



## Well-Managed Immigration and Increased Talent Mobility Can Help Europe Remain Competitive in Global Marketplace

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BRUSSELS, May 11, 2010 /PRNewswire via COMTEX News Network/ -- Jeff Joerres, Manpower Inc. Chairman and CEO, yesterday emphasized that Europe needs to channel immigration to its economic advantage, rather than placing sweeping curbs on migrants that further reduce the pool of skilled young workers and prevent European businesses from competing in the global marketplace.

(Logo: <http://www.newscom.com/cgi-bin/prnh/20060221/CGTU012LOGO>)

Joerres spoke at a session of the World Economic Forum on Europe, titled "Managing Demographic Drivers: The Talent Gap Question," in which contributors discussed how the European Union can achieve a mix of immigration, education and mobility policies to draw on skilled, innovative and creative people to ensure the Europe 2020 Strategy, aimed at improving economic growth, is successful.

"Immigration, education and mobility are more closely intertwined than ever before. As the world has gotten smaller, each of these needs to be addressed," said Joerres. "A plan needs to be implemented to address these three factors as a single issue. Shifting demographics in Europe necessitate the right kind of immigration so companies can access the talent they need to increase innovation, growth and, ultimately, job creation."

Millions of jobs remain unfilled across the continent, with the situation set to worsen as the global economy continues to improve and available workforces in most labor markets shrink due to aging populations. The panel looked at measures European countries can take to increase the volume of highly-skilled workers through intelligently-managed immigration and improved training programs to supply the market with skills in high demand.

Joerres explained that there needs to be an individual focus as workers look at where their skill-set is most needed and want to go where the work is. He also commented that a combination of the individual's motivation and government's support smoothes the transition between education and the world of work.

"Given that talent is elusive - it is everywhere and nowhere - companies also need to look at the people they already have within their organization and decide if they possess some of the requisite skills that can be developed to fill talent gaps in other areas of the organization," added Joerres. "Internal mobility programs should be pursued to promote the cross-fertilization of ideas and commitment by all employees to the global mindset of the company."

Joerres also stressed that mindsets need to change to regard well-managed immigration as something to be embraced rather than feared. The contributions of highly-skilled immigrants enhance countries' productivity and competitiveness and improve the quality of a workforce.

"This issue requires a bold policy from governments that encourages the type of migrants who can make a positive contribution to the host country and bring with them the skills that continue to elude employers," said Joerres. "Well-managed immigration drives economies and businesses, while improved education and training will create a better match between the talent employers are looking for and the talent available."

Manpower Inc. will shortly release its fifth annual Talent Shortage Survey, determining to what extent talent shortages are impacting today's labor markets. It also breaks down the Top 10 jobs that employers are having difficulty filling across the countries and territories surveyed.

### About Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in innovative workforce solutions; creating and delivering services that enable its clients to win in the changing world of work. With over 60 years' experience, Manpower offers employers a range of services and solutions for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of nearly 4,000 offices in 82 countries and territories is the world's largest in the industry and enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at [www.manpower.com](http://www.manpower.com).

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