
Q3 2023

ManpowerGroup
Employment
Outlook Survey

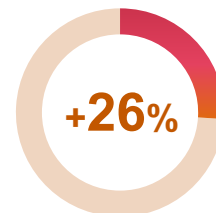


Irish Employers Committed to Keep Hiring in Q3 Despite Economic Pressures

Executive Summary: Ireland



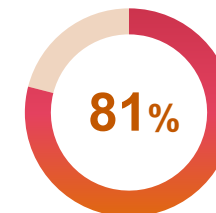
Ireland Net Employment Outlook



Calculated by subtracting employers planning net reductions vs. those planning to hire.

Increased 4 percentage points vs. Q2 2023 but down 14% YoY

Ireland Talent Scarcity



Employers who say they are struggling to find talent with the skills they need.

Increased by 2 percentage points from last year (79%)

Highest Hiring Demand in Ireland



Transport & Logistics



Energy & Utilities



Communication Services

[Explore the Data](#)



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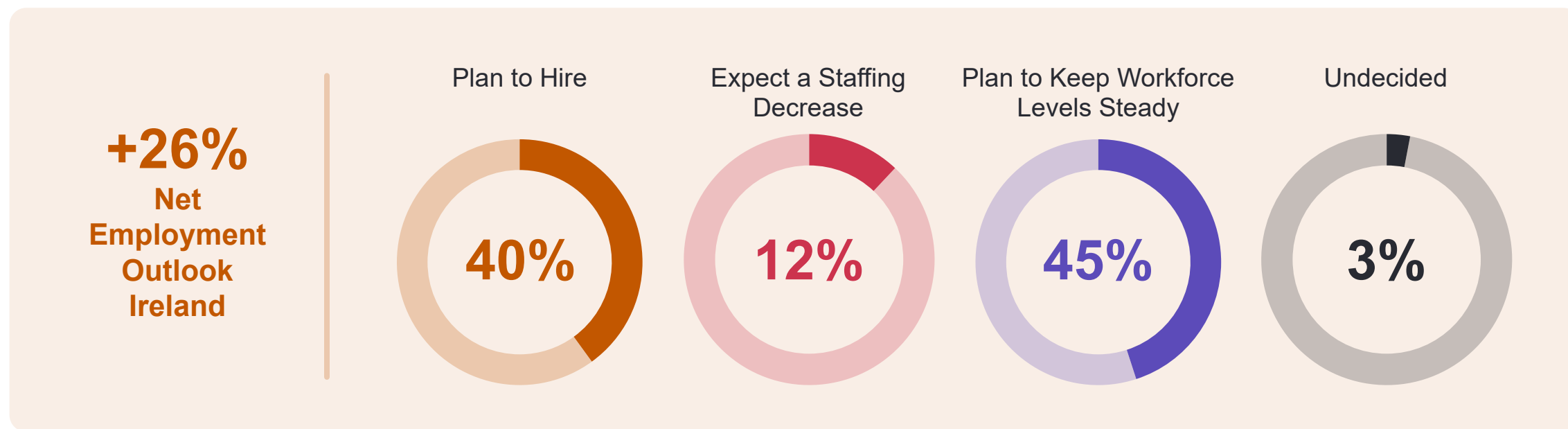


Q3 Ireland Employment Outlooks

Ireland Employment Outlook for July - September 2023

In the latest edition of the ManpowerGroup Employment Outlook Survey, 410 employers in Ireland were surveyed on their hiring intentions for Q3. Employers in Ireland continue to anticipate hiring more workers in the third quarter of 2023, reporting a seasonally adjusted, **Net Employment Outlook of +26%**.

Hiring intentions increased 4 percentage points quarter-over-quarter but soften by 14 percentage point when compared to this time last year.



Regional Employment Outlook Q3 2023

Hiring intentions are expected to remain positive across all regions of Ireland. Employers in **Munster (+38%)** are the most optimistic rising by 8 percentage points since last quarter.

Dublin (+30%) and **Connacht (+30%)** also report strong hiring sentiments. Meanwhile, the weakest hiring climate is expected to be in **Ulster (+9%)**, followed by **Leinster** at (+17%).

