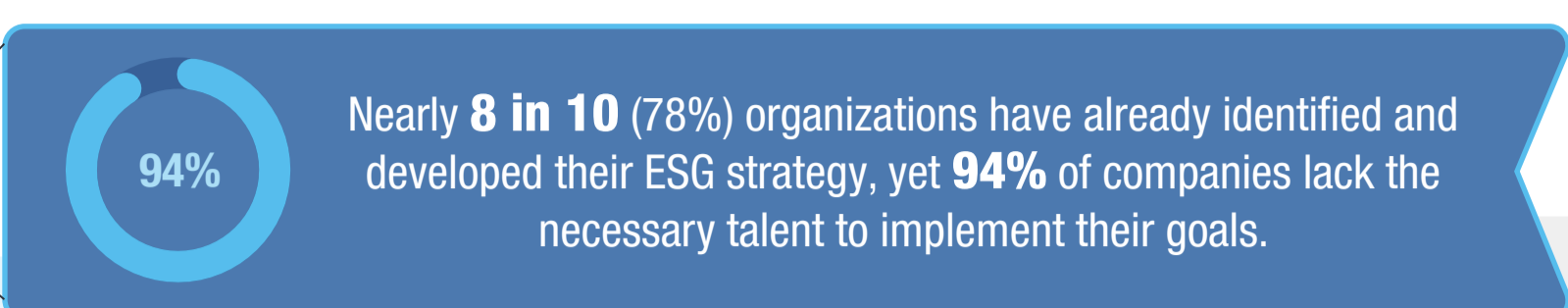


The Search for ESG Talent

The next generation of consumers expect businesses to have a point of view on societal and environmental issues, and to be doing right thing for people, communities and the planet.¹

With more focus than ever on progress over pledges, organisations must move beyond target-setting to accelerate meaningful advances against **Environmental** action, **Social** impact, and good **Governance** (ESG).²



Sustainability Commitments are Shaping In-Demand ESG Roles

We surveyed 2,030 hiring managers in the UK to learn about their strategic talent management plans to meet their ESG priorities

Roles that promote Environmental Impact (**38%**) and that promote Social Impact (**36%**) are the priorities for employers to recruit for in the next 12 months.

Environmental	Social	Governance
1 Environmental, Health & Safety	1 Health & Wellbeing	1 Ethics & Compliance
2 Recycling & Waste Management	2 Diversity & Inclusion	2 Cybersecurity
3 Corporate Sustainability	3 Workforce Planning	3 Data Privacy & Protection
4 Facility Management	4 Talent & Leadership Development	4 Government & Public Affairs
5 Renewable Energy Generation & Maintenance	5 Employee Total Rewards or Compensation	5 Enterprise Risk Management

One third (**33%**) of employers plan to hire in two or more areas.

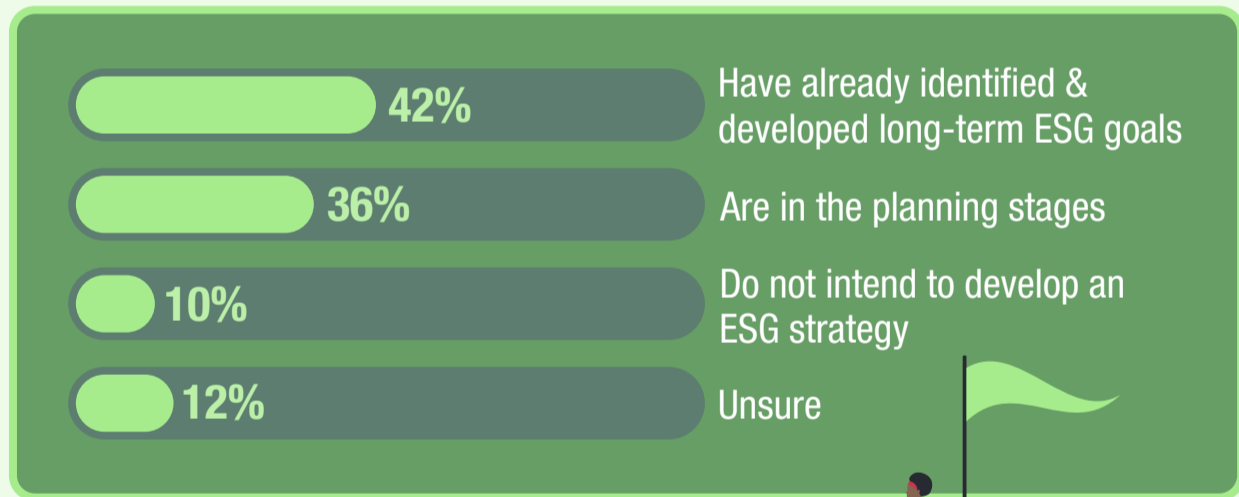


ESG is an Expectation – Not an Aspiration

From Gen Z to Baby Boomers, workers are demanding meaningful, purpose-driven work and organizations that are purpose-led will lead the way.³

Employers are rising to the occasion – nearly **8 in 10** organisations have already identified and developed or are in the planning stages of creating ESG goals.

Despite demand, **22%** of employers are unsure or don't intend on developing an ESG strategy.



Accessing Talent is Key to Walk the Talk on ESG Commitments

Talented teams are needed to shift the needle on ESG priorities and companies are taking action to develop through building, buying, borrowing or bridging the right blend of talent.

Build Create communities of internal talent – Look within and provide opportunities for Education, Experience and Exposure by bringing together multi-functional teams. 51% are already planning on upskilling their existing workforce and 13% will be adding ESG responsibilities to current roles.	Buy Look to the external market to find the best talent that cannot be built in-house. 42% of employers will be recruiting new, external talent.
Bridge Assess whether workers can be reallocated to different areas of your business or whether they need help moving on and up to new roles .	Borrow Consider part-time, freelance, contract, and temporary workers to complement existing workforce. 23% plan on leveraging the expertise of external consultants.

Employers were able to choose multiple answers, therefore totaling more than 100%

To learn more about how ManpowerGroup is working to change the world, visit: www.manpowergroup.co.uk/sustainability

Stay Connected: [f](#) [@](#) [in](#) [t](#) [v](#)

¹ Gen Z, Millennials Stand Out for Climate Change Activism, Social Media Engagement With Issue, Pew Research Center, 2021

² Closing the Sustainability Skills Gap: Helping businesses move from pledges to progress, Microsoft 2022

³ What Workers Want to Thrive at Work, ManpowerGroup & Thrive Global, 2022