

Insights.



Manpower[®]



Actioned.



**End-to end workforce
solutions**





End-to-end
workforce solutions

Insights.

Actioned.

**Stop dealing with today.
Start delivering on tomorrow.**

We empower clients to drive transformation and deliver high performance by recruiting, contracting, developing and retaining the right people.

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End-to-end workforce solutions

Stop adding suppliers. Start creating partnerships.

Our sector-facing teams have the industry expertise and experience to create connected, end-to-end workforce solutions that reduce costs, drive continuous improvement and add innovative thinking at every stage. Combining cutting-edge technology with a proven operating model and data-driven insight, we add value across the recruitment lifecycle. We help you make smarter decisions and deliver stronger ROI by understanding your Total Cost of Workforce. We look beyond cost-per-hire, to highlight the real and opportunity costs of recruitment, training and staff turnover.

We adopt a partnership approach to support driving costs down, and productivity up, by understanding how competitive you are when it comes to attracting and retaining talent. Our Workforce Success Index benchmarks the rewards, culture and environment you offer against your talent competitors. This gives you clear action points to improve your employee experience and enhance your position in key talent markets, ultimately saving time and money.



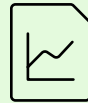
We put long-term organisational goals like ESG and DEIB at the heart of your everyday approach, promoting social mobility and inclusivity. Through MyPath, our exclusive development programme, we give candidates and consultants the training tools and personalised support to achieve their ambitions. In turn, this helps you close skills gaps by giving you access to the pre-vetted, in-demand talent pools of the future.

Tailored solutions



Stop compromising. Start succeeding.

Manpower's strong local presence and established talent networks allow us to meet urgent labour demands across the UK, providing flexible and agile solutions tailored to your unique needs. Our specialists connect you with top talent, offering scalable tools that empower your business both locally and globally. We ensure rapid access to critical support, helping you source, place, and retain in-demand talent to keep your business moving efficiently.



Consult

Through our leading insights and data methodologies and our consultative partnership, we're able to provide you with the latest market knowledge and map talent to your organisation's needs.



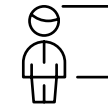
Tech

Our best in-class technology allows us to seamlessly manage the end-to-end recruitment workflow for contingent and permanent talent.



Process

End-to-end solutions are fully managed by Manpower. Agilely scalable, and regular reviews help your business to continuously optimise your operating model.



Agility

We understand the importance of getting your workforce in place quickly. We have the insights, expertise and experience to create a workforce to provide clients and candidates with the right match, making the process fast and hassle-free



Local, onsite relationship

A dedicated specialist consultant is on hand to provide you with continued support, whether you need support with managing your workforce or a 24/7 service.



Global benefits

Our teams are experts in their markets, and through our strong global brands they have access to a vast talent pool of compliant and ready to work candidates



Specialist services

Temporary Resourcing

Whether you need to recruit a single engineer for a one-day installation, or 50 Customer Service Advisors to staff your new contact centre, our recruiting process means you can quickly flex up or down in response to business demands.



Stop searching for talent. Start connecting with local experts

At Manpower, we find the right talent to power your business, whenever and wherever you need it. We support your business in the way that best suits you, whether you're seeking project-based staffing, short-term cover, medium-term solutions, or a permanent workforce. We understand the importance of workforce agility in optimising your business operations.

Temp-to-perm

If you're worried about making the wrong hiring decision, our temp-to-perm option lets you see a candidate on-the-job. You'll gain first-hand experience of their skills and capabilities, before you decide if you want to recruit them permanently.

Permanent placements

Our streamlined permanent placement process gives you direct access to, fully-screened and appropriately-qualified candidates, in every industry and at every level. It reduces time-to-hire, it's more cost effective, and it delivers on-the-job success for the long term.



Workforce management

Our Onsite HR Management Service places Manpower HR experts directly with your team to manage timekeeping, performance, and attendance, relieving your leaders of these responsibilities and enhancing workforce productivity and satisfaction.

Value. Delivered.

Stop waiting. Start transforming.

In today's competitive business landscape, finding talent to transform your organisation is crucial for building value and driving cost efficiencies. It's not just about filling positions; it's about maximising value by identifying the right people from skilled local talent pools to meet today's needs while strategically developing the skills required for tomorrow.

By focusing on cost-efficient solutions like understanding the local market and attracting and developing local employees, you can create a more agile and resilient workforce. This shift from traditional hiring to building local capabilities will enhance operational efficiency, improve return on investment, and ensure your organisation remains competitive while managing costs effectively.





End-to-end
workforce solutions



Industries.

