

MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

**IRELAND EMPLOYMENT OUTLOOK
STRONGEST IN EUROPE FOR Q3 2022
TALENT SHORTAGE HIGHEST IN 12 YEARS**



ManpowerGroup®



EXECUTIVE SUMMARY

Strong hiring optimism continues into the third quarter of 2022, according to the latest **ManpowerGroup Employment Outlook Survey** of more than 40,000 employers across 40 countries and territories.

In Ireland +42% of employers plan to increase their workforce – up by ten percentage points on Q2 2022, and by 24 percentage points year-on-year.

Finance, Construction and the Hospitality sectors have increased their Outlook this quarter: * Primary Production reported the strongest outlook (+65%) with the Finance, Construction & Hospitality sectors all showing hiring projections above 50%. Manufacturing reported a 5% drop quarter on quarter with IT & Tech reporting consistent quarter on quarter hiring trends of (+42%). Wholesale & Retail (+27%) was the weakest of the study sectors for Q3 2022.

Medium Sized organisations (5-249 employees) report the strongest hiring intentions for Q3 (+46%), overtaking Large organisations (250+ employees) at +45% for the first time in recent years, as they aggressively recruit and compete with larger companies for staff. Our study indicates increasing confidence amongst smaller employers in Q3 with micro businesses, less than 10 employees (+43%).

Employers in Munster are the most optimistic this quarter with hiring confidence jumping 15 percentage points since the last quarter, to +51%, fueled by increasing regional confidence and remote working trends. Hiring outlook in Dublin is also very strong (+48%) with Connacht and Ulster having the lowest figures for Q3 (+30%).

*Professional, Scientific and Tech activities

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Q3 EMPLOYMENT OUTLOOKS:

Irish employers have ambitious plans to increase headcount at a record rate in the third quarter of 2022.

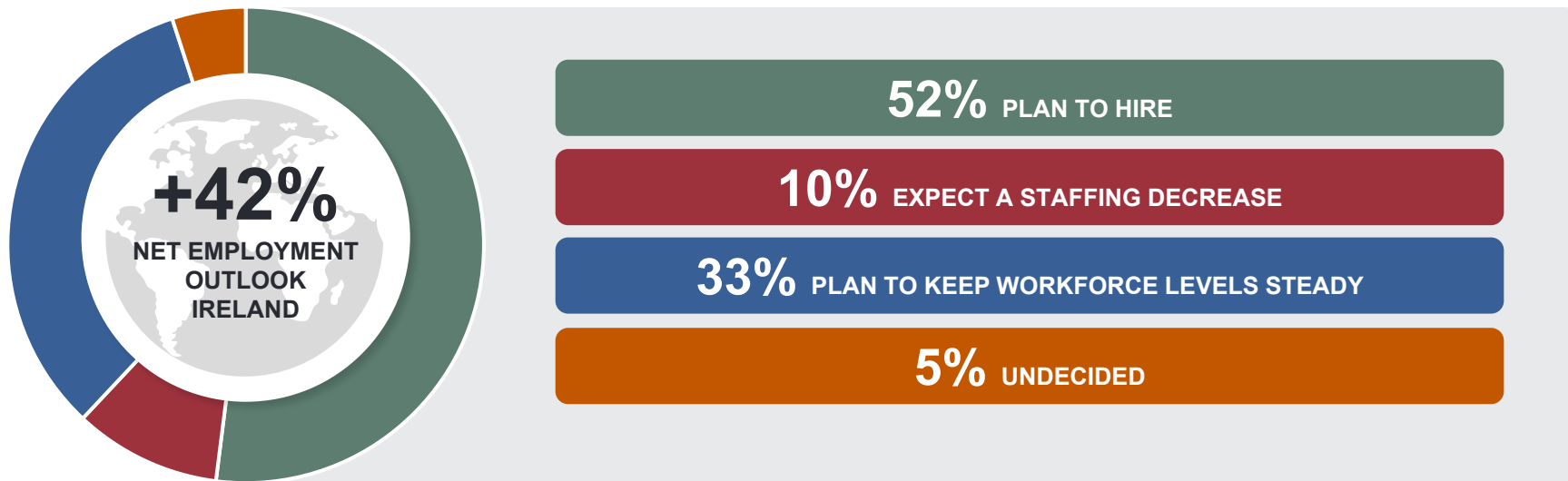


“The Finance Sector is a leading player in the thriving Irish employment market. Despite the withdrawal announcement of two retail banks from the marketplace, the strong hiring intention in this sector is a huge vote of confidence to both Ireland’s financial market and in businesses across the economy.”