+38%

Munster

+30%

Dublin

+30%

Connacht

+17%

Leinster

+9%

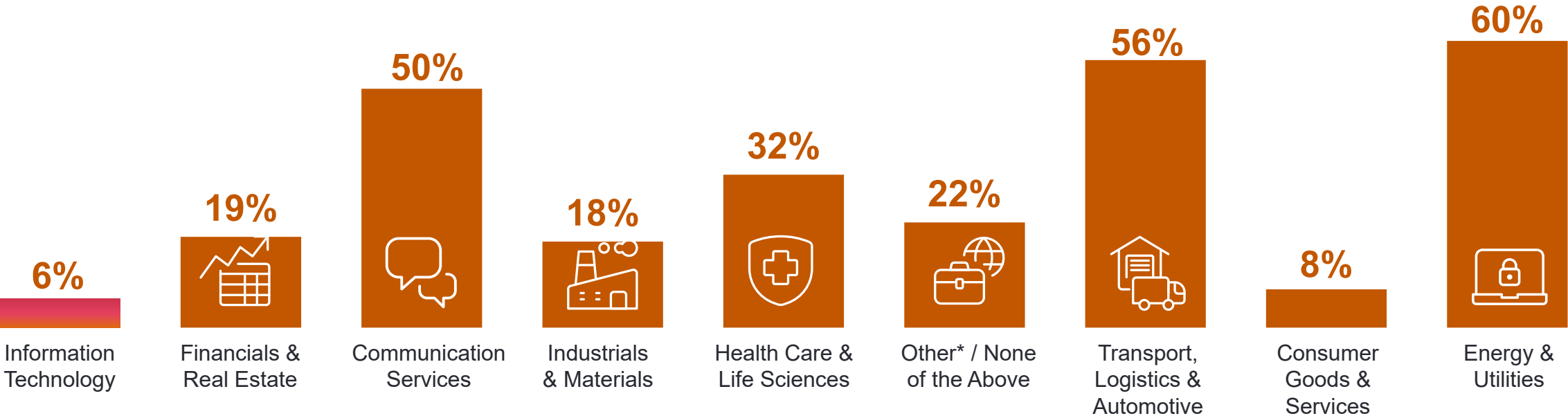
Ulster



High Demand Anticipated for Talent Across Most Key Sectors

Ireland's most competitive sector is **Energy & Utilities** with an employment outlook of **+60%**, rising by 33 percentage points since the second quarter of 2023. In fact, Ireland ranks second globally for the Energy & Utilities sector's NEO, outperforming the 41-country average NEO by 25 points.

Transport & Logistics is also performing very strongly as a sector at +56% employment outlook, as is the **Communication Sector** at +50%. The **IT sector** however is the lowest at +6%, a 26% drop from Q2 2023.

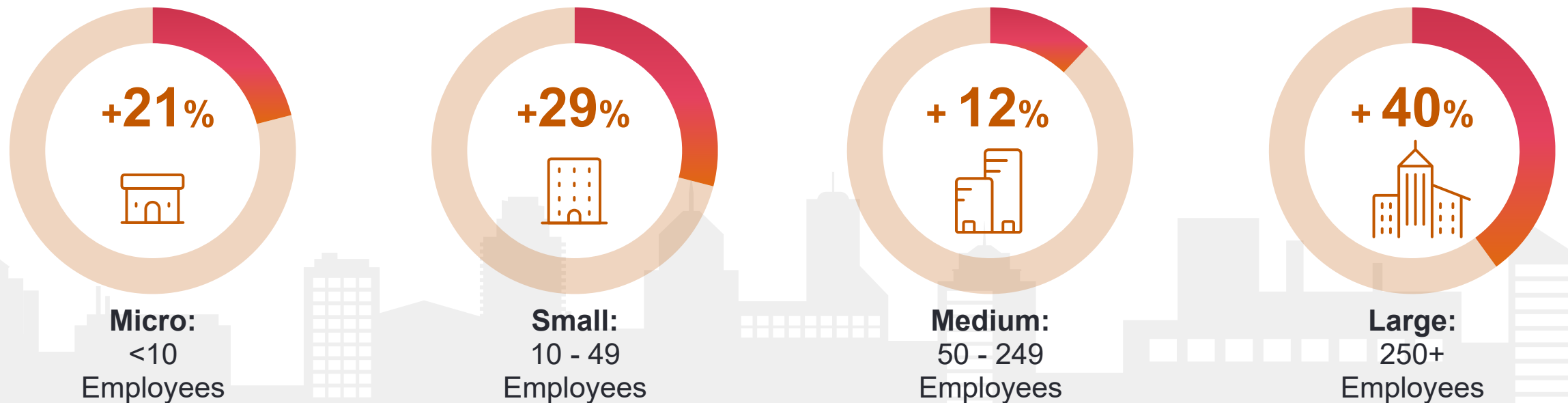


*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

Large Organisation's Record the Largest Hiring Intention for Q3

Irish employers in large organizations with **250+ employees** are the most optimistic with a NEO of **+40%**, more than twice as much as smaller companies. The organisations with the largest increase since Q2 2023 are those with 10-49 employees, reporting a change of 12 percentage points.

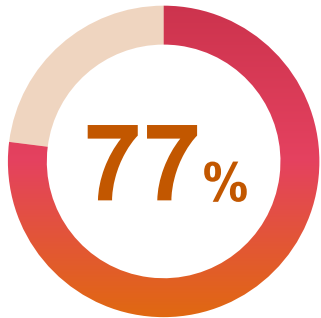
This quarter is the lowest NEO recorded in companies of 50-249 employees for 9 quarters, going back to Q2 2021 when it was +4%.



