

**EMBARGOED UNTIL JUNE 8 2021, AT 12:01AM ET**

**ManpowerGroup Employment Outlook Survey Quarter 3 2021:**

**AUSTRALIA FORECAST TO CONTINUE UPBEAT HIRING PACE FOR THE NEXT THREE MONTHS.**

- *From July to September, Australian employers are looking optimistic, reporting a seasonally adjusted Net Employment Outlook of +17% for the second consecutive quarter.*
- *Recent findings from the ManpowerGroup Talent Shortage Survey reveal Australia is experiencing talent shortages with 67% of employers reporting difficulty in hiring compared to 41% in 2019.*

**SYDNEY (JUNE 8, 2021)** – In the next three months, from July to September, Australia is forecast to continue its upbeat hiring pace, reporting a seasonally adjusted Net Employment Outlook of +17% again in this quarter's ManpowerGroup Employment Outlook Survey.

**MANPOWERGROUP EMPLOYMENT SURVEY KEY FINDINGS:**

- Of the 43 countries surveyed, Australia reported one of the strongest hiring intentions following the United States and Taiwan, and is also the most improved with hiring prospects 30 percentage points stronger when compared with this time one year ago, when COVID-19 first had an impact on hiring sentiment.
- Employers in all seven industry sectors expect to grow staffing levels again during the coming quarter, and Outlooks strengthen in all seven when compared with both Q2 2021 and the same period last year. The strongest sector labour markets are forecast in two sectors with Outlooks of +28%. The first is the Finance, Insurance & Real Estate sector, experiencing the strongest hiring plans in 10 years, remaining relatively stable quarter-over-quarter, and surging by 48 percentage points when compared with this time one year ago. The Transportation & Utilities sector Outlook also stands at +28% and is the strongest in 11 years, improving by 4 and 30 percentage points from 2Q 2021 and 3Q 2020, respectively.
- Job gains are also expected in all eight Australian regions, improving in five regions when compared with the previous quarter while weakening in one. In a comparison with the third quarter of 2020, Outlooks strengthen in all eight regions. The strongest regional Outlook of +29% is reported in Australian Capital Territory, improving by 10 and 34 percentage points from 2Q 2021 and 3Q 2020, respectively. The resulting forecast is the strongest in 10 years.
- Job seekers in all four organisation size categories can expect hiring opportunities in the next three months, according to employers. Large firms (+28%) expect the strongest labour market, while the most cautious Outlook of +6% is reported by Micro employers.

Despite strong hiring intentions, additional findings from **ManpowerGroup's latest Talent Shortage Survey** conducted in January 2021 highlights a global shortage in talent at a 15-year high. Locally 67% of Australian employers alone report difficulty filling jobs due to a lack of skilled talent, one of the greatest increases since 2018 compared to other countries, where only 34% of Australian employers were having trouble in 2018.



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Richard Fischer, Managing Director of ManpowerGroup Australia, says “It’s great to see Australia’s confidence levels still going strong this quarter. The greatest challenge for employers is being responsive to new or changing needs as people emerge from the crisis. They’ll need to be more flexible to attract and retain the best talent.”

To gain additional insight into the impact of COVID-19 on workplace dynamics, ManpowerGroup asked how employers would build flexibility into roles going forward. 57% of respondents stated flexible start and finish times, 45% said a mix of remote working and workplace-based working, 43% flexible/condensed hours, 31% job sharing, 26% a choice of locations to work from and 21% said they do not intend to offer any of these flexibility options.



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**View the complete Australia Q3 2021 Survey results:**

[www.manpowergroup.com.au/meos](http://www.manpowergroup.com.au/meos)

The next survey will be released September 07 2021 and will report hiring expectations for Q4 2021.

\*The Employment Outlook survey – conducted April 2021 – 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.

\*The Talent Shortage Survey – undertaken in January 2021 – the annual survey identifies the proportion of employers who report difficulty filling positions in their organisation. It reports on which jobs employers say are most difficult to fill, and identifies candidate shortcomings that are preventing employers from filling positions. Employers are also asked to gauge the degree of impact talent shortages have on their organisations and which strategies they are using to overcome the skills gap.

#### **ABOUT MANPOWERGROUP**

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organisations 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 organisations 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 substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognised consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.