

# MANPOWERGROUP TALENT SHORTAGE

## UNITED STATES TALENT SHORTAGE

The talent shortage continues strong, with the majority of employers reporting hiring difficulties. Read about the top 5 in-demand roles and skillsets by industry.

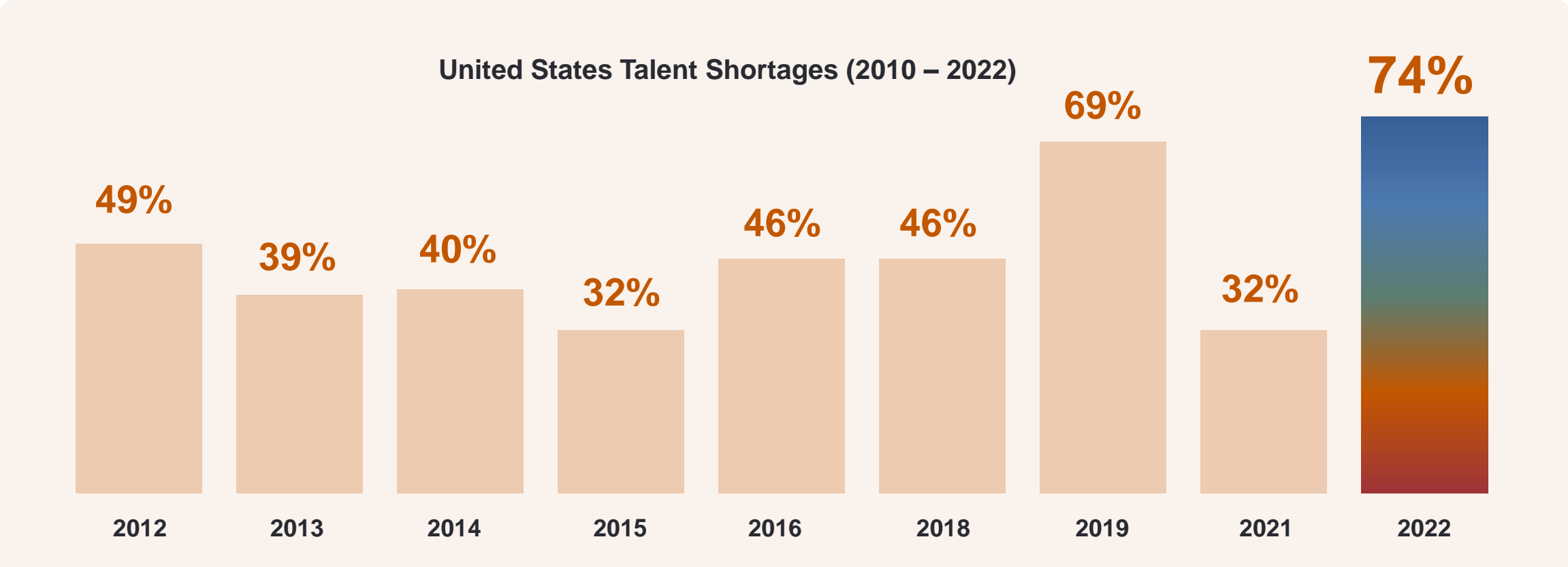


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# U.S. Talent Shortages Over Time

From manufacturing to marketing, transport to trade, employers cannot find the people they need with the right blend of technical skills and human strengths.