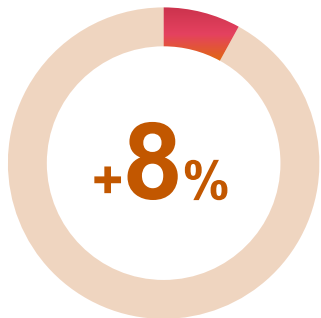


How Today's Trends are Impacting Jobs in Ireland

Consumer Goods & Services



Demand for talent outpaces supply where **77% of organisations report difficulty finding the talent they need.**



Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +8%**, strengthening 5 percentage points since last quarter and 25 percentage points when compared to this time last year.

*The 2023 Global Talent Shortage, ManpowerGroup



Top 5 Soft Skills Consumer Goods & Services Employers are Seeking*

- 1 Reliability & Self-Discipline** 
- 2 Critical Thinking & Analysis** 
- 3 Initiative Taking** 
- 4 Resilience & Adaptability** 
- 5 Reasoning & Problem-Solving** 

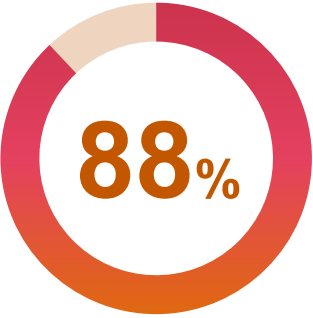


Top 5
Soft Skills
Energy
& Utilities
Employers
are Seeking*

- 1** Critical Thinking & Analysis 
- 2** Initiative Taking 
- 3** Leadership & Social Influence 
- 4** Creativity & Originality 
- 5** Resilience & Adaptability 



Energy & Utilities



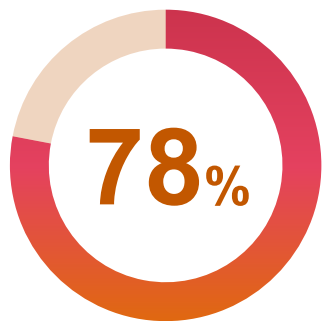
Demand for talent in the Energy & Utilities surpasses supply where **71% of organisations** report difficulty finding the talent they need.



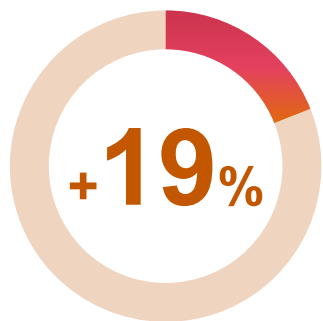
Despite the talent shortage, employers in Ireland anticipate a Net Employment Outlook of **+22%**.

*The 2023 Global Talent Shortage, ManpowerGroup

Financials & Real Estate



Demand for talent exceeds supply where **73% of organisations report difficulty finding the talent they need.**



Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +19%**, decreasing by 15 and 31 percentage points since the previous quarter and year-on-year respectively.

*The 2023 Global Talent Shortage, ManpowerGroup



Top 5 Soft Skills Financials & Real Estate Employers are Seeking*

1 Critical Thinking & Analysis



2 Reliability & Self-Discipline



3 Initiative Taking



4 Leadership & Social Influence



5 Resilience & Adaptability

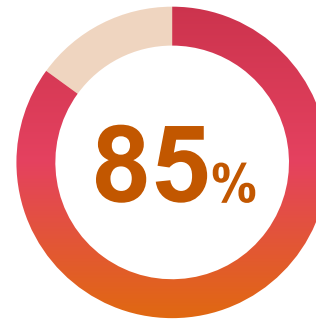




Top 5 Soft Skills Communication Services Employers are Seeking*

- 1 Leadership & Social Influence 
- 2 Creativity & Originality 
- 3 Collaboration & Teamwork 
- 4 Critical Thinking & Analysis 
- 5 Initiative Taking 

Communication Services



Demand for talent has eclipsed supply where **85% of organisations** report difficulty finding the talent they need.

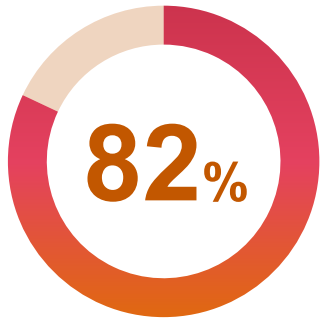


Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +50%**, increasing 27 percentage points compared to the previous quarter.

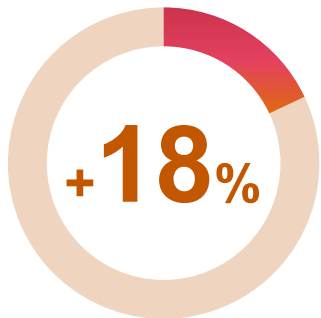
*The 2023 Global Talent Shortage, ManpowerGroup



Industrials & Materials



Demand for talent outweighs supply where **82% of organisations report difficulty finding the talent they need.**



Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +18%**, increasing by 7 percentage points since the previous quarter but decreasing by 35 percentage points year-over-year.

