

# IRELAND MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**EMPLOYERS FACING  
SPRING HIRING HEADACHE**



ManpowerGroup®



# EXECUTIVE SUMMARY

**Strong hiring optimism continues into the second quarter of 2022, according to the latest ManpowerGroup Employment Outlook Survey of more than 41,000 employers across 40 countries and territories. In Ireland, +46% of employers plan to add to their workforce – down by eight percentage points on Q1, but up by 38 percentage points year-on-year.**

**Primary Production\* show the most positive Outlook this quarter with +50%**, although this is an indicative figure. **Digital roles continue to drive significant demand** with IT, Technology, Telecoms, Communications and Media reporting the strongest outlook of the fully studied sectors (+42%), followed by Restaurants and Hotels(+40%), Other Industry (+36%) and Other Services\*\* (34%). The weakest hiring intentions were found in Not for Profit (-15%) and Wholesale and Retail Trade (+22%), although Wholesale and Retail are still showing a positive Outlook.

All regions in Ireland remain positive with employers in **Munster the most optimistic** with an Outlook of +36%. Ulster is experiencing the lowest forecasted hiring intention at +9%, albeit still showing positive hiring growth. Dublin employers anticipate a growth in Outlook of +29%, below all of the five studied employer regions, other than Ulster.

\*Agriculture; Electricity; Gas and Air Conditioning Supply; Water Supply. Indicative figure based on small sample size.

\*\*Professional, Scientific and Tech activities

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## Q2 2022 EMPLOYMENT OUTLOOK:

Hiring spree shows little sign of easing off this Spring, adding to increased employer concern about finding talent



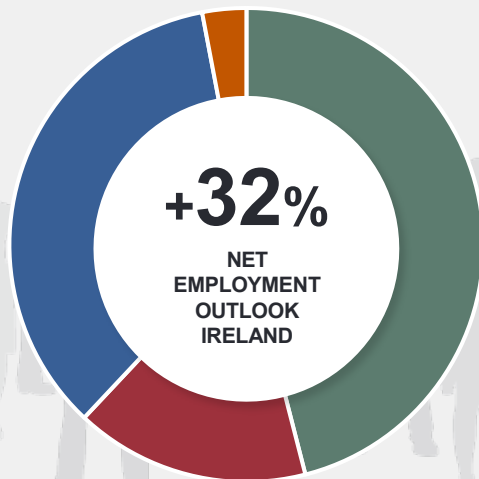
*“The unemployment level is back to pre-pandemic norms, but demand for talent is three times higher. This means there aren’t enough skilled workers available in the marketplace to meet demand. It continues to be a candidate-led market, and if you’re looking to fill vacancies, it is going to be a struggle to find the right talent.”*

John Galvin, Managing Director,  
ManpowerGroup Ireland



# Employer Hiring Expectations for April – June 2022

The latest edition of the **ManpowerGroup Employment Outlook Survey** of 411 employers in Ireland, has found that employers are still expecting to significantly grow headcount from April - June, by a seasonally adjusted, **Net Employment Outlook of +32%**. Hiring intentions strengthen year-over-year but weaken quarter-over-quarter, +29% and -13%, respectively.



**46%** PLAN TO HIRE

**14%** EXPECT TO LAY OFF WORKERS

**36%** PLAN TO KEEP WORKFORCE LEVELS STEADY

**4%** UNDECIDED

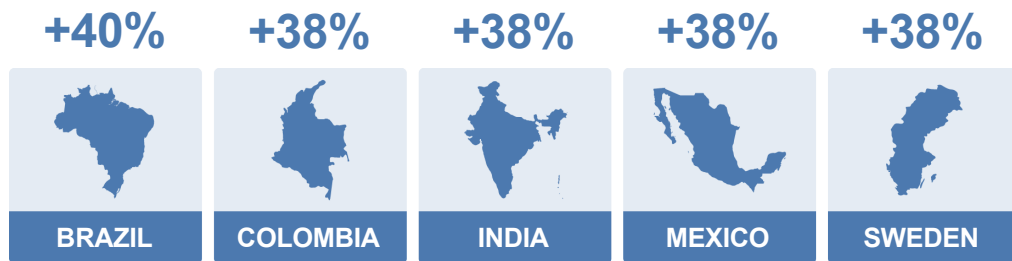
## 39 Out of 40 Countries Surveyed Report a Positive Outlook



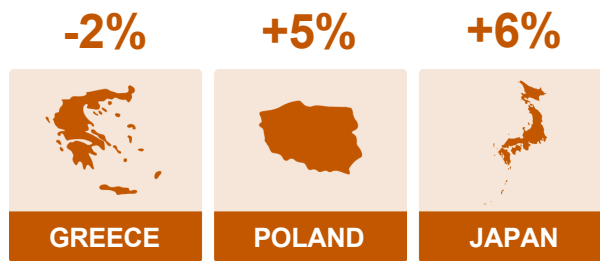
# Employers Worldwide Share Hiring Optimism in 39 of the 40 Countries Surveyed

With strong outlooks across the regions, employers in North America (+38%) reported the most positive outlook followed by South and Central America (+35%), APAC (+28%) and EMEA (+22%).

