



ManpowerGro



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ManpowerGro

ManpowerGroup: Workforce Experts

Nearly 70 Years of Global Workforce Solutions Expertise



Revenues of
\$20 billion



85% of revenues
generated outside the U.S.



80 Countries
& Territories



27,000
Employees



2,900
Offices

World-leading IT
professional resourcing firm
LARGEST GLOBAL
VENDOR-NEUTRAL MSP PROVIDER



A World-Leading Outplacement Firm

- ▶ Providing meaningful work for over **600,000** people everyday
- ▶ Finding talent for **400,000** clients from small/medium to Fortune 100 companies
- ▶ Connecting **3.4 million** job seekers with work every year, globally



Most Trusted Brand in the Industry



Strong and Connected Brands



ManpowerGroup®



ManpowerGroup®
Solutions



Experis®
ManpowerGroup



Manpower®



Right
Management®
ManpowerGroup

The Future of Work: The Human Age 2.0

Technological Revolution

The impact of Digitization on People and Skills

Rise of Client Sophistication

The Power is Shifting

Greater Individual Choice

From Job for Life to Career for Me

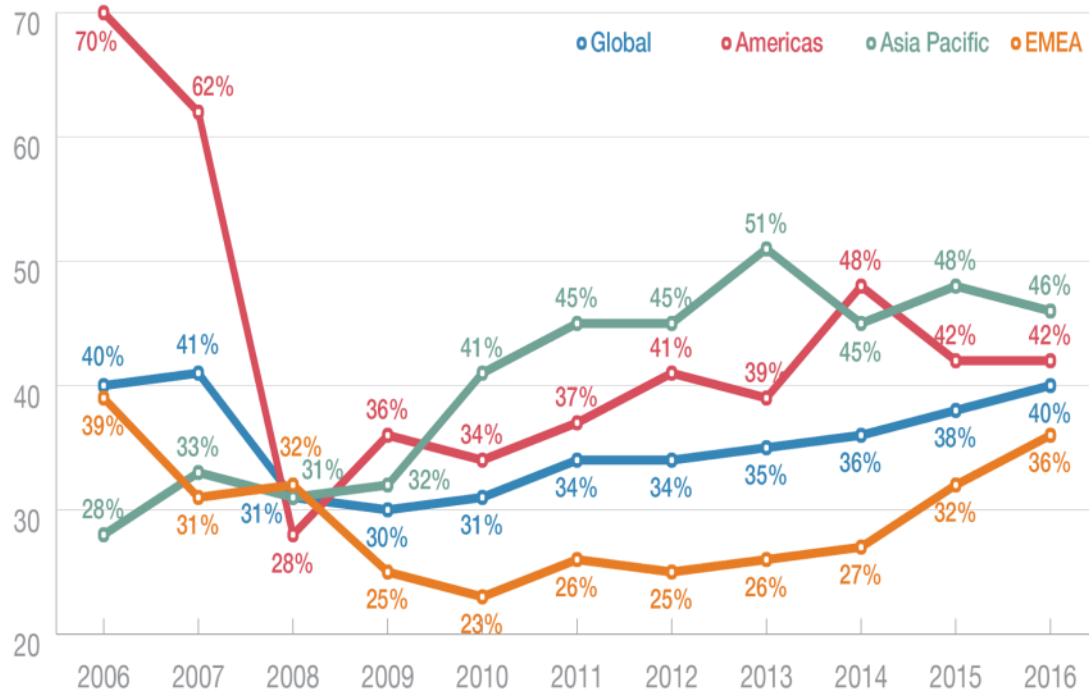
Shifting Demographics

Bridging the Divide



Labor Scarcity Accelerates a Global War for Talent

Percent of Employers Having Difficulty Filling Roles:



Top 10 Hardest Jobs to Fill Globally:



In-Demand Skills are Changing Radically

In-Demand Skills	2020 / 2015
Complex Problem Solving	1 / 1
Critical Thinking	2 / 4
Creativity	3 / 10
People Management	4 / 3
Coordinating with Others	5 / 2
Emotional Intelligence	6 (new)
Judgment & Decision Making	7 / 8
Service Orientation	8 / 7
Negotiation	9 / 5
Cognitive Flexibility	10 (new)

Sources: The Future of Jobs, World Economic Forum 2016. Four Fundamentals of Workplace Automation, McKinsey, 2015.

Net employment outlook by job family, 2015–2020 Employees (thousands, all focus countries)



Are Employers Ready?

The number of employers **TRAINING AND DEVELOPING EXISTING EMPLOYEES** to fill open positions **HAS DOUBLED** from 1 in 5 to over half

- 53% Offer training and development to existing staff
- 36% Recruit outside the talent pool
- 28% Explore alternative sourcing strategies
- 27% Provide additional perks / benefits to recruits
- 26% Pay higher salary packages to recruits
- 19% Outsource the work
- 19% Change existing work models

WHAT EMPLOYERS CAN DO

Design new people practices – the same old recruitment practices won't yield different results (e.g. redefine qualifying criteria)

Foster a learning culture and encourage employees to own their careers

Adopt an agile mindset – explore untapped pools to source new talent (e.g. candidates from further afield, youth, older workers, women, military veterans)

Promote your unique employee value proposition to become a talent destination

SOLUTIONS

Rethinking Talent Management



“Helping people upskill and adapt to this fast-changing world of work will be the defining labor challenge of our time.”

Learnability:

The ability and desire to quickly grow and adapt one's skillset to be employable for the long-term.

Employability:

The ability to gain and maintain a desired job.



Solutions to Bridge the Skill Gap: Skilling Up

MyPath



Ferrari



ManpowerGroup

➤ With **MyPath**, helping 122,000 U.S. associates with tools to increase their employability and earning potential. In 2 years — 60% had a pay increase of more than 50-75% from their first job

➤ **PowerU Digital** offers our candidates and associates to improve skills around **8 competencies**, with an open badge certification : learning to learn, communication in native and foreign languages, Logic, Soft Skills, Sense of Initiative and Entrepreneurship, Awareness and Cultural Expression, Digital Skills. Aiming at reaching out to 6 million young people in 16 European countries by 2020.

➤ Re-skilled workers in **high-performing tech and motorsports manufacturing** across **7 Italian cities**, with placement rate of **70%**, earning potential increase of **30%**

➤ Regeneration of declining manufacturing region in UK by developing skills for the motor industry **with 500,000** candidates engaged, **18,000** placed into work and **8,000+** apprenticeships over 5 years

Our Recommendations to Governments

- Marketing of non-traditional career paths
- Education
- Internships
- Workforce legislation / employment models / work taxation
- Health and Safety regulations
- Child-support initiatives
- Immigration legislation
- Support to unemployed



NOUS AVONS TOUS
UNE BONNE RAISON DE
#CHOISIRLARTISANAT



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