- John Galvin, Director, ManpowerGroup Ireland

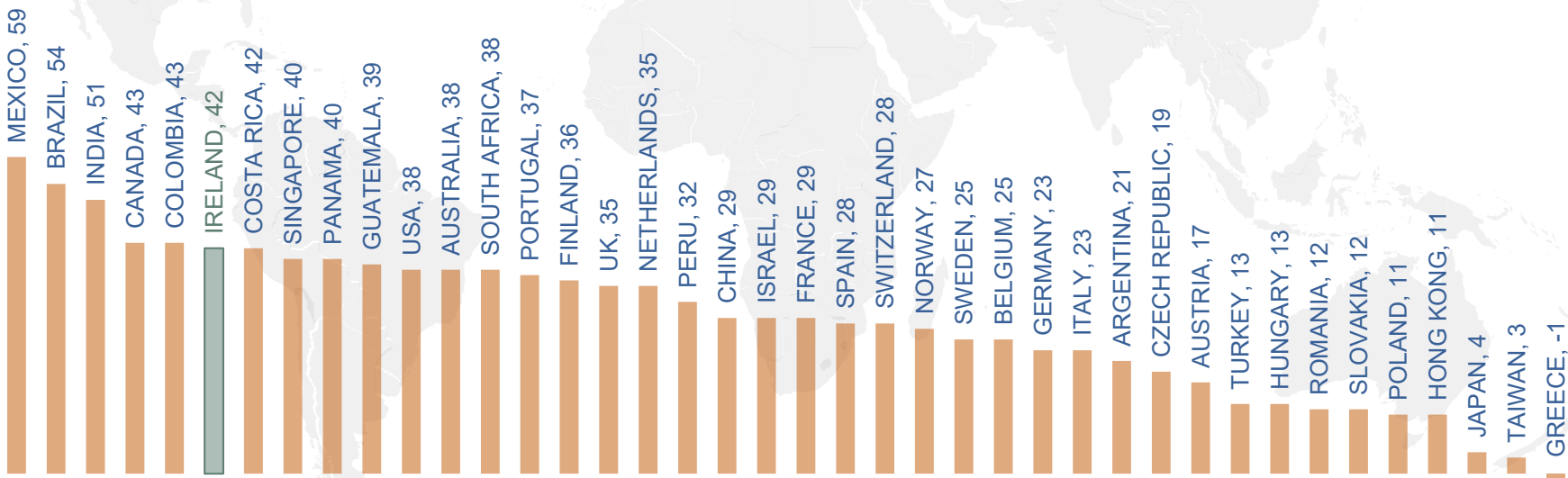
Net Employment Outlook for Ireland in Q3 2022: July - September

The 30th anniversary edition of the ManpowerGroup Employment Outlook Survey of 425 employers in Ireland, has found that employers are still expecting to **grow headcount** from July - September, reporting a seasonally adjusted **Net Employment Outlook of +42%**. Hiring intentions have increased ten percentage points since Q2 and 24 points year-on-year.



Employer Hiring Expectations for July - September

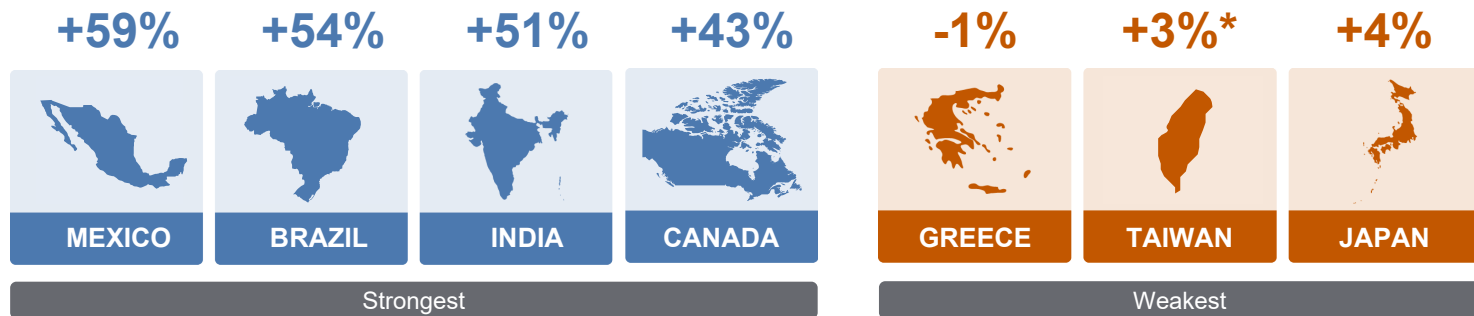
When considering how staffing levels will change from July to September, employers in **39 of 40** countries report positive Net Employment Outlooks (NEOs).



