

Business.



Manpower[®]



Transformed.



**Transformational
workforce solutions**



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Value. Delivered.

Stop waiting. Start transforming.

Finding the talent to transform your organisation today and the skills to fuel your future means thinking differently. You need to identify the people you need now to get the job done. You need to predict and pre-empt the skills that tomorrow will demand – and reframe the way you look at your workforce. You need to stop filling roles and start building skills. You need to stop simply making hires and start creating agility, resilience and opportunity.

Manpower will help you to deliver real, long-term value from the skills that you build, buy and borrow. We have the experienced recruiters, leading data and insights to deliver qualified, in-demand talent at scale, for today and tomorrow. We help you secure flexible access to diverse, highly qualified talent pools in the simplest, most efficient ways possible.

**The skills
challenge**

Skills.

**Stop filling roles.
Start building skills.**

Skills have never been in greater demand. And the skills in demand have never been so scarce or rapidly evolving. The working world is changing at an accelerating pace. Every business faces some form of transformation. Few can understand the true speed or impact of AI, or the advantage of multi-generational talent. The need to access specialised or hard to get talent is both urgent and fundamental to your long-term success. **Read more** →

Sorted.

Overcoming the skills challenge



Percentage of organisations struggling to find skilled talent

80%



The only sensible option is to stay agile. Manpower gives you access to powerful global, local, multi-generational, sector-specific and skills-based networks of talent. These permanent and temporary talent pools empower you to buy and borrow the latest skills on demand. Meanwhile, with insights from across the globe and expertise in every business sector, we're able to predict the skills you need tomorrow and build them today.



Delivering
results



Results.

Delivered.

**Stop seeing problems.
Start finding solutions.**

Manpower's unparalleled place in the people industry, and our unique perspective on the world of work, means that no-one is better equipped to help you turn ever-evolving talent challenges into transformational opportunities.

Read more →

Delivering results



Insights that unlock opportunities

We have the experience, data and insights to help you benchmark and improve your staffing ROI. To be more agile, respond to changing markets, and drive continuous improvement. Tools like our Workforce Success Index and our Total Cost of Workforce calculator, give you the clarity to understand your performance and reach your goals.

Industry-leading reputation

Our award-winning reputation in ESG and our expertise in Diversity, Equity, Inclusion & Belonging, make it easier for you to reach your long-term people goals. With our strong compliance framework, we promote social mobility, reflect the communities you serve and work towards a fairer, more sustainable future.



In-depth expertise

Our recruiters combine niche skills and sector expertise with on-the-ground local understanding and up-to-the-minute market knowledge. That means we have a proven track record of finding the right people to power your business.

Progressive talent development

Our commitment to ongoing learning and development means that we don't just place people in perm or temp roles. We give them the tools and support to develop new skills, progress their careers and add value to your organisation. Throughout, we're building strong relationships that help you engage and retain your talent.



Building
partnerships

People. Perfected.

**Stop adding suppliers.
Start creating partnerships.**

Our business is organised to mirror the needs of our clients, so you can build a long-term partnership with someone who truly understands your challenges and can add value at every stage of the recruitment process.

Read more →

Building partnerships



1

End-to-end workforce solutions

We build connected, end-to-end workforce solutions that empower enterprise clients to meet complex people needs and deliver key organisational goals.

[Read more →](#)

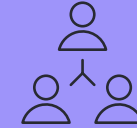


2

Skilled talent pools

We develop deep expertise in specialist talent markets with critical in-demand skills like engineering, green technologies and supply chain.

[Read more →](#)



3

Local talent markets

With a network of locations nationwide and a talent pool of over 2.2 million candidates, we help employers to meet urgent and ongoing people needs by targeting and developing local talent markets

[Read more →](#)





**End-to-end
workforce solutions**

Insights.

Actioned.

**Stop dealing with today.
Start delivering on tomorrow.**

We empower enterprise clients to drive transformation and deliver high performance by recruiting, contracting, developing and retaining the right people.

Read more →



End-to-end workforce solutions

Our sector-facing teams have the industry expertise and experience to create connected, end-to-end workforce solutions that reduce costs, drive continuous improvement and add innovative thinking at every stage.

Combining cutting-edge technology with proven processes and data-driven insight, we add value across the recruitment lifecycle. We help you make smarter decisions and deliver stronger ROI by understanding your Total Cost of Workforce. We look beyond cost-per-hire, to highlight the real and opportunity costs of recruitment, training and staff turnover.

We drive costs down, and productivity up, by understanding how competitive you are when it comes to attracting and retaining talent. Our Workforce Success Index benchmarks the rewards, culture and environment you offer against your talent competitors. This gives you clear action points to improve your employee experience and enhance your position in key talent markets, ultimately saving time and money.



We put long-term organisational goals like ESG and DEIB at the heart of your everyday approach, promoting social mobility and inclusivity. Through MyPath, our exclusive development programme, we give candidates and consultants the training tools and personalised support to achieve their ambitions. In turn, this helps you close skills gaps by giving you access to the pre-vetted, in-demand talent pools of the future.





Talent.



Spotted.

**Stop searching.
Start targeting.**

Finding the specialist skills to drive your business forward can be critical to unlocking your organisation's true potential. At Manpower, we are experts powering experts. We don't just recruit the specialists who make industries tick. We create, pool and own the skills our clients need most.

Read more →

Skilled talent pools

With decades of industry experience, we are more than a respected partner. We are an employer of choice in the sectors we serve. We connect to millions of candidates across the UK. And we target in-demand talent from across our global network, building and maintaining talent pools ready to support you.

