



ManpowerGroup™

Sustainable Talent Pipelines Drive Business Growth, ManpowerGroup Says, As Employment Trends Up in Temporary Help Services

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MILWAUKEE, June 7, 2013 /PRNewswire/ -- ManpowerGroup (NYSE: MAN), the world leader in innovative workforce solutions, advises employers to build sustainable local talent pipelines through collaborative partnerships to overcome talent shortages, as the U.S. Bureau of Labor Statistics today reported that the overall May jobless rate was 7.6% and 26,000 temporary jobs were added.

(Logo: <http://photos.prnewswire.com/prmh/20120607/AQ20399LOGO-c>)

"Employers need to invest in creative solutions to have access to the skilled talent they need for future growth, and we're seeing more and more employers focusing on building training centers and offering internships and apprenticeships to develop those technical qualifications and workplace competencies that are lacking among many job seekers today," said Jonas Prising, ManpowerGroup President. "In the end, collaboration between government, academic institutions and employers is the answer to developing training and education strategies that are critical to providing a sustainable talent pipeline for the future."

[ManpowerGroup's 2013 Talent Shortage](#) study reveals that 39% of U.S. employers are having difficulty finding staff with the right skills, down from 49% in 2012. This year-over-year improvement indicates a willingness on behalf of U.S. employers to invest in existing employees to help them advance, and in sourcing new skilled talent — to avoid the strain of the talent shortage.

The U.S. Talent Shortage rate for 2013 is 4 percentile points above the ManpowerGroup global average. According to the survey, nearly half (49%) of U.S. employers recognize that talent shortages impact their ability to serve clients and customers. Among the more than 1,000 U.S. employers surveyed, respondents say they have difficulty filling open positions because candidates lack technical competencies/hard skills (48%); candidates lack workplace competencies/soft skills (33%); and because of a lack of/no available candidates (32%).

According to the 2013 Talent Shortage data, U.S. employers are adopting new people practices by:

- Providing additional training and development to existing staff — 23%
- Redefining qualifying criteria to include people without formal qualifications — 15%
- Increasing starting salaries — 11%

And, U.S. employers seek new talent sources by:

- Adapting talent sourcing to recruit more from untapped talent pools — 20%
- Appointing people who don't have the skills currently, but do have potential to learn and grow — 18%
- Partnering with academic institutions to create curriculum aligned to talent needs — 8%

U.S. employers report that skilled trades positions are the most difficult to fill, the fourth consecutive year this job has topped the list. The top 10 hardest jobs to fill are:

U.S. Hardest Jobs to Fill in 2013	U.S. Hardest Jobs to Fill in 2012
1. Skilled Trades	1. Skilled Trades
2. Sales Representatives	2. Engineers
3. Drivers	3. IT Staff
4. IT Staff	4. Sales Representatives
5. Accounting & Finance Staff	5. Accounting & Finance Staff
6. Engineers	6. Drivers
7. Technicians	7. Mechanics
8. Management/Executives	8. Nurses
9. Mechanics	9. Machinist/Machine Operator

ManpowerGroup's insight paper, [The Great Talent Shortage Awakening: Actions to Take for a Sustainable Workforce](#), examines strategies HR leaders can pursue to fuel their organization's competitiveness for years to come. These include identifying and attracting untapped talent, creating a culture of talent development, implementing a Teachable Fit framework to manufacture talent aligned with business needs, and improving collaboration with academic institutions to ensure graduates are work ready. Learn more [here](#).

ManpowerGroup also recently provided a blueprint for upskilling manufacturing workers. Learn more [here](#).

About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) is the world leader in innovative workforce solutions that ensure the talent sustainability of the world's workforce for the good of companies, communities, countries, and individuals themselves. Specializing in solutions that help organizations achieve business agility and workforce flexibility, ManpowerGroup leverages its 65 years of world of work expertise to create the work models, design the people practices and access the talent sources its clients need for the future. From staffing, recruitment, workforce consulting, outsourcing and career management to assessment, training and development, ManpowerGroup delivers the talent to drive the innovation and productivity of organizations in a world where talentism is the dominant economic system. Every day, ManpowerGroup connects more than 630,000 people to work and builds their experience and employability through its relationships with 400,000 clients across 80 countries and territories. ManpowerGroup's suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. ManpowerGroup was named one of the World's Most Ethical Companies for the third consecutive year in 2013, confirming our position as the most trusted brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible at www.manpowergroup.com. Follow ManpowerGroup Chairman and CEO Jeff Joerres on Twitter: [Twitter.com/manpowergroupj](https://twitter.com/manpowergroupj)

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