## Countries With the Strongest & Weakest Hiring Prospects for Q2 2022:



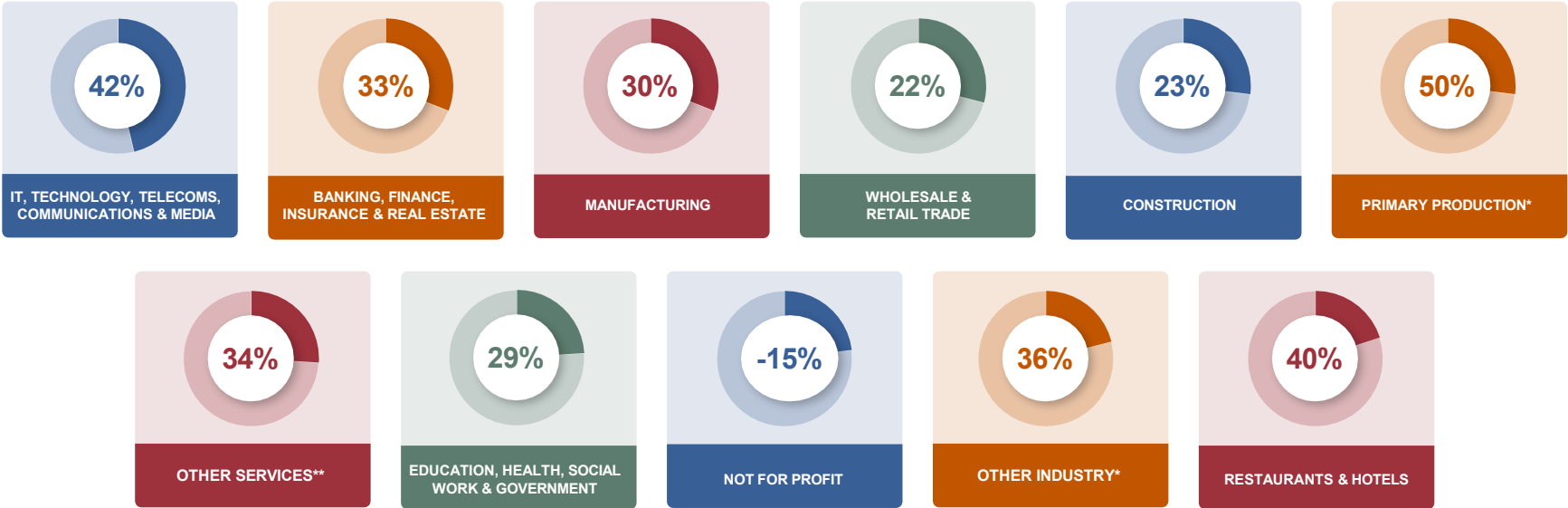
Strongest



Weakest

# Growth Expected Across 10 of the 11 Industries in Ireland

**Primary Production\*** reports the strongest outlook for Q2 with +50%, although this is an indicative figure for Q2, followed by **IT, Technology, Telecoms, Communications and Media** (+42%) then **Restaurants & Hotels** (+40%) and **Other Industry** (+36%).



