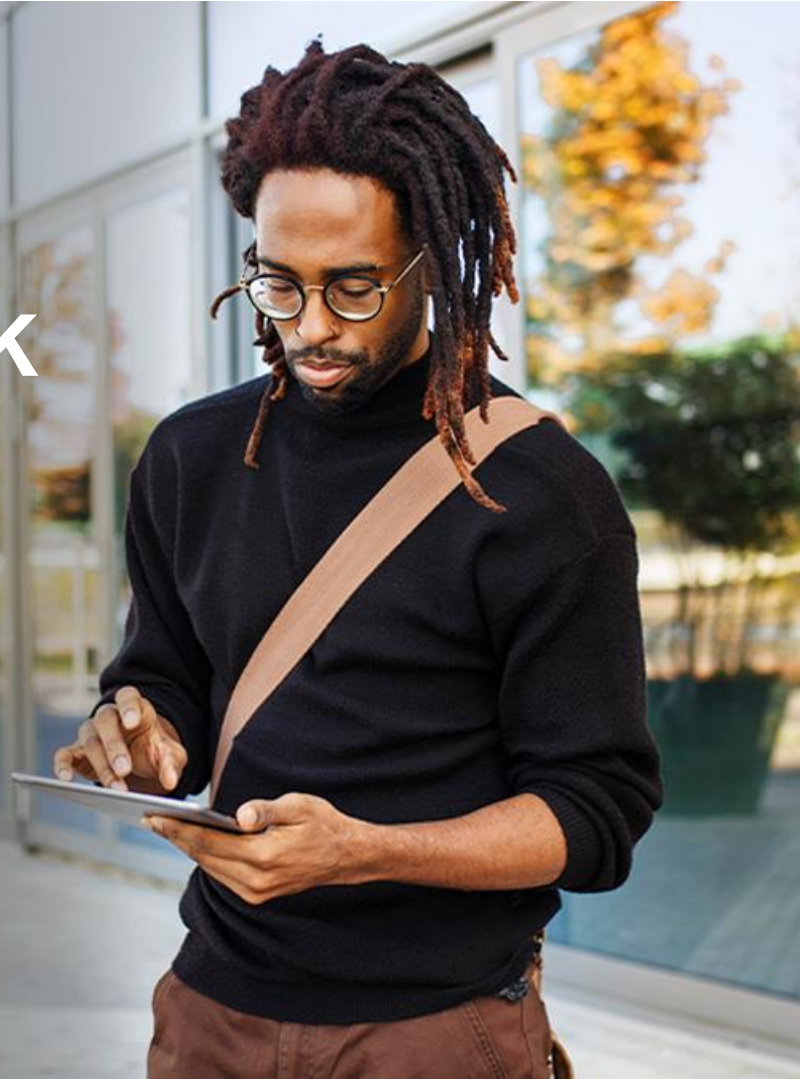


IRELAND MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY Q1 2022

WORKFORCE IN DRIVING SEAT
AS JOBS MARKET
ACCELERATES TO 30-YEAR HIGH



ManpowerGroup®



EXECUTIVE SUMMARY

In the 30th anniversary edition of the ManpowerGroup Employment Outlook Survey in Ireland, and 60th year globally, of more than 400 employers, all regions and industry sectors report a positive outlook.

The Ireland Outlook is at a 30-year high of +47%, growing 14 percentage points quarter-on-quarter and 44 percentage points year-on-year.

Digital roles are in high demand: IT, Technology, Telecoms, Communications and Media reported outlook (+51%). Whole & Retail was the strongest sector (+71%) followed by Education, Health, Social & Government (+58%) and Construction (+52%). The weakest hiring intentions were found in Primary Production (+43%), however this number is still very positive and illustrates consistent hiring intentions for this sector.

Munster leads Ireland's regions with the highest Outlook at +65%, up a record +46% year-on-year. While Connacht is experiencing the lowest forecasted hiring intentions at +38%, however still showing positive hiring growth.