Specialised.

**Stop dealing with today.
Start delivering on tomorrow.**

We're experts in providing workforce solutions
across multiple sectors

Read more →

Consumer Goods and Services



We provide leading household brands with the best sales, office, customer service and marketing professionals. Our experience and client portfolio coupled with our innovative hiring strategies and extensive candidate database offers a unique access to talent.

We manage more than 1,500 contingent workers on behalf of our UK FMCG clients, in addition to annual permanent placements exceeding 3,000 hires.

Our expertise and experience span across logistics, production, product management, white collar, and niche skills, for example, providing 100% fulfilment of roles to a global engineering and technology company for a short notice ramp up in the production of 70 million protective face masks at the height of the pandemic.

Partnering with a global FMCG brand

Manpower's relationship with this global FMCG brand, with presence in over 80 countries, spans over 25 years. Our client was looking to consolidate their supply chain, reducing suppliers from over 600 to a core of 20 within their Master Vendor programme.

- Current supply agreement is Master Vendor for blue collar supply and TAPFIN led MSP for white collar/professional services
- Depth of relationship sees our team fully integrated into client operations with presence on 6 key UK locations with support to more than 20 in total

Solution

- Master Vendor for blue collar supply with 99% primary fill – niche supply to specialist scientific and R&D roles managed by supply chain management teams
- MSP supply via TAPFIN brand with Manpower as Tier 1 supplier, meeting 90% + of professional demands
- Strong on-site presence giving full geographic coverage across the UK
- Centralised recruitment team managing candidate attraction and selection for all white collar (CV driven) roles
- Full 'in life' contingent management provided by embedded / onsite teams across all sites

Results

- 99% + fulfilment for supply chain roles covering both shift pattern and ad hoc requirements
- Delivering approx. 800,000 work hours per year
- 22 days average time to fill for CV driven roles
- Over £500K per year in cost savings

Healthcare and Lifesciences



Our specialist Life Science/Biotech team work across a range of roles, including Quality, Engineering & Manufacturing, Technical, Process, Continuous Improvement, Maintenance, Admin/HR, Health & Safety, Chemists, Technicians, Engineers, Warehousing, Packaging, Logistics, Finance, Customer Support, Operations, IT, Project Management and Sales & Marketing.

As a preferred Framework supplier to the NHS, we partner with 200+ business areas to efficiently and cost effectively manage their temporary workforce. We cover administration and clerical positions, such as call handlers, service advisors, medical secretaries, receptionists and ancillary roles, including drivers, porters, cleaners, catering staff and facilities assistants.

We assign you with a single point of contact, so you can benefit from their sector expertise to ensure we develop a recruitment strategy which engages the right talent every time.

Outsourcing solutions in Pharmaceuticals

This multinational Pharmaceutical and Chemical Manufacturer sought support in outsourcing its recruitment function. They required a recruiter with the scale, experience and expertise to match its ambition and ensure that it continues to attract the top talent from within the industry.

Solution

- Exclusive supply of an RPO Solution
- Dedicated onsite team in place
- Annually placing 80-100 roles per year in permanent and fixed term contracts
- RPO solution has given this client comfort that their recruitment and selection process is in the hands of expert partners whilst allowing them to focus on their core business practices

Results

- Increased quality of hire and hiring manager satisfaction
- Over 250 total hires within first 30 months
- Average 18 days to offer
- 100% of customer's needs met every year since 2017
- Average 39 days to start

Supply Chain and Manufacturing

We work across the full spectrum of Supply Chain and Manufacturing roles, covering every discipline within your operations, from warehousing and FLT through production operations to dispatch and distribution. Combined with our unparalleled ability to source and recruit candidates for all operational support roles, from industrial and process engineers, packaging engineers through to customs and shipping administration, Manpower can find the skills you need when you need them.

With a range of household names and blue-chip organisations already working with us for recruitment solutions that help set their business apart, we can support your needs to deliver top talent, regulatory compliance, geographical coverage, and a competitive pricing model.