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

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



# Growth Expected Across All Ireland Regions

## BEST AND WORST OUTLOOK FOR JOBS BY REGION IN Q2 2022

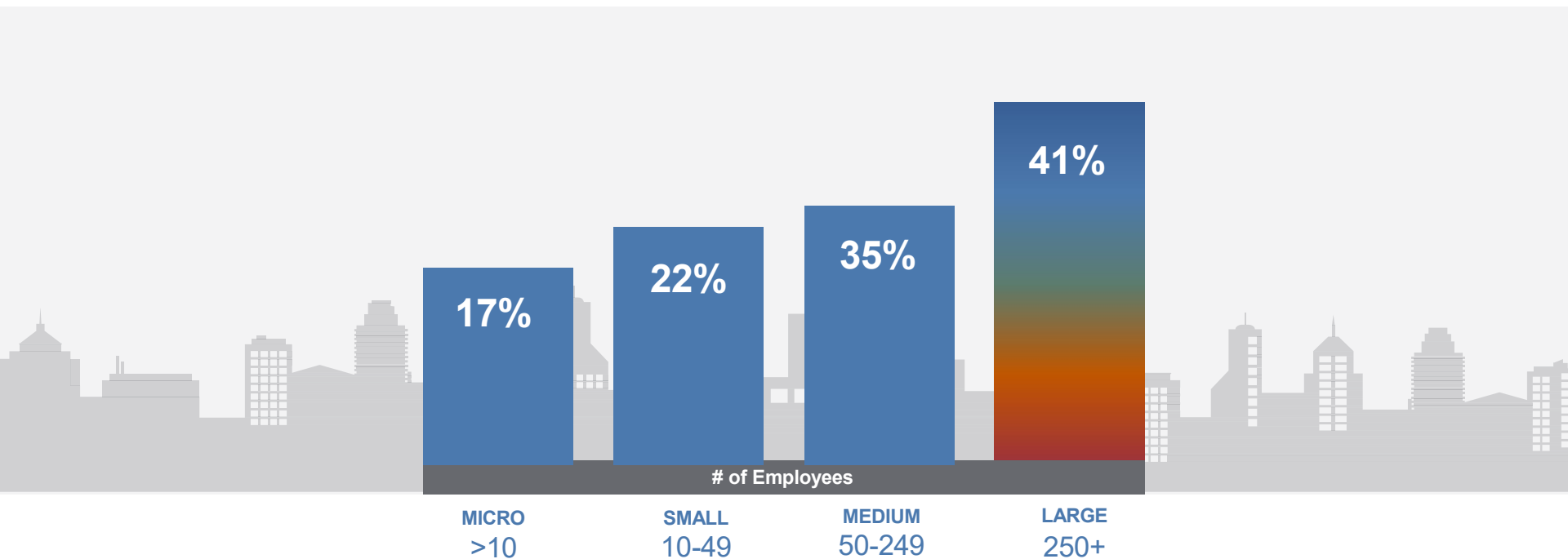
**Munster** is the most optimistic with an Outlook of +36%, closely followed by Leinster at +35% and Connacht at +32%

**Dublin** employers anticipate a hiring Outlook of +29%, with Ulster the only single digit growth rate of +9%.

The number of permanent roles continues to rise as does the number of fully remote jobs being advertised in industries which have previously been office based. ManpowerGroup data reveals that 14% of employers expect their employees to be remote all the time, which facilitates access to a wider talent pool beyond the confines of a geographical area.



# Large & Medium Organisations Report Strongest Hiring Intentions



# Hiring intentions in EMEA present a mixed picture

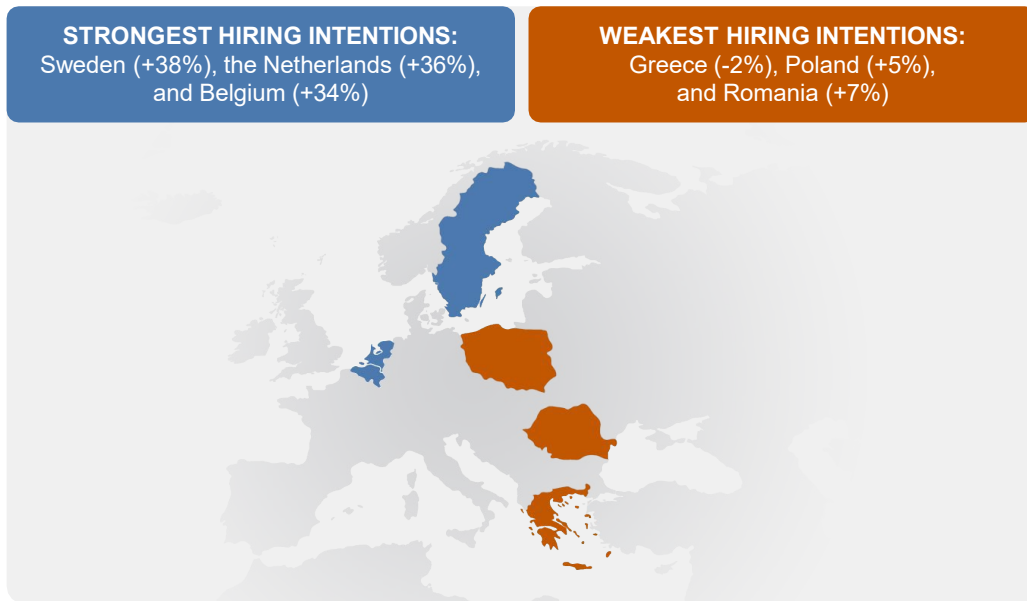
**Compared with Q1, 2022 hiring intentions improve in 2 countries, decline in 20, while remaining unchanged in 1, Belgium.**

Employers in the Sweden report the strongest outlook of 38%, up 4% since last quarter.

