

# Working to Change the World

Calendar 2025



# About Us

**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 substantial value for candidates and clients across more than 70 countries and territories and has done so for 77 years.



**US\$ 20B**  
GLOBAL WORKFORCE  
SOLUTIONS BRAND



**400K**  
CLIENTS  
GLOBALLY



**70+**  
COUNTRIES &  
TERRITORIES



**2,100**  
BRANCH  
OFFICES



**28K**  
EMPLOYEES



## ETHISPHERE® 2024

One of the World's Most Ethical Companies for the 15<sup>th</sup> year – more than any organization in the industry



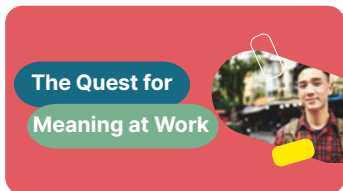
## EVEREST PEAK MATRIX

Named Global Leader in RPO for the 14<sup>th</sup> consecutive year by Everest Group



## ECOVADIS MEDAL

Awarded a silver medal for our sustainability performance from EcoVadis in 2023



The very first research survey on the pursuit of meaning at work in Vietnam.  
Explore now!



Explore salary ranges, top in-demand skills and key player's offerings across 12 industries.



A complex global landscape of employee well-being, job satisfaction, and confidence.



### NHÀ XUẤT BẢN THÔNG TIN

Chịu trách nhiệm xuất bản, nội dung: Giám đốc, Tổng Biên tập: Phùng Thị Mỹ. Biên tập: Trần Ngọc Thương. In 320 cuốn, khổ (21 x 15) cm, tại Công ty TNHH MTV ITAXA. Địa chỉ: 126 Nguyễn Thị Minh Khai, Q.3, TP.Hồ Chí Minh.

Giấy XNĐKKXB số: 4666-2024/CXBIPH/02-59/TH.T. QĐ số: 201/QĐ-NXBTT cấp ngày 29 tháng 11 năm 2024. In xong và nộp lưu chiểu năm 2024. Đối tác liên kết xuất bản: Công ty TNHH Thiết kế Lập Phương. Địa chỉ: 156/1/1 Cộng Hoà, Phường 12, Quận Tân Bình, TP.HCM. Ấn phẩm không bán

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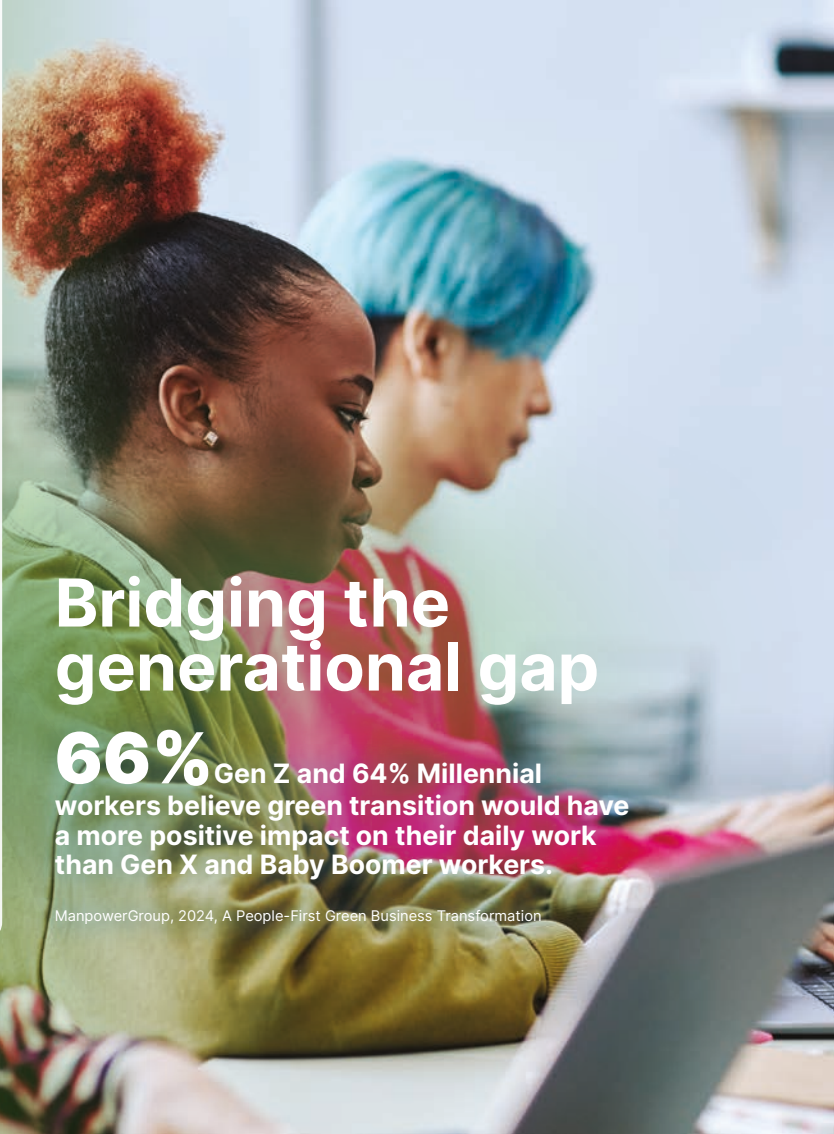
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December

