



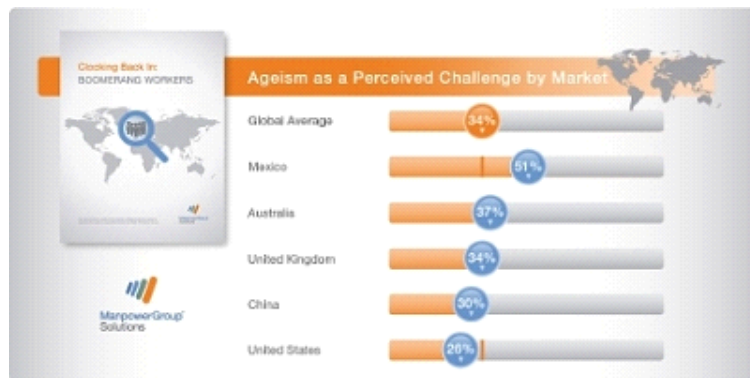
ManpowerGroup™

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Boomerang Workers: Organizations Look to Overcome Talent Shortages by Exploring Untapped Talent Pools of "Un-Retirees"

- 34% of job seekers globally see their age as their biggest career challenge, as organizations are embracing generational diversity
- New report from ManpowerGroup Solutions highlights the benefits of a multigenerational workforce and provides strategies for hiring "boomerang workers"

MILWAUKEE, Nov. 15, 2016 /PRNewswire/ -- Be it young or old, more than one-third of global candidates (34%) perceive their age as their biggest barrier to career development, according to a global study conducted by ManpowerGroup Solutions, part of ManpowerGroup (NYSE: MAN).



The research showed this fear is unfounded with many organizations embracing generational diversity as a way to overcome talent shortages, hiring "un-retirees" or "boomerang workers" - individuals who come out of retirement or return to work for a previous employer - to fill open positions. In a new paper, "Clocking Back In: Boomerang Workers," ManpowerGroup Solutions shares seven strategies for attracting and managing this important source of experience and knowledge.

Click the link to download *Clocking Back In: Boomerang Workers*:
<http://www.manpowergroupsolutions.com/candidatepreferences>

"People are living longer and working older, and many employers now have five generations to motivate and manage," said Sarah Peiker, Head of RPO Practice, ManpowerGroup Solutions Europe. "Diversity, integration and inclusion isn't just the right thing to do, it makes clear business sense. Studies agree - diverse organizations are more productive, innovative and profitable than those that are not inclusive."

"Whether motivated financially or intellectually, more retirees are returning to work than ever before," said Kate Donovan, Senior Vice President of ManpowerGroup Solutions and Global RPO President. Our latest Talent Shortage Survey shows 40% of employers globally are having difficulties filling roles, employers should see this largely untapped talent pool of 'boomerang workers' as a valuable source for filling talent gaps."

Successful employers recognize the importance of a customized strategy for cultivating this large and highly-skilled talent pool. The paper provides seven strategies for building a talent pool of boomerang workers, including:

1. **Open the door before they walk out of it.** Planting the seed for future part-time work with employees who are about to retire opens the door for potential opportunities later on. Employers who broach the idea first can put their companies at the top of the list for returning talent.
2. **Leverage referrals.** Providing incentives for un-retirees to refer other potential hires can also be a way to tap industry talent from competitive organizations.

3. **Align reward structures and emphasize flexibility.** Flexibility is as important as compensation in recruiting and retaining boomerang workers. Phased retirement (gradually reducing the number of hours worked each week or the number of weeks worked over a given period of time) can also be a win-win strategy.

To learn more about ManpowerGroup Solutions' global candidate preferences research and download the latest report, click here: <http://www.manpowergroupsolutions.com/candidatepreferences>

About ManpowerGroup Solutions

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions offerings include TAPFIN-Managed Service Provider, Strategic Workforce Consulting, Borderless Talent Solutions, Talent Based Outsourcing and Recruitment Process Outsourcing, where we are one of the largest providers of permanent and contingent recruitment in the world. ManpowerGroup Solutions is part of the ManpowerGroup family of companies, which also includes Manpower, Experis, and Right Management. More information at www.manpowergroupsolutions.com.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands - Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions - we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.



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To view the original version on PR Newswire, visit:<http://www.prnewswire.com/news-releases/boomerang-workers-organizations-look-to-overcome-talent-shortages-by-exploring-untapped-talent-pools-of-un-retirees-300363263.html>

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