



Global Workforce Trends and Considerations

Skills availability. Compensation trends. Submittal rates. Acceptance rates. Hiring costs. Retention rates. Candidate quality. Engagement scores. There are hundreds of trends and thousands of reports to choose from, and historically, HR and staffing professionals have a tendency to focus on reports related to talent availability and compensation rather than the detailed HR analytics available today. How often do you question the reports and trends that you reference in support of your hiring activity and planning? And what if I were to tell you that it isn't enough?

Where are these analytics relevant? And why are they impacting your business? Take, for example, the increasing talk of rising wages in the United States and its expected impact on hiring and engagement. Jonas Prising, ManpowerGroup CEO, recently commented that ["This is the first time in a long time \[that\] workers will see real wage inflation of some magnitude."](#) but internationally, wage trends are not consistent. More importantly, those wage trends aren't independent workforce trends at all. These variances are based on a number of other dynamics, such as currency fluctuation, regulatory changes, migration patterns and competitive activity, to name a few. Looking at reports on wage or skill mapping, whether in one market or across your global operations, will only show you part of the picture.



In the latest [Quarterly Market Report](#) published by ManpowerGroup Solutions, we explore the constraints of statutory burdens and how the impact of taxes and social insurance contributions vary by region and by country to determine how they are, or

will be, impacting the cost of labor. Talent availability is explored not just with a static view of the current state, but by evaluating how migration patterns and industry trends may shift that availability in coming quarters.

Whether you are tasked with planning for hiring capacity or simply trying to determine the most effective sourcing model for your current hiring needs, leverage the insights of more comprehensive reports, such as the Quarterly Market Report, to ensure you are accounting not only for the cost and availability of talent, but how labor regulations, competitive activity, and economic shifts may impact your hiring processes and workforce productivity in the future.

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