



**HEADCOUNT NOT CHANGING** IN Q2



decisions into the long grass, with 42% of organisations planning no changes to their headcount for Q2 (April - June) 2025. Among those who are planning to change headcount, our data reveals an average -27% decrease in hiring volume versus Q1 2025.

UK employers are continuing to kick major hiring

(+175%) $| \cap |$ **MICRO** <1-9 Employees (-20%)

**SMALL** 

10-49 Employees

(-5%)**MEDIUM** 50-249 Employees

18.5 (-26%)**LARGE** 250-999 Employees

(-38%)**VERY LARGE** 1000-4999 Employees **LARGE ENTERPRISE** 5000+ Employees



ManpowerGroup UK

down -27% on the quarter, with plenty of businesses holding back on recruiting until they've taken full stock of cost increases expected in April. Because of this, we're anticipating the UK's hiring recession will remain an issue until

Of those employers who do expect a change

in headcount, their planned hiring volume is

summer at the earliest. Offering opportunities to upskill and finding ways to keep teams motivated and energised will drive much-needed productivity during this period of stagnation.

WHAT ARE THE MAIN REASONS DRIVING EMPLOYERS TO

**LEAVE HEADCOUNT UNCHANGED IN Q2?** 

29% **CURRENT STAFFING IS ENOUGH TO MEET GOALS** 

**CURRENT STRATEGY FOCUSES ON KEEPING EXISTING WORKFORCE** 

21%

20% **FINANCIAL LIMITATIONS** 

**WAITING FOR** 

**ECONOMIC CHANGES** 

20%

18%

17%

16%

**EFFICIENCY GAINS** 

**MEAN NO NEW STAFF** 

**ARE NEEDED** 

**15**%

**NO MAJOR PROJECTS OR EXPANSION PLANNED** 

Questions were multiple choice. Employers may indicate more than one reason.

**MARKET IS STABLE** 

**EXISTING STAFF MEET** 

**LEGAL OR POLICY REQUIREMENTS** 

WHAT ARE THE MAIN REASONS DRIVING EMPLOYERS TO **DECREASE HEADCOUNT IN Q2?** 

39%

20% 22% 19%



16%

**MARKET CHANGES** 

**REDUCING DEMAND FOR** 

**SOME ROLES** 

15%

**REORGANISING OR** 

**DOWNSIZING** 

**CONSOLIDATING ROLES TO ENHANCE EFFICIENCY** 

10%

18% **REDUCING STAFF TO** 

**MATCH DEMAND** 

**SKILLS CHANGES REDUCING DEMAND** 

29%

**BACKFILLING** 

**VACANCIES** 

21%

**TEMPORARY NEEDS STOPPED** Questions were multiple choice. Employers may indicate more than one reason.

**PROJECT-BASED OR** 

**AUTOMATION** 

WHAT ARE THE MAIN REASONS DRIVING EMPLOYERS TO

39%

**COMPANY EXPANDING** 

**IN SIZE** 

**25**%

**INCREASE HEADCOUNT IN Q2?** 

**ENHANCING DIVERSITY** 

21%

**EVOLVING** 

**SKILLS NEEDS** 

**25**%

**BRANCHING INTO NEW AREAS** 20%

**PROJECTS-BASED** 

**OR TEMPORARY NEEDS** 

**25**%

41%

**COMPETITIVE** 

**EDGE** 

**ADVANCEMENT** Questions were multiple choice. Employers may indicate more than one reason.

**TECHNOLOGICAL** 

WHO WILL EMPLOYERS BE HIRING FOR IN Q2?

17%

SENIOR

MANAGEMENT

80%

3%

C-SUITE

& EXECUTIVE

80%

**FRONT OFFICE &** 

**CUSTOMER FACING** 

**76**%

31% 28% 27%

**JUNIOR** 

MANAGEMENT

**35**%

30%

18%



80

70

60

50

40

30

20

10

Questions were multiple choice. Employers may indicate more than one seniority. **78**% **77**%

**MIDDLE** 

MANAGEMENT



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ManpowerGroup Talent Shortage Survey 2025

