



Global Talent Barometer

2024 Report and Key Findings



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Table of Contents

Introduction	3
Global Key Findings	4
Well-Being	8
Job Satisfaction	14
Confidence	20
Conclusion	26

Introduction: The Global Talent Barometer

When you hire someone for a role – are you filling a job, or placing talent? This is a question I encourage every HR leader to ask, because today's workers are looking for somewhere to place their talent and develop their skills, not simply receive a paycheck. As talent shortages continue to grow and tech accelerates, the ability to unleash potential and build talent mobility is key to business growth.

Understanding what people want from work is key to attracting and retaining the workforce you need to be successful. That's why I am so pleased that our new **Global Talent Barometer offers workers the opportunity to share how they are feeling about the world of work today and in the future.** It also offers employers the ability to understand employee needs and identify best practices to stand out in a competitive global talent market.

Having spent two decades in the consumer goods industry understanding how trends and behaviors impact demand, I can say for certain that the line between “me as consumer” and “me as employee” has blurred. **People expect work to offer them more. More balance. More development. More options. More flexibility. More humanity.** It is now up to us to listen and to act, and this data helps us do just that. Thank you for joining us as we shape the future of work.



Becky Frankiewicz

Chief Commercial Officer and President,
North America, ManpowerGroup





Key Findings



Global Talent Barometer Key Findings

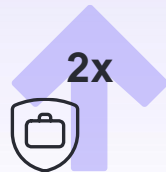
ManpowerGroup surveyed more than **12,000 workers** across **16 countries** to better understand what workers want and how they feel around the world.

Well-Being



80% believe their work has **meaning and purpose**.

49% of workers say they **experience stress** at work every day.



Workers with **less daily stress** are **2x** as likely to **stay** in their current roles.

Job Satisfaction

35% of all workers say they are **likely to change jobs** in the next 6 months.



47% of **young workers** (ages 18-27) are **considering changing jobs** in the next 6 months.



41% of **remote workers** are **likely to change jobs** despite higher well-being and work-life balance.

Confidence

59% of workers say they **have not** received any **skills training** in the past six months.



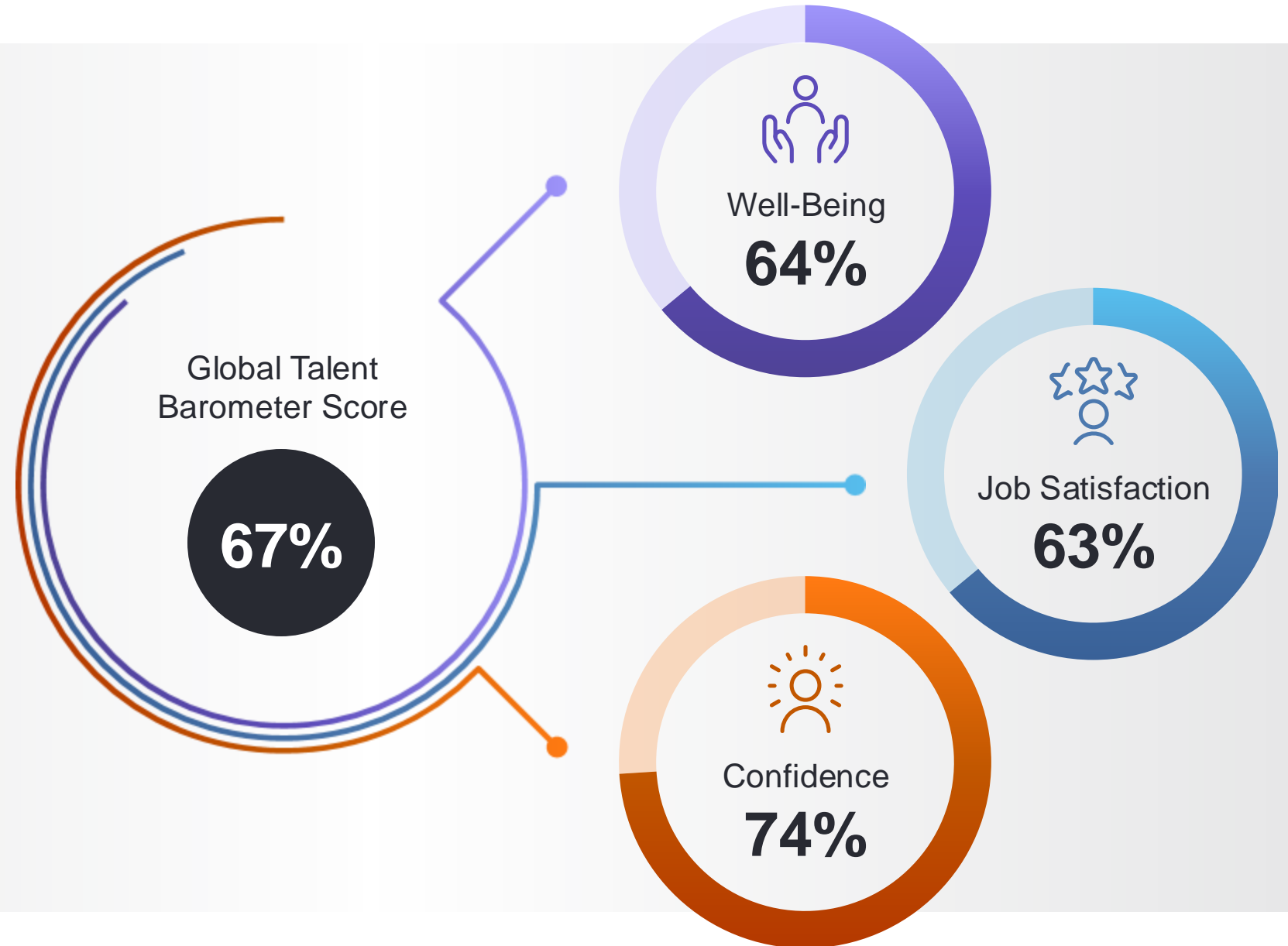
Only **39%** say they **have a mentor or coach** for their current role.

1/3 (34%) say they **don't have** enough **opportunities** to be able to **achieve their career goals** at their current employer.