*The 2023 Global Talent Shortage, ManpowerGroup



Top 5 Soft Skills Industrials & Materials Employers are Seeking*

- 1 Critical Thinking & Analysis
- 2 Reliability & Self-Discipline
- 3 Reasoning & Problem-Solving
- 4 Initiative Taking
- 5 Creativity & Originality

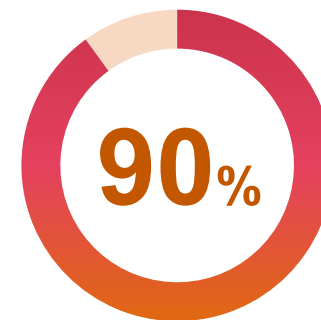


Top 5 Soft Skills Transport, Logistics & Automotive Employers are Seeking*

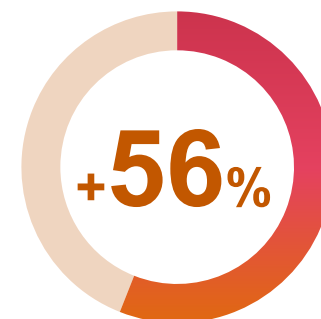
- 1 Leadership & Social Influence
- 2 Reliability & Self-Discipline
- 3 Resilience & Adaptability
- 4 Critical Thinking & Analysis
- 5 Initiative Taking



Transport, Logistics & Automotive



Demand for talent outpaces supply where **90% of organisations** report difficulty finding the talent they need.

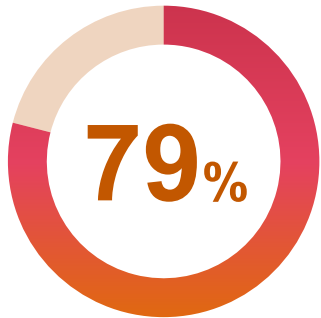


Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +56%**, improving by 19 percentage points since the previous quarter.

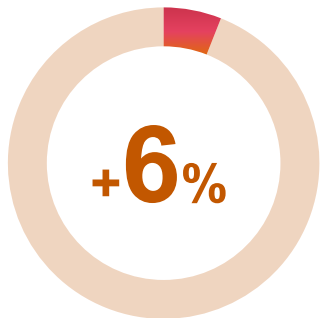
*The 2023 Global Talent Shortage, ManpowerGroup



