ManpowerGroup Talent Solutions Named North America RPO Leader by Everest Group, Securing Global Triple-Leader Status

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Recognition highlights innovative, AI-driven approach to addressing talent shortages across North America and worldwide

MILWAUKEE, Oct. 9, 2025 /PRNewswire/ -- Talent Solutions, a global leader in workforce solutions and part of the ManpowerGroup family of brands has been named a Leader in Everest Group's 2025 Recruitment Process Outsourcing (RPO) Services PEAK Matrix® Assessment for North America, joining an elite group of providers globally to earn triple-Leader status across North America, Europe, Middle East, and Africa (EMEA), and Asia Pacific.



The honor comes amid continuing workforce shortages, with 74% of employers worldwide reporting difficulty filling roles. Traditional hiring methods are no longer sufficient, driving organizations to adopt more proactive, technology-enabled workforce strategies.

"Filling roles by simply posting jobs and waiting for applicants no longer works in today's competitive labor market," said Marceline Beijer, Global Business Leader RPO, Talent Solutions. "Our total talent approach — combining consulting, recruitment marketing, and our AI-powered ecosystem that delivers both productivity gains and actionable insights — helps employers stay ahead of talent shortages, whether they're hiring thousands of frontline workers or specialized professionals."

Driving Proactive Workforce Solutions
In North America alone, Talent Solutions supported clients in over 92,000 hires in 2024, reducing average time-to-fill by up to 40%. By integrating RPO services with consulting, recruitment marketing, and strategic workforce planning, the company helps organizations move from reactive hiring to forward-looking talent strategies.

Key initiatives include:

- **Ignite Recruitment Marketing:** Strengthening employer brands and building pipelines through targeted campaigns and community engagement.
- **Strategic Workforce Planning (SWP):** Connecting operational data with market intelligence to forecast talent demand, supply, wage and talent expectation trends on the longer term, as well as providing tactical and practical advisory on recruitment strategy.
- **Reskilling Programs:** Initiatives such as Green Academies create pathways into high-demand roles, helping employers address talent gaps.

PowerSuite™: AI-Driven Recruiting at Scale
Everest Group highlighted Talent Solutions' AI-powered PowerSuite™ ecosystem as a differentiator in its RPO leadership. The platform integrates proprietary and partner technologies to streamline recruiting across every stage, enabling employers to act faster and smarter in tight labor markets while elevating candidate experiences.

- **Sophie AI™** provides predictive insights into talent supply and wage pressures using one of the world's largest HR datasets, while leveraging generative AI to enhance candidate matching and improve the overall candidate experience.
- **Carv** applies prescriptive analytics to identify passive candidates and improve sourcing strategies.

"Talent Solutions RPO continues to demonstrate strong leadership in the North America RPO market with deep expertise in hiring across blue-collar and white-collar engineering and professional services roles," says Sailesh Hota, Vice President, Everest Group. "Its continued investments in PowerSuite, its integrated technology platform, advanced labor market intelligence and analytics, and generative AI capabilities have contributed to its continued position as a Leader on Everest Group's Recruitment Process Outsourcing (RPO) Services PEAK Matrix® Assessment 2025 – North America."

The Everest Group PEAK Matrix® evaluates providers based on market impact and delivery capabilities. Talent Solutions' recognition reflects consistent performance, global reach, and a proven ability to anticipate workforce trends — delivering innovative, scalable solutions that help

employers navigate talent shortages effectively.

ABOUT MANPOWERGROUP

ManpowerGroup ® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing, and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis, and Talent Solutions – creates substantially more value for candidates and clients across more than 70 countries and territories and has done so for more than 75 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality, and Disability, and in 2025 ManpowerGroup was named one of the World's Most Ethical Companies for the 16th time – all confirming our position as the brand of choice for in-demand talent.

For more information, visit www.manpowergroup.com, or follow us on LinkedIn, Facebook, and Bluesky.

ABOUT MANPOWERGROUP TALENT SOLUTIONS

Talent Solutions combines our leading global offerings RPO, TAPFIN-MSP and Right Management to help organizations address their complex workforce needs. Talent Solutions leverages our deep industry expertise and understanding of what talent wants to provide end-to-end, data-driven capabilities across the talent lifecycle. From talent attraction and acquisition to upskilling, development and retention, we provide seamless delivery, leveraging best-in-breed technology, and extensive workforce insights across multiple countries at scale. Talent Solutions is part of the ManpowerGroup® family of brands, which also includes Manpowerand Experis.

For more information, visit www.mpgtalentsolutions.com, or follow us on LinkedIn and X.

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MEDIA CONTACT: John Julitz, +1 (414) 502-9314, john.julitz@manpowergroup.com