and 10% expecting various decreases.

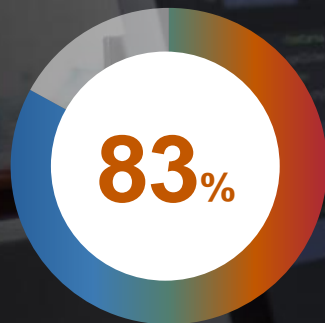
Once seasonally adjusted, the Net Employment Outlook (NEO) is +49%, strengthening by 37 percentage points year-over-year and 14 percentage points quarter-over-quarter.

TOP 5 SOFT SKILLS BANKING & FINANCE EMPLOYERS ARE SEEKING

- 1 CRITICAL THINKING & ANALYSIS**
- 2 INITIATIVE TAKING**
- 3 ACCOUNTABILITY & RELIABILITY,**
- 4 REASONING & PROBLEM SOLVING**
- 5 RESILIENCE & ADAPTABILITY**



IT & TECHNOLOGY



83%
of IT & Technology
Employers
reporting difficulty
finding the
skills required

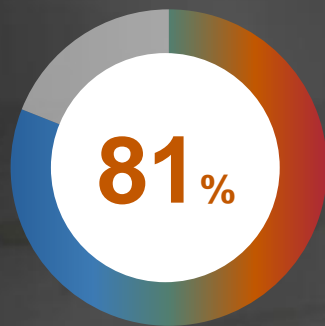
This talent shortage coincides with almost half (49%) wanting to add to their staff during the third quarter and 10% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is +49%, strengthening by 49 percentage points year-over-year and 7 percentage points quarter-over-quarter.

TOP 5 SOFT SKILLS IT & TECHNOLOGY EMPLOYERS ARE SEEKING

- 1 REASONING & PROBLEM SOLVING**
- 2 CRITICAL THINKING & ANALYSIS**
- 3 INITIATIVE TAKING**
- 4 ACCOUNTABILITY & RELIABILITY**
- 5 LEADERSHIP & SOCIAL INFLUENCE**

EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT



81% of Education,
Health, Social Work
& Government
Employers reporting
difficulty finding the
skills required



This talent shortage coincides with just over a quarter (+27%) wanting to add to their staff during the third quarter and 17% expecting various decreases.

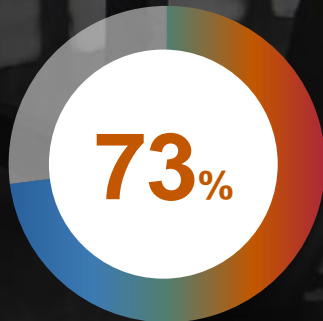
Once seasonally adjusted, the Net Employment Outlook (NEO) is 27%, strengthening by 19 percentage points year-over-year and staying the same quarter-over-quarter.

TOP 5 SOFT SKILLS EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT EMPLOYERS ARE SEEKING

- 1 RESILIENCE & ADAPTABILITY** 
- 2 LEADERSHIP & SOCIAL INFLUENCE** 
- 3 INITIATIVE TAKING** 
- 4 CRITICAL THINKING & ANALYSIS** 
- 5 ACCOUNTABILITY & RELIABILITY** 



MANUFACTURING



of Manufacturing
Employers
reporting difficulty
finding the
skills required

This talent shortage coincides with over a third (+38%) wanting to add to their staff during the third quarter and 9% expecting various decreases.

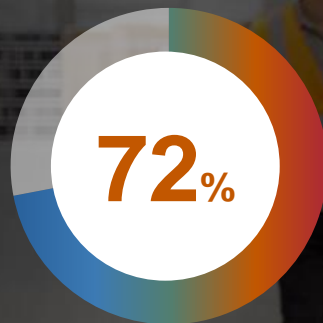
Once seasonally adjusted, the Net Employment Outlook (NEO) is 38%, strengthening by 27 percentage points year-over-year and 9 percentage points quarter-over-quarter.

TOP 5 SOFT SKILLS MANUFACTURING EMPLOYERS ARE SEEKING

- 1 CREATIVITY & ORIGINALITY**
- 2 CRITICAL THINKING & ANALYSIS**
- 3 REASONING & PROBLEM SOLVING**
- 4 ACCOUNTABILITY & RELIABILITY**
- 5 LEADERSHIP & COLLABORATION**



WHOLESALE & RETAIL TRADE



of Wholesale & Retail Trade Employers reporting difficulty finding the skills required

This talent shortage coincides with over a quarter (28%) wanting to add to their staff during the third quarter and 15% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 28%, strengthening by 19 percentage points year-over-year and 1 percentage point quarter-over-quarter.

TOP 5

SOFT SKILLS
WHOLESALE &
RETAIL TRADE
EMPLOYERS
ARE SEEKING

- 1 REASONING & PROBLEM SOLVING
- 2 CRITICAL THINKING & ANALYSIS
- 3 ACCOUNTABILITY & RELIABILITY
- 4 INITIATIVE TAKING
- 5 LEADERSHIP & SOCIAL INFLUENCE



RESTAURANTS & HOTELS

80%

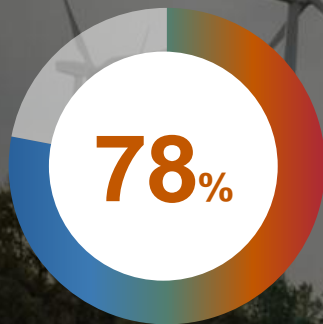
of Restaurant & Hotel Employers reporting difficulty finding the skills required

This talent shortage coincides with a quarter (25%) wanting to add to their staff during the third quarter and 14% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 25%, increasing by 1 percentage point year-over-year and dropping by 9 percentage points quarter-over-quarter.

TOP 5 SOFT SKILLS RESTAURANT & HOTEL EMPLOYERS ARE SEEKING

- 1 LEADERSHIP & SOCIAL INFLUENCE**
- 2 RESILIENCE & ADAPTABILITY**
- 3 COLLABORATION & TEAMWORK**
- 4 INITIATIVE TAKING**
- 5 CRITICAL THINKING & ANALYSIS**



of Construction Employers reporting difficulty finding the skills required

This talent shortage coincides with just over a quarter (27%) wanting to add to their staff during the third quarter and 13% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 37%, strengthening by 10 percentage points year-over-year and decreasing by 3 percentage points quarter-over-quarter.

TOP 5 SOFT SKILLS CONSTRUCTION EMPLOYERS ARE SEEKING

1 CRITICAL THINKING & ANALYSIS



2 RESILIENCE & ADAPTABILITY



3 LEADERSHIP & SOCIAL INFLUENCE



4 INITIATIVE TAKING



5 REASONING & PROBLEM SOLVING





“As we emerge from the pandemic, this is our collective opportunity to act with urgency, to scale bold, disruptive ideas and collaborations across business, government and education. And now is the time to reshape a better, brighter future for workers – one that is more skilled, more diverse, and more wellbeing-orientated than we could ever have imagined.”

– Jonas Prising, Chairman & CEO



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.

ManpowerGroup Solutions Across the Entire HR Life Cycle



Workforce Consulting & Analytics



Workforce Management



Talent Resourcing



Career Management



Career Transition



Top Talent Attraction



ManpowerGroup®



Manpower®



Experis®
ManpowerGroup



Talent
Solutions
ManpowerGroup

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