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February

# January



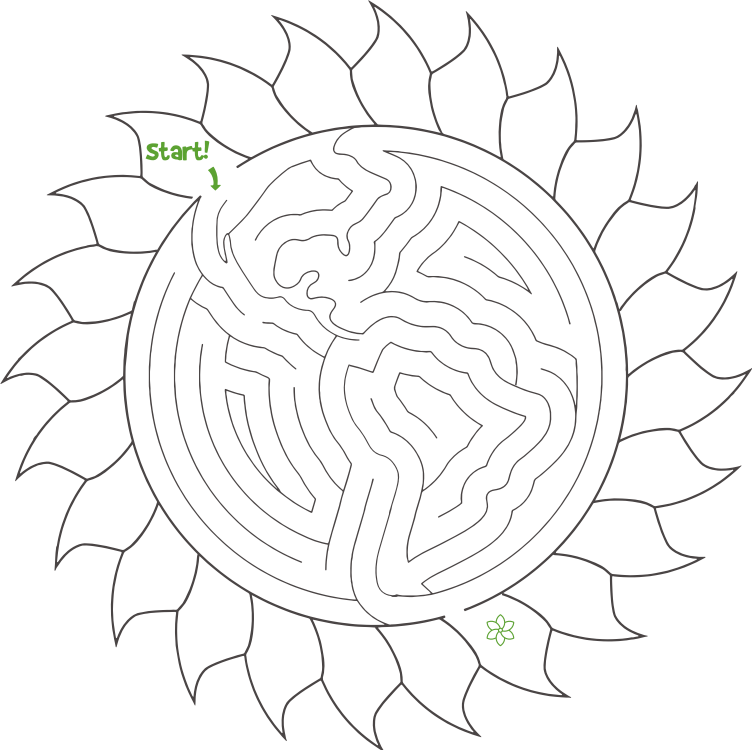
## Bridging the generational gap

**66%** Gen Z and **64%** Millennial workers believe green transition would have a more positive impact on their daily work than Gen X and Baby Boomer workers.

ManpowerGroup, 2024, A People-First Green Business Transformation

# GLOBAL LEAF COMMUTE: ZERO EMISSIONS, MAXIMUM FUN!

## GLOBAL MAZE



### Our Environmental Progress

ManpowerGroup was recognized by TIME Magazine as one of the World's Most Sustainable Companies in 2024. Our Global Headquarters in Milwaukee, Wisconsin, USA is now 100% powered by electricity from renewable sources.



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March

# February

Diversity, equity, inclusion, and belonging: catalysts for innovation and creativity

Employers in Asia Pacific are fostering Diversity and Inclusion, with **59%** implementing company-wide diversity education and training, along with other initiatives.

