



# 2023 Workforce Trends

October 05, 2023

**Prysmian**  
Group

Linking  
the Future

# 2023 Workforce Trends

## Highest U.S. Hiring Demand



Information Technology



Financials & Real Estate

## Highest Hiring Demand in Canada



Transport, Logistics & Automotive



Industrials & Materials

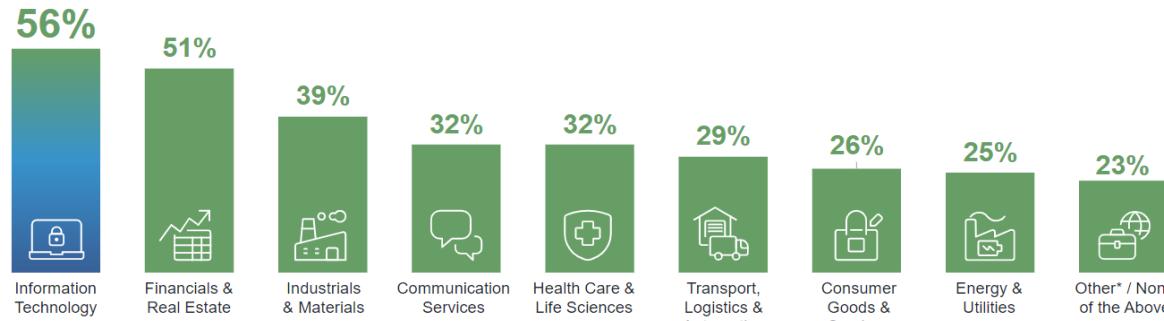
## Global Talent Shortage Reaches a 17-Year-High

Nearly 4 in 5 employers globally report difficulty finding the skilled talent they need in 2023, strengthening +2 percentage points year-over-year and more than double the difficulty in 2015 (38%).



## U.S. Employment Outlook Across Key Sectors

Digital roles continue to drive the most demand with businesses in the IT industry reporting the brightest outlook for the fourth consecutive quarter but weakening by -2% compared with Q4 2022.



\*Government or Public Service; Not for Profit/NGO/Charity/Religious organization; Other Industry; Other Transport, Logistics & Automobiles Sub-Industry; Educational Institutions; Agriculture & Fishing

## Skillsets Employers are Seeking Most

Human strengths stand out in the digital age.

### Top 5 Soft Skills

- 1 | Reliability & Self-Discipline 29%
- 2 | Creativity & Originality 26%
- 3 | Critical Thinking & Analysis 26%
- 4 | Reasoning & Problem-Solving 26%
- 5 | Resilience & Adaptability 26%

### Top 5 Technical Skills

- 1 | IT & Data 27%
- 2 | Engineering 22%
- 3 | Sales & Marketing 20%
- 4 | Operations & Logistics 19%
- 5 | Customer Facing & Front Office 17%

## Year-over-Year

The most significant year-over-year improvement is predicted in the **Northeast**.



+ 6%

Midwest



+ 7%

Northeast



+ 2%

South



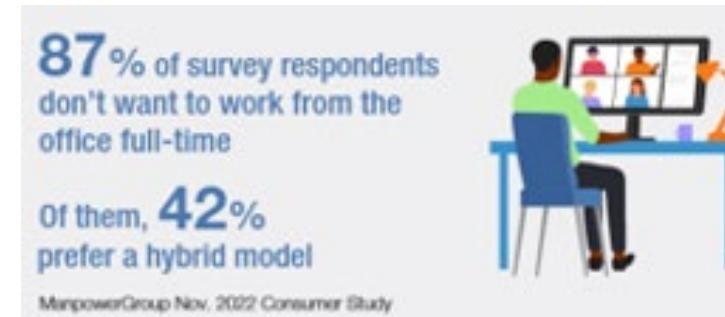
- 2%

West

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\*Workforce survey data provided by Manpower Group

# 2023 Workforce Survey



On the environment, 52% say companies aren't doing enough



**Health Benefits**  
(including maternity  
leave, fertility benefits)



**A Culture of Openness around  
Mental Health & Well-Being**  
(including additional PTO & mental  
health resources)



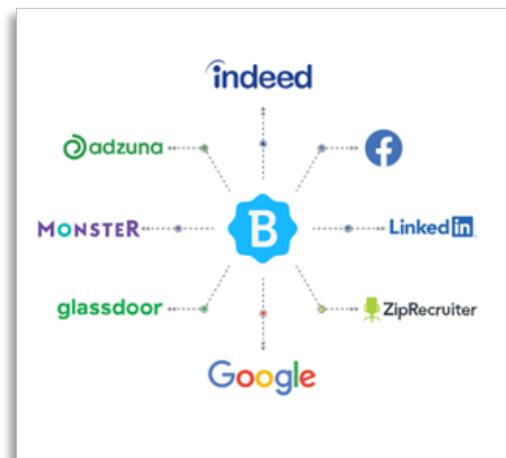
**Physical / Nutrition  
Benefits**



**Subsidized  
Elder Care / Child Care**



# Talent Attraction

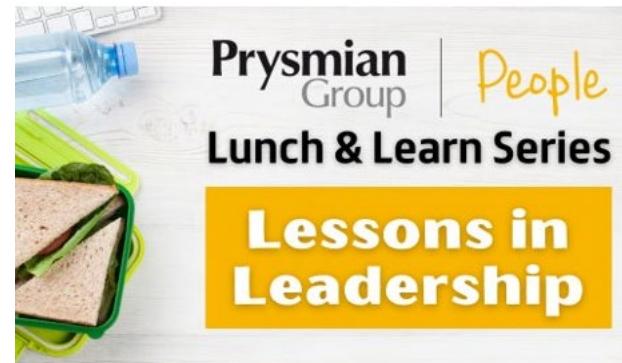




# Talent Retention



PRYSMIAN GROUP  
ACADEMY



 **SIDE BY SIDE**  
Creating opportunity through diversity