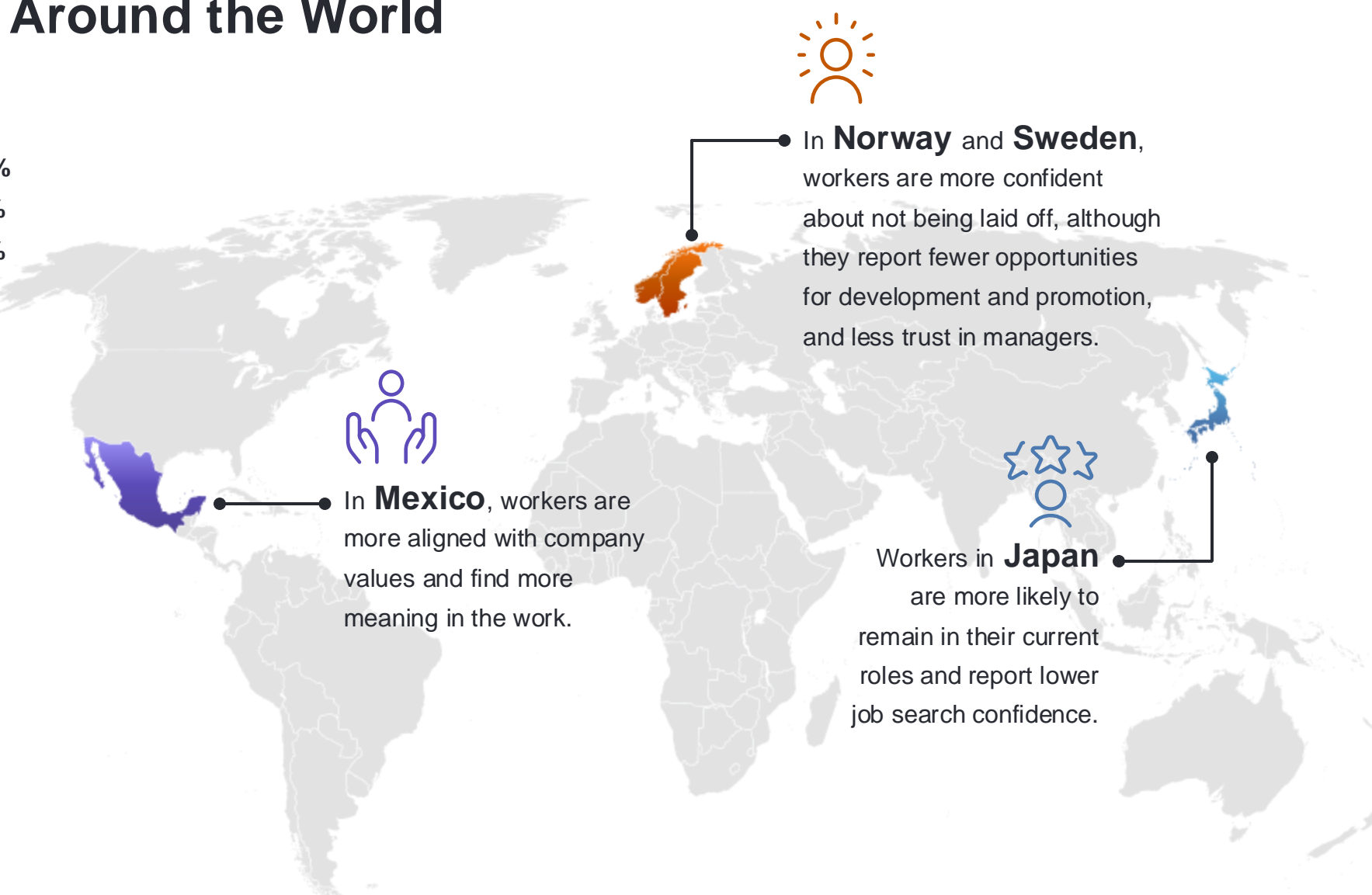
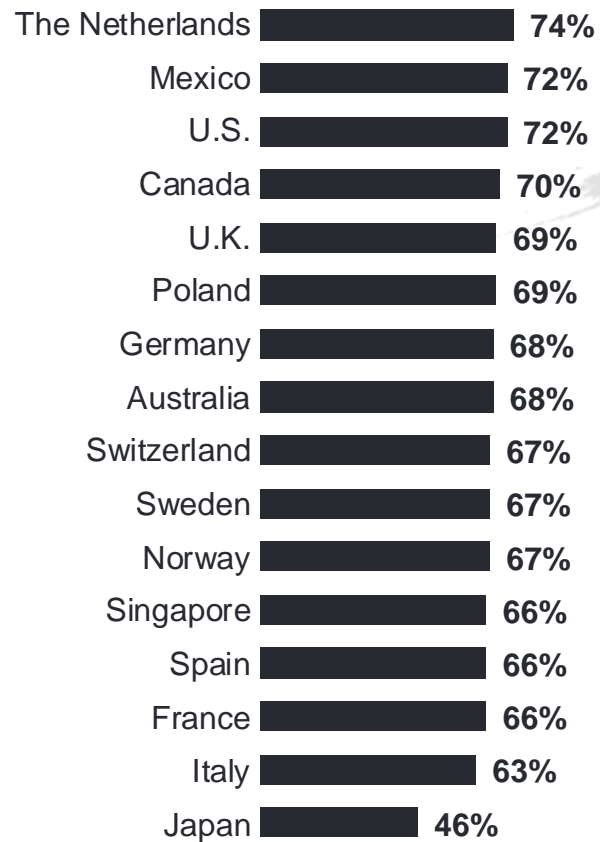


The Global Talent Barometer

A robust new tool to measure the **well-being**, **job satisfaction**, and **confidence** of the global workforce. The Global Talent Barometer examines twelve unique benchmarks of worker satisfaction to measure the employee view of today's world of work.



Worker Sentiment Around the World



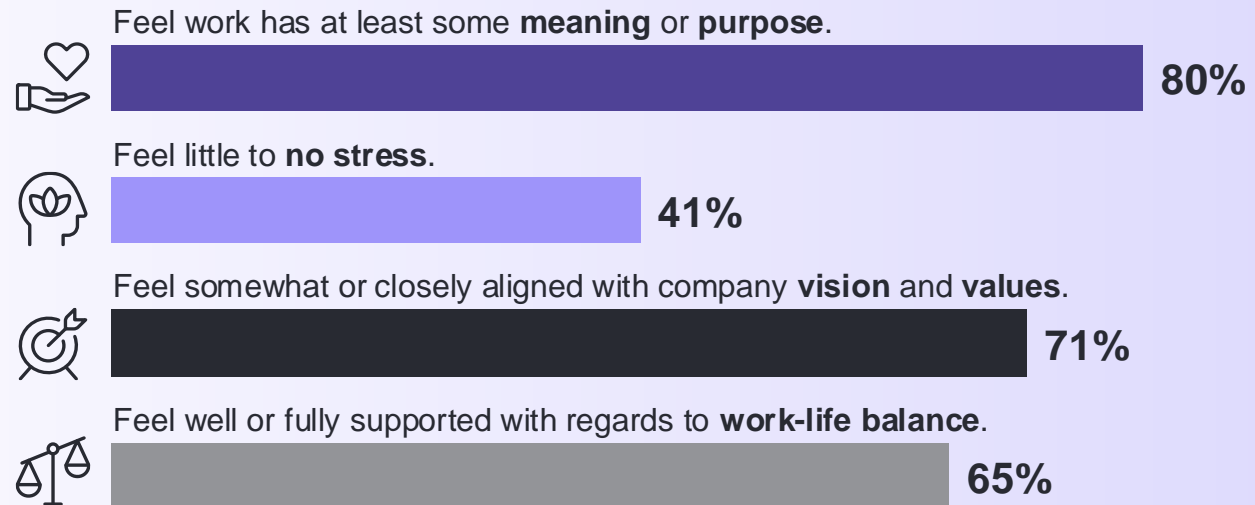


Well-Being



Key Findings

The Well-Being Index is based on four distinct benchmarks: meaning and purpose, minimal daily stress, values alignment, and work-life balance.

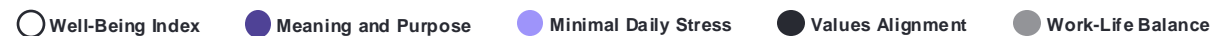
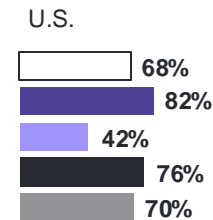
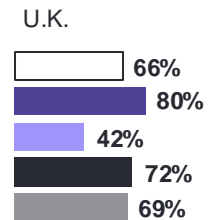
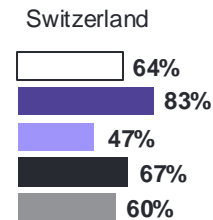
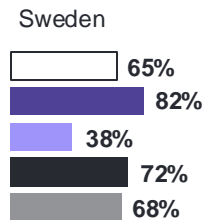
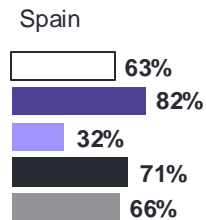
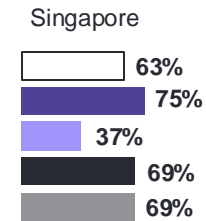
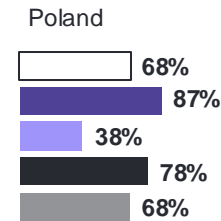
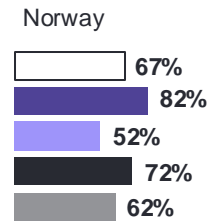
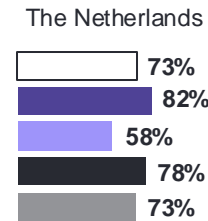
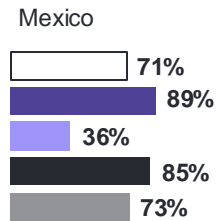
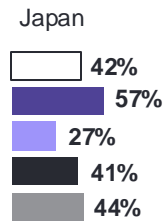
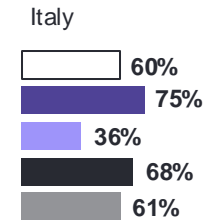
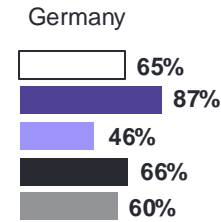
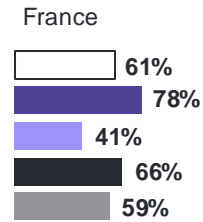
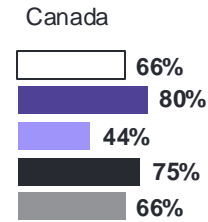
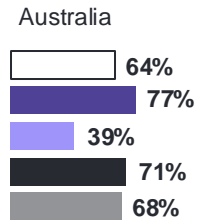
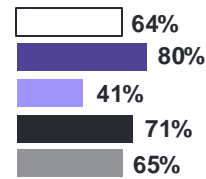


The Well-Being Index an average of the above percentages. Learn more about the [Methodology](#).