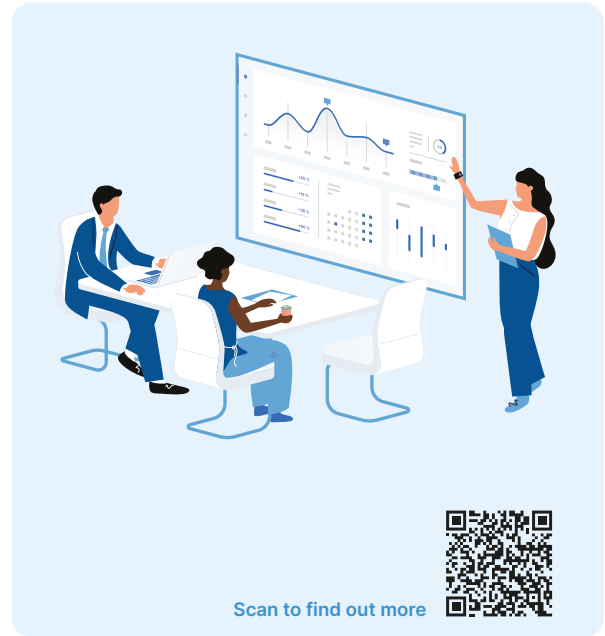
ManpowerGroup, 2024, MEOS



# YOUR DREAM WORKPLACE DECODED START SEARCHING!

## WORD PUZZLE

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O G Z P I P R I M U A E M O K H T R A R G Z M Z  
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L P U G D C N T N R M O T I V A T I O N Y B P U  
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February

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April

March

# Present - and future - workforce will be female-fueled

Companies' efforts to expand  
the number of women candidates

vary by role type, with **51%**  
in administrative positions and 48%  
in operational positions leading the way.