Information Technology

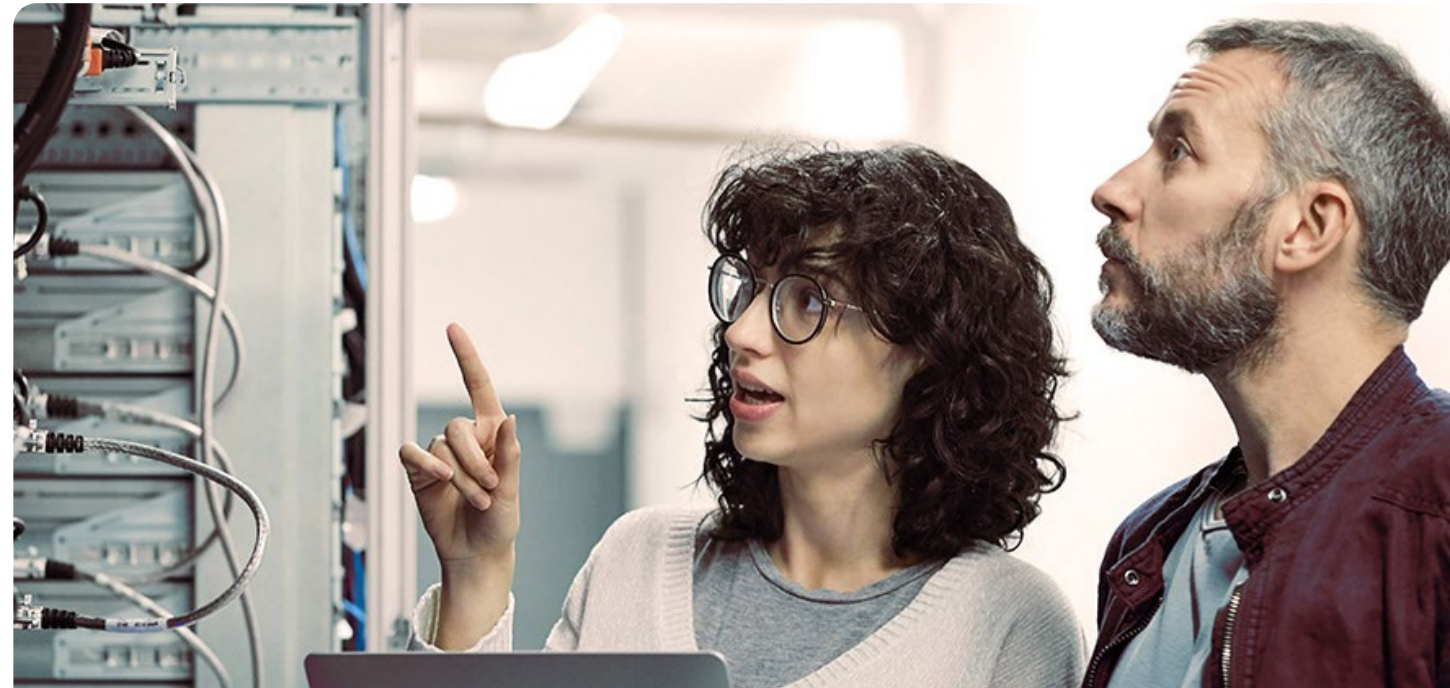


Demand for talent surpasses supply where **79% of organisation's** report difficulty finding the talent they need.



Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +6%**, decreasing when compared to both the previous quarter and year-over-year by 26 and 32 percentage points, respectively.

*The 2023 Global Talent Shortage, ManpowerGroup



Top 5 Soft Skills IT Employers are Seeking*

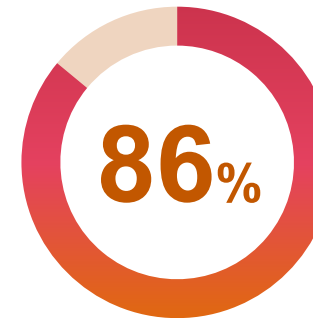
- 1 **Critical Thinking & Analysis**
- 2 **Creativity & Originality**
- 3 **Leadership & Social Influence**
- 4 **Initiative Taking**
- 5 **Reasoning & Problem-Solving**



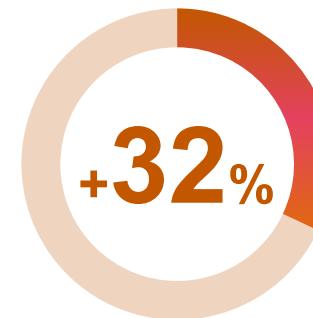
Top 5 Soft Skills Health Care & Life Sciences Employers are Seeking*

- 1 Critical Thinking & Analysis
- 2 Reliability & Self-Discipline
- 3 Reasoning & Problem-Solving
- 4 Initiative Taking
- 5 Leadership & Social Influence

Health Care & Life Sciences



Demand for talent exceeds supply where **86% of organisations** report difficulty finding the talent they need.



Despite the talent shortage, **employers in Ireland anticipate a Net Employment Outlook of +32%**, remaining stable since last quarter but weaken by 2 percentage points year-on-year.

*The 2023 Global Talent Shortage, ManpowerGroup



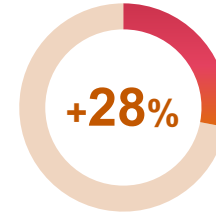
Q3 Global Employment Outlooks



Executive Summary: Global



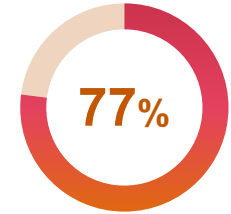
Global Net Employment Outlook



Calculated by subtracting employers planning reductions vs. those planning to hire.

Increased by +5% vs. Q2 2023 (23%)

Global Talent Scarcity



Employers who say they are struggling to find talent with the skills they need.