Country-Level Perspectives

Examine how well-being varies from nation to nation and its driving factors.

Global Average



The Netherlands reported the **best** overall workforce **well-being**.



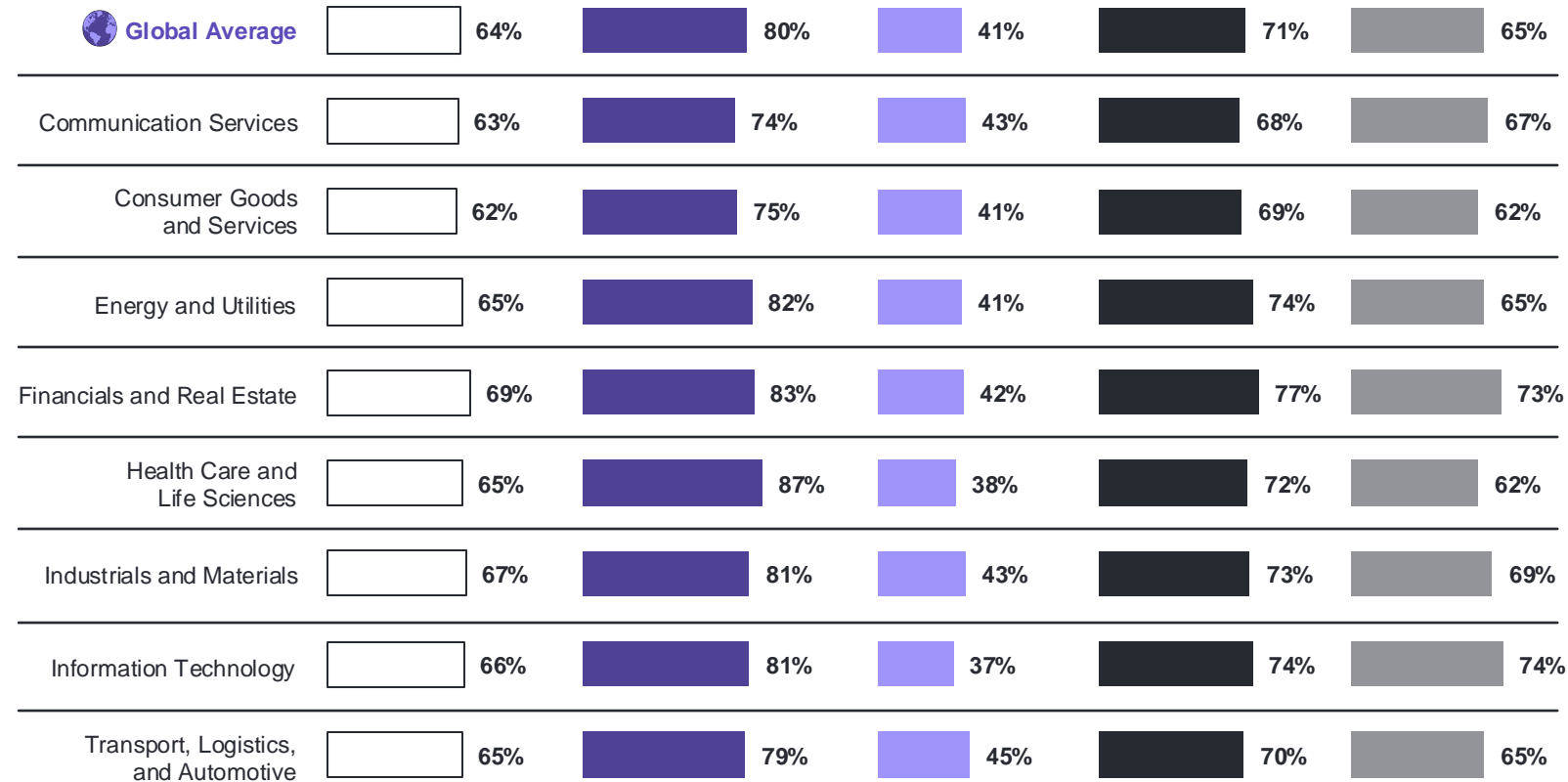
Most other markets were close to the **Global Well-Being Index** of **64%**.



Japan was an outlier, but this is consistent with historical survey trends and the true sentiment is **likely closer** to the **global average**.

Industry Insights

Explore how well-being differs across key industry verticals.



Well-Being Index
 Meaning and Purpose
 Minimal Daily Stress
 Values Alignment
 Work-Life Balance



IT workers report the highest **daily stress** levels, but also the highest **work-life balance**.



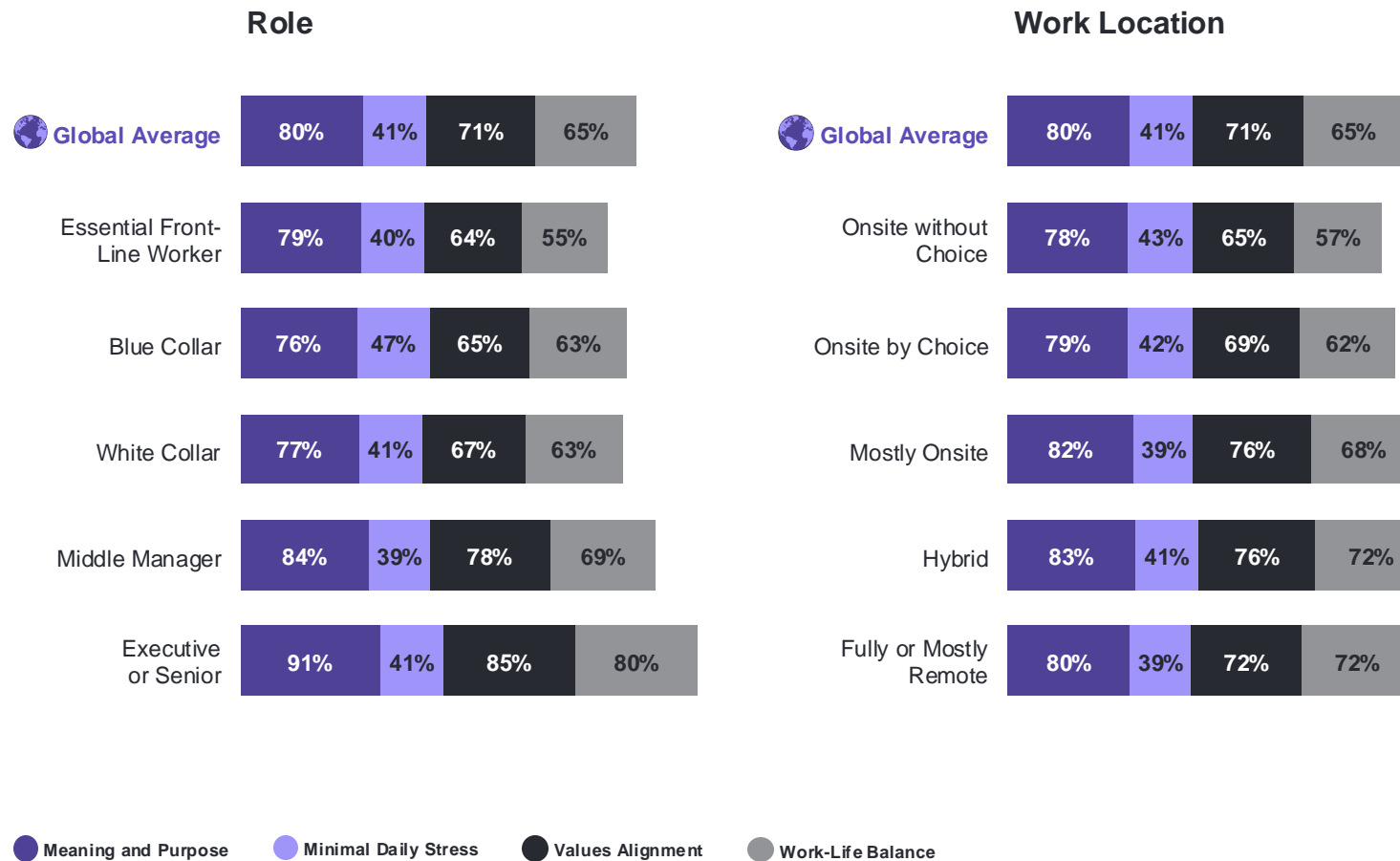
Healthcare and Life Sciences employees find the **most meaning** in their work.