ManpowerGroup, 2024, World of Work Outlook for Women



# UNCOVER THE WORDS THAT MAKE WORK... WORK!

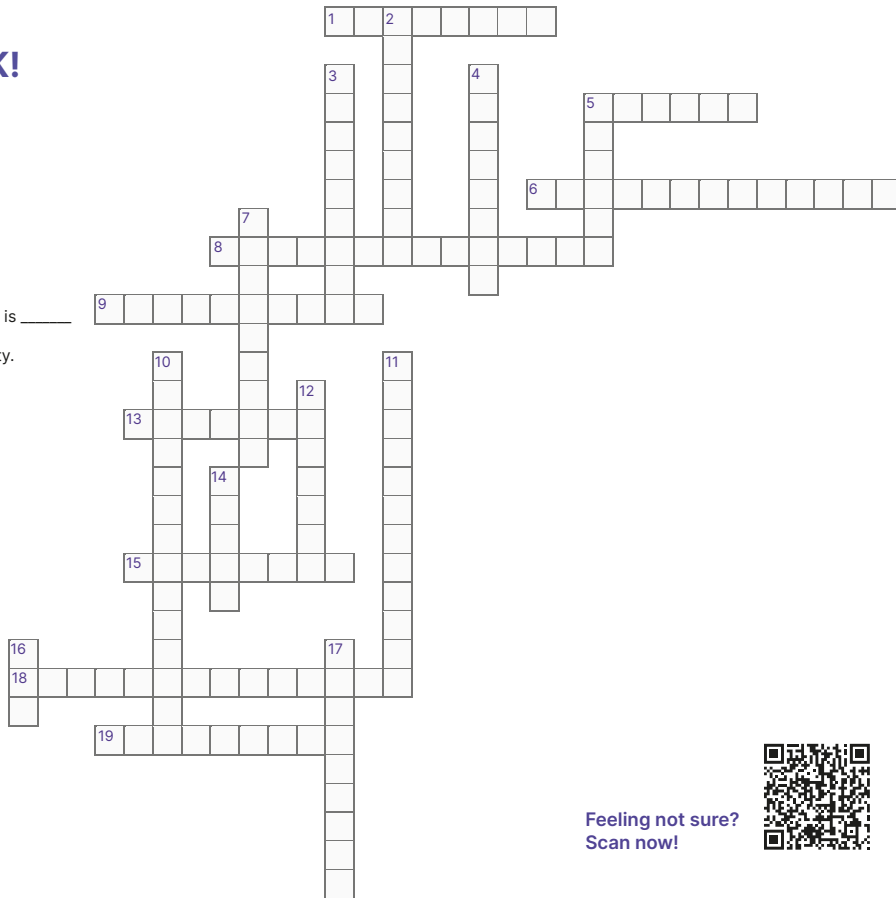
## CROSSWORD

### → CROSS

1. Inclusive sexual identity community.
5. Fair treatment and opportunities.
6. A shift in global weather patterns.
8. Careers with purpose and impact.
9. The process of improving your skills for career growth is \_\_\_\_\_
13. Between work and life aspects.
15. A job contributes to overall environmental sustainability.
18. Businesses are focusing on \_\_\_\_\_ to reduce their environmental impact.
19. Resources naturally replenished.

### ↓ DOWN

2. Feeling accepted in a group.
3. Equal access and value for all.
4. Adaptable, especially in work.
5. Principles of right and wrong.
7. What factors are most important for businesses to consider in employee benefits?
10. Significant change or evolution.
11. Openness and trust.
12. Balancing emissions to zero.
14. Color linked to eco-friendliness.
16. Environmental, Social, Governance criteria.
17. Varied identities and perspectives.



Feeling not sure?  
Scan now!





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March

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May

April



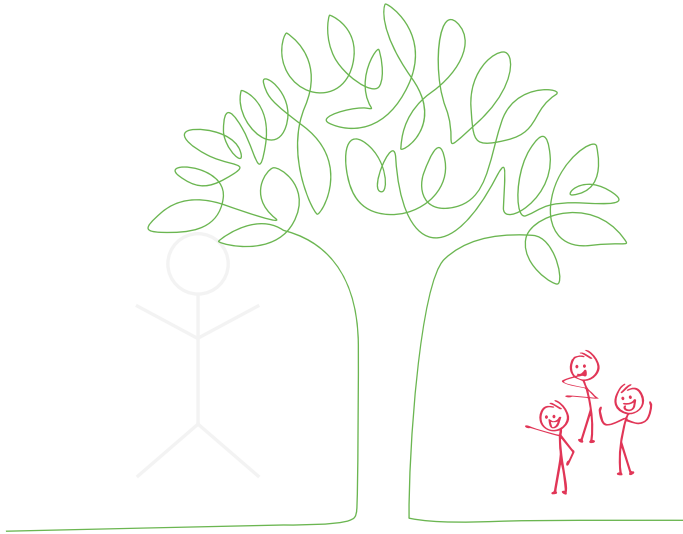
# Gen Z shapes future of workplace culture

**78%** of employers in Asia Pacific are confident that their Gen Z employees have the skills and experience needed for their jobs.

# DON'T LEAVE YOUR COLLEAGUES HANGING. GUESS SMART!

## HANGMAN

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### How to play?

Player 1: Think of a word related to the topic "Green".

Player 2: Pick wisely, or your teammate's fate is sealed!

### Example

GUESS	PLAYER 2	PLAYER 1
1	F	<u>  </u> <b>F</b> <u>  </u>
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3	G	<u>  </u> <b>G</b> <u>  </u>
4	C	<u>  </u> <b>C</b> <u>  </u>
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June

May

**91%**  
of employers in Asia Pacific say they lack the talent needed to achieve their Environmental, Social, and Governance (ESG) goals.

ManpowerGroup, 2024, MEOS

**ESG Skills Gap Continues for Majority of Companies**



# GREENING YOUR MIND: NON-GREEN TO GREEN+ CAN YOU CRACK ALL LEVELS?

## SUDOKU

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### The Green Talent Pipeline

At ManpowerGroup, we are working to train, develop, and place up to 10 million people into green jobs by 2030 to accelerate the green transition and support our client's global sustainability initiatives.

**Non-Green Jobs:** Roles that do not contribute to an employer's overall environmental sustainability.

**Greening Jobs:** Existing roles that are becoming more impactful to environmental sustainability and require some new skills.