Increased to 77%, reaching a 17-year high

Highest Global Hiring Demand



Information Technology



Energy & Utilities

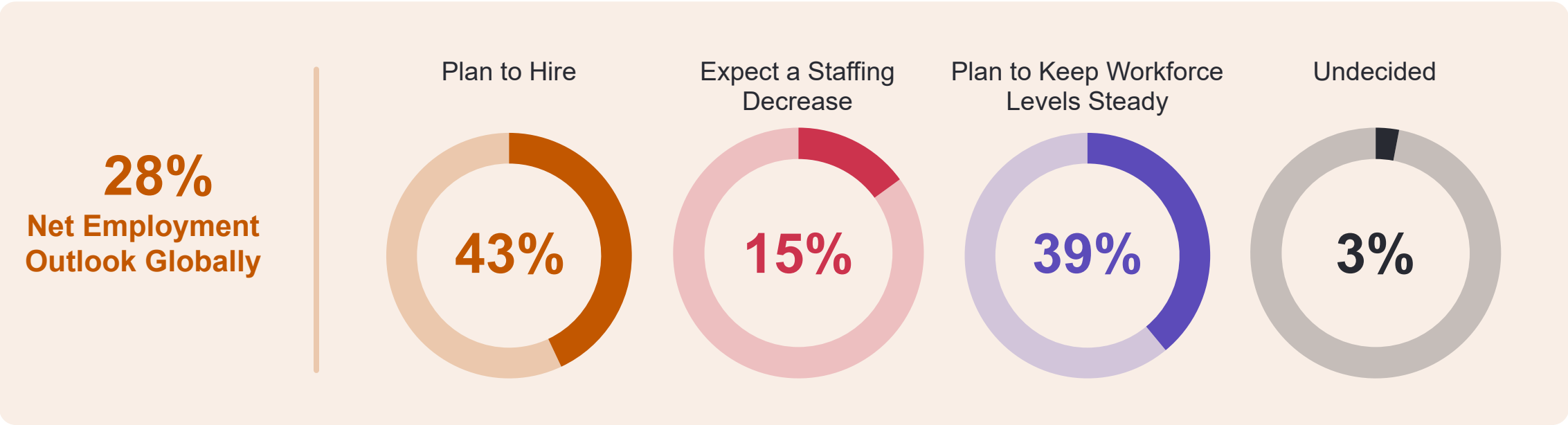


Finance & Real Estate

[Explore the Data](#)

Global Employment Outlook for Q3 2023

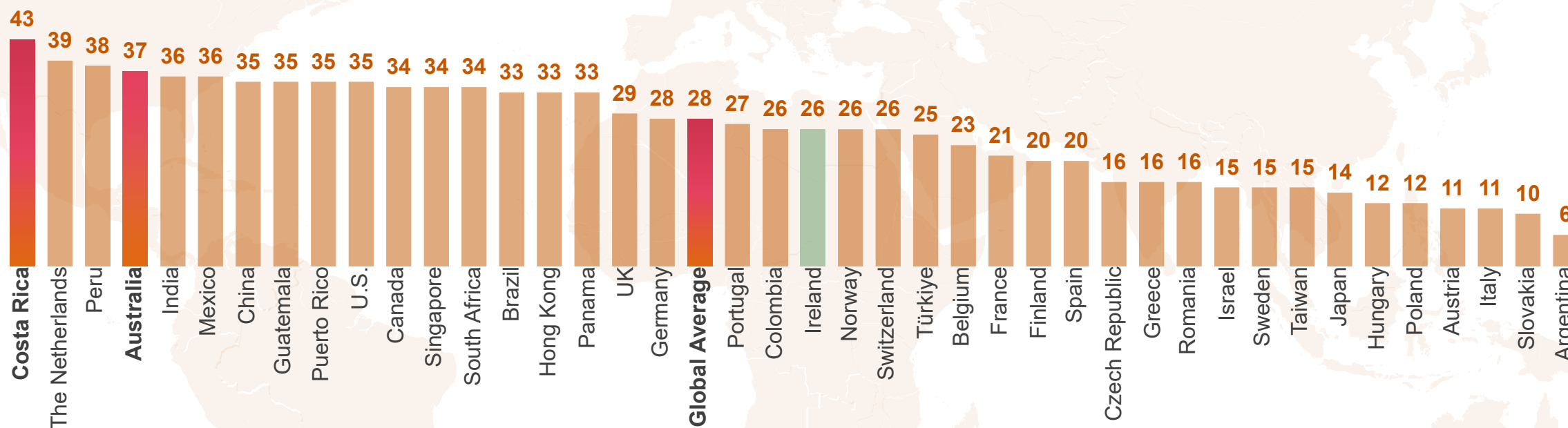
In the latest edition of the ManpowerGroup Employment Outlook Survey of nearly 39,000 employers, 29 of the 41 countries report higher intentions than the previous quarter. Employers around the world continue to anticipate hiring more workers in the third quarter of 2023, reporting a seasonally adjusted, **Net Employment Outlook of +28%**. Hiring intentions improve quarter-over-quarter and soften by when compared to this time last year, +5 and -4 percentage points, respectively.



Hiring Expectations for July – September

When considering how staffing levels will change during the third quarter, **employers in all 41 countries anticipate a net positive hiring Outlook**. Costa Rica has the highest NEO with Argentina having the lowest.

Seasonally Adjusted, Net Employment Outlooks (%)



Employment Outlooks Across Europe, the Middle East, & Africa

Hiring expectations remain the lowest, although steady, in the EMEA region (+20%), moderately increasing (+2%) since last quarter and slightly weaker since Q3 2022 (-3 percentage points).

Outlooks vary across the region with employers most keen to hire in the Netherlands (+39%), South Africa (+34%), and the UK (+29%). Weakest Outlooks are in Slovakia (10%), Italy (11%), and Austria (11%).

Strongest hiring intentions globally for the Industrials & Materials industry sector are reported by employers in the Netherlands (51%), and Transport, Logistics, and Automotive in Ireland (56%).



Strongest & Weakest Third Quarter Countries Employment Outlooks

With stable outlooks across the regions, **employers in North America (+35%) reported the strongest hiring intentions**, followed by Asia Pacific (+31%), Central and South Americas (+29%), and EMEA (+20%).