Financials and Real Estate workers say they are the **most aligned** with their employer's values.

Role and Location Dynamics

Uncover the connection between job roles, work locations and overall well-being.



Fully or mostly **remote** and **hybrid** workers report the highest levels of **work-life balance** by location.



Workers who report feeling the highest levels of **daily stress** are **middle managers**.



Executive and Senior workers reported the **highest satisfaction** with values alignment and work-life balance.

The Intersection of Age and Gender

Examine well-being differences and similarities by age group and gender.



55% of **Millennial women** reported feeling **moderate to high stress** on a daily basis, the highest of those surveyed.



2 in 3 **Gen Z women** feel supported in work-life balance and personal well-being.



More than 4 out of 5 **Millennial and Gen X men** said their work is **purposeful**, and 7 in 10 or more **feel aligned** to their company's vision and values.



Job Satisfaction



Key Findings

The Job Satisfaction Index is based on four distinct benchmarks: current job satisfaction, job security, job-search confidence, and manager trust.

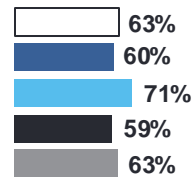


The Job Satisfaction Index an average of the above percentages. . Learn more about the [Methodology](#).

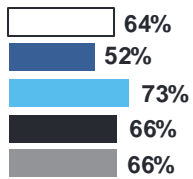
Country-Level Perspectives

Explore how job satisfaction differs across countries.

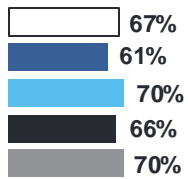
Global Average



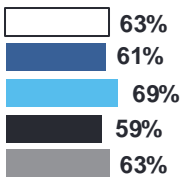
Australia



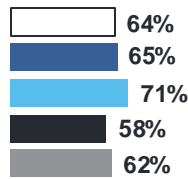
Canada



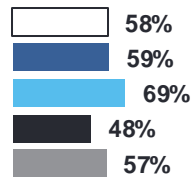
France



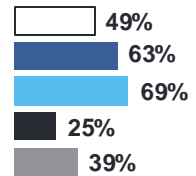
Germany



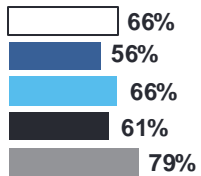
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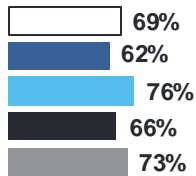
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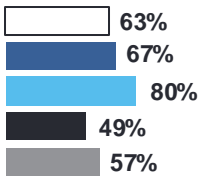
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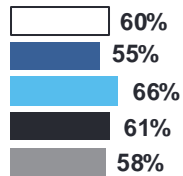
The Netherlands



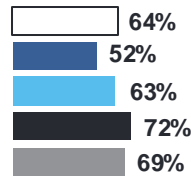
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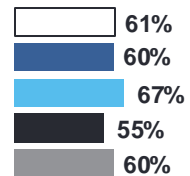
Poland



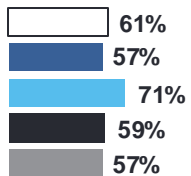
Singapore



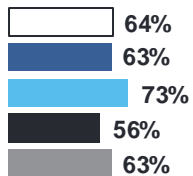
Spain



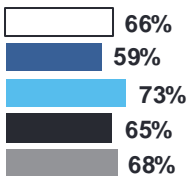
Sweden



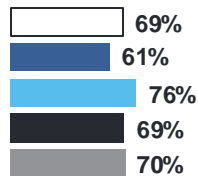
Switzerland



U.K.



U.S.



Job Satisfaction Index
 Current Job Satisfaction
 Current Job Security
 Job-Search Confidence
 Trustworthy Manager



More than one-third of the global workforce plans to **leave their current job** in the next six months.



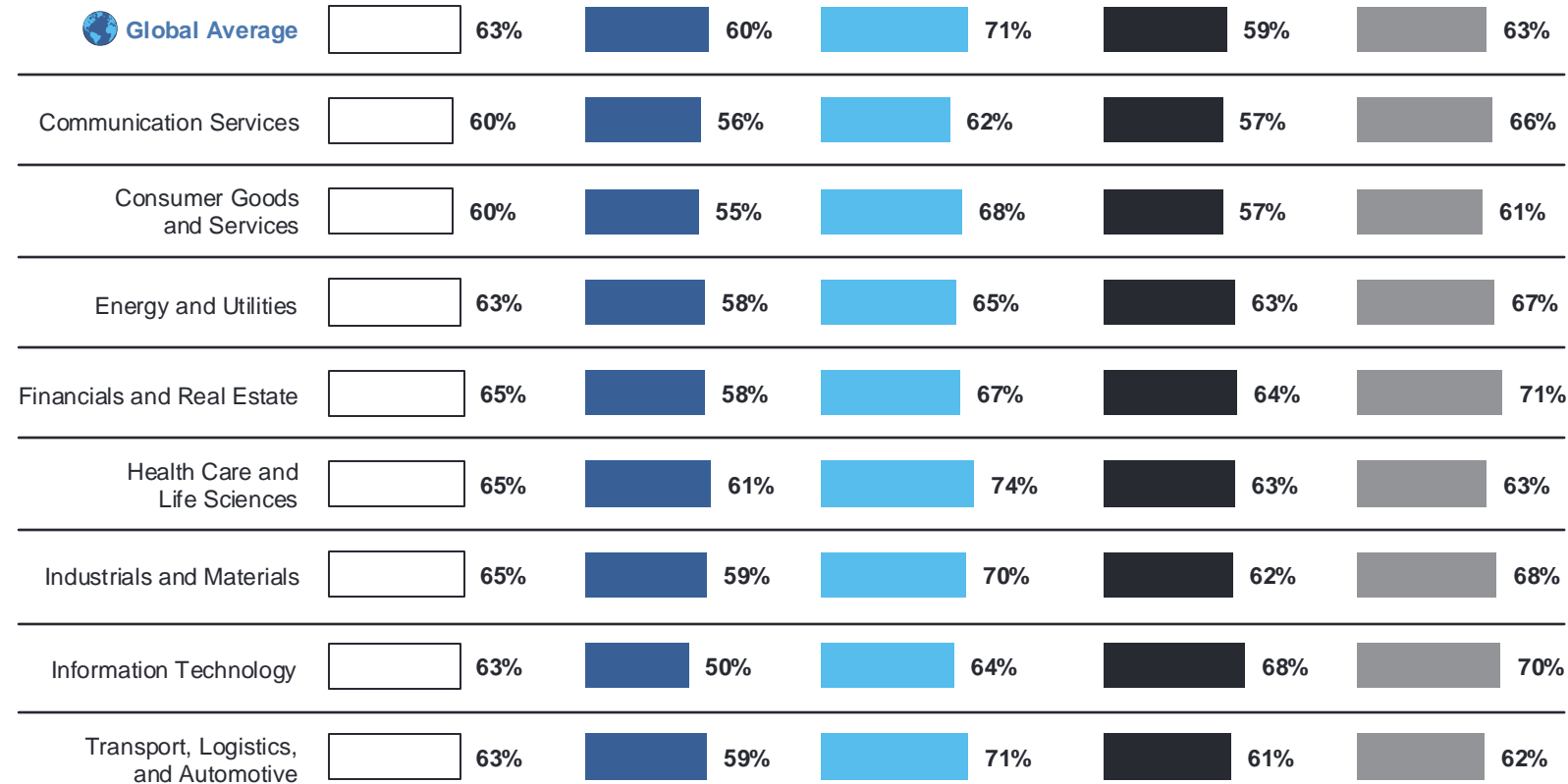
One in four workers globally **anticipate job termination** in the next six months.



