

## **Strongest global hiring outlook reported since beginning of recovery, alongside a continuing talent shortage**

- **Swiss employers report improvement regarding talent shortage (-24% vs previous quarter)**
- **Employers offer financial and non-financial incentives to attract talents**
- **Senior managers in Switzerland have positive feeling about remote working**
- **Optimistic hiring intentions across Swiss industries and regions**

Each quarter, ManpowerGroup surveys more than 42,000 employers in 43 countries about employment prospects for the coming quarter. In addition, ManpowerGroup annually examines trends on the topic of skills shortages, incentives and remote working.

*Zürich and Morges, September 14th, 2021 – In 25% of global markets surveyed, hiring optimism is at a 10+ year record high. In Switzerland, employers in all seven regions and sectors are confident about hiring intention for the last quarter in 2022 with a Net Employment Outlook of +8%. In parallel the global talent shortage remains high.*

*For the months of October, November and December, employers predict a 69% talent shortage. In Switzerland, the talent shortage has decreased since the last survey (83%): 57% of the companies surveyed are struggling to fill their positions with suitable talent.*

*Amid this growing talent shortage which remains the worst in 15 years, 41% of organizations are investing in training, skills development and mentoring while 67% are offering greater flexibility; both in work schedules and working locations. Swiss employers focus on the incentive training, skills development and mentoring.*

Yvonne Baumgartner, Managing Director Talent Solutions ManpowerGroup Switzerland: *«In our view, the high affinity for further education has led to a decline in the talent shortage in Switzerland. Many employees have taken advantage of the pandemic period and invested in further training to increase their employability and to be fit when the economy recovers. But the war of talent continues. From our customers we get feedback that employer branding is becoming more relevant. Due to the talent shortage in particular specialists can choose where they want to work. The salary alone is by no means the only criterion; incentives such as flexible working hours and locations, as well as coaching and internal training are highly valued. The pandemic has taught us a lot - especially with regard to the need for flexibility. Many companies have made adjustments, but we sense that the development of work flexibility is not yet finished.»*

### **Talent market in Switzerland is recovering – talent shortage globally persists**

The ongoing “war of talent” continues: 69% of employers globally report experiencing some difficulty filling roles due to lack of skilled talent. EMEA is affected particularly hard with 73% and has only gone down 1 percentage point since last quarter (74%). The situation in Switzerland seems to have significantly improved compared to the previous quarter: 57% of the surveyed companies in Switzerland stated that they have a lot of or some difficulties filling jobs with skilled talents. This is 24 percentage point less than during the third quarter. Switzerland’s neighbours although remain with high percentage



numbers when speaking about talent shortage: Germany with 77%, Italy with 76%, Austria with 68% and France with 76%. The last mentioned has a strong Employment Outlook with 37%.

Employers in the Asia-Pacific region have had much more trouble finding the right talents to fill their jobs: 72% of the survey companies have had difficulties filling job – compared to the previous quarter the figures is 13 percentage points higher. The Americas report the least difficulty (59%), with 38% stating they are having no difficulty at all.

### **Employers offer incentives and want to up- and reskill employees**

Flexible working models, development prospects and a company's social commitment are becoming increasingly important when selecting an employer. Globally spoken, flexibility, training and skills development were the most popular options, 51% of employers are planning to some form of financial offering to help attract talent, compared to 20% offering non-financial benefits such as vacation days. In Switzerland 54% of the employers try to attract talents offering training, skills development or mentoring followed by flexible working schedules (48%) and more flexible working locations (37%). In EMEA 43% of survey employers are offering training, skills development or mentoring, 41% offer more flexible working schedules, 32% offer increased wages and 30% offer more flexible working locations. Especially in Slavic countries show high percentage numbers regarding trainings and skills development (ex. Slovenia 59%, Romania 67%, Poland 60% and Slovakia 62%).

