



Global



Market Information and Forecasts

Largest Staffing Firms Globally 2022

30th November 2022

Eoghan Doherty CCWP, Jr. Research Analyst | eoghan.doherty@staffingindustry.com

Adam Pode, Director of Research EMEA & APAC | apode@staffingindustry.com

Key Findings

- This report finds that the largest 100 staffing firms globally generated a combined revenue of \$262.9 billion (€222.2 billion) in 2021. These 100 companies represent 42% of staffing revenue in the global market.
- For the fourth year in a row, Randstad is the largest staffing firm globally, generating just under \$26 billion in revenue. Swiss-based Adecco and US-based Manpower Group follow in second and third. These top three firms have a combined market share of 11.3%, as detailed on [page 3](#). Meanwhile, the ten largest staffing firms have a cumulative market share of 21%, slightly down from last year (21%).
- The largest number of companies are headquartered in the US (43). Following are Japan and the UK, with 14 each. By region, 43 firms are headquartered in the Americas, while EMEA and APAC have 35 and 22 companies, respectively. The geographical composition of the firms is assessed on [page 4](#).
- This year's list features 11 new firms, seven headquartered in the US. The highest-placed new firm is Twenty20 Capital (35th), an investment firm specialising in the staffing and workforce solutions sector. [Page 5](#) details the changes in market composition from last year's rankings.
- There are five firms in the rankings specialising in executive search, with Korn Ferry being the highest in 70th. This is also one of the 40 publicly listed companies in this year's report, detailed on [page 6](#).
- The 100 largest staffing firms, with the revenues, market shares, and further details, can be found on [pages 7 to 11](#). Our definitions and methodology used for these rankings are on [page 12](#).
- We have ranked companies by revenue for staffing and place & search combined according to industry customs. However, this ranking should not be taken to imply that a firm with a higher rank necessarily provides better service to customers or more value to its stakeholders.
- Staffing firms vary in degree of financial transparency, and even when forthcoming with information, in some cases, data provided was adjusted for greater accuracy and consistency. Therefore, for all firms in this report, the revenue shown should be considered an estimation by Staffing Industry Analysts.

Understand where your suppliers or competitors are positioned.

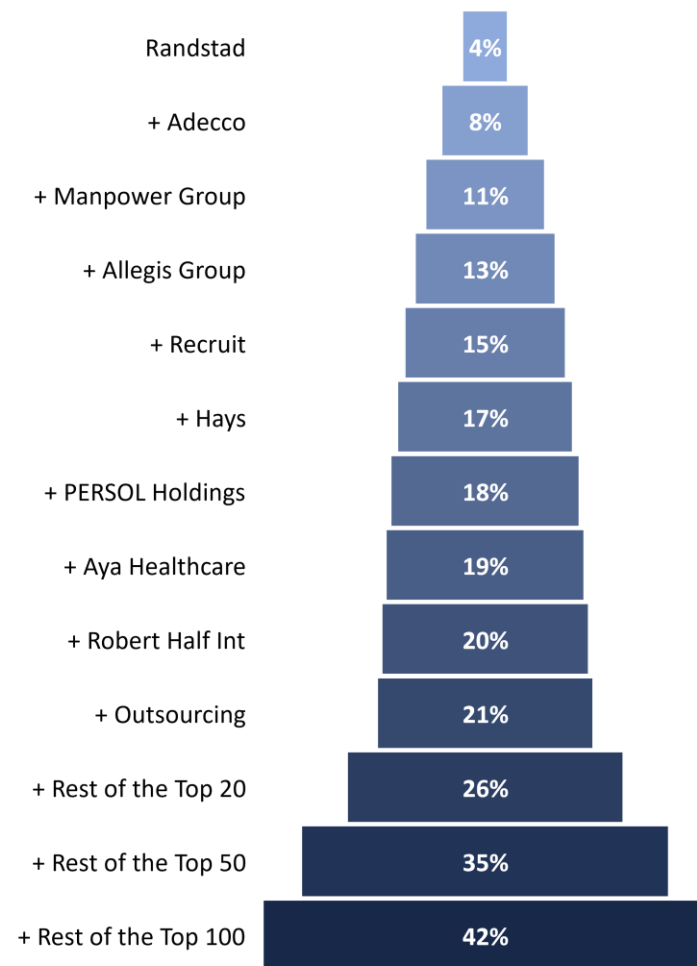
Assess the structure and composition of the global staffing marketplace.

This report is best read in conjunction with our [Global Staffing Estimates and Forecast Report](#).

Market Composition – Largest Firms

- The largest 100 firms on our list had a combined revenue of \$262.9 billion (€222.2 billion) in 2021, accounting for 43% of global revenue.
- Randstad generated the most staffing revenue in 2021 with \$26,956 million, retaining its top place from last year. Swiss-based Adecco and US-based Manpower Group are second and third. These top three firm, however, only have market shares of 4.2%, 4.0%, and 3.1%, respectively, demonstrating how fragmented this market is. Furthermore, their combined market share of 11.3% is down from last year.
- For the first time in four years, there has been a change in the ranking of the five largest firms. Allegis Group, the world’s largest privately-owned staffing company, has taken 4th from Japan-based Recruit (now 5th).
- For the third year running, UK-listed Hays and Japanese-listed Persol maintain their respective 6th and 7th places. Meanwhile, after several acquisitions in 2021, such as [Dawson Healthcare in May](#), Aya Healthcare has climbed an astounding 23 places since last year’s list into 8th. Since 2017, this firm has increased its staffing revenue by 1264%.
- Robert Half International and Japanese-firm Outsourcing have retained their respective 9th and 10th places from last year’s ranking.
- These ten largest firms represented 21% of global revenue in 2021. No company below 7th place has more than a 1% global market share.
- There has been a significant increase in the performance of the 100 largest firms in this year’s report. 64 companies generated over \$1 billion in revenue, whereas this was only 47 in last year’s report. Furthermore, the smallest firm in this year’s ranking, Renrui Human Resources, generated \$675 million, which is substantially larger than The Execu|Search Group’s \$473 million last year.