Workers in **Singapore** are the **most likely to change jobs** in the next six months. However, they are also the **most confident** their current skills can help them **find a new role**.

Industry Insights

Examine sector-specific trends in worker job satisfaction.



Job Satisfaction Index
 Current Job Satisfaction
 Current Job Security
 Job-Search Confidence
 Trustworthy Manager



Communications Services workers are the most concerned about their **current job security** in the next six months.



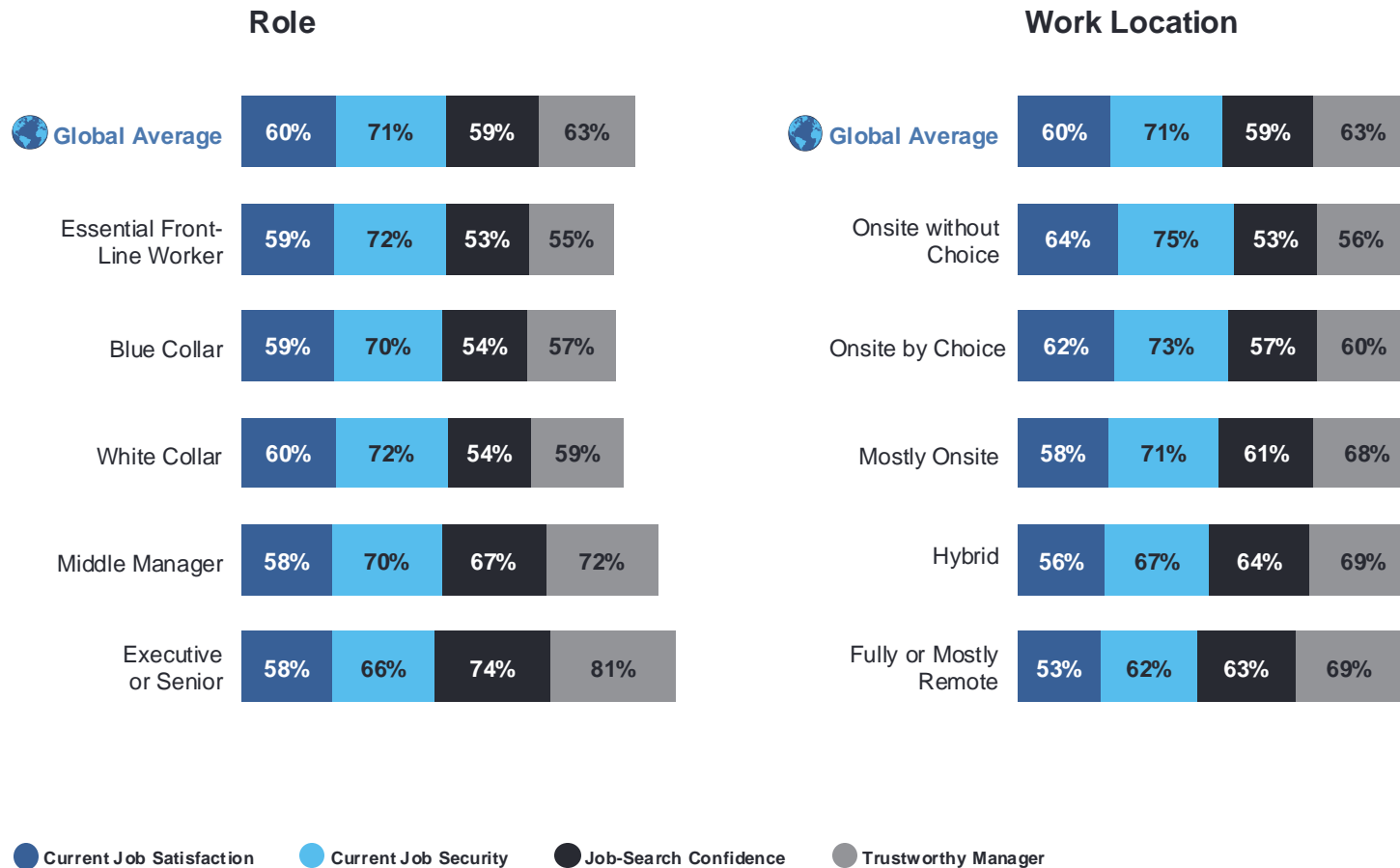
Consumer Goods and Services workers have the **least manager trust**, while Financials and Real Estate report the highest.



Only half of IT workers expect to **stay in their current role** in the next six months.

Role and Location Dynamics

Examine how job roles and working locations shape employee satisfaction.



Both **essential front-line** workers and those who are **onsite** without choice report the **lowest job-search confidence** scores.



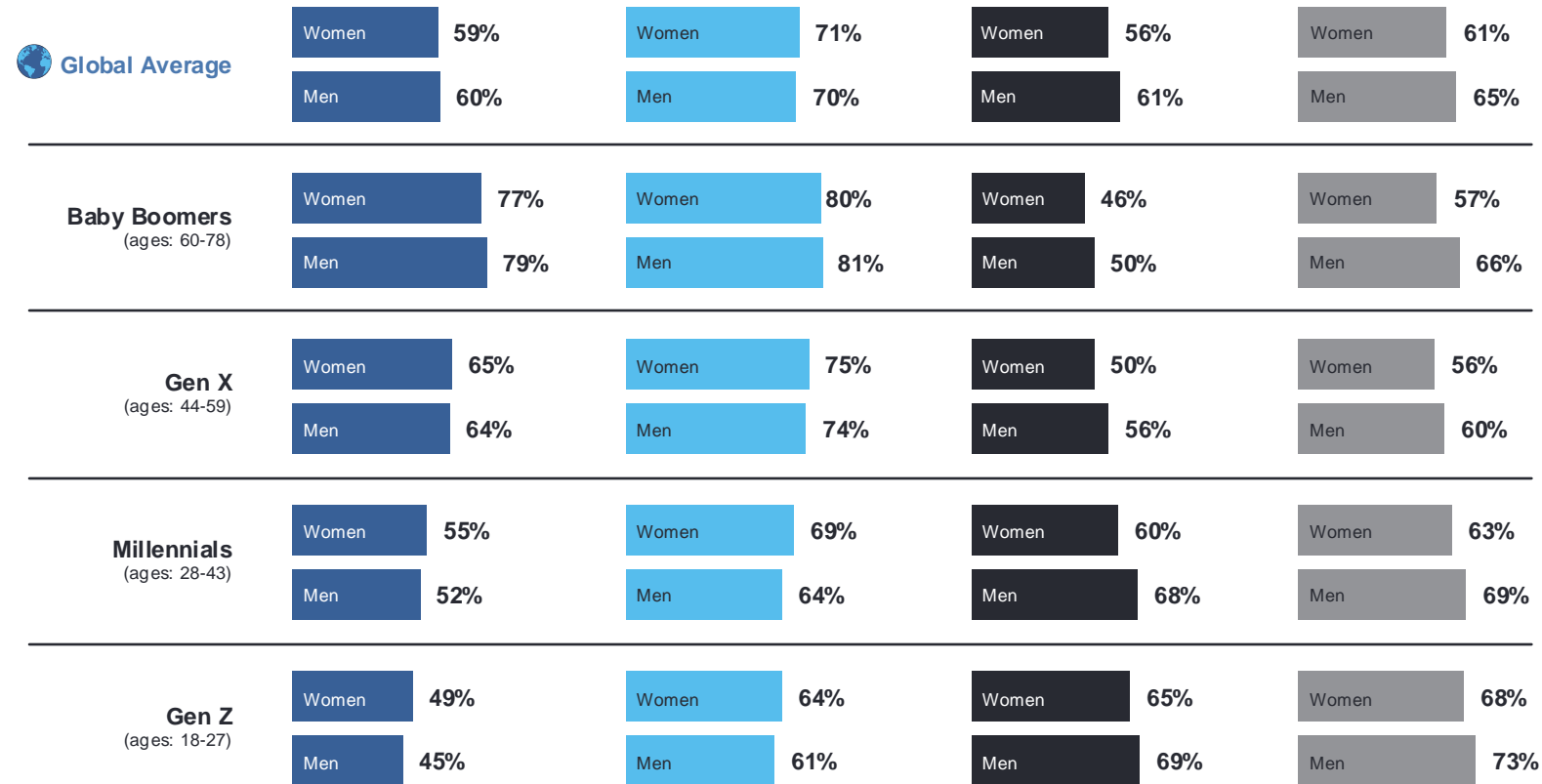
Trust is lower among essential frontline workers.