Strongest Hiring Prospects



Costa Rica
+43%



The Netherlands
+39%



Peru
+38%

Weakest Hiring Prospects



Argentina
+6%



Slovakia
+10%



Austria
+11%



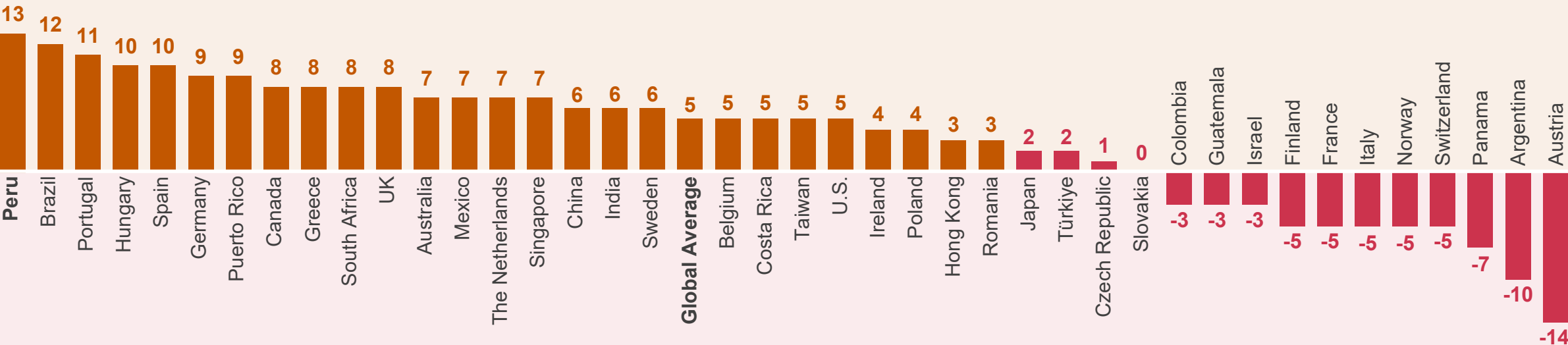
Italy
+11%

Shifting Perspectives: Changes Since the Second Quarter

Hiring confidence remains resilient across countries despite concerns over possible recession and steady inflation. Most countries have improved their hiring trends with only 11 experiencing decreases.

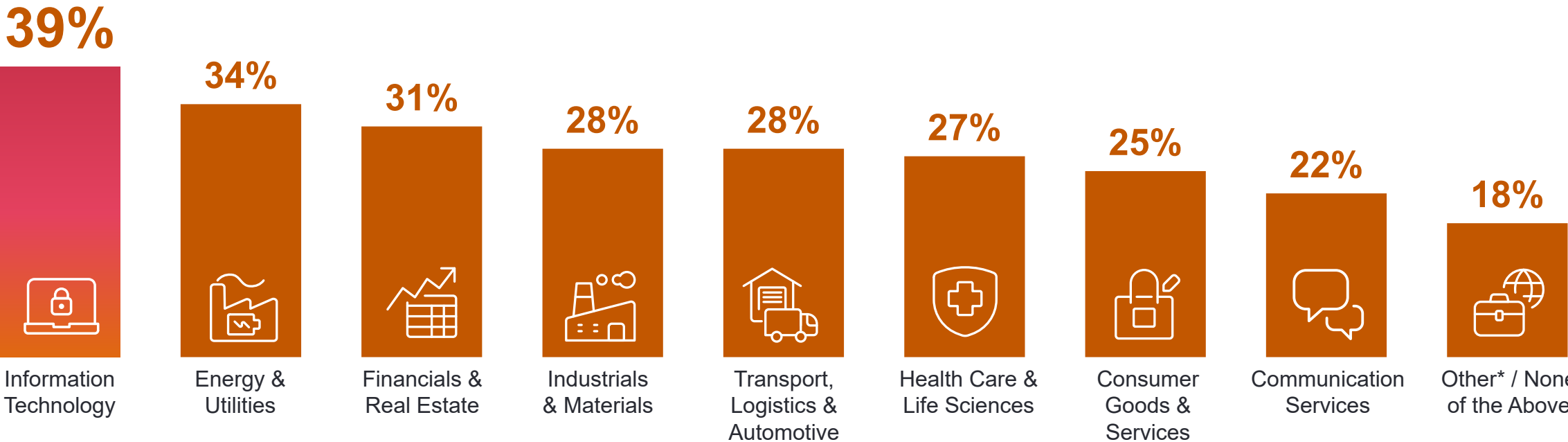


Quarter-Over-Quarter Changes to Seasonally Adjusted, Net Employment Outlooks (%)



Global Employment Outlooks Across Key Sectors

Digital roles continue to drive most demand globally: Businesses in the IT industry continue to report the brightest Outlook, followed by Energy & Utilities, and Financials & Real Estate.



