

Human Age 2.0: Future Forces at Work



ManpowerGroup™

ManpowerGroup: Workforce Experts



Revenues of
\$20 billion



85% of revenues
generated outside the U.S.



12 million
Interviewed



11 million
Trained



80 Countries
& Territories



27,000
Employees



3,000
Offices

World's workforce expert, creating innovative workforce solutions for more than 65 years



LARGEST GLOBAL VENDOR-NEUTRAL MSP PROVIDER

The global leader in recruitment process outsourcing

A World-Leading Outplacement Firm

World-leading IT professional resourcing 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**
jobseekers with work every
year, globally

Future Forces at Work, Reshaping Labor Markets



The Days of Abundant Labor are Nearing an End

Fading Youth

Population aged 15-29, by region, % of talent

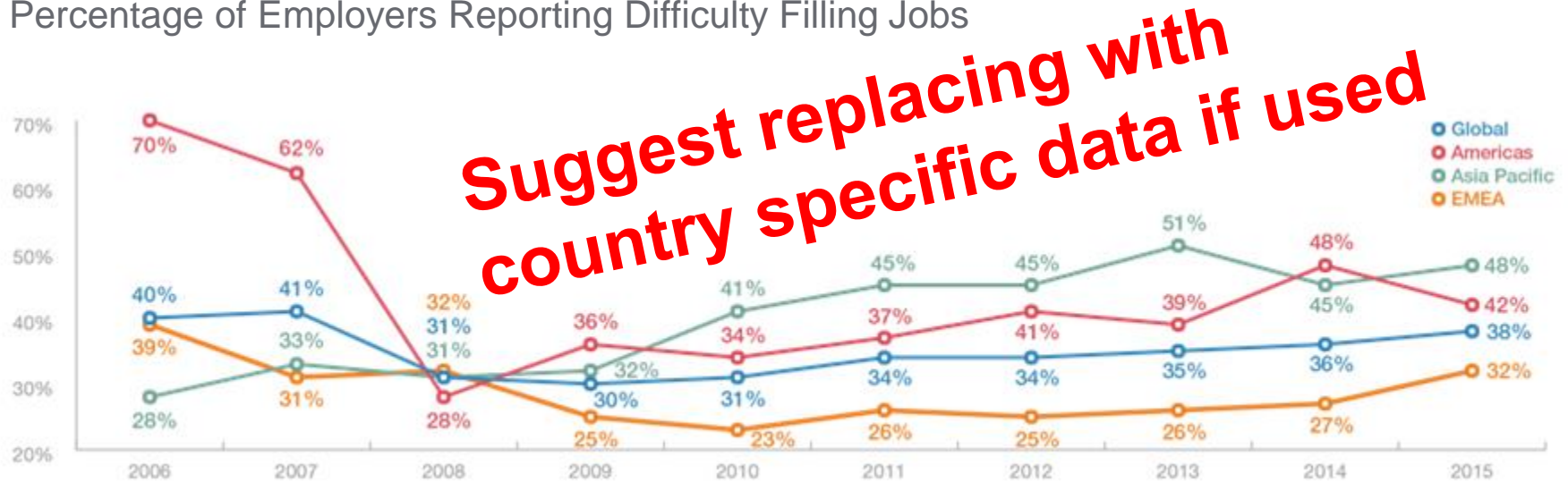


Source: United Nations

*Estimate †Forecast

Labor Scarcity Accelerates a Global War for Talent

Percentage of Employers Reporting Difficulty Filling Jobs

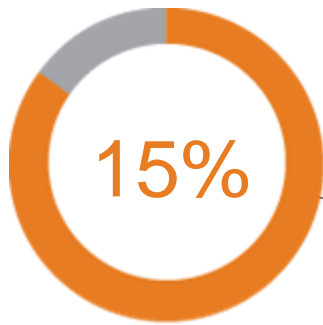


Top 10 Most Difficult Jobs to Fill



Tapping Diverse Talent the World Over

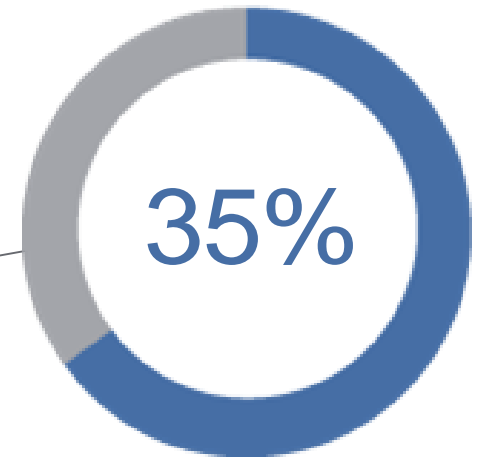
Gender-diverse companies:



more likely to financially outperform

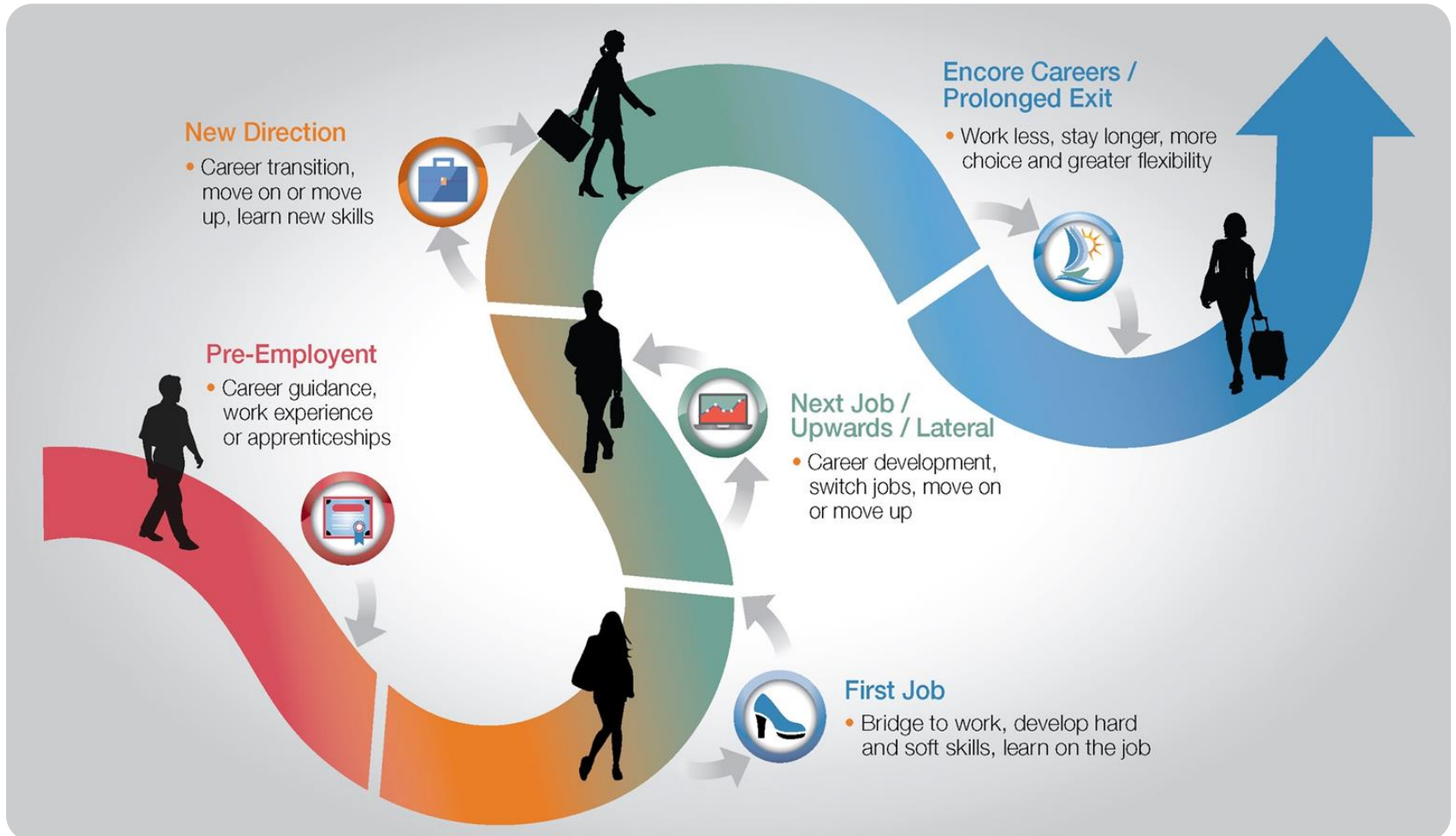


Ethnically-diverse companies:



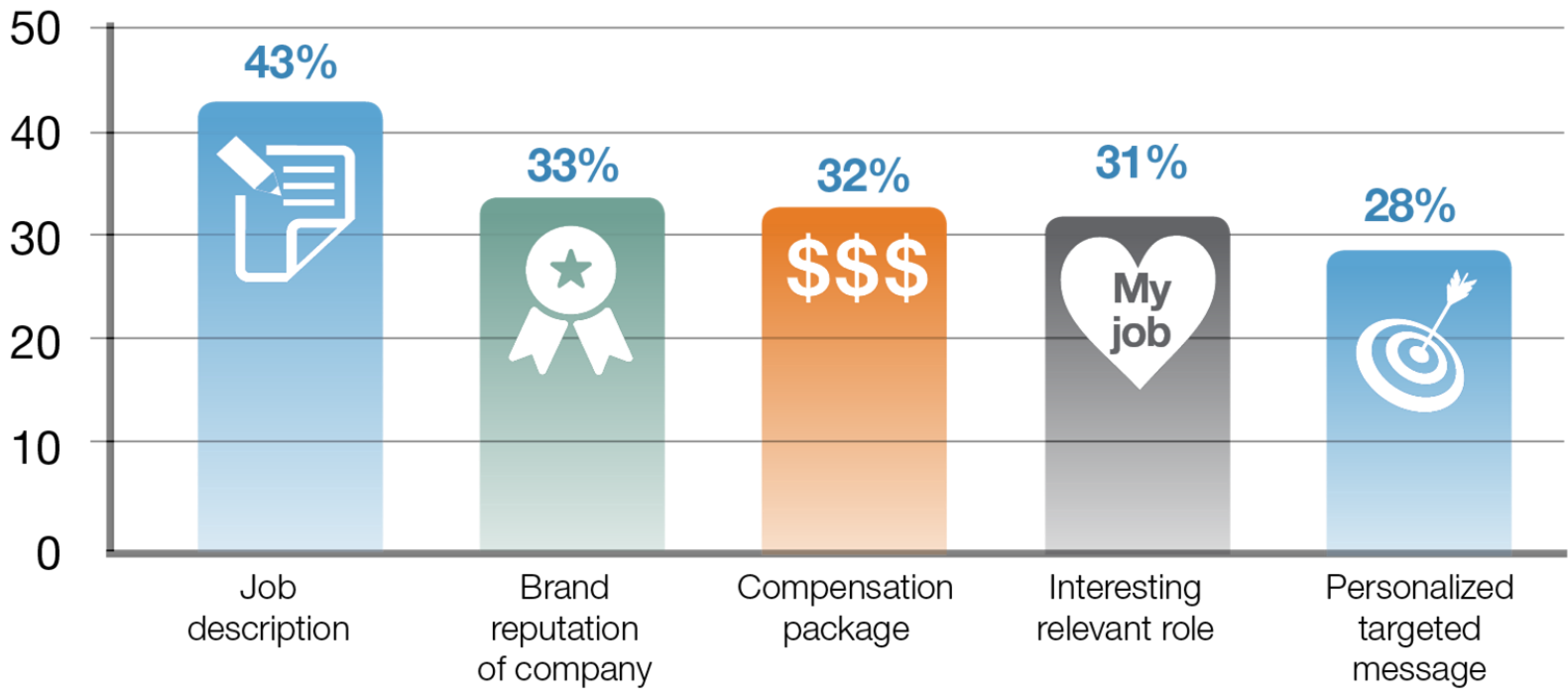
more likely to financially outperform

Career Security Replaces Job for Life



Employer Brand Has Never Been More Important

Brand Reputation is the 2nd Most Important Factor to Job Seekers, Behind Job Description



People Analytics: Data-Driven Approach to Workforce Management

Big Data Improves Efficiency and Productivity:

- **40%** of working adults would use wearable technology from their employer
- **56%** would if they knew this information would be used to improve their wellbeing at work
- Corporate customers are projected to account for **17%** of wearable device sales in 2020



Applying Greater Sophistication to Talent Management



Talent Sources

- Do we know all of our talent supply options?
- How can we optimize the talent we have?
- Are we reaching untapped and under-tapped talent pools?

Work Models

- How do we manage talent to drive productivity?
- How do we manage a diverse workforce?
- How do we inject flexibility into our workforce mix?

People Practices

- Today's practices were created with outdated assumptions - so why still use them?
- What new practices will we need in order to attract, develop and retain the talent?