Organisations in France report an outlook of 23%, down 3% QoQ, with most optimistic hiring intentions being in IT & Tech.

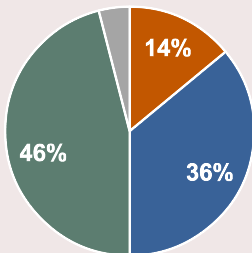
**STRONGEST HIRING INTENTIONS:**  
Sweden (+38%), the Netherlands (+36%),  
and Belgium (+34%)

**WEAKEST HIRING INTENTIONS:**  
Greece (-2%), Poland (+5%),  
and Romania (+7%)



### Staffing expectations for Q2 2022

Increase  
No Change  
Decrease  
Don't Know



### Net Employment Outlook of: (Seasonally Adjusted)

32

### Number expecting an Increase, No Change, Decrease

by sector, by region, by org sizes



### Expecting the strongest staffing climate:

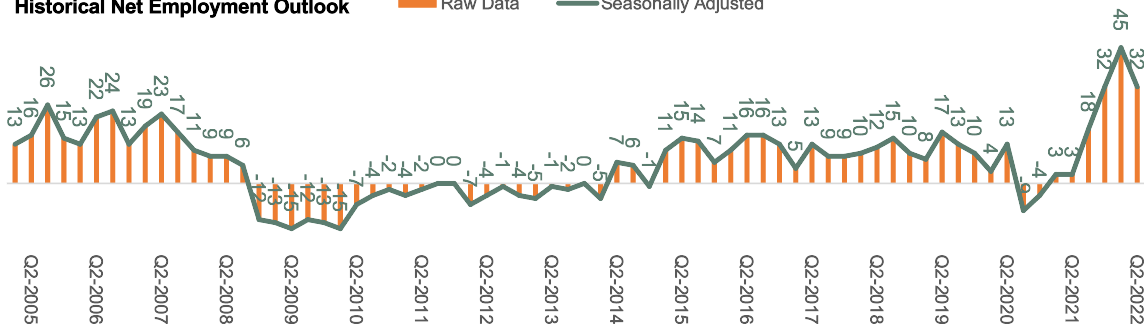
Primary Production (50)  
Munster Region (40)  
250+ Employees (41)

### Expecting the weakest staffing climate:

Not for profit (-15)  
Ulster Region (15)  
'10-49 Employees (20)

### Historical Net Employment Outlook

Raw Data Seasonally Adjusted



### Net Employment Outlook for Q2 2022

### Change since Q1 2022

### since Q2 2021

Category	Q2 2022	Change since Q1 2022	Change since Q2 2021
IRELAND (n=411)	32	-13	+29
Banking, Finance, Insurance and Real Estate (n=33)	32	+0	+35
Construction (n=27)	23	-25	+25
Education, Health, Social Work and Government (n=104)	29	-21	+16
IT, Tech, Telecoms, Communications and Media (n=62)	42	-9	NA
Manufacturing (n=43)	28	+7	+22
Not for profit (n=7)	-15	-60	NA
Primary Production (n=12)	50	+7	+54
Restaurants and Hotels (n=25)	30	-13	+43
Wholesale and Retail Trade (n=32)	22	-47	+10
Other Services (n=33)	34	-2	+34
Other Industry (n=33)	36	+3	NA
Connought (n=55)	32	+14	+35
Leinster (n=93)	33	-11	+32
Munster (n=124)	40	-6	+35
Ulster (n=22)	15	-11	+12
Dublin (n=117)	29	-18	+22
Less than 10 (n=35)	26	+5	+22
'10-49 (n=90)	20	-26	+20
50-249 (n=113)	32	-15	+36
250+ (n=158)	41	-5	+17



## ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

# About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in January 2022 – 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 39,000 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 June 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 Q2 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 organisation and sector are standardised across all countries to allow international comparisons.



# A Holistic Workforce Strategy Includes Build, Buy, Borrow and Bridge



Explore the [Workforce Resource Hub](#) for the latest workforce trends and insights.

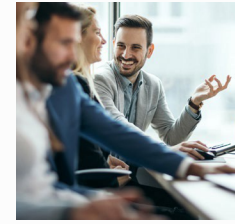
# ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



**Workforce Consulting & Analytics**



**Workforce Management**



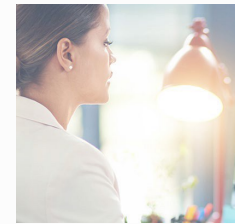
**Talent Resourcing**



**Career Management**



**Career Transition**



**Attracting Top Talent**

# EXPLORE THE DATA