**Green Jobs:** Current roles that contribute to environmental sustainability but do not require new skills.

**Green+ Jobs:** New roles being created to accelerate environmental sustainability and will require many new skills.

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May

July

# Building an inclusive workforce

**54%** of companies in Asia Pacific have formal LGBTQIA+ inclusion strategies, and another 20% are developing them.

ManpowerGroup, 2024, MEOS

# June

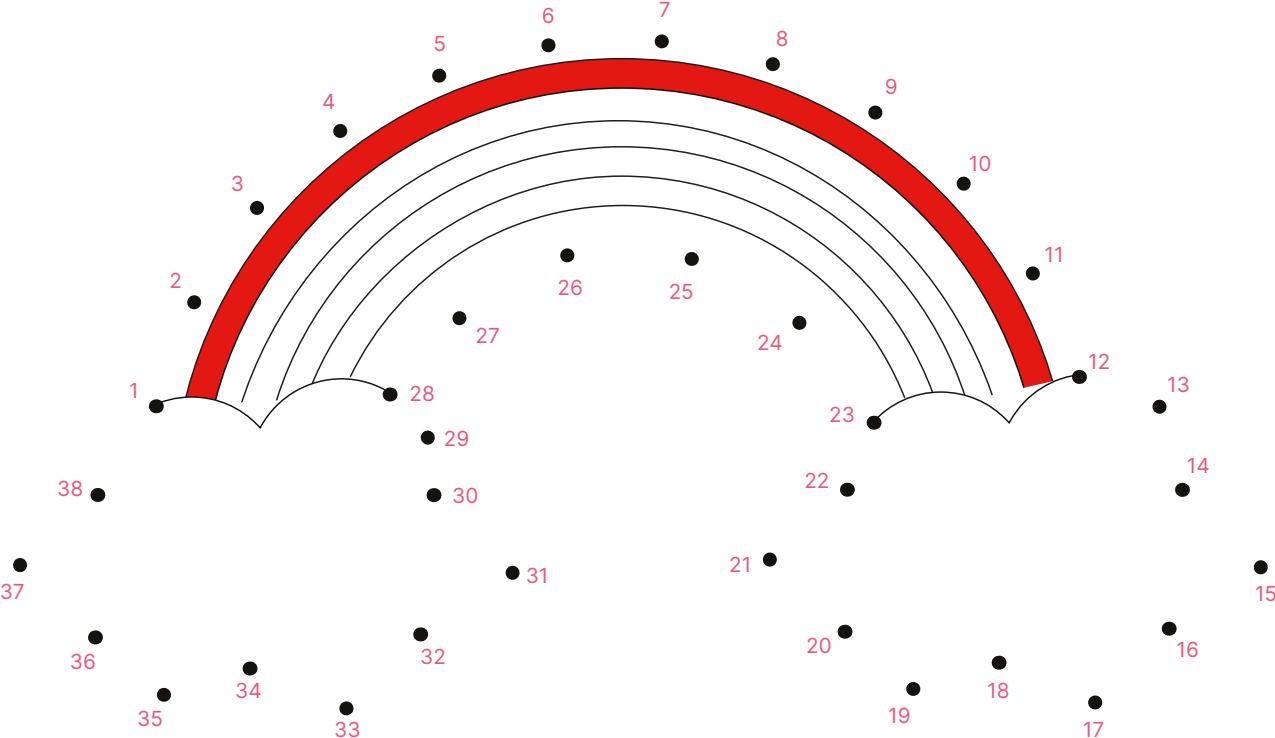


# DRAW YOUR OWN RAINBOW WHERE EVERY DREAM FIND ITS COLOR!

CONNECT THE DOTS

## Creating Opportunity for All

ManpowerGroup's Executive Leadership Team now includes 30% women, 40% racially diverse and 70% non-US born members. We are honored by the Human Rights Campaign as one of the best places to work for LGBTQIA+ equality.





