

The Future of Work in Wisconsin is Now

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ManpowerGroup™

ManpowerGroup Overview

70 Years of Global Workforce Solutions Expertise



Revenues of
\$21 billion



87% of revenues
generated outside the U.S.



80 Countries
& Territories



29,000
Employees



2,700
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 clients from small/medium to Fortune 100 companies
- ▶ Connecting **millions** of job seekers with work every year, globally



Most Trusted Brand in the Industry



Most Trusted Brand in the Industry



ManpowerGroup®



ManpowerGroup®
Solutions



Experis®
ManpowerGroup

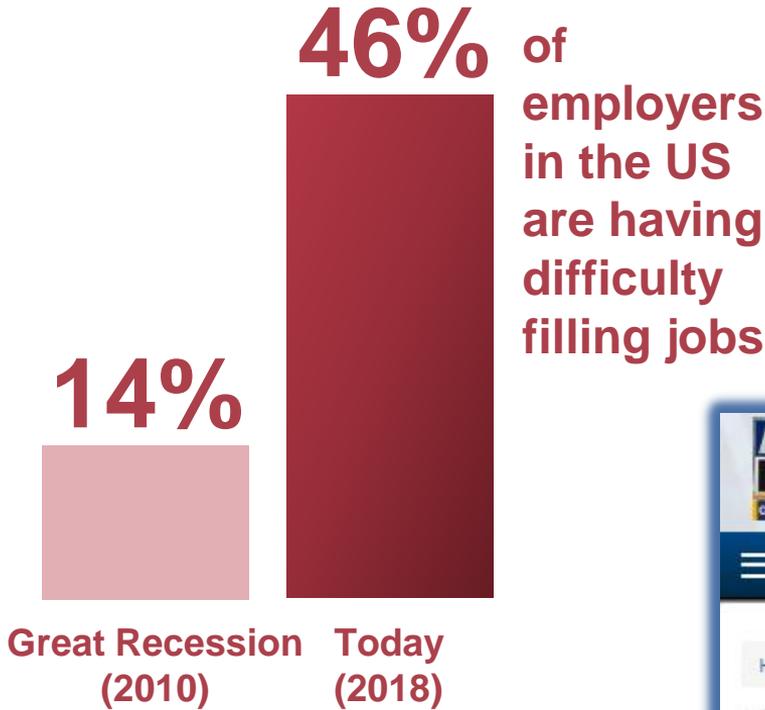


Manpower®



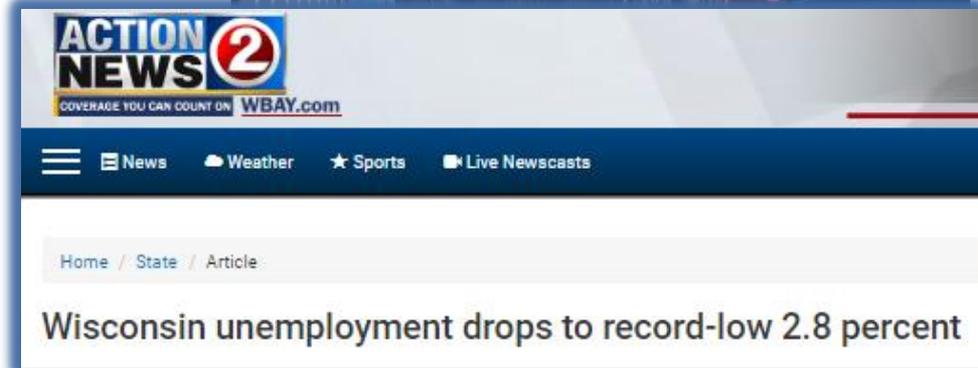
Right
Management®
ManpowerGroup

The State of the U.S. Labor Market



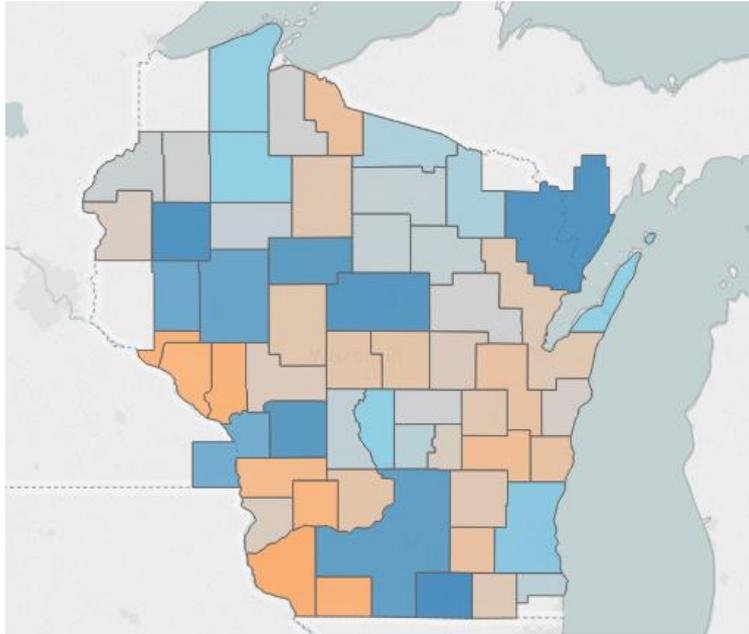
The New York Times

*With 8 Years of Job Gains,
Unemployment Is Lowest Since 1969*