Apart from the incentives, employers plan to upskill workers but there are barriers. Globally speaking, cited as the biggest barriers were money (22%), time (19%) and access to the right training partners (13%). Employers in Switzerland mention the same barriers, although the barrier time (34%) achieved a much higher percentage than the global one.

A quarter of employer's plan to invest in plans to upskill employees in technical skills and 21% plan to employ career coaching programmes in the next six months to help fill the widening talent shortage.

Yvonne Baumgartner, Managing Director Talent Solutions ManpowerGroup Switzerland: *«We are experiencing strong interest in coaching programs. Covid-19 has impacted this area as well - our customers place a high value on flexible and short-term on-demand services. As a result, we've evolved our coaching programs to meet changing needs.»*

### **Mixed feelings towards the continuation of remote working**

As hybrid and remote work continue to be the norm, despite the pandemic easing in many markets, employers report differing moods from their senior managers. While reporting they sense one quarter (25%) feel positive, one in 10 employers report their senior managers are feeling anxious (9%), stressed (15%) and burnt out (7%). In Switzerland 42% of the senior manager feel positive about remote working, followed by 13% feeling energized and 11% stressed out.

Regionally, APAC is the most positive about the continuation of remote working (28%) compared with Americas (26%) and EMEA (24%).

### **Swiss hiring intentions optimistic across industries and regions**

According to the ManpowerGroup survey on employment prospects, the outlook is more optimistic in most countries surveyed worldwide; hiring outlooks even reach record levels for 11 out of 43 markets.

In Switzerland, employers expect a net employment growth of +8% for October, November and December, same Outlook as the previous quarter and an improvement of 6 percentage points over same quarter in 2020. The different regions are optimistic for the last quarter of the year as all of them foresee a positive Outlook. One region is especially worth highlighting: Ostschweiz expects an employment



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growth of +18%. This Outlook is 10 percentage points higher than for the previous quarter (+8%) and 17 percentage points better compared to this time a year ago (+1%).

Workforce gains are expected for all seven industry sectors during the upcoming quarter. The strongest hiring pace is forecast by Manufacturing sector employers who report a Net Employment Outlook of +12%. Moderate hiring activity is expected in two sectors with Outlooks of +9% - the Finance & Business Services sector and the Other Production sector – while the Restaurants & Hotels sector Outlook stands at +7%, the strongest hiring intentions reported in two years.

Benjamin Hügli, Regional Director Zurich & Eastern Switzerland Manpower: *«In the Zurich region we see a pleasing outlook of +6%, which is really good. Ostschweiz is exceptional with an outlook of +18%. The big difference to the Zurich region is that Ostschweiz has many industrial jobs that were not necessarily home office compatible and were therefore more affected by the pandemic. In contrast, the Zurich region is more active in the service sector, which was able to respond well to the home office requirement and recommendation. With the vaccinations and the upturn in the economy, hiring intentions in the Ostschweiz region are now picking up again. »*

Globally, the strongest hiring intentions are expected in the United States (+48%), India (+44%) and Canada (+40%), while the weakest hiring intentions are reported in Panama (-2%), South Africa (-2%) and Singapore (+1%). Switzerland's direct neighbours show a really strong Outlook for the coming quarter: France with 37%, Germany and Italy both with 28% and Austria with 18%.

The ManpowerGroup Employment Outlook Survey is carried out quarterly to understand companies' forecasts of staffing levels in the upcoming quarter. In Switzerland, the national survey is conducted by Right Management Consultants, who interview over 750 employers across diverse business sectors.

To view complete results for the ManpowerGroup Employment Outlook Survey, visit: [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next survey will be released December 14<sup>th</sup>, 2021 and will report hiring expectations for Q1 2022.

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### About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the twelfth year - all confirming our position as the brand of choice for in-demand talent.

More detailed information about the activities of **ManpowerGroup in Switzerland** is available at [www.manpower.ch](http://www.manpower.ch), [www.experis.ch](http://www.experis.ch) and [talentsolutions.manpowergroup.ch](http://talentsolutions.manpowergroup.ch).