The Great Hiring Bounce-back Expected to Maintain Momentum in Q3

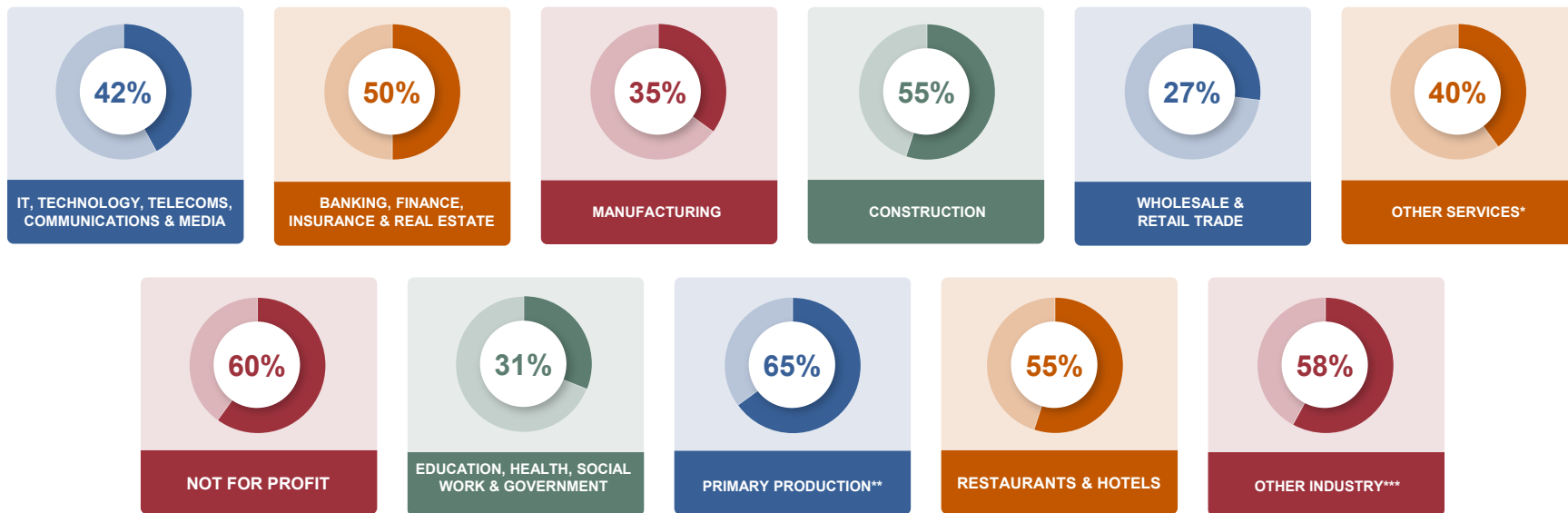
With strong outlooks across the regions, employers in Mexico (+59%) reported the most positive outlook followed by Brazil (+54%), India (+51%) and Canada (+43%). Ireland reports the highest European figure and is in 6th position overall in the hiring growth charts. The weakest outlooks were reported in Greece (-1%), Taiwan (+3%), and Japan (+4%)

Countries With the Strongest & Weakest Hiring Prospects for Q3 2022:



Employers Anticipate Strong Demand for Talent Across Key Sectors

Construction, Hospitality and Production drive demand in Ireland: Primary Production reported the strongest outlook (+65%), followed by Construction (+55%), Restaurants & Hotels (+55%), and Banking & Finance (+50%). Not for Profit is an indicative figure for this quarters study.



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

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

***Other; Prefer not to say

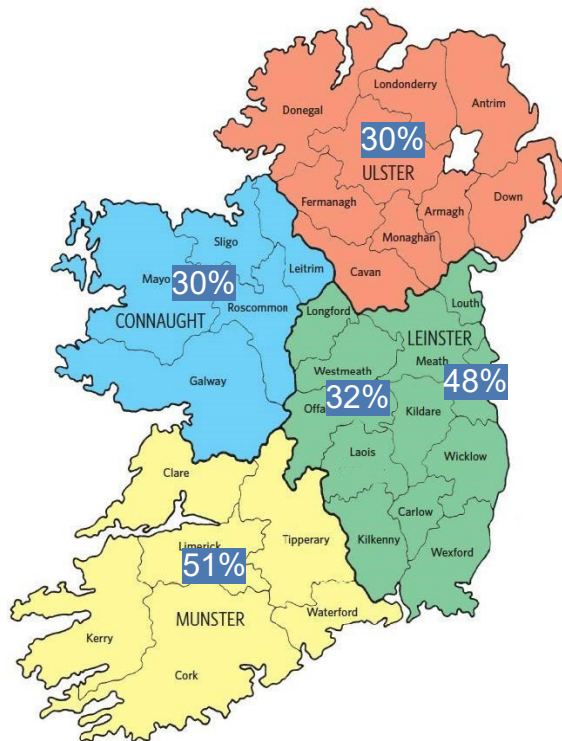
Growth Expected Across All Ireland Regions