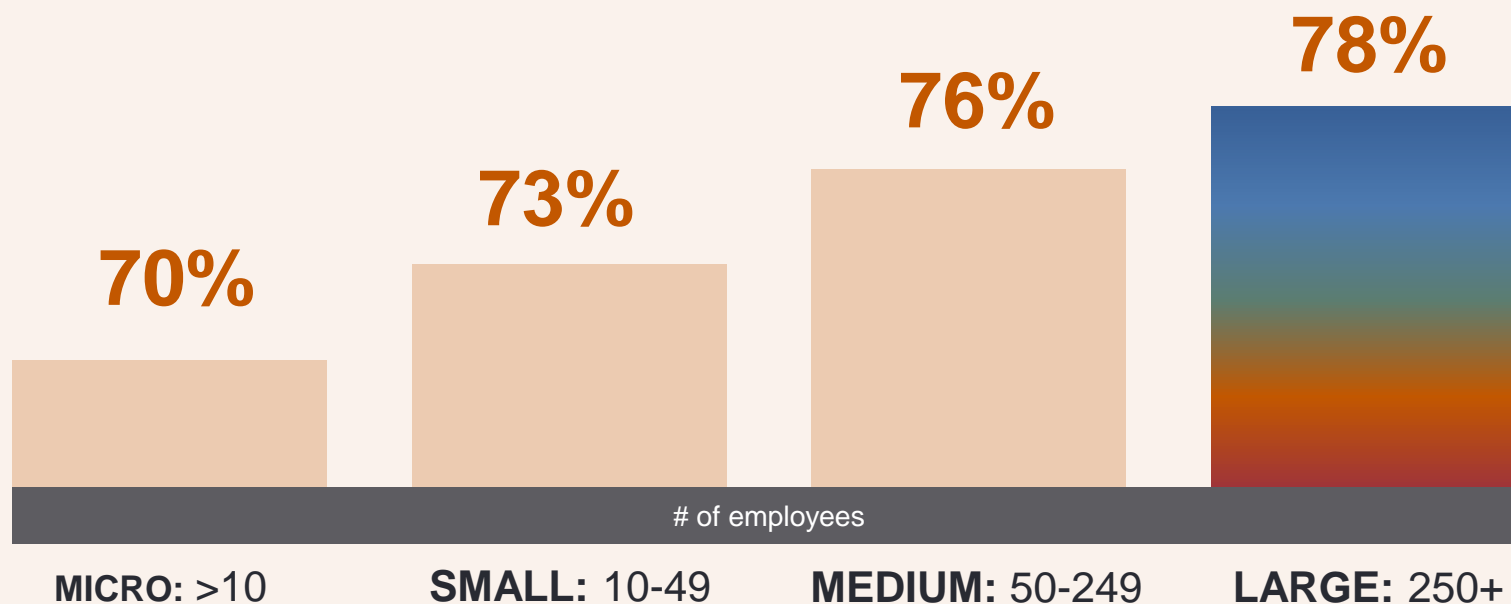
Explore the Talent Shortage Data at <https://web.manpowergroup.us/talent-shortage-solutions>



# Large Companies Report Most Difficulty Hiring

Shifting demographics, including shrinking birth rates and the rise in early retirees, means talent is scarcer than ever before.

## Difficulty Filling Roles by Company Size



Explore the Talent Shortage Data at <https://web.manpowergroup.us/talent-shortage-solutions>

# TOP FIVE IN-DEMAND ROLES

[EXPLORE THE DATA](#)

These are the most sought-after roles by employers in 2022.

1 IT



2 OPERATIONS  
& LOGISTICS



3 SALES &  
MARKETING



4 MANUFACTURING  
& PRODUCTION



5 CUSTOMER FACING  
& FRONT OFFICE



# TOP FIVE SOFT SKILLS

[EXPLORE THE DATA](#)

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

**1** RESILIENCE  
& ADAPTABILITY



**2** CRITICAL THINKING  
& ANALYSIS



**3** REASONING &  
PROBLEM SOLVING



**4** LEADERSHIP &  
SOCIAL INFLUENCE



**5** CREATIVITY &  
ORIGINALITY





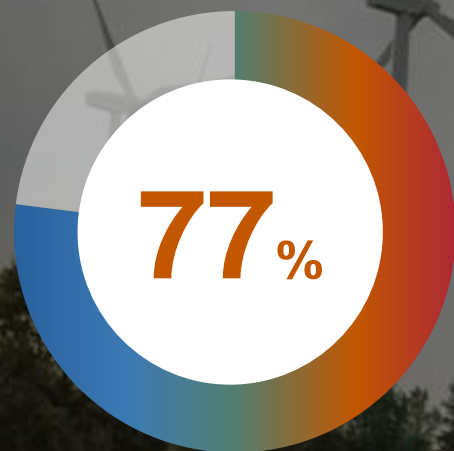
# WHAT DO THESE TRENDS AND CHALLENGES MEAN FOR THE HIRING MARKET?