New Ways of Getting Work Done Are Emerging

FINANCIAL TIMES

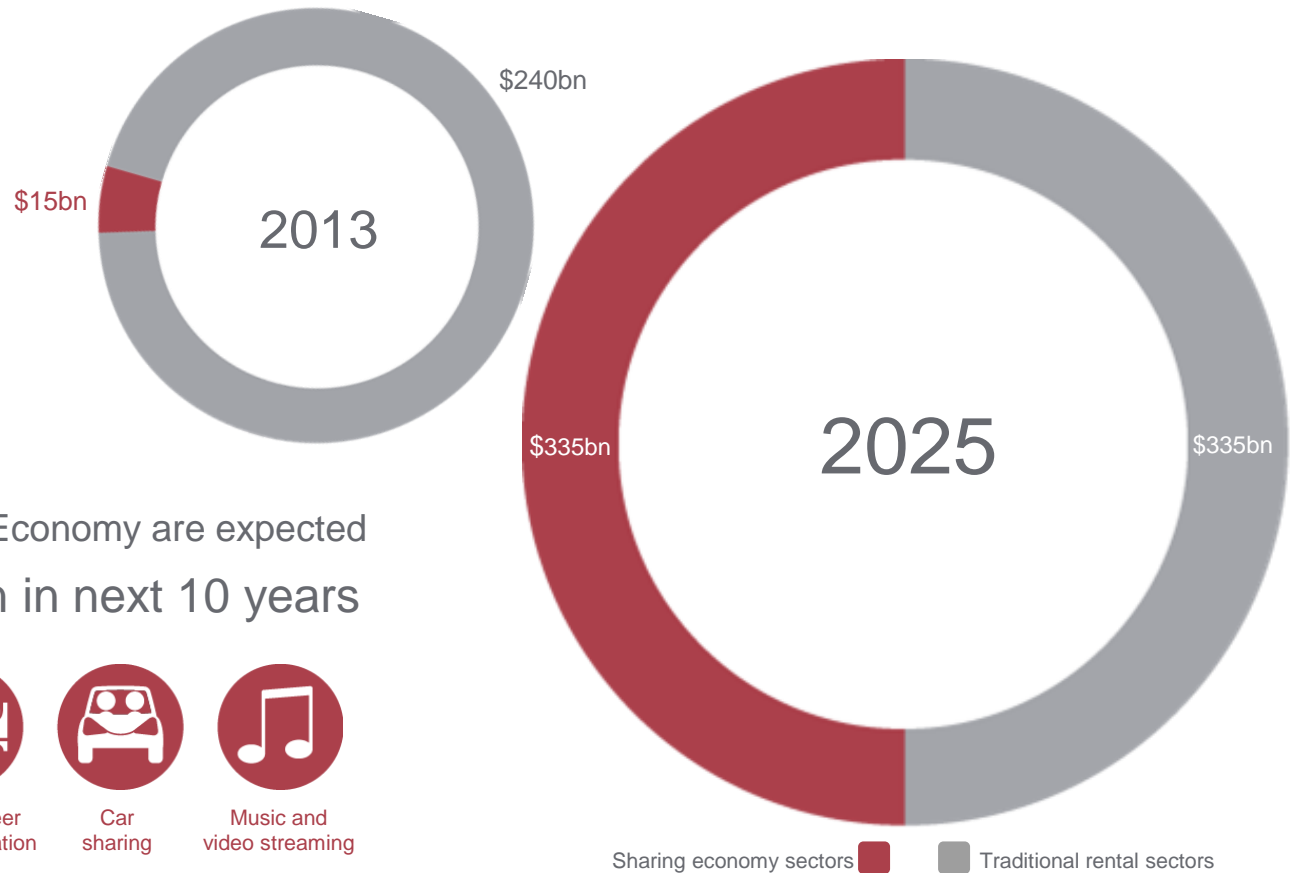
The human cloud: A new world of work



“ *Who is taking care of these individuals? Who is providing the security in terms of taxation and social security? Who is doing the work is not known, who is paying the tax is not known, the age of the people doing the work is not known.* ”

Jonas Prising
Chairman & CEO, ManpowerGroup
October 2015

Sharing Economy Inspires the Evolution of Trust



5 sectors of the Sharing Economy are expected to reach **\$335 billion** in next 10 years



Peer-to-peer lending and crowdfunding



Online staffing



Peer-to-peer accommodation

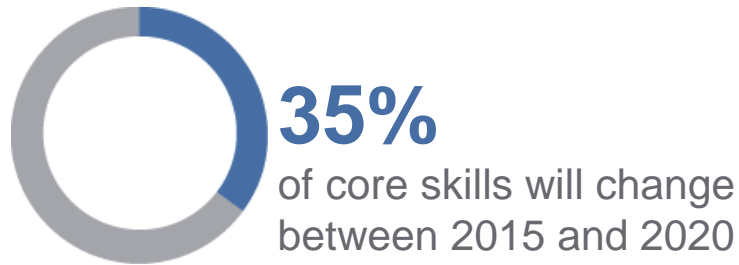


Car sharing



Music and video streaming

Automation to Redefine, Not Replace Jobs



In-Demand Skills

In 2015	In 2020
Complex Problem Solving	Complex Problem Solving
Coordinating with Others	Critical Thinking
People Management	Creativity
Critical Thinking	People Management
Negotiating	Coordinating with Others
Quality Control	Emotional Intelligence
Service Orientation	Judgment & Decision Making
Judgment & Decision Making	Service Orientation
Active Listening	Negotiation
Creativity	Cognitive Flexibility

Download the Report to Learn More

[www.manpowergroup.com/
human-age](http://www.manpowergroup.com/human-age)