Fully or mostly **remote** workers are the **most likely** to say they **trust their manager**.

The Intersection of Age and Gender

Explore how different age groups and genders experience job satisfaction.



Current Job Satisfaction
 Current Job Security
 Job-Search Confidence
 Trustworthy Manager

Women report **lower** feelings of overall **Job Satisfaction.**

Gen Z men have the highest likelihood of **voluntarily leaving** their organization (+14% vs. global average).

Gen X women report the **lowest** levels of overall **manager trust.**

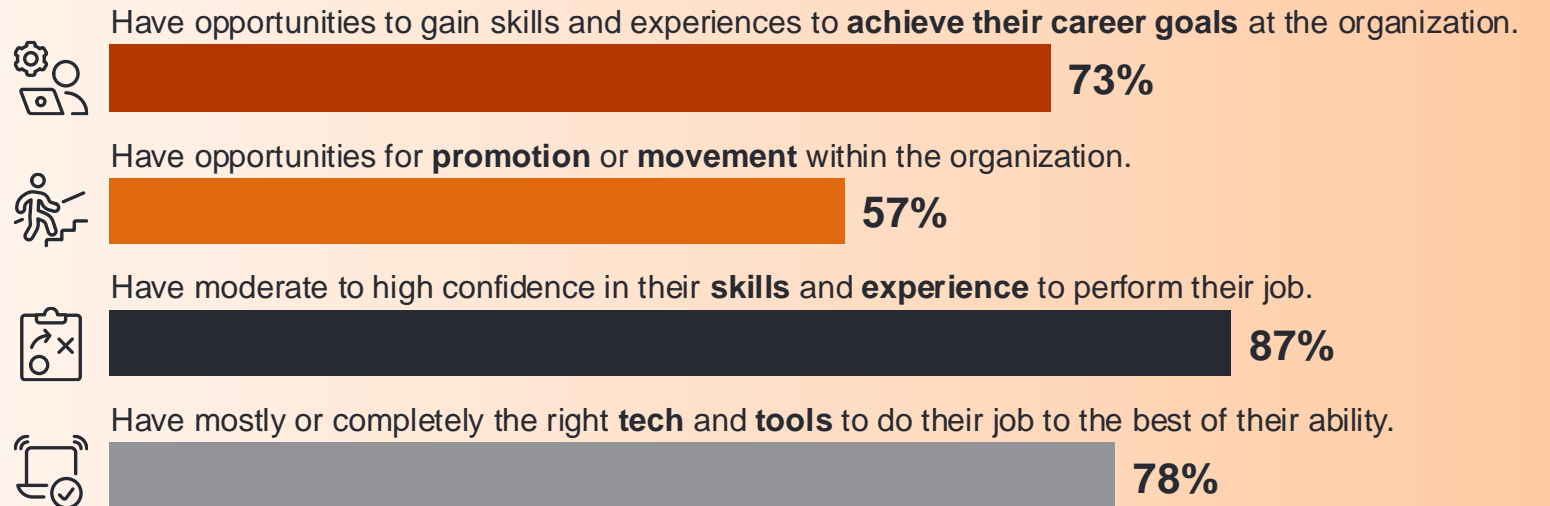
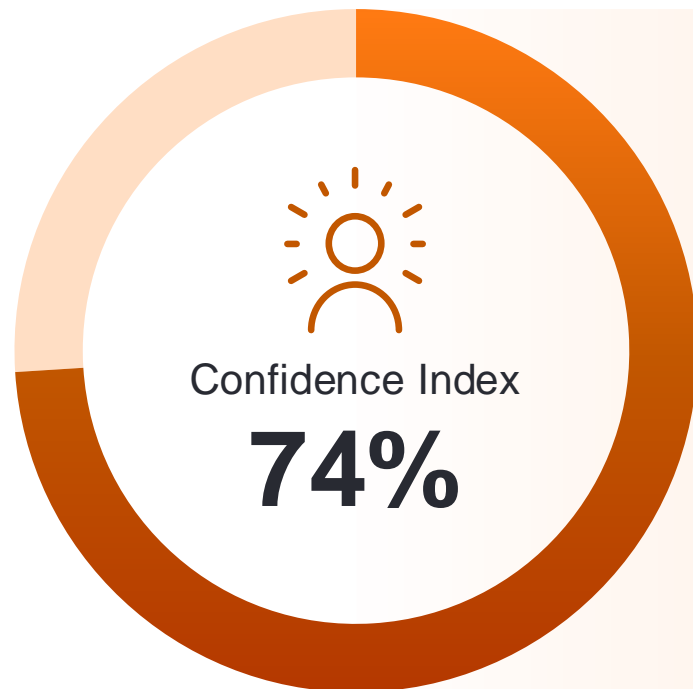


Confidence



Key Findings

The Confidence Index is based on four distinct benchmarks: career development, career opportunities, experience and skills, and tech and tools.

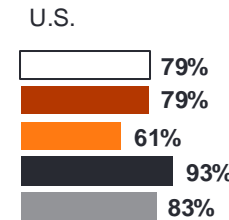
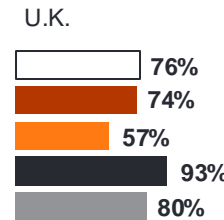
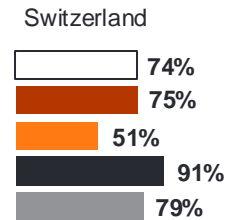
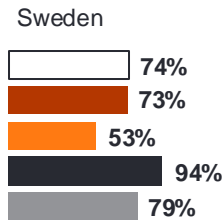
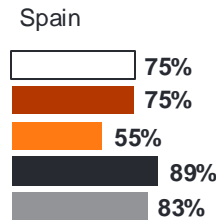
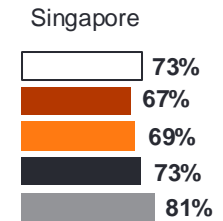
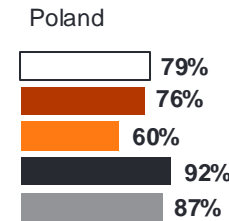
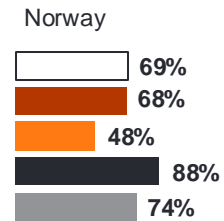
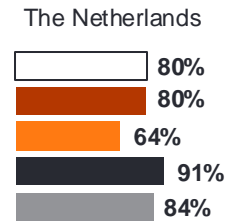
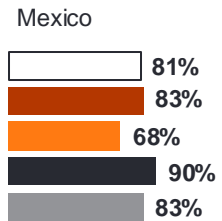
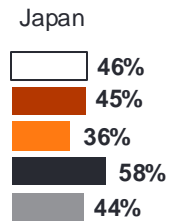
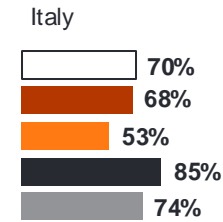
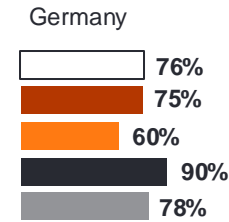
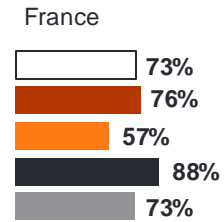
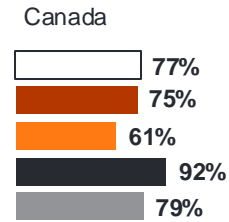
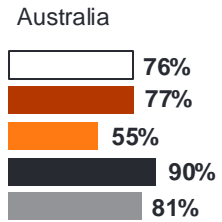
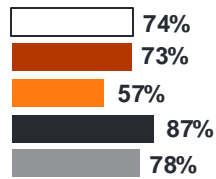


The Confidence Index is the an average of the above percentages. Learn more about the [Methodology](#).

Country-Level Perspectives

Examine how worker confidence is experienced around the globe.

Global Average



○ Confidence Index ● Career Development ● Career Opportunities ● Experience and Skills ● Tech and Tools



Most of the **global workforce is confident** in their individual skills and opportunities for career development.