Employers know flexibility is the key to attracting workers in a tight labour market: Organisations expect 56% of Finance workers and 54% of the Human Resources workforce to work a hybrid mix of onsite workplace & remote. This is a substantial change since Q2 2021, when a minority of organisations predicted a shift to a hybrid model.

Not all roles will be hybrid though: The Manufacturing and Production industries are most likely to be in the workplace all of the time (50%) where role in sectors like IT (19%) and Finance & Accounting (17%) are most likely to be full-time remote.

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Q1 EMPLOYMENT OUTLOOKS:

For the first time since before the pandemic, all 40 countries report positive employment outlooks

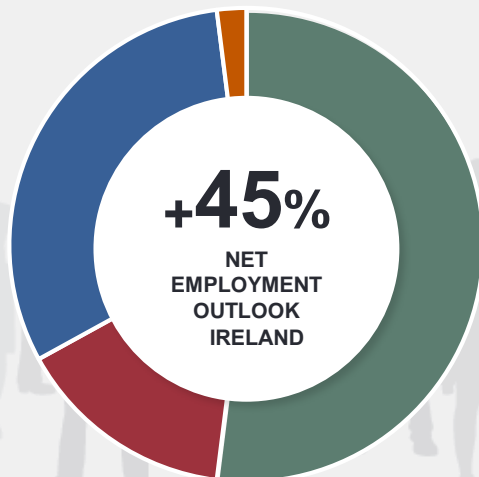


“Looking ahead to the New Year, we’re facing another quarter of record high hiring intentions for Ireland. A reflection of a buoyant jobs market, which is challenged by a smaller and more selective workforce than prior to the pandemic.”

John Galvin, Managing Director,
ManpowerGroup Ireland

Employer Hiring Expectations for January – March 2022

In the 30th anniversary edition of the ManpowerGroup Employment Outlook Survey in Ireland over 400 of employers found a **seasonally adjusted Net Employment Outlook of 47%**. A strong and growing hiring intent across Ireland, up 14 percentage points on the final quarter of 2021 and 44 percentage points year-on-year. Employers globally expect a robust labour market in the first quarter of 2022, reporting a seasonally adjusted, **Net Employment Outlook of +37%**. Hiring intentions strengthen both year-over-year and quarter-over-quarter, +31% and +13%, respectively.