EMPLOYMENT OUTLOOK FOR JOBS BY REGION IN Q3 2022

The **Munster** region has the highest employment outlook for Q3 (+51%), indicating most employers are planning to increase their headcount in that region. Dublin is close behind at (+48%) showing the continued confidence in the Dublin employment market. .

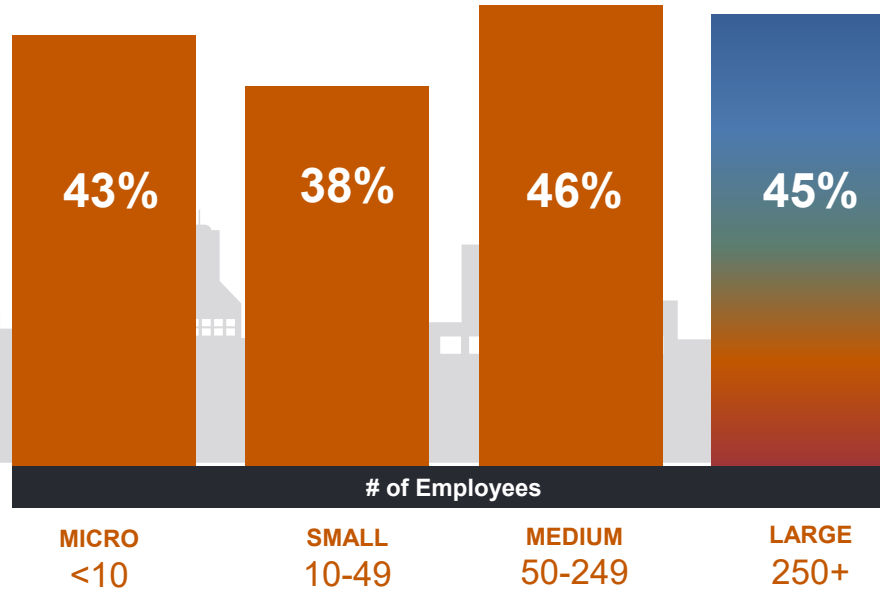
The other regions of Ireland all report similar hiring trends ranging from +30% to +32%. Traditionally these figures would be very positive on a quarterly basis.

Remote hiring trends, altering demographic patterns and continued confidence in the Irish economy all reflect the figures highlighted in our survey.



Medium Sized Organisations Overtake Large Companies

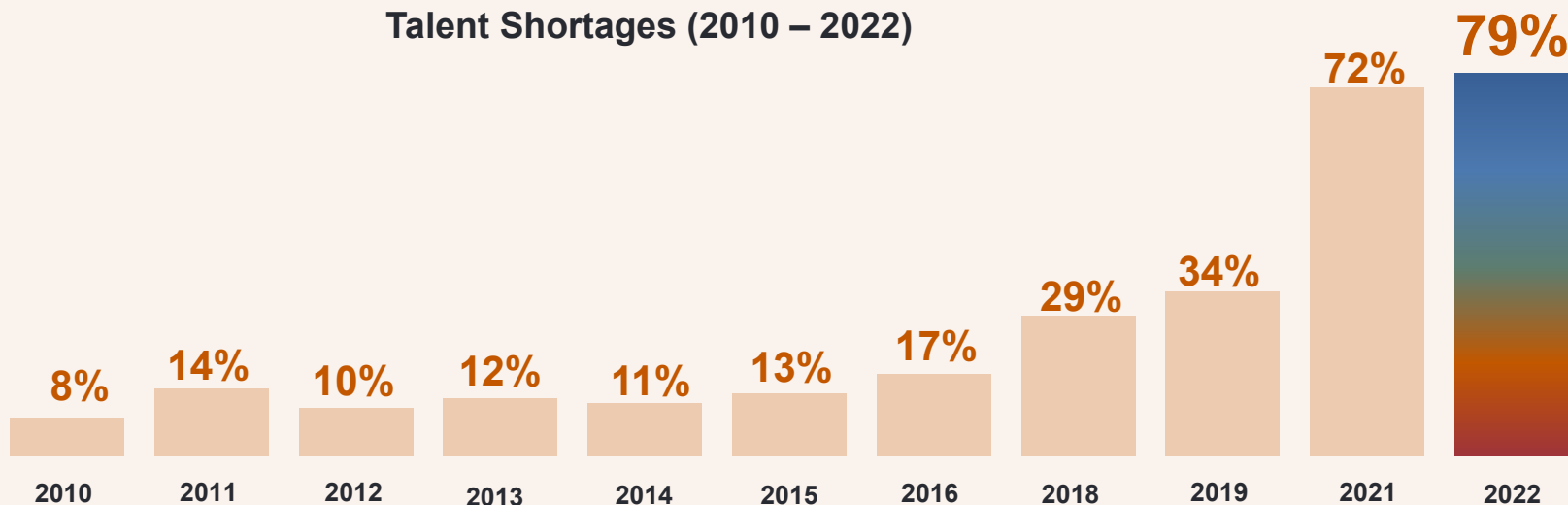
Hiring intention by company size for Q3. Micro companies also performing strong