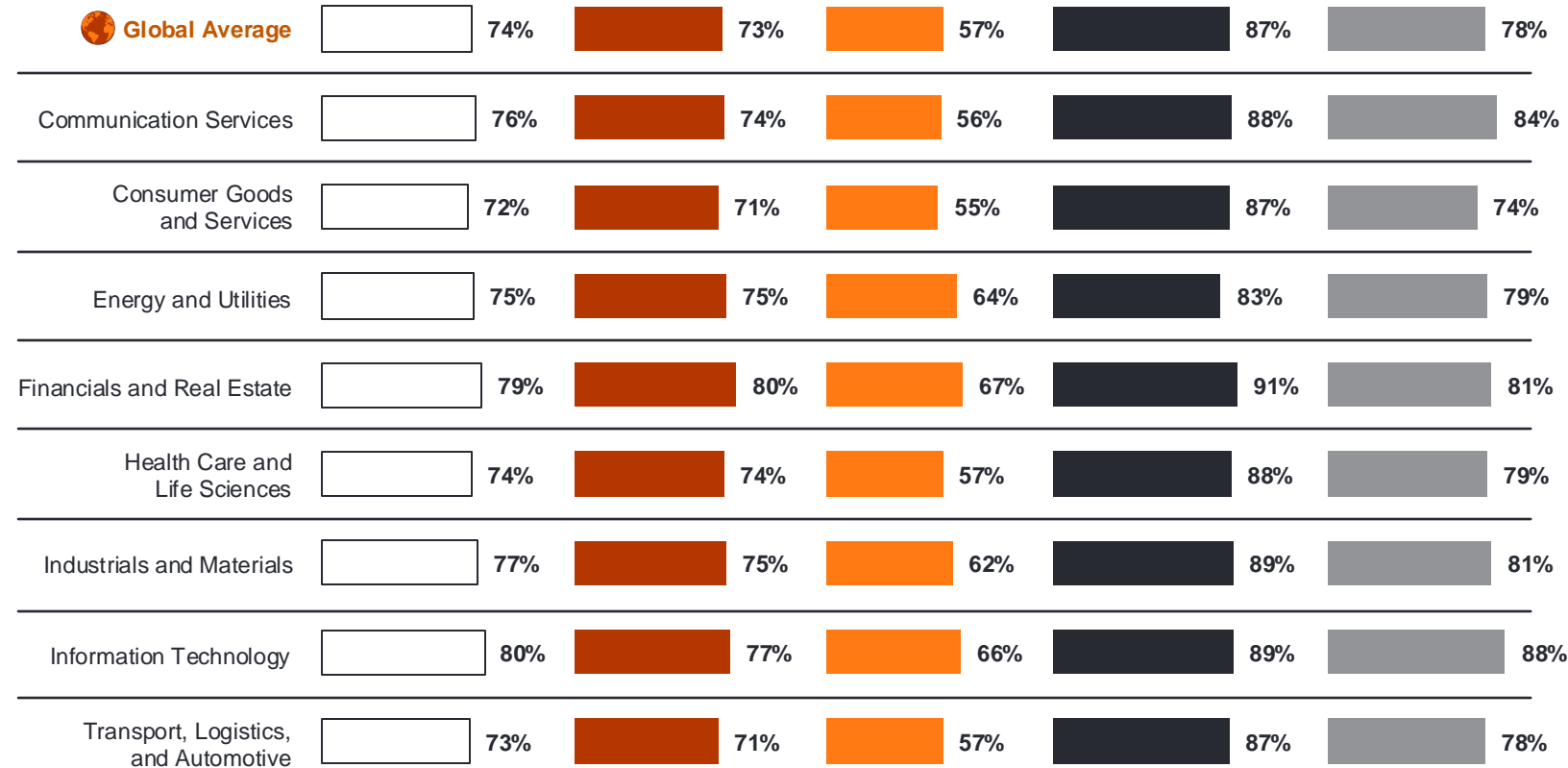
Globally, 34% of workers feel their current **employer lacks sufficient career opportunities** for their goals.



Workers in **Mexico** were the **most confident** overall. Confidence was lower in Italy and Japan.

Industry Insights

Understand how sector-specific factors influence worker confidence.



○ Confidence Index
 ● Career Development
 ● Career Opportunities
 ● Experience and Skills
 ● Tech and Tools



IT sector workers reported the **highest** overall **confidence**.



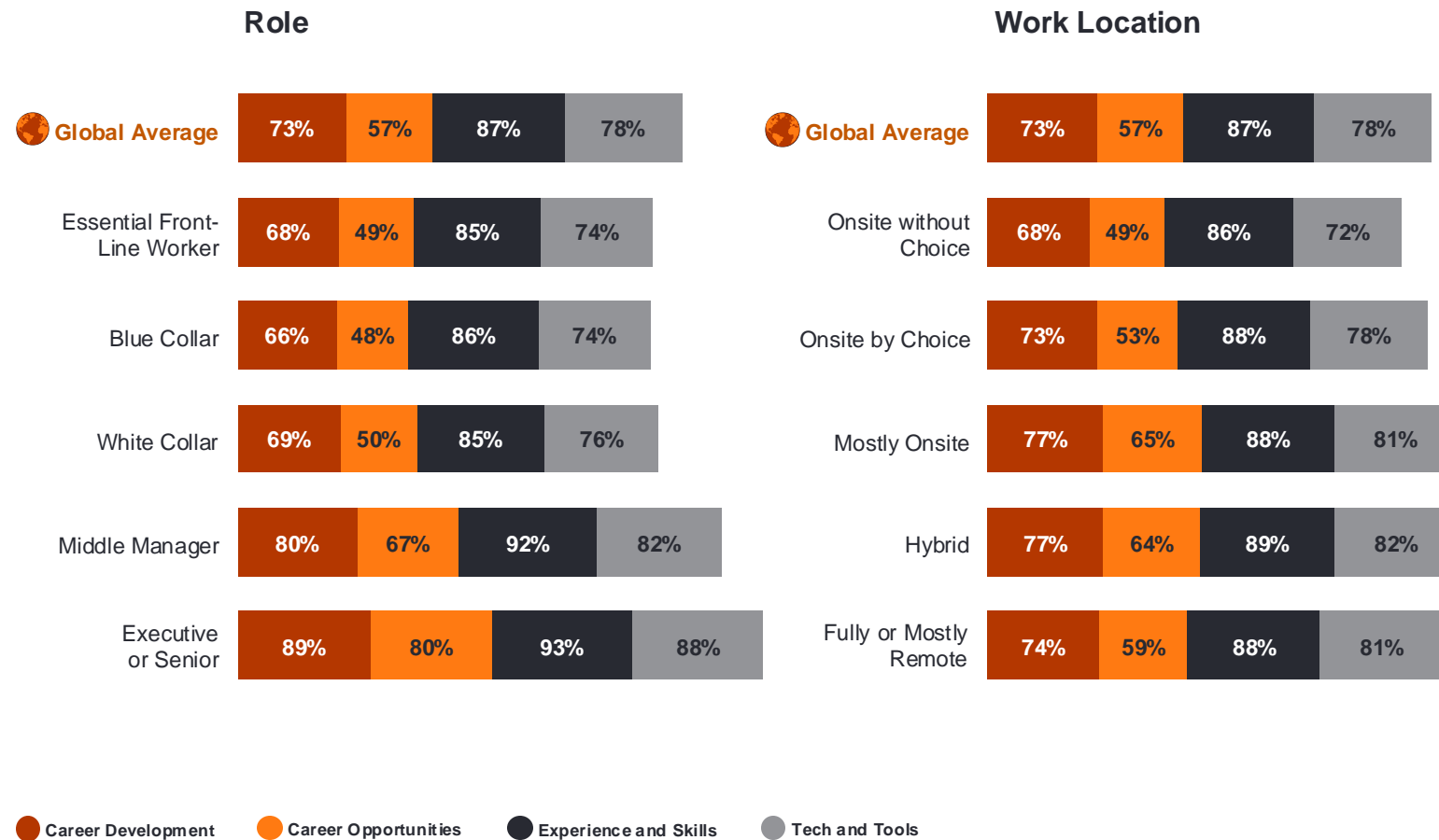
Consumer Goods and Services workers reported the **lowest** industry **confidence**.



Energy and Utilities workers were the **least confident** in **current skills** to perform their existing role.

Role and Location Dynamics

Analyze how different roles and work settings influence employee confidence.



