



Human Capital

“We are all convinced that it is the workers of the future who will shape the future of work. We aim to play a major part in making this come true.”

– Jonas Prising, Chair & CEO



We Are a Workforce Solutions and Human Capital Company

Human capital management is at the core of our business. Our purpose is to provide meaningful and sustainable employment and is rooted in our values: People, Knowledge and Innovation.

Spanning approximately 75 countries, our 30,900 employees help improve the lives of more than half a million workers daily by providing guidance, advice, assessments, coaching, upskilling, reskilling and pathways to long-term sustainable employment. These efforts support local economies by increasing employability and opportunity for the millions of lives that we reach each year. Through our ESG plan, Working to Change the World, we work to address these challenges under our People & Prosperity pillar, with a focus on how we can become Creators of Talent at Scale and continue delivering on our purpose.

For more than 70 years, we have developed global insights on the issues and trends impacting organizations and individuals in today's fast-changing world of work. In partnership with clients and non-governmental organizations (NGOs), including the World Economic Forum (WEF), World Employment Confederation (WEC), Junior Achievement (JA) and the World Business Council on Sustainable Development (WBSCD), our proprietary research and solutions are helping us advance the global discussion around current topics. These include the impact of digitization, shifting in-demand skills, exacerbating talent shortages, and the increased need for reskilling and upskilling. Our most recent annual Talent Shortage survey reported that 75% of companies cannot find the skilled workers they need — the highest number in 16 years.

We Are Focused on Championing Diversity, Equity, Inclusion & Belonging, Strengthening Our Culture and Developing Our People

Our Global Footprint

Though our teams are managed locally, we have a global footprint: 30% of our people are in the Americas, 31% in Southern Europe, 22% in Northern Europe and 17% in Asia Pacific/Middle East.



Championing Diversity, Equity, Inclusion & Belonging

At ManpowerGroup, we believe in human potential, and we advocate acceptance, respect and inclusion. We are committed to doing all we can to strengthen diversity, equity, inclusion and belonging within our company, and in the communities where we live and operate. We also know, from our vast experience in labor markets from across the world, that we must engage and include all available talent and ignite human potential to sustainably grow our shared prosperity.

Our commitment to diversity and inclusion is driven from the top by our CEO - and our leaders are held accountable to nurture workplace cultures where people from all backgrounds feel welcome and valued. Across our global footprint, our countries implement locally relevant programs to promote inclusion for their employees and communities.

Developing Our People

Our success in creating value for individuals and organizations around the world will depend on our ability to leverage the potential of our own people. At ManpowerGroup, fostering a culture of accountability, empowerment and continuous growth is central to our mission of creating meaningful and sustainable employment for millions around the world. As a global leader in innovative workforce solutions, we empower our people to set personal goals aligned with business priorities, define their responsibilities, and contribute purposefully to the success of their teams and the organization.

Ongoing one-on-one conversations between employees and managers help reinforce our values by setting clear goals, building trust, and encouraging personal and professional development. At mid-year and year-end, performance is assessed with equal focus on results (the “What”) and actions (the “How”). The “How” is grounded in Our Standards, which emphasize Clarity, Care and Grow – encouraging every individual to communicate purposefully, lead with understanding, and make decisions that drive improvement. Through the feedback and assessment process, we aim to align performance against expectations and share coaching for future learning opportunities. Individuals are recognized and rewarded for successful performance through a variety of incentive programs, including short-term incentives, sales incentives, commission plans, and long-term incentives for eligible roles. These efforts reflect our broader commitment to developing people, growing talent, and rewarding performance so that every individual has the tools to thrive.

We are investing in our people through our Leadership Development Programs, incorporating the 3 E’s of our development philosophy: Education, Exposure and Experience. This supports both our strategic ambitions and their personal goals, broadening and deepening our investment:

- The Future Leader Program (FLP) supports people in transition from individual contributor roles to first-time managers.
- The Accelerated Leadership Program (XLP) advances leaders into more senior roles.
- The Strategic Leadership Program (SLP) supports leaders who have the potential to attain the most senior roles.

Upon completion of these programs, most of our people have made positive leadership career moves. We’ve also increased our focus on learning through investment in the development of our Sales Academy, our Talent Agent program and our internal Experis Talent Academy while curating new online micro-courses for all employees.



We Seek to Create Talent at Scale

Our Manpower MyPath program is designed to deliver targeted upskilling at speed and scale in order to accelerate our associates' employability at higher wage levels while also growing our pool of in-demand talent for our clients. Through this program, Manpower recruiters provide personalized and data-driven guidance, development, training and access to jobs — especially in growth sectors, like advanced manufacturing, information technology, supply chain and customer service. MyPath has already impacted hundreds of thousands of lives, representing more than 35% of our associate talent pool, across nearly 13,000 clients and 15 markets.

Our Experis Academy targets the creation of IT talent with custom-designed curricula to upskill workers into specialized roles that can meet the demand for cloud, infrastructure, business transformation and digital workforces skills. This accelerated development program features coaching and soft-skills training. Most of our graduates receive a permanent job offer from our clients upon completion. We have graduated more than 1,700 developers while also bridging the skills gaps for more than 160 tech companies across 14 countries.



ManpowerGroup®

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