Ireland Talent Shortages Over Time – Rising Trend Since 2014

Talent Shortages hit a 12 year high as competition for staff intensifies in 2022. 79% of Irish employers are currently experiencing difficulties in recruiting staff due to a lack of skilled talent.

Talent Shortages (2010 – 2022)



Explore the Talent Shortage Data at manpowergroup.com/talent-shortage

Ireland Reports Highest Hiring Intentions in EMEA

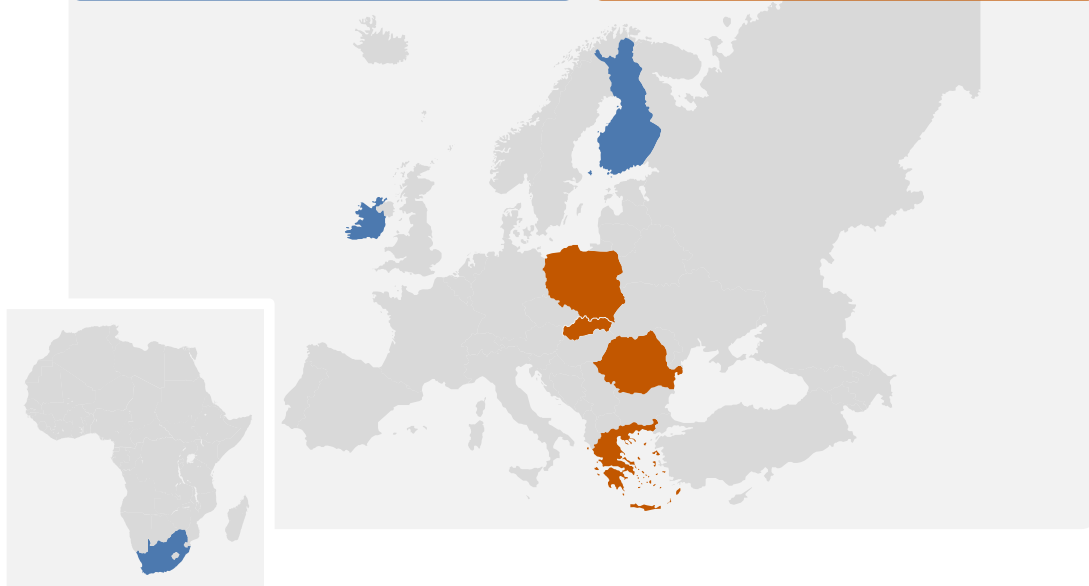
Improvement in All Countries YoY For Third Consecutive Quarter

Compared with Q2, 2022 hiring intentions improve in 14 countries, decline in six, while remaining unchanged in two, Germany and Hungary.

Employers in Ireland report the strongest outlook of +42%, up 10 percentage points since last quarter, followed by South Africa (+38%), and Finland (+36%).

STRONGEST HIRING INTENTIONS:
Ireland (+42%), South Africa (+38%), and Finland (+36%)

WEAKEST HIRING INTENTIONS:
Greece (-1%), Poland (+11%)*, and Romania (+12%)* & Slovakia (+12%).





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 digitised 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 incentivised 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.

ManpowerGroup Solutions Across the Entire HR Life Cycle



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EXPLORE THE DATA