Through our dedicated Academy solution, we provide clients with an alternative way of acquiring hard to source, in-demand skills that UK industries need. We enhance and deepen the capabilities of existing specialists, boosting their soft skills, future-proofing their knowledge and helping them add to their qualifications or accreditations. And where new skills simply don't exist, we identify people from related sectors or roles and help them translate their skills into exciting new opportunities.

So, simply put, we offer more contacts, more candidates, more choice and better quality. Which gives you more agility and greater reliability. Our recruiters bring their unique insight and expertise to your specialist talent challenges. They use a data-driven approach to target the people you need, wherever or whoever they are.



Engineering

Our engineering teams have in-depth sector and talent market knowledge to deliver against roles in telecoms, life sciences and a whole range of manufacturing industries, including food & drink, metals, machinery, chemicals & pharmaceuticals, transport and electronics.



Supply chain

With over 40 years' experience recruiting warehouse and logistics staff, we are one of the largest supply chain recruiters in the UK. We understand the need to offer a 24/7 service that maintains the smooth running of complex and interconnected logistics operations.



Green

We lead the way in finding, transferring and developing the critical skills needed to accelerate the UK's path to net zero. As this space develops, we're sourcing green skills for clients in a diverse range of sectors including manufacturing, engineering, energy, construction, automotive, transport & logistics and tech.





Market.

Mapped.

**Stop widening your search.
Start expanding your team.**

If you're looking for local talent, you need in-depth, on-the-ground local knowledge. That's what sets our UK Network Operations team apart from the competition. With a network of locations across the UK, we know the talent near you.

Read more →



Our on-the-ground operations are supported by well-established networks and talent pools that put Manpower at the heart of your local talent market. We are constantly recruiting across the UK.

Our recruiters are experts in the unique dynamics of your talent market. They are on hand, on-demand, to work closely with you, meet your urgent talent needs, keep your business moving and help you take advantage of growth opportunities fast.

Growing your talent market

Organisations are under more pressure than ever to find the right skills. Our MyPath development programme connects hiring organisations with hard-to-reach talent by bridging the skills gap and building the talent pool of the future. MyPath helps potential candidates to grow their skills, creating a richer, deeper talent market in your area. Meanwhile, by bringing MyPath into your workplace, you can constantly upgrade the skills of your in-house teams, creating talent pipelines to support your growth. This shows how much you value your people and drives improved motivation, engagement and retention across your teams.

Mapping your talent market

Our Workforce Success Index (WSI) tool takes you one step further. WSI benchmarks your workplace against operational, environmental and market data from thousands of worksites across the country. WSI provides a comprehensive assessment of your offer to candidates and its competitiveness in the marketplace. By doing so, it helps you solve specific problems that are holding back your ability to recruit and retain the talent you need.



Stop talking. Start doing.

Our partnerships give us an incredible opportunity to make a positive impact. Manpower has a unique place in the global economy, working with all types of organisations across every industry. We recognise that all this access and influence comes with the responsibility to set an example for others to follow. So we are leading from the front on critical global issues, from climate change and workplace diversity to transparency and ethical integrity.

Manpower is a people-focused business, partnering with diverse organisations in the UK to challenge employment barriers and create pathways for talent. We positively impact workplace productivity and benefit communities by offering long-term employment opportunities, including reskilling, upskilling, flexibility, wellbeing, and prosperity for our talent pools.

We have developed three pillars to our Environmental, Social and Governance (ESG) strategy with tangible results.

[Read more →](#)

Impact. Empowered.



Planet

A climate action plan that treats our planet with respect, reducing emissions and limiting impact on the environment.

- We've reduced Greenhouse Gas (GHG) emissions by 48% since 2019.
- We've launched a programme to encourage employees to opt for emissions-free vehicles.
- We are on track to have a zero-emissions vehicle fleet by 2030.
- We continue to improve the measurement of all GHG-producing activities.



People & Prosperity

Powering personal achievement with better paid, more meaningful and more rewarding work.

- In 2022, we placed tens of thousands of associates into meaningful work each week.
- As of the end of 2022, 2,500 associates were engaged in our MyPath development programme.
- We launched the Women in Driving Development Pathway to enhance gender diversity in a traditionally male-dominated industry.
- We achieved a further renewal of the MOD Armed Forces Covenant Employer Gold award and have now held this honour since 2017.
- We have renewed our status as a Disability Confident Leader and have held this recognition since 2018.



Principles of Governance

A responsible, ethical and transparent approach that is embedded in our purpose and founded on five key principles:

- Information security & data
- Stakeholder engagement & recognition
- Corporate governance
- Ethics & integrity
- Risk management.

The benefits of partnering with us

Market. Leading.



Scale

We create talent and build skills at scale, helping your business, and the UK economy as a whole, to move forward.



Value

We have the tools and data to help you understand your Total Cost of Workforce and invest in ways that cut costs and deliver real, long-term value for your business.



Skills

We make a long-term commitment to developing the skills and progressing the careers of our candidates and associates with MyPath. So we're always adding more people power to your business.



Tech

We combine the latest technology with tried and tested processes, de-risking change and helping you stay ahead of your competitors.



Insights

With data, expertise and experience from across the UK and around the world, we deliver actionable insights that help you make smarter decisions.



Impact

Manpower and our clients are working together to change the world. We are committed to creating talent at scale and providing meaningful work for all. We help organisations to access talent from diverse backgrounds, invest in, upskill and retain their people. We work with our partners to develop new pathways to employment and improve access to opportunity for everyone.



Business. Transformed.

Find out more at [manpower.co.uk](https://www.manpower.co.uk)