54% PLAN TO HIRE

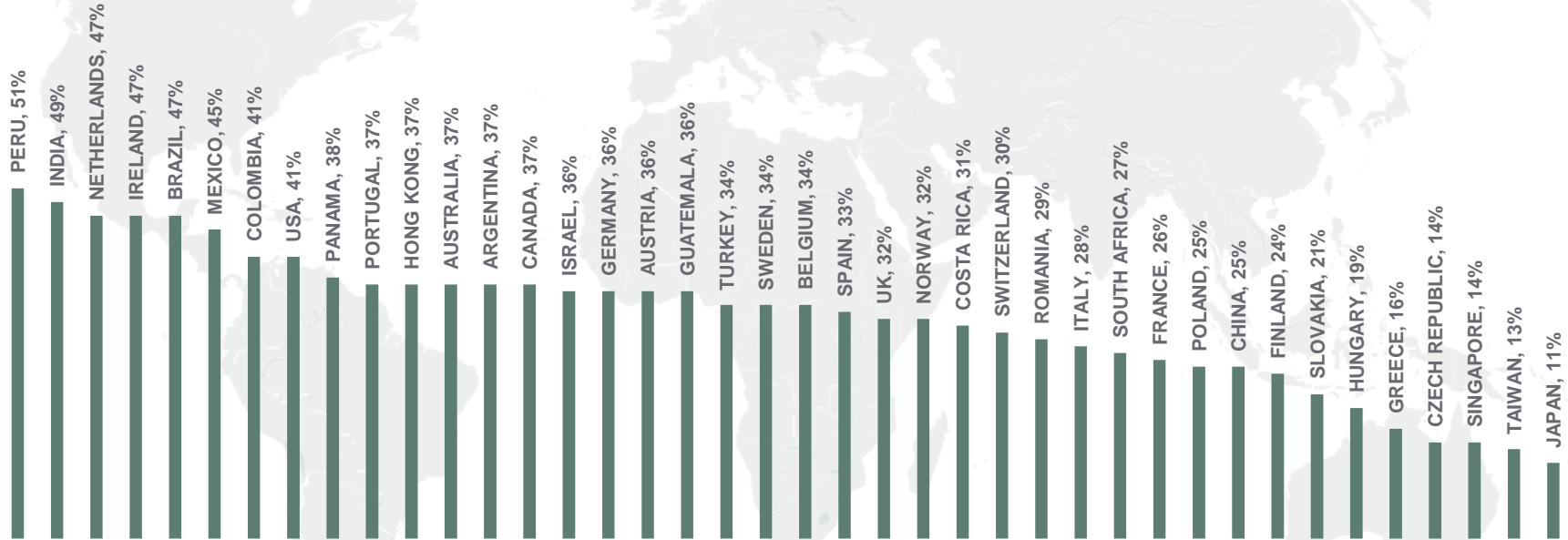
9% EXPECT TO LAY OFF WORKERS

35% PLAN TO KEEP WORKFORCE LEVELS STEADY

2% UNDECIDED

All Countries Report a Positive Outlook for the First Time Since Before the Pandemic

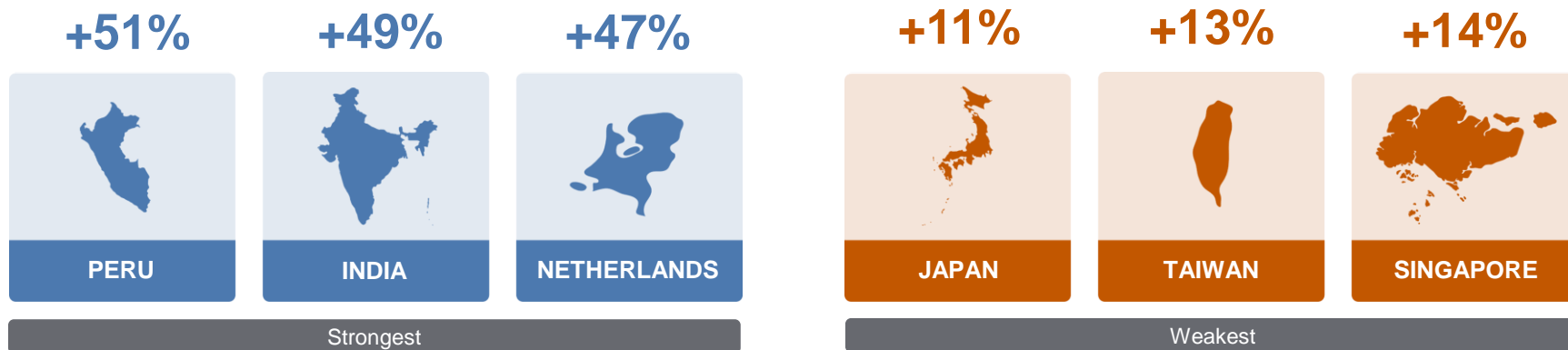
With strong outlooks across the regions, employers in North America (+41) reported the most positive outlook followed by South and Central America (+39%), APAC (+34%) and EMEA (+28%).



Employers Share Strong Optimism Across All 40 Countries Surveyed

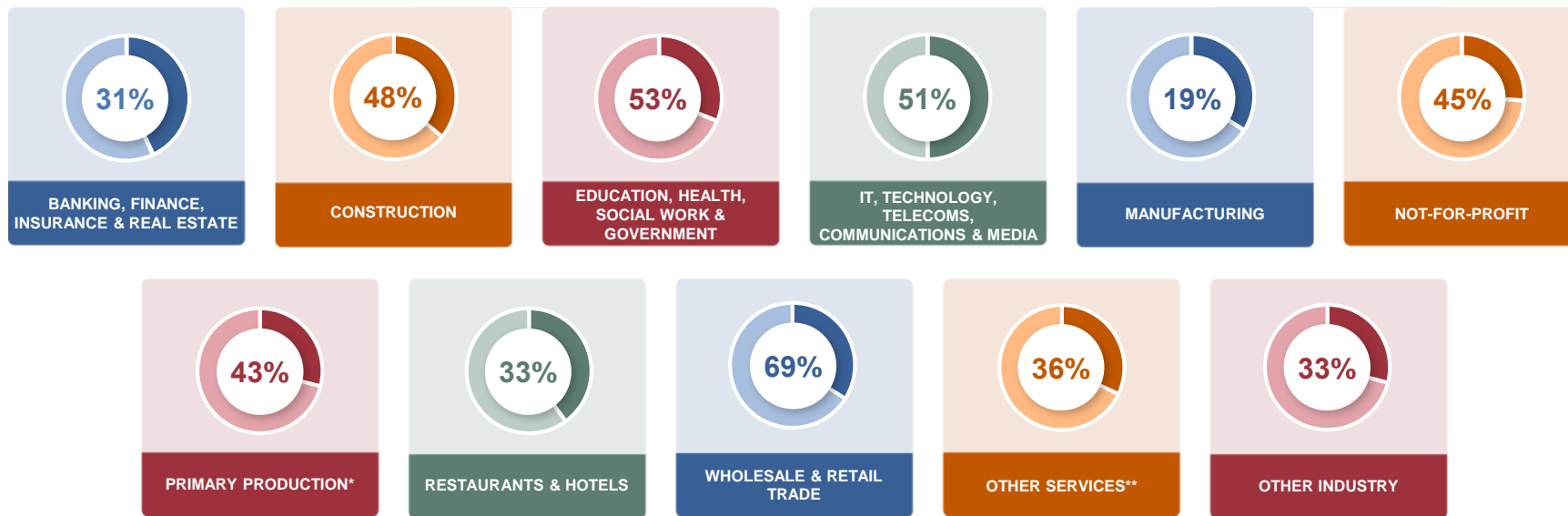
With strong outlooks across the regions, employers in North (+41%), Central and South Americas reported the most positive outlook (+39%), followed by APAC (+34%) and EMEA (+28%).

Countries With the Strongest & Weakest Hiring Prospects for Q1 2022:



Growth Expected Across All 11 Industries Nationally

Retail roles are most in-demand in Ireland: Wholesale & Retail sector reported the strongest outlook (+69%), followed by Public Sector Roles (+53%) and Digital Roles (+51%).



*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.

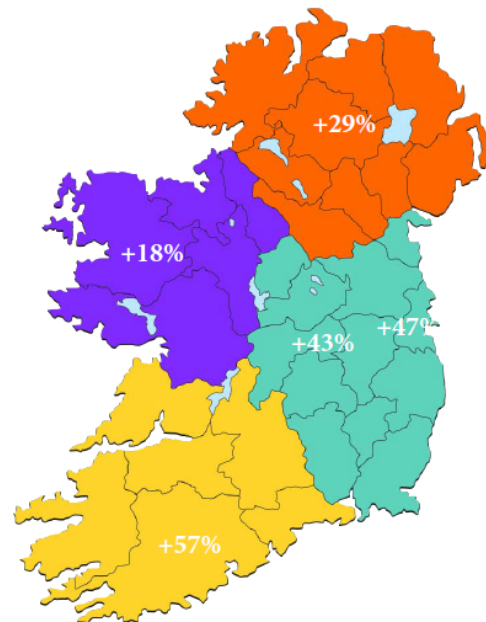
Growth Expected Across Ireland Regions

Munster heads Ireland's regions with the highest hiring Outlook (+57%), followed by Dublin (+47%). Rest of Leinster is +43%, Connacht +18% and Ulster +29%.

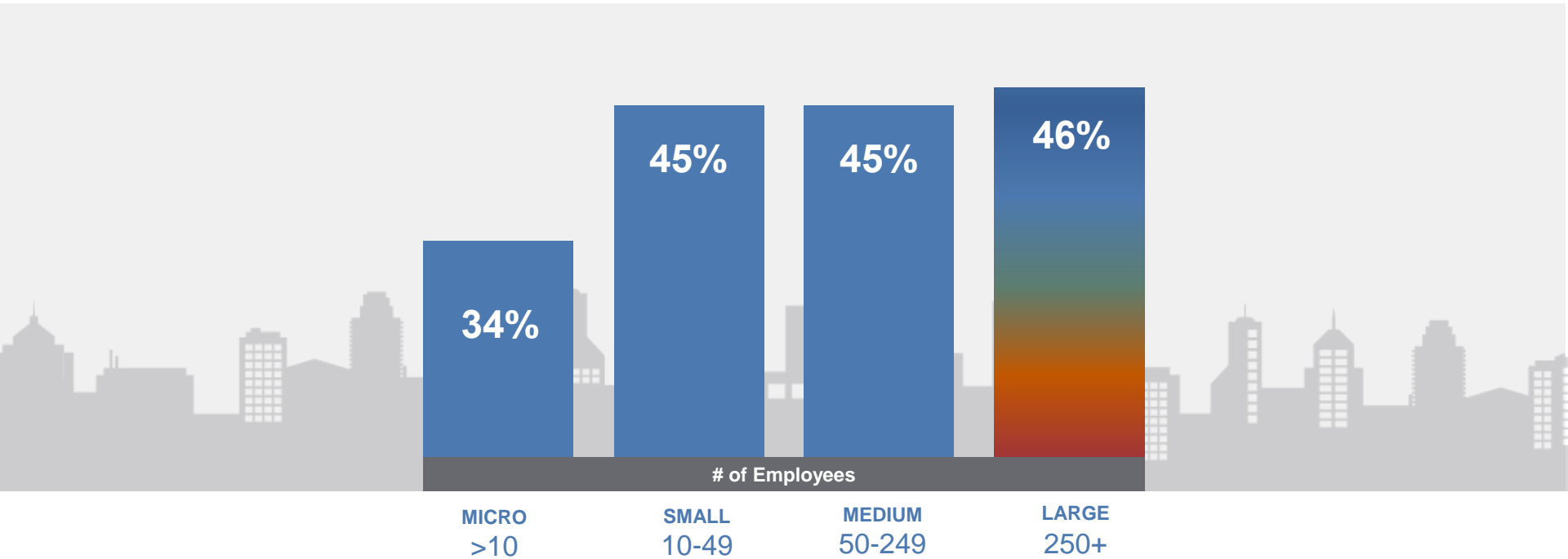
Munster's Pharma and Manufacturing hub has helped grow their hiring intentions into 2022. Dublin was slightly more protected from labour market fluctuations during the peak of COVID with its large international employer base so bounced back quicker than other regions in 2021 as a result.

The ongoing uncertainty of Covid puts even more pressure on employers to look for alternative ways to plug the skills gaps - namely up-skilling and the re-evaluation of the roles and responsibilities of their existing workforces.

BEST AND WORST OUTLOOK FOR JOBS BY REGION IN Q1 2022



Irish Large & Medium Organisations Report Strong Hiring Intentions



Hiring intentions in EMEA Improve in All Countries YoY For Second Consecutive Quarter

Compared with Q4, 2020 hiring intentions EMEA improved in 22 countries and declined in only one (France).

Employers in Ireland report an overall outlook of +47%. This is the **second highest in Europe** and the **joint 4th highest Globally** of the countries studied.

The Global Net Employment Outlook is +32% with the Technology Sector worldwide anticipating the strongest staffing climate in Q1.

STRONGEST HIRING INTENTIONS:
Netherlands (+47%), Ireland (+47%) and
Portugal (+37)

WEAKEST HIRING INTENTIONS:
Czech Republic (+14%), Greece (+16%)
and Hungary (+19%)



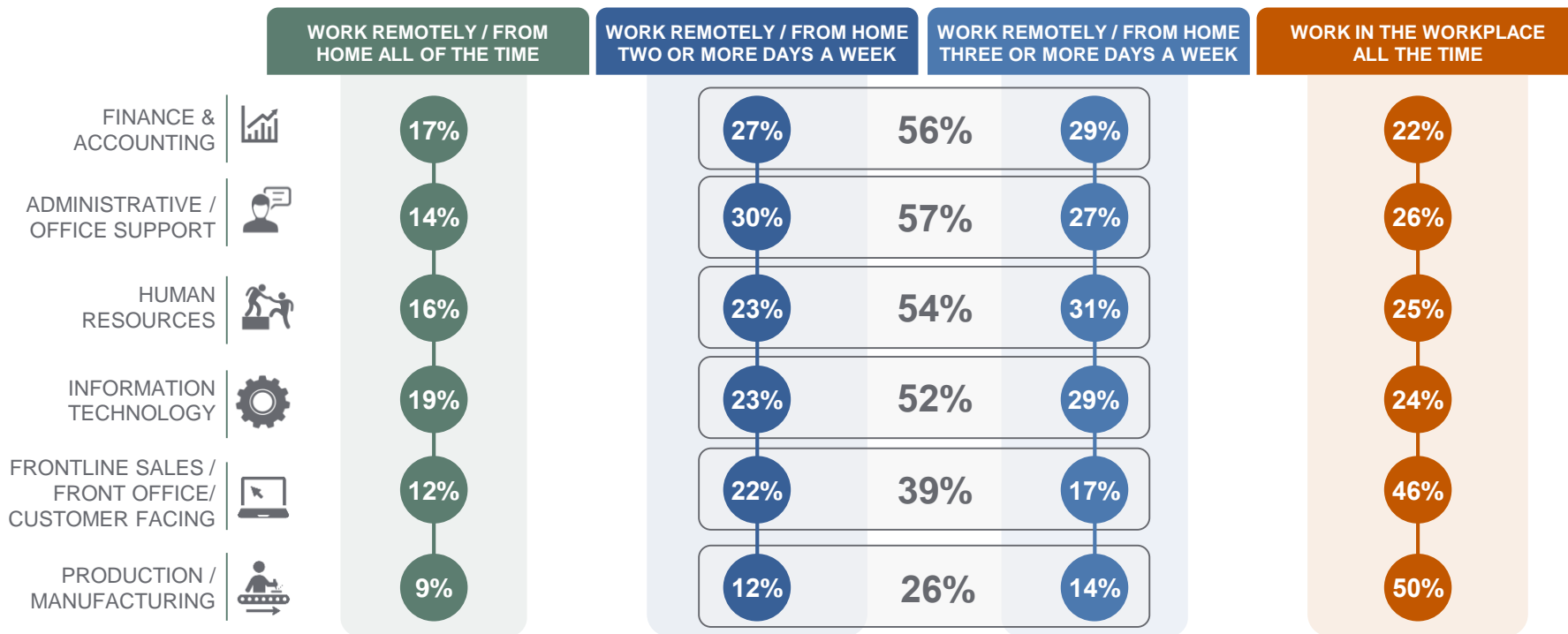


THE GREAT SHIFT TO HYBRID WORKING:

More employers are embracing
the blend of work and home



Even in Frontline, Customer Service & Manufacturing, Employers are Recognising the Need for Hybrid Work in Ireland