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June

August

July

AI will create more jobs than it destroys

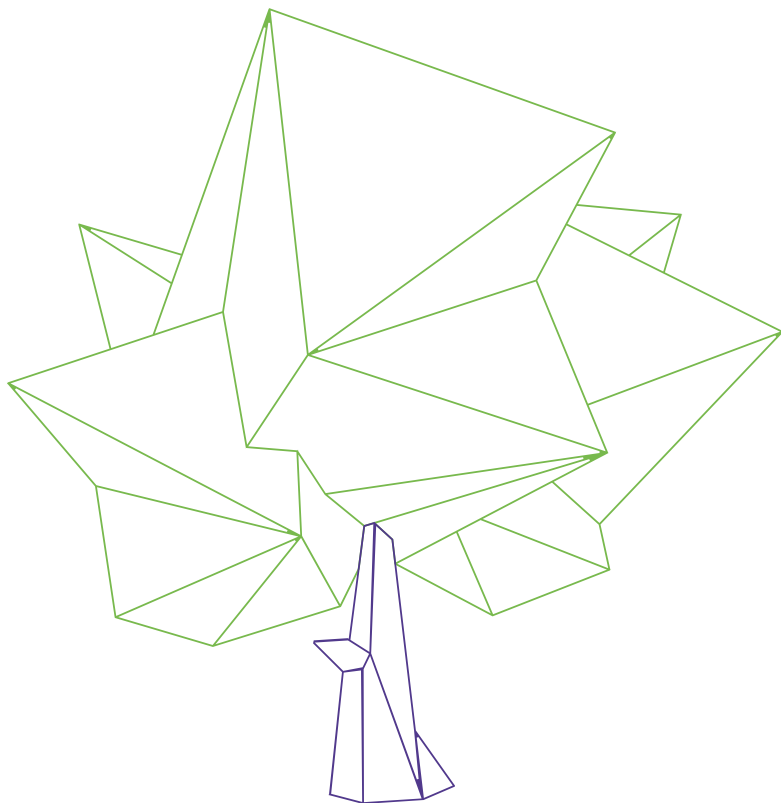
52% of employers in Asia Pacific believe AI & Machine Learning will have a positive impact on their organization's headcount in the next two years.

ManpowerGroup, 2024, MEOS



# BRIDGE THE SKILLS GAP – IT'S A TEAM THING!

## BRIDGES GAME



### How to play?

**Objective:** Players build bridges between sections of a divided tree, aiming to complete the structure.

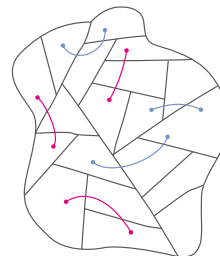
### Gameplay:

- Start from any section and end in another, but sections cannot be adjacent (there must be at least one section in between).
- Bridges cannot start, pass through, or end in a previously used section.

**Turns:** Players take turns building bridges. When no more bridges can be built, the game ends.

**Winning:** The last player to build a bridge wins.

### Example



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July

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September

# August

Not a life filled  
with work, but  
a life fulfilled

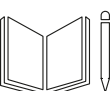
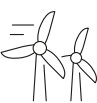
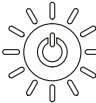
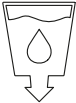
**46%**  
of employers consider work-life  
balance a priority as they focus  
on increasing worker retention.

ManpowerGroup, 2024, MEOS

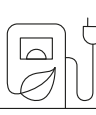
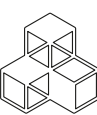
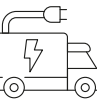


# MAKE EARTH PROUD – COLOR WITH PURPOSE!

## COLORING GAME



EARTH  
LOVER





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October

# September

## A people-powered green transition

**64%** of Vietnamese workers want their companies to take a leading role in advancing sustainability initiatives by spearheading environmental causes.