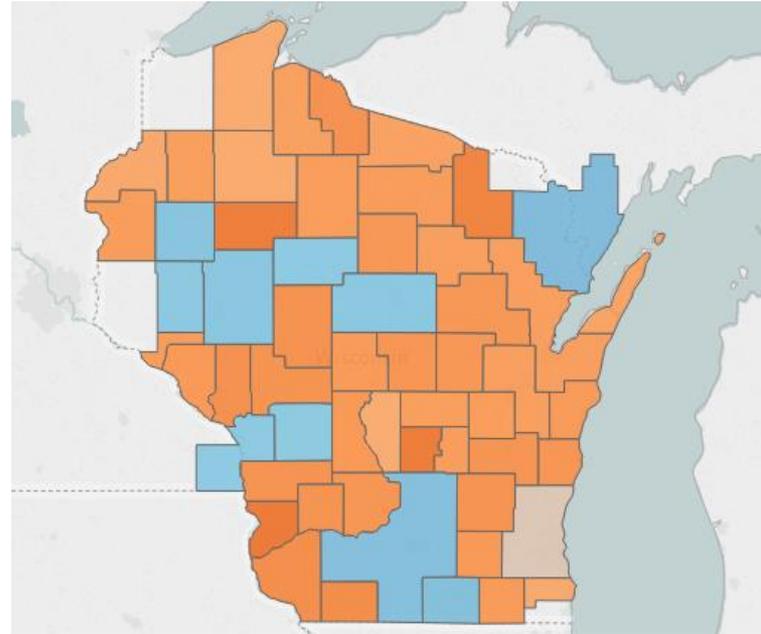


Talent Shortages on the Rise in Wisconsin

2012



2018



RDI Values

0.00

10.00

Easy

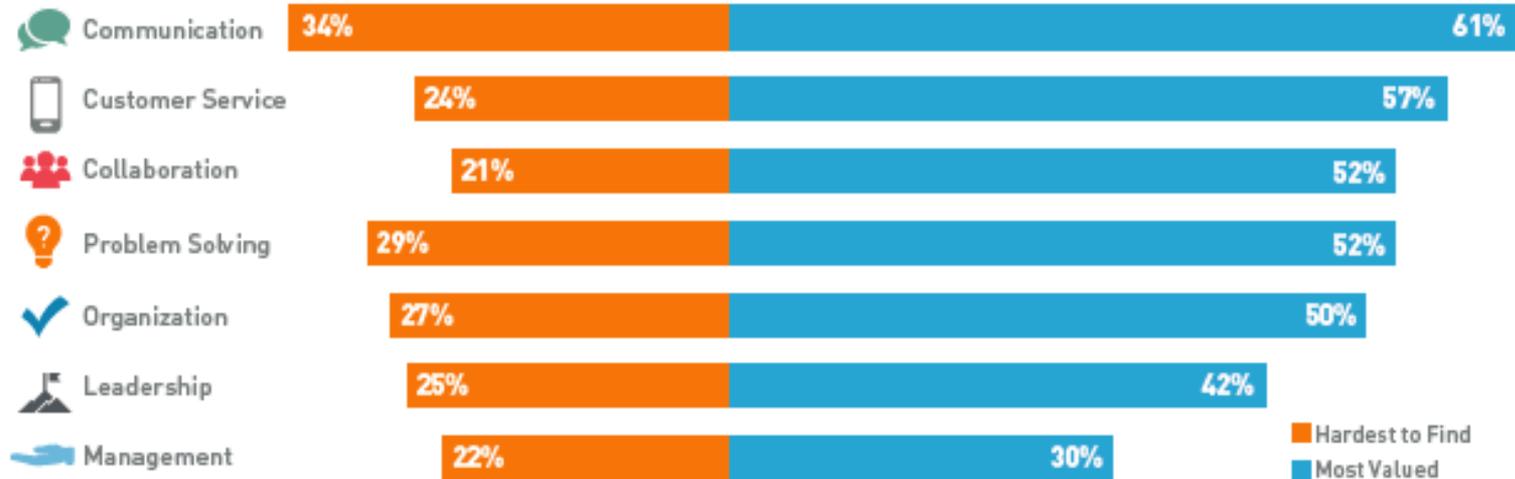
Hard

New Global Players Will Push Labor Demand Even Higher

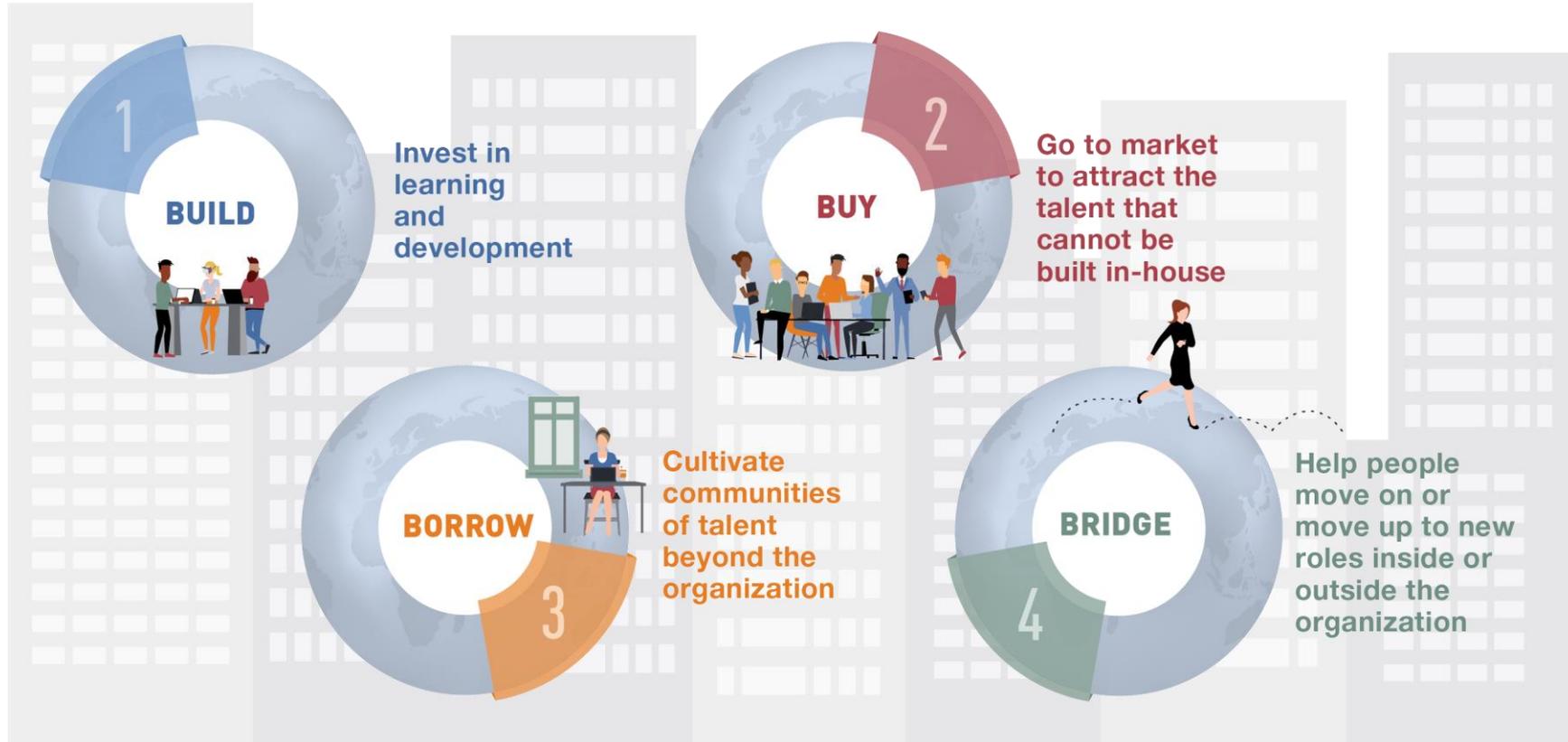


While Digitization Increases the Demand for Soft Skills

Most Valued Soft Skills Are Hard to Find

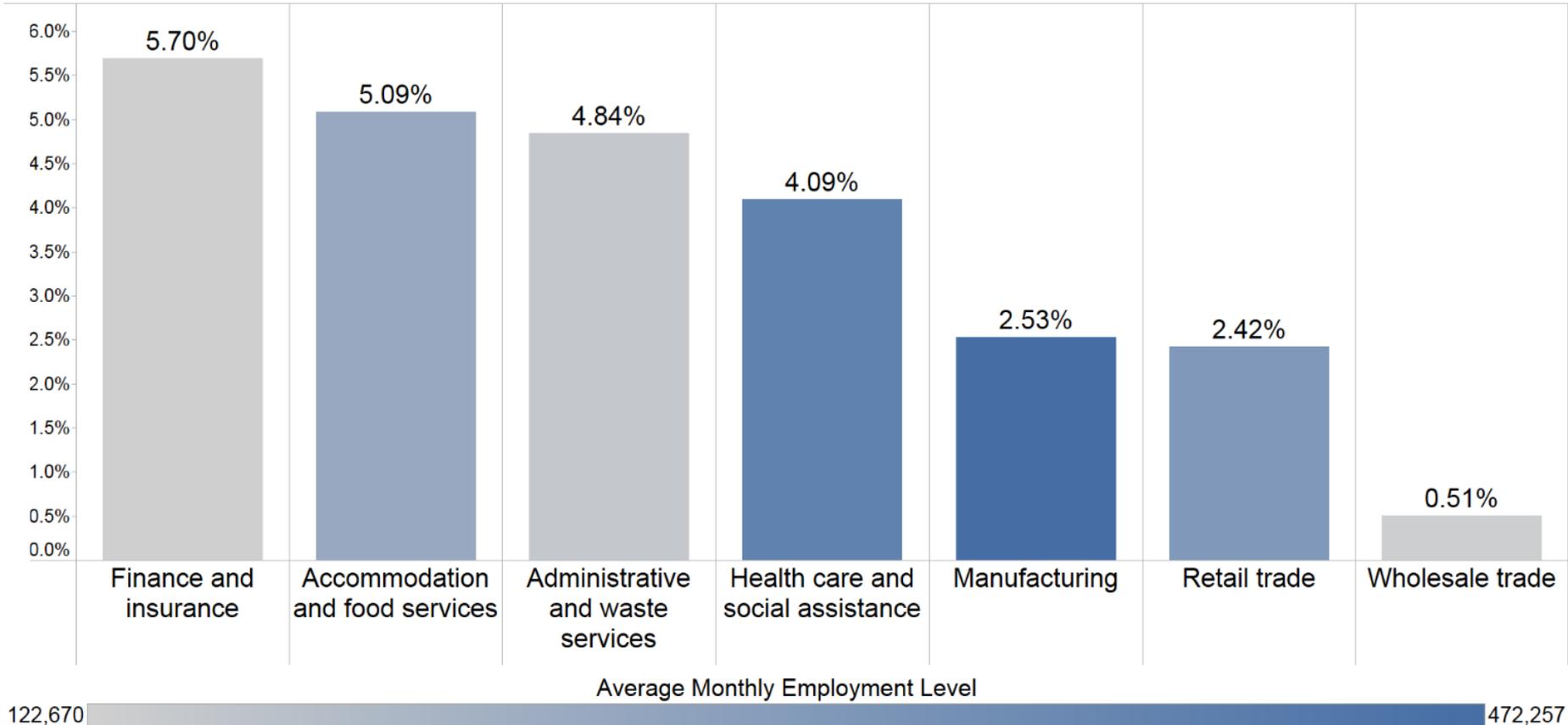


Solutions for the Skills Revolution



BUY: Wages for Wisconsin's Largest Occupations

Wisconsin Wage Growth 2017 – 2018



Buy: What Other Perks Can You Offer?

Employee Value Proposition (food production company, IN)	
Health / Dental 	Bonuses 
 PTO / Holidays	 HSAs / FSAs
401K 	Tuition 
 Transport	 Training

➤ **What will attract and retain skills?**
Consider your full employee value proposition.

➤ Try benefits like **extra PTO, referral or sign-up bonuses, training, transportation or free lunch.**

➤ **Perks decrease turnover** so HR can focus on recruiting in-demand skills rather than refilling roles.

Build: The Academy of Advanced Digital Manufacturing



- Our 12-week program with Rockwell Automation will **upskill 1,000 US military veterans** per year for advanced manufacturing jobs.
- 60 graduates this year – **the majority had job offers, with some doubling or even tripling their salaries.**
- Two classes now running concurrently in **Milwaukee and Ohio.**

Find out more at:

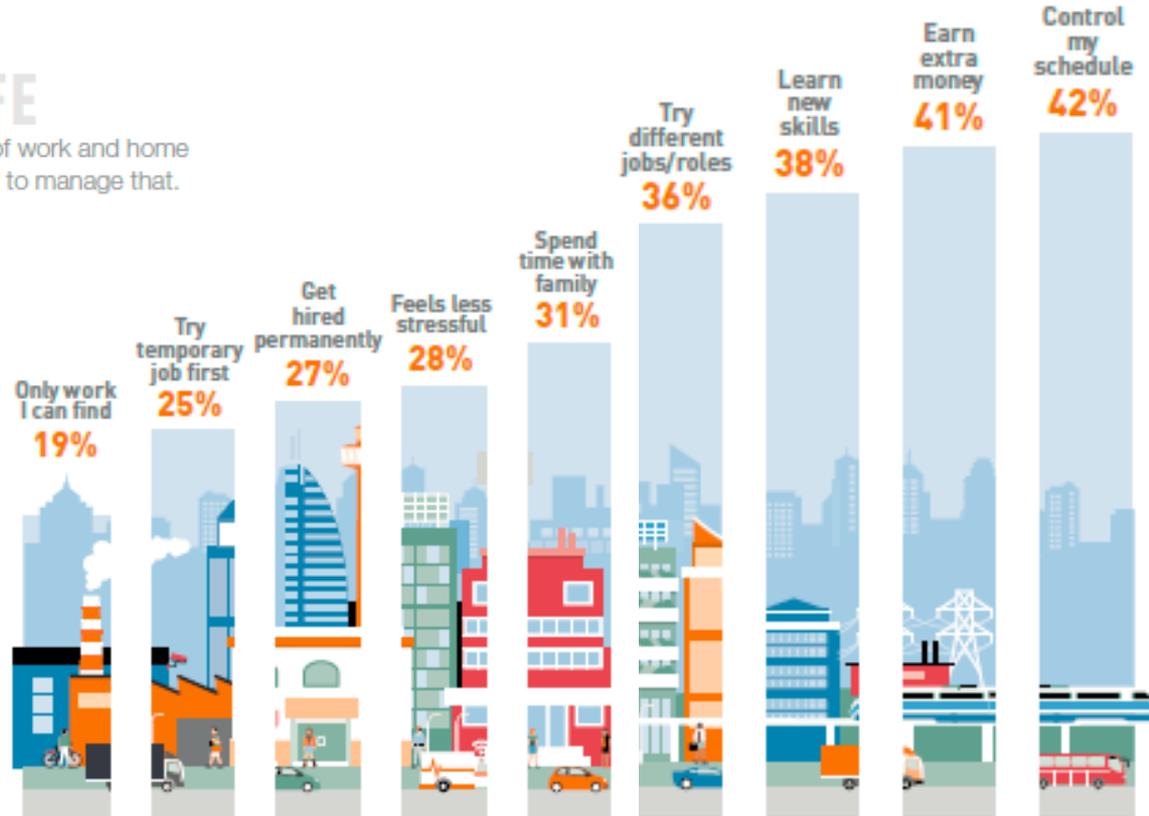
Experisjobs.us/Veterans

Borrow: Workers Want Flexibility and Balance



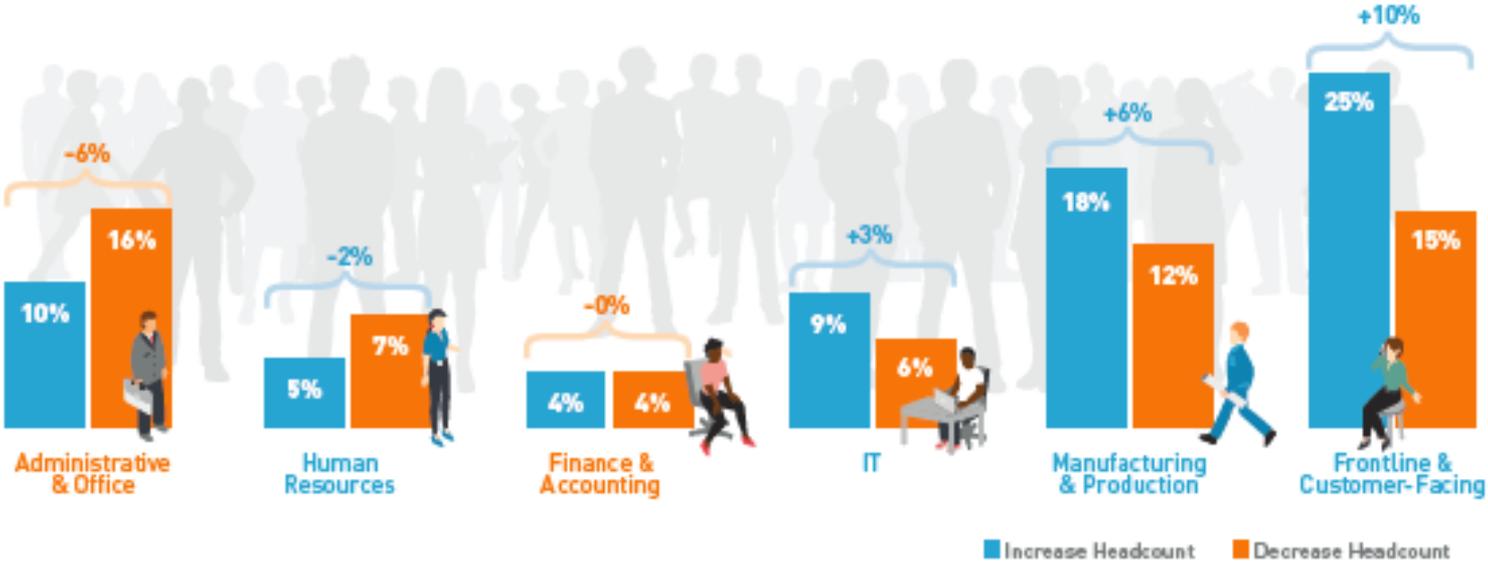
ONE LIFE

The integration of work and home and the flexibility to manage that.



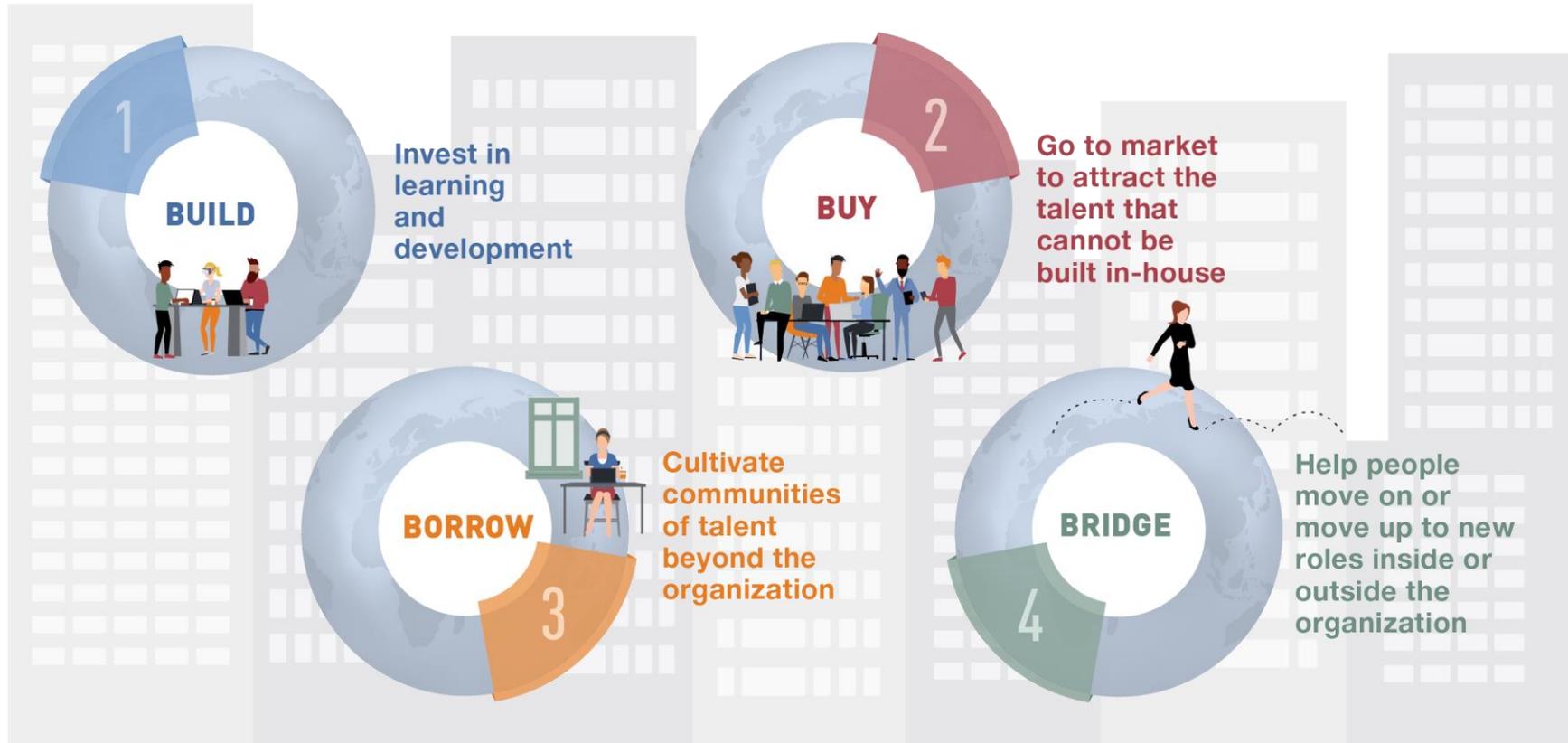
Bridge: Fit Jobs to the Business Model

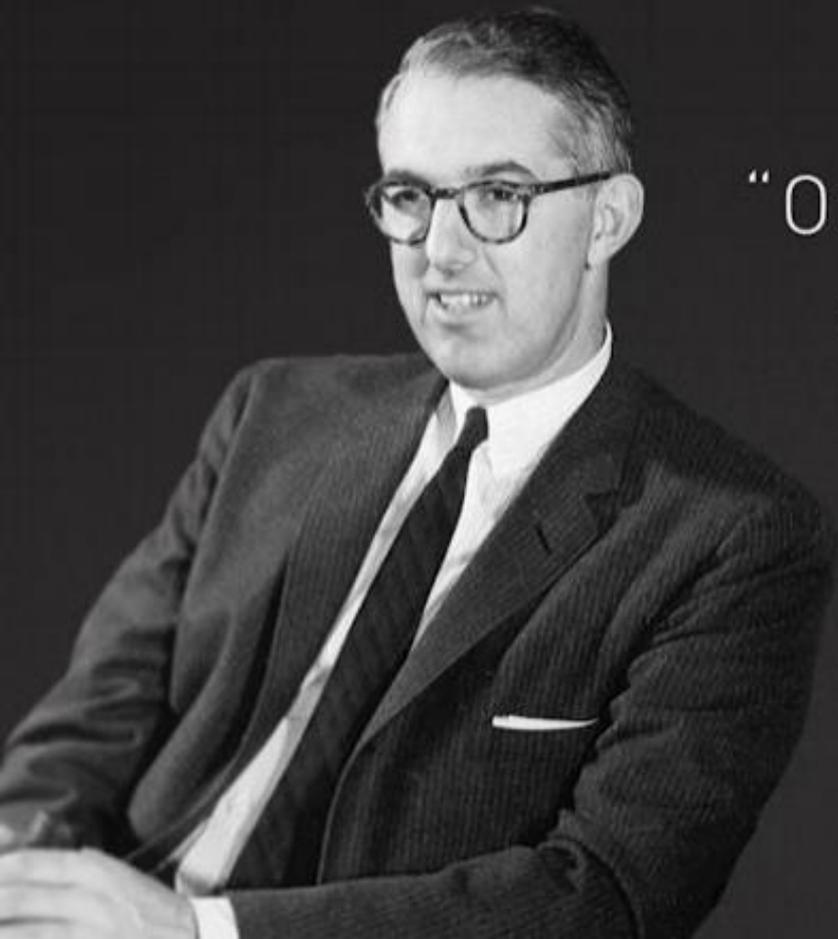
Functions Likely to See the Largest Increase and Decrease in Headcount in the Next 2 Years



65% of Gen Z will perform jobs that do not exist yet

HR Solutions for the Skills Revolution





“Our company can be
a tremendous instrument
for good if in some way
we can help make
people employable.”

– ELMER WINTER
Founder & CEO



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