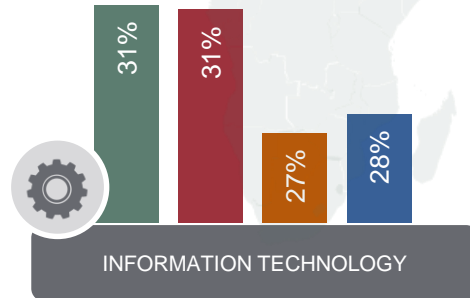
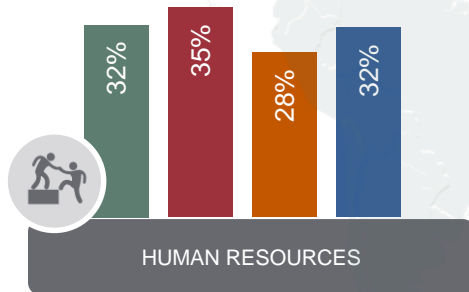
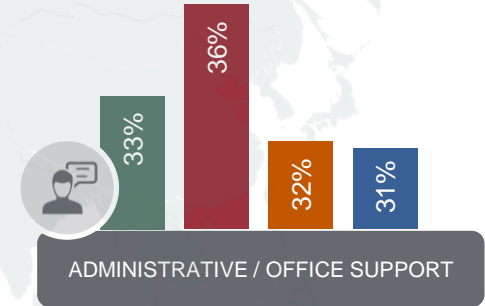
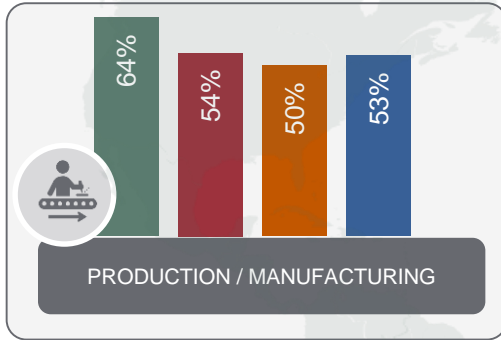
*Respondents answering Don't know brings the total up to 100% for all roles

HYBRID MODEL
Working a mix of some days remote and some days in the workplace

Production & Manufacturing Roles In Central & South America Are Most Likely To Be In The Workplace Full-time

Work in the **workplace all the time** by Global Region

■ South / Central America ■ Asia Pacific ■ North America ■ Europe / Middle East / Africa





VACCINE EXPECTATIONS:

27% of Irish employers are mandating vaccines in some way for their employees to return to the workplace

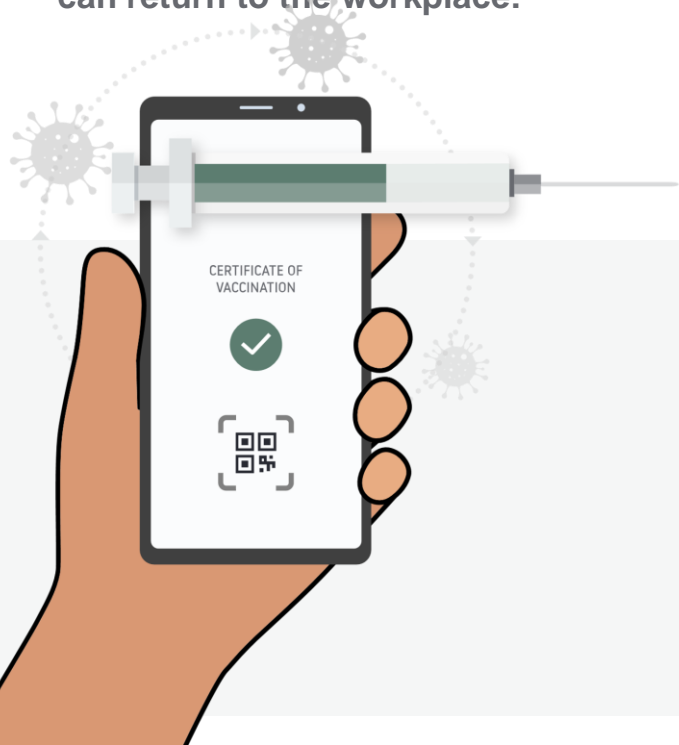


Only 24% are letting individual workers decide



VACCINE EXPECTATIONS FOR ON-SITE RETURN

Employers in Ireland have mixed opinions on requirements for vaccines employees before they can return to the workplace:



Mandate double vaccination and require proof for all employee roles

19%

Proof of double vaccination will be required for some employee roles, but not all

15%

Plan to require proof of double vaccination and booster shot

8%

Urge vaccination by highlighting the benefits but not mandate

33%

Offer incentives (e.g., cash bonus) to encourage vaccination

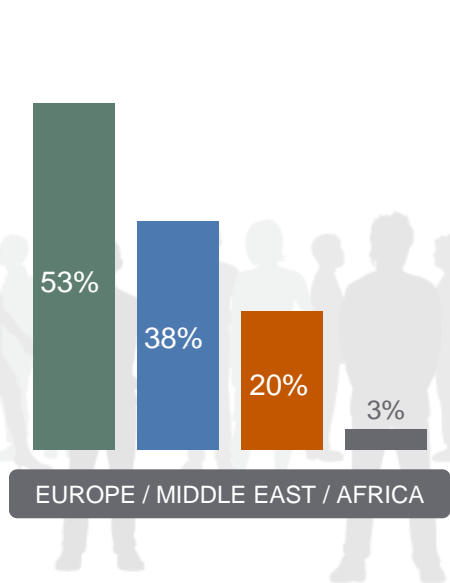
5%

Up to individuals to decide

24%

*Respondents could choose more than one option, meaning results add up to more than 100%.

Employers In EMEA Are Less Likely To Mandate Vaccinations & More Likely To Have No Plans



MANDATING VACCINATIONS

68% South / Central America
70% Asia Pacific
68% North America

INCENTIVISING VACCINATIONS

34% South / Central America
40% Asia Pacific
37% North America

NO PLANS

7% South / Central America
9% Asia Pacific
11% North America

NONE OF THESE

2% South / Central America
2% Asia Pacific
3% North America

*Respondents could choose more than one option, meaning results add up to more than 100%.



ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY



About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in October 2021 – 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 five 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 March 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 Q1 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 standardized across all countries to allow international comparisons.

Notes to Editors

* The methodology used to collect the data for the Employment Outlook has been digitised in 40 markets for the Q1 2022 report. Respondents in prior quarters were contacted via telephone and data is now being collected online. Respondents are members of double opt-in online panels and are incentivized to complete the survey.

In line with standard findings of online surveys, more people are now taking a position – selecting that their workforce will either increase or decrease vs. no change. Because the Net Employment Outlook is based only on the people saying increase or decrease, the result of this higher level of engagement means the methodology shift may contribute to a higher Outlook. With a sample of 1000 there is a margin of error of +/-3%. The question asked and the respondent profile remains unchanged.

Size of organisation and sector are standardized across all countries to allow international comparisons.

** The survey data was collected in October 2021, before awareness of the Omicron variant.

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



Invest in learning and development to grow your pipeline



Go to the external market to attract the talent that cannot be built-in-house



Cultivate communities of talent outside the organisation



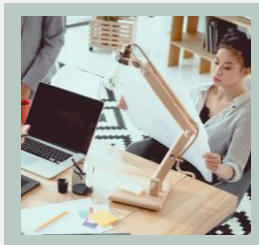
Help people move on or move up to new roles within the organisation

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

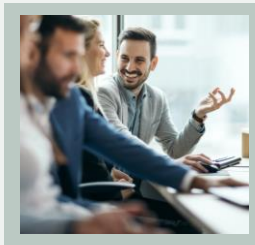
ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



Workforce Consulting & Analytics



Workforce Management



Talent Resourcing



Career Management



Career Transition



Attracting Top Talent

EXPLORE THE DATA