Jobs\_that\_makesense & Manpower, 2024, The Quest for Meaning at Work

# FROM DOTS TO ECO-BLOCKS LEAVE YOUR GREEN FOOTPRINTS

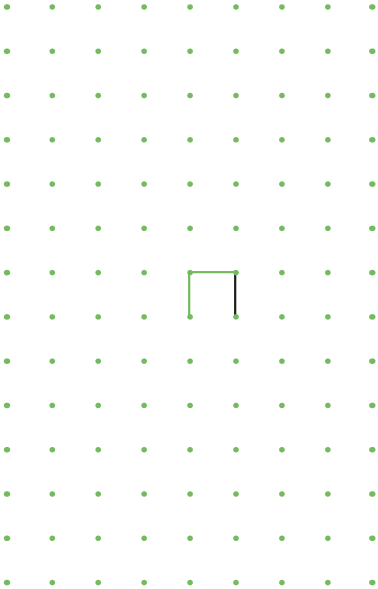
## DOTS & BOXES GAME

### How to play?

Invite 2-3 colleagues to take turns drawing lines between dots.

Whoever completes the most boxes wins.

Game 1



Game 2



Game 3





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September

November

October

# The Me economy

Fully or mostly remote and hybrid workers report the highest levels of work-life balance by location, with both groups at **72%**.

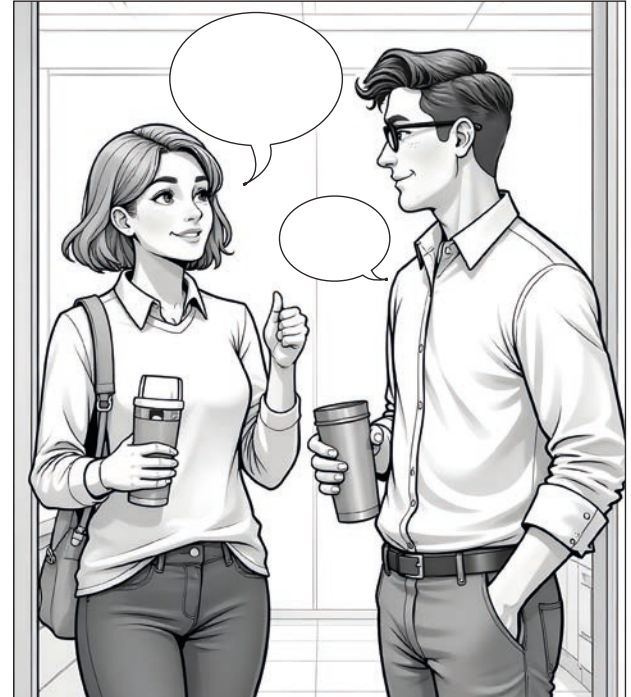
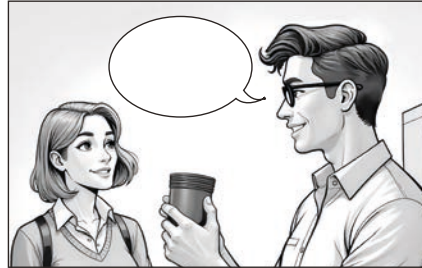
ManpowerGroup, 2024, Global Talent Barometer



**BECAUSE EVERY COMIC  
NEEDS A LITTLE OFFICE DRAMA!**  
COMPLETE THE CONVERSATION

**Human Rights**

ManpowerGroup Human Rights Policy outlines our ZERO-tolerance toward forced labor and modern slavery. In key markets, we've generated additional country-specific modern slavery compliance statements.



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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