After every pandemic in the past 200 years, there has been an economic surge, with job openings to match, and it appears history is set to repeat itself again.







of Construction Employers reporting difficulty finding the skills required



This talent shortage coincides with nearly half (52%) wanting to add to their staff during the third quarter and 10% expecting various decreases.

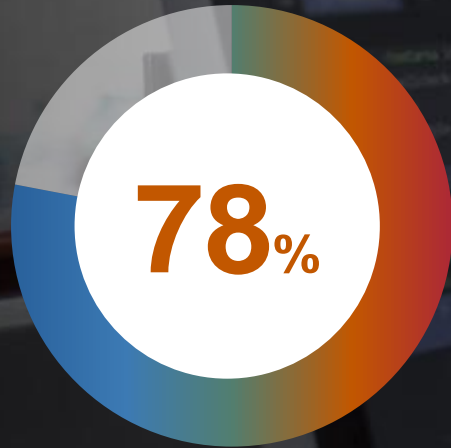
Once seasonally adjusted, the Net Employment Outlook (NEO) is 42%, strengthening by 15 percentage points year-over-year and 4 percentage points quarter-over-quarter.

## TOP 5 SOFT SKILLS CONSTRUCTION EMPLOYERS ARE SEEKING

- 1 ACCOUNTABILITY, RELIABILITY, DISCIPLINE** 
- 2 LEADERSHIP & SOCIAL INFLUENCE** 
- 3 REASONING & PROBLEM SOLVING** 
- 4 CRITICAL THINKING & ANALYSIS** 
- 5 CREATIVITY & ORIGINALITY** 



# IT & TECHNOLOGY



**78%** of IT & Technology Employers reporting difficulty finding the skills required

This talent shortage coincides with over half (67%) wanting to add to their staff during the third quarter and 8% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 59%, strengthening by 38 percentage points year-over-year and 8 percentage points quarter-over-quarter.

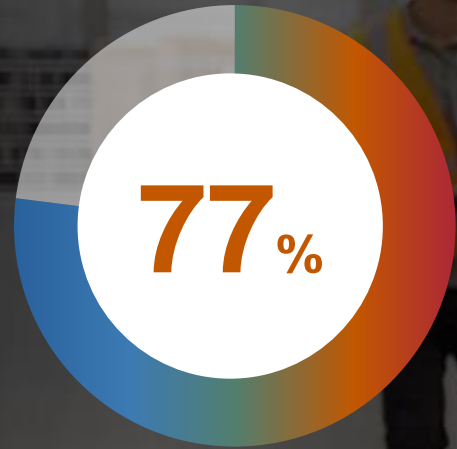
## TOP 5 SOFT SKILLS IT & TECHNOLOGY EMPLOYERS ARE SEEKING

- 1 CREATIVITY & ORIGINALITY**
- 2 CRITICAL THINKING & ANALYSIS**
- 3 LEADERSHIP & SOCIAL INFLUENCE**
- 4 REASONING & PROBLEM SOLVING**
- 5 ACCOUNTABILITY, RELIABILITY & DISCIPLINE**





# WHOLESALE & RETAIL TRADE



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

This talent shortage coincides with half (50%) wanting to add to their staff during the third quarter and 10% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 40%, strengthening by 9 percentage points year-over-year and 4 percentage points quarter-over-quarter.

## TOP 5 SOFT SKILLS WHOLESALE & RETAIL TRADE EMPLOYERS ARE SEEKING

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



# MANUFACTURING

77%

of Manufacturing  
Employers  
reporting difficulty  
finding the  
skills required

This talent shortage coincides with nearly half (52%) wanting to add to their staff during the third quarter and 12% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 40%, strengthening by 11 percentage points year-over-year and down 1 percentage point quarter-over-quarter.