One in five **blue-collar** workers (22%) believe their **employer does not offer** adequate opportunities to **learn new skills**.



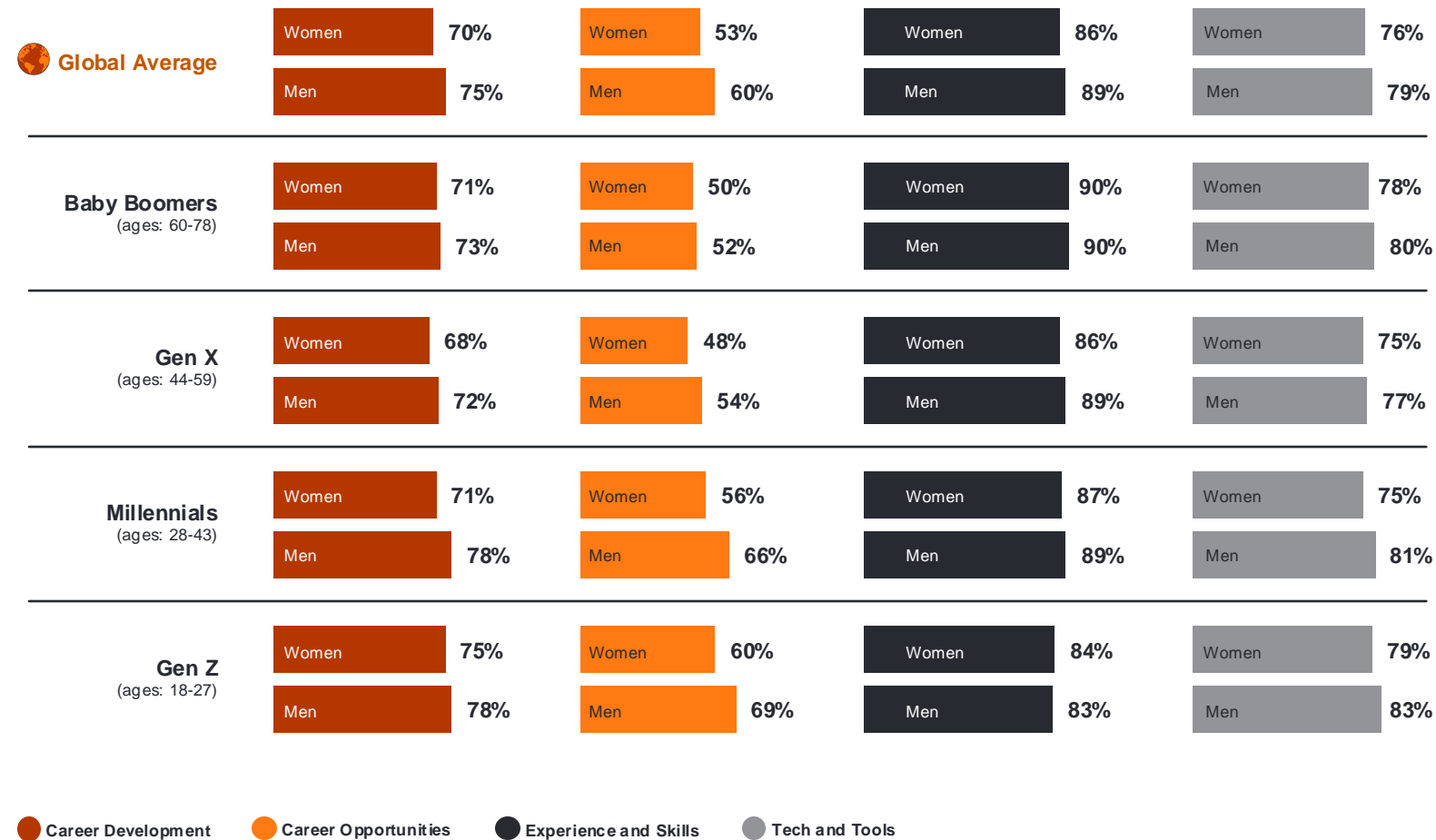
Mandatory onsite workers are **least confident** about career **opportunities** with their current employer.



Overall, the workforce is **highly satisfied** with their current **tech tools**.

The Intersection of Age and Gender

Explore how worker confidence varies across different age groups and genders.



Two in every five **Gen X women** (42%) feel they **lack opportunities** to reach their **career goals** at their current organization.



Gen Z workers were the **most satisfied** with the **technology and tools** to do their job.



Millennial and **Gen Z** men were the **most confident** about career development opportunities.



Conclusion





Opportunities for Employers

Foundations for Success



Meaning and Purpose

Most employees (**80%**) say their work offers meaning and purpose.



Confidence

Most workers (**87%**) are confident they have the right skills to perform their current role.



Management

Most employees (**63%**) say their managers are aligned with their best interests, but it is worth noting more than 1 in 4 (**28%**) disagree.



Technology

A majority say (**78%**) they have the right technology tools to perform their current roles.

Opportunities for Improvement



Managing Stress

49% of workers say they experience moderate to high stress at work every day.



Retention

More than one third (**35%**) of workers plan to leave their current job in the next six months.



Training

The World Economic Forum estimates **60%** of the workforce needs additional training, but only **41%** of respondents had received training in the past six months.



Mentoring

Only **39%** of workers said they worked with a mentor in the past six months.

About the Survey

The ManpowerGroup Global Talent Barometer measures worker well-being, job satisfaction, and confidence around the world. The Talent Barometer leverages independent survey best-practices and statistically significant samples to create a powerful tool to better understand what workers want globally. The research aims to improve the future of work through deeper understanding of key drivers of workforce sentiment today.

Countries Surveyed:

Australia, Canada, France, Germany, Italy, Japan, Mexico, The Netherlands, Norway, Poland, Singapore, Spain, Sweden, Switzerland, U.K., and U.S.

Forward-Looking Statements:

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, economic uncertainty, and the use and impact of AI. Actual events or results may differ materially from those contained in the forward-looking statements, due to risk, uncertainties and assumptions. These factors include those found in the Company's reports filed with the U.S. Securities and Exchange Commission (SEC), including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2023, whose information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.

Survey Methodology:

Survey responses were collected from 12,062 workers across 16 countries from April 15 to May 10, 2024. All the data is weighted to match the worker population in each country by gender, age and region, and all countries are weighted to be equal.

Well-Being

- **Minimal Daily Stress:** Percentage of workers who rate their stress levels as 'little' to 'no stress' using a 10-point scale.
- **Meaning and Purpose:** Percentage of workers who rate their work is being either 'somewhat' or 'very meaningful' using a 10-point scale.
- **Values Alignment:** Percentage of workers who rate their alignment with their employer's values as "somewhat" or "closely aligned" using a 10-point scale.
- **Work-life Balance:** Percentage of workers who rate their company's support for work-life balance and personal well-being as "well" or "completely supported" using a 10-point scale.
- **Well-Being Index:** The Well-Being Index an average of the above percentages.

Job Satisfaction

- **Current Job Satisfaction:** Percentage of workers who agree they are "very unlikely" or "unlikely" to change jobs on their own initiative, using a 10-point scale.
- **Current Job Security:** Percentage of workers who agree they are "very unlikely" or "unlikely" to be forced to leave their current job, using a 10-point scale.
- **Job-Search Confidence:** Percentage of workers who agree they're "very confident" or "confident" they could find another job that meets their needs, using a 10-point scale.
- **Trustworthy Manager:** Percentage of workers who agree they "trust very much" or "somewhat trust" that their manager has their best interests at heart concerning their career development, based on a 10-point scale.
- **Job Satisfaction Index:** The Job Satisfaction Index an average of the above percentages.

Confidence

- **Experience and Skills:** Percentage of workers who agree they are "very confident" or "confident" they have the skills and experience to perform their current job, using a 10-point scale.
- **Career Development:** Percentage of workers who agree they "very much so" or "do" have enough opportunities to gain the skills and experience they need to achieve their career goals at their current organization, using a 10-point scale.
- **Career Opportunities:** Percentage of workers who agree they "very much so" or "do" have enough opportunities for promotion or movement within their organization to achieve their career goals, using a 10-point scale.
- **Tech and Tools:** Percentage of workers who agree they "very much so" or "do" feel they have the right technology and tools available to do their job to the best of their ability, based on a 10-point scale.
- **Confidence Index:** The Confidence Index is the an average of the above percentages.

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