October

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

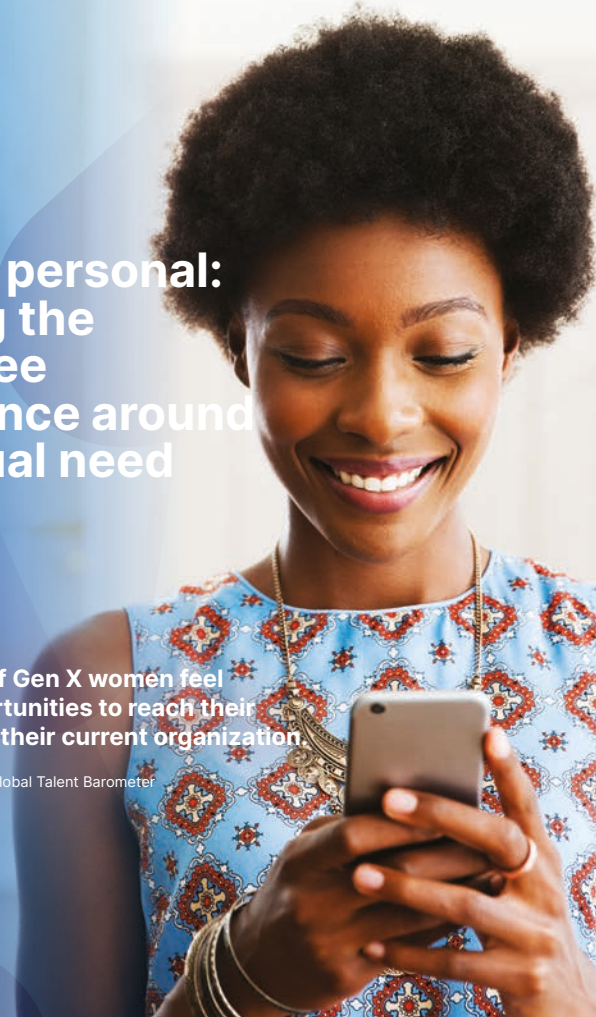
December

# November

Getting personal:  
shaping the  
employee  
experience around  
individual need

**42%** of Gen X women feel  
they lack opportunities to reach their  
career goals at their current organization.

ManpowerGroup, 2024, Global Talent Barometer



# SUSTAINABILITY IN THE DETAILS THINK YOU CAN FIND THEM ALL? SPOT THE DIFFERENCE

## The Next Generation

ManpowerGroup Vietnam leads career conversations with over 20,000 students across the country each year through regular job search and interview skills workshops, helping them prepare for the future of work and stay employable.





Mon	Tue	Wed	Thu	Fri	Sat	Sun
1 12/10	2 13	3 14	4 15	5 16	6 17	7 18
8 19	9 20	10 21	11 22	12 23	13 24	14 25
15 26	16 27	17 28	18 29	19 30	20 1/11	21 2
22 3	23 4	24 5	25 6	26 7	27 8	28 9
29 10	30 11	31 12				

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

November

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January

# December

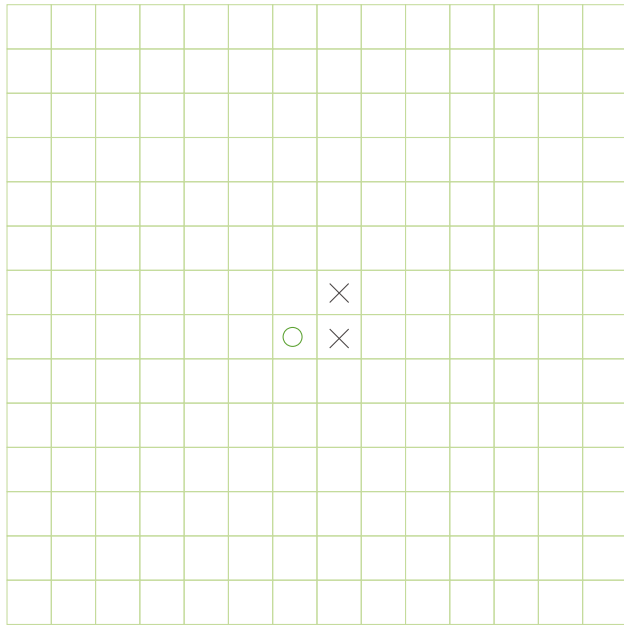


## Looking ahead: The world of work is changing more rapidly than ever before

The world of work is changing more rapidly than ever before. Shifting Demographics, Tech Advancement, Competitive Drivers, and Individual Choice create both challenges and opportunities for employers. One constant, however, remains - megatrends, such as generative AI, automation, nearshoring, and green business transformation, will continue to accelerate.

# CROSS OUT POLLUTION (X) BEFORE IT FILLS THE BOARD!

FIVE IN A ROW



## How to Play?

Take turns placing your mark on the grid.  
The first to align five marks in a row  
(horizontally, vertically, or diagonally) wins.

*Pro tip: Got a "strategist" in the office?  
Challenge them and prove who's boss!*

**X: Pollution**

**O: Oxygen**