## TOP 5 SOFT SKILLS MANUFACTURING EMPLOYERS ARE SEEKING

- 1 CRITICAL THINKING & ANALYSIS
- 2 ACCOUNTABILITY, RELIABILITY & DISCIPLINE
- 3 REASONING & PROBLEM SOLVING
- 4 LEADERSHIP & SOCIAL INFLUENCE
- 5 COLLABORATION & TEAMWORK



71%

of Restaurant & Hotel Employers reporting difficulty finding the skills required

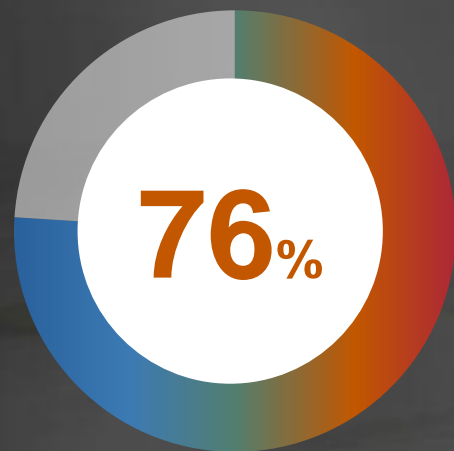
This talent shortage coincides with nearly half (48%) wanting to add to their staff during the third quarter and 13% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 35%, down 15%, year-over-year and strengthening by 3 percentage points quarter-over-quarter.

## TOP 5 SOFT SKILLS RESTAURANT & HOTEL EMPLOYERS ARE SEEKING

- 1 ACCOUNTABILITY, RELIABILITY & DISCIPLINE 
- 2 LEADERSHIP & SOCIAL INFLUENCE 
- 3 CRITICAL THINKING & ANALYSIS 
- 4 REASONING & PROBLEM SOLVING 
- 5 COLLABORATION & TEAMWORK 

# EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT



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



This talent shortage coincides with nearly half (47%) wanting to add to their staff during the third quarter and 14% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 33%, strengthening by 10 percentage points year-over-year and 6 percentage points quarter-over-quarter.

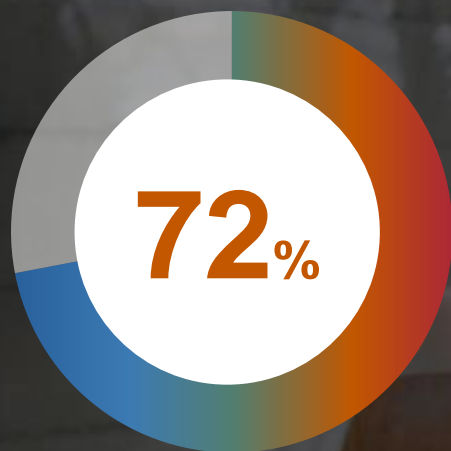
## TOP 5 SOFT SKILLS EDUCATION, HEALTH, SOCIAL WORK & GOVERNMENT EMPLOYERS ARE SEEKING

- 1 ACCOUNTABILITY, RELIABILITY & DISCIPLINE
- 2 CRITICAL THINKING & ANALYSIS
- 3 REASONING & PROBLEM SOLVING
- 4 LEADERSHIP & SOCIAL INFLUENCE
- 5 RESILIENCE, STRESS TOLERANCE & ADAPABILITY





# BANKING & FINANCE



of Banking & Finance Employers reporting difficulty finding the skills required



This talent shortage coincides with more than half (57%) wanting to add to their staff during the third quarter and 12% expecting various decreases.

Once seasonally adjusted, the Net Employment Outlook (NEO) is 45%, strengthening by 28 percentage points year-over-year and 3 percentage points quarter-over-quarter.

## TOP 5 SOFT SKILLS BANKING & FINANCE EMPLOYERS ARE SEEKING

- 1 ACCOUNTABILITY, RELIABILITY & DISCIPLINE
- 2 CRITICAL THINKING & ANALYSIS
- 3 REASONING & PROBLEM SOLVING
- 4 LEADERSHIP & SOCIAL INFLUENCE
- 5 CREATIVITY & ORIGINALITY





“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 digitized 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 incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized 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**



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Experis®  
ManpowerGroup



Talent  
Solutions  
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Visit <https://web.manpowergroup.us/talent-shortage-solutions> to learn more