BROOK ST.

Q4 2026

EMPLOYMENT OUTLOOK SURVEY UK

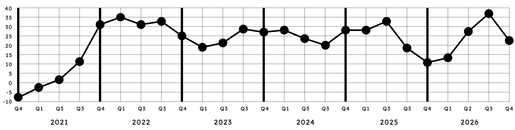
UK EMPLOYERS DEFY TURBULENT YEAR AS HIRING CONFIDENCE REMAINS MORE THAN DOUBLE LAST YEAR'S LEVEL

UK NET EMPLOYMENT OUTLOOK

HIRING ESTIMATES BY SECTOR

WHAT SENIORITY LEVELS DO EMPLOYERS EXPECT TO HIRE?

UK NET EMPLOYMENT OUTLOOK +23%



The Net Employment Outlook is derived by taking the percentage of employers anticipating an increased headcount in the next quarter, and subtracting the percentage that expect a decrease. A positive figure means that, on balance, more employers expect to add to their headcount than expect to reduce staff.

Lee Chant
Managing Director (UK & Ireland), ManpowerGroup

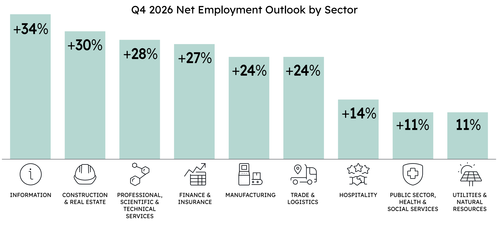
At first glance, the story looks like hiring confidence has fallen, but that's only true if you compare it to one of the strongest quarters we've ever seen.

The real story is how employers have responded to the past 12 months. Businesses have faced political change, rising employment costs, geopolitical disruption and no shortage of uncertainty, yet they have continued to invest in people and plan for growth.

Many would have expected confidence to weaken much further. Instead, UK employers have shown a level of resilience that shouldn't be underestimated.

INFORMATION, AND **CONSTRUCTION & REAL ESTATE** CONTINUE TO REPORT THE STRONGEST HIRING INTENTIONS THIS QUARTER

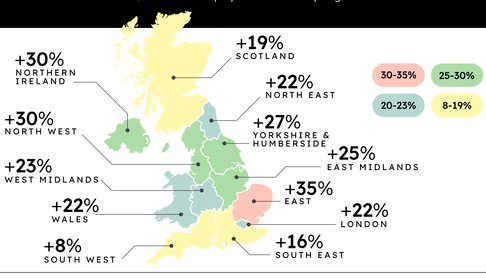
Q4 2026 Net Employment Outlook by Sector



ManpowerGroup now reports data across nine updated sectors to better reflect today's global economy: Construction & Real Estate; Finance & Insurance; Hospitality; Information; Manufacturing; Professional, Scientific & Technical Services; Public Sector, Health & Social Services; and Trade & Logistics. Historical data has been reclassified for consistency. National and regional results remain unchanged.

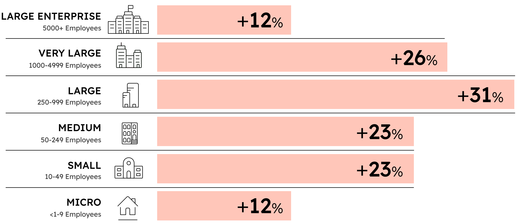
EASTERN REGION TO SEE A SURGE IN HIRING EXPECTATIONS

Q4 2026 Net Employment Outlook by Region

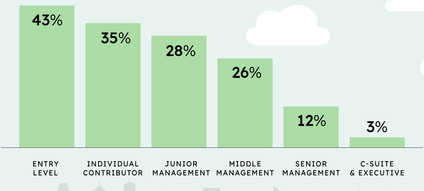


LARGE AND **VERY LARGE ORGANISATIONS** LEAD HIRING EXPECTATIONS

Q4 2026 Net Employment Outlook by Business Size



WHO WILL EMPLOYERS BE HIRING FOR IN Q4?



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

FIND THE TALENT AND SOLUTIONS YOU NEED

To discuss the MEOS results or explore how ManpowerGroup can help you find the talent and solutions needed to propel your organisation forward:

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