*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing



Workforce Trends in the New Human Age

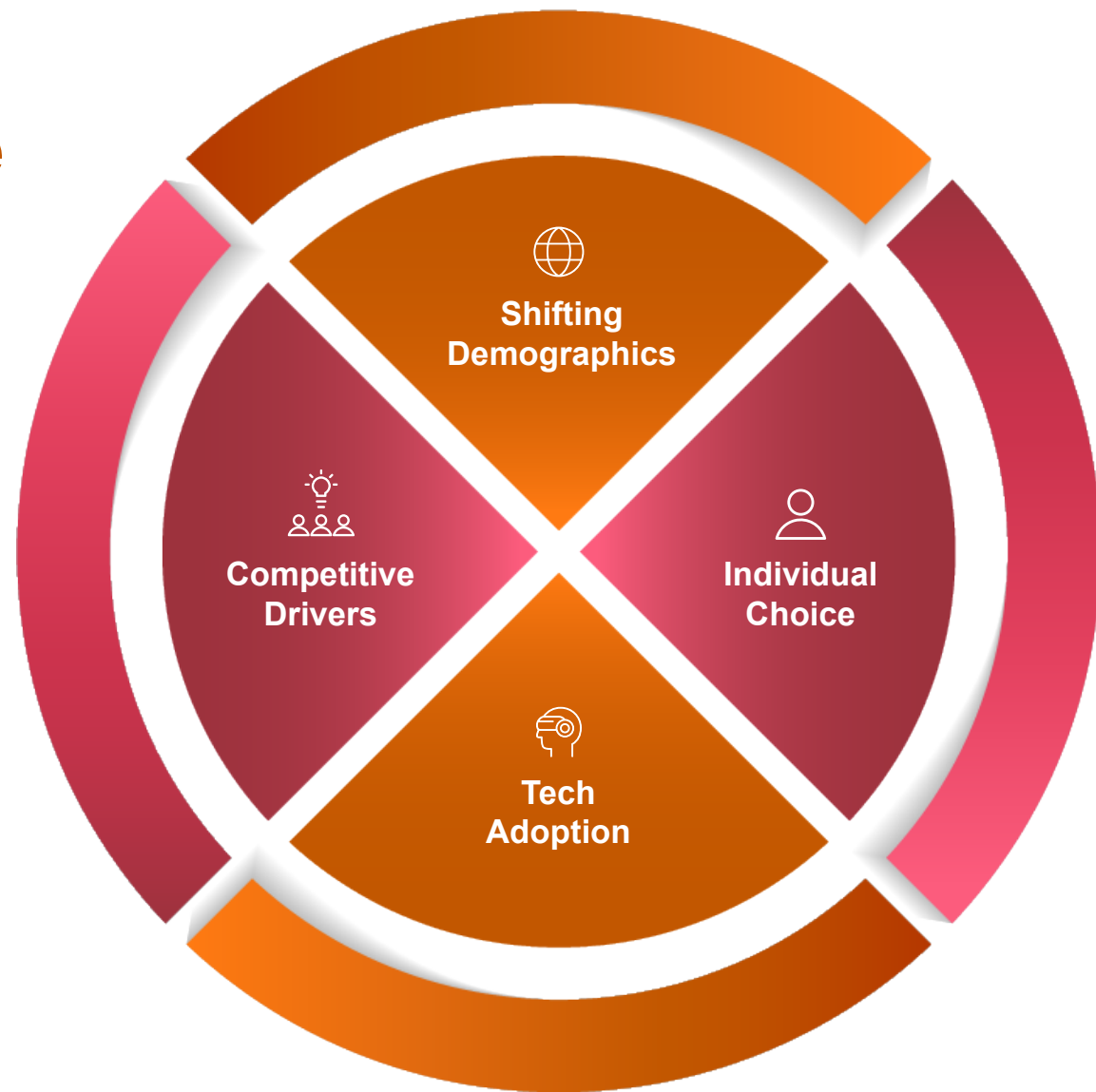
Tech may be the Great Enabler but Humans are Still the Future

This recovery is unlike any we have ever seen – it is the combination of innovation, technology, and human ingenuity that will help us overcome the biggest challenges.

Humans have always adapted to new technologies and better ways of doing things. As the saying goes, history repeats itself. And the pandemic taught us again that we can make extraordinary progress if we come together – ” **it is the combination of innovation, technology, and human ingenuity that will help us overcome the biggest challenges.**

Learn more about the workforce trends that are accelerating the New Human Age.

[Explore the Data](#)





“While the global labor market remains resilient, this data suggests we’re facing a slightly cloudier summer as employers take a more measured approach to adding workforce.”

Employers are trying to find the right balance in hiring when shortages for in-demand roles remain at record levels, while anticipating a more challenging economic outlook in the future.”

– Jonas Prising, Chairman & CEO



About the ManpowerGroup Employment Outlook Survey

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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 nearly 39,000 public and private employers across 41 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 2023 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 41 markets for the Q2 2023 report.

Responses prior to Q1 2022 were contacted via telephone and are now collected in a double opt-in online panels where members 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 and territories to allow international comparisons.

[Explore the Data](#)

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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