Scaled up recruitment with the NHS

- Short notice ramp up in production of protective face masks for the NHS at the height of the first wave of the COVID pandemic
- Short lead-time ramp up of 600 temporary workers to meet high demand across 7x24 HR operation
- Selection and assessment process including dexterity and repetitive speed testing

Solution

- Candidate attraction strategy developed utilising social media campaigns, combined with more traditional recruitment approaches
- Assessment centre process designed in conjunction with client to ensure highest calibre of recruits in very short lead times
- Satellite office location identified and established within 2 weeks of contract 'go live'
- Dedicated on-site team in place to support 7x24 hour operational needs

Results

- 100% fulfilment of all roles in line with agreed ramp plan
- Ongoing recruitment activity to support attrition cover and COVID impact
- 70 million face masks produced

Automotive



Our automotive divisions works across a range of high-end vehicle manufacturers and their associated supply chains to ensure they have the skilled talent to drive the cost, productivity and quality needs of their business. With both contingent and permanent recruitment models supporting a wide range of disciplines from automotive engineers, machine operators, and production operatives, through to highly skilled vehicle technicians and customer service staff we can support your needs.

Manpower partners with one of the world's most prestigious automotive brands and an iconic part of the UK's automotive heritage. The initial ask was to supply 140 skilled vehicle technicians to support a production ramp up in South Wales where all departments were required to push the boundaries of what British design and engineering could create, resulting in a truly remarkable product – created by a quality temporary workforce.

traditional engineering skills

- Rapid pace of technological change increasing demand for niche IT and engineering skills
- Hiring at record levels
- Talent shortage with engineering and IT the hardest to find skills

Solution

- Developed bespoke Academy programme aligned to specific engineering pathways
- Leveraged proven attraction strategies to source passive and active candidates with a focus on increasing diversity
- Dedicated team of Talent Agents supported Academy consultants through their learning journey



Results

- 100% perm conversion success rate
- 50% increase in female hires
- 20% cost saving

Utilities



We're the leading provider of workforce solutions to the Energy and Utilities sector. Each day we have 4,500 temporary workers and 1,500 contractors in active assignments ranging from Meter Readers, Field Engineers, Legionella Professionals and Customer Service Support. Our experience includes existing partnerships with some of the UK's leading energy providers:

- A 7-year partnership with a leading energy provider, filling 900+ roles annually across all UK locations and specialisms. Over those 7 years we've recruited 8,700 temporary workers, processing nearly half a million work records. The company has converted as many as 2,200 temporary workers to contracts, a testament to the quality of individuals recruited and managed.
- 300+ administrative new starters across a 12-month period for one of the largest British energy supplier's trainee Smart Meter Installation business.

Volume, multi-channel recruitment

- International logistics company, with over 340 locations worldwide, opening a new centre with 90 logistics agents and 60 forklift drivers
- Recruiting a large volume of temporary workers
- Supporting change and temporary workers onsite
- Ensuring the implementation and respect of processes

Solution

- 100% onsite implementation in 3 weeks
- Implementation and compliance of processes
- Multi-channel recruitment and training plans of 150 temporary workers recruited, of which 98 trained
- Recruitment and administrative management entrusted to our dedicated Service Centres
- Loyalty & performance improvement plan for on-site temporary jobs

Results

- 150 temporary workers recruited for difficult-to-fill roles
- 87% attendance rate
- An effective and motivating recruitment and retention plan for temporary workers that contributes to improving the employer's image
- A decisive 24/24 agreement to manage peaks and a dedicated team of experts ensuring the success of the deployment

Driving and Logistics



The smooth running of complex logistics operations up and down the country depends on having the right people where and when you need them. Manpower has more than 40 years' experience in recruiting driving and logistics staff. This makes us one of the largest recruiters in this field in the UK.

We can help you recruit for a wide range of supply chain and logistics roles including HGV drivers, fleet managers, freight forwarders and controllers and many more.

We partner with and contribute to Think Logistics, the IRU, Logistics UK, CILT and REC, meaning you can be assured that you're dealing with an industry expert.

Recruiting temp workers in volume

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The benefits of partnering with us

Market. Leading.



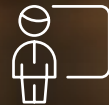
Scale

We create talent and build skills at scale, helping your business, and the UK economy as a whole, to move forward.



Value

We have the tools and data to help you understand your Total Cost of Workforce and invest in ways that cut costs and deliver real, long-term value for your business.



Skills

We make a long-term commitment to developing the skills and progressing the careers of our candidates and associates with MyPath. So we're always adding more people power to your business.



Tech

We combine the latest technology with tried and tested processes, de-risking change and helping you stay ahead of your competitors.



Insights

With data, expertise and experience from across the UK and around the world, we deliver actionable insights that help you make smarter decisions.



Impact

Manpower and our clients are working together to change the world. We are committed to creating talent at scale and providing meaningful work for all. We help organisations to access talent from diverse backgrounds, invest in, upskill and retain their people. We work with our partners to develop new pathways to employment and improve access to opportunity for everyone.



Business. Transformed.

Find out more at [manpower.co.uk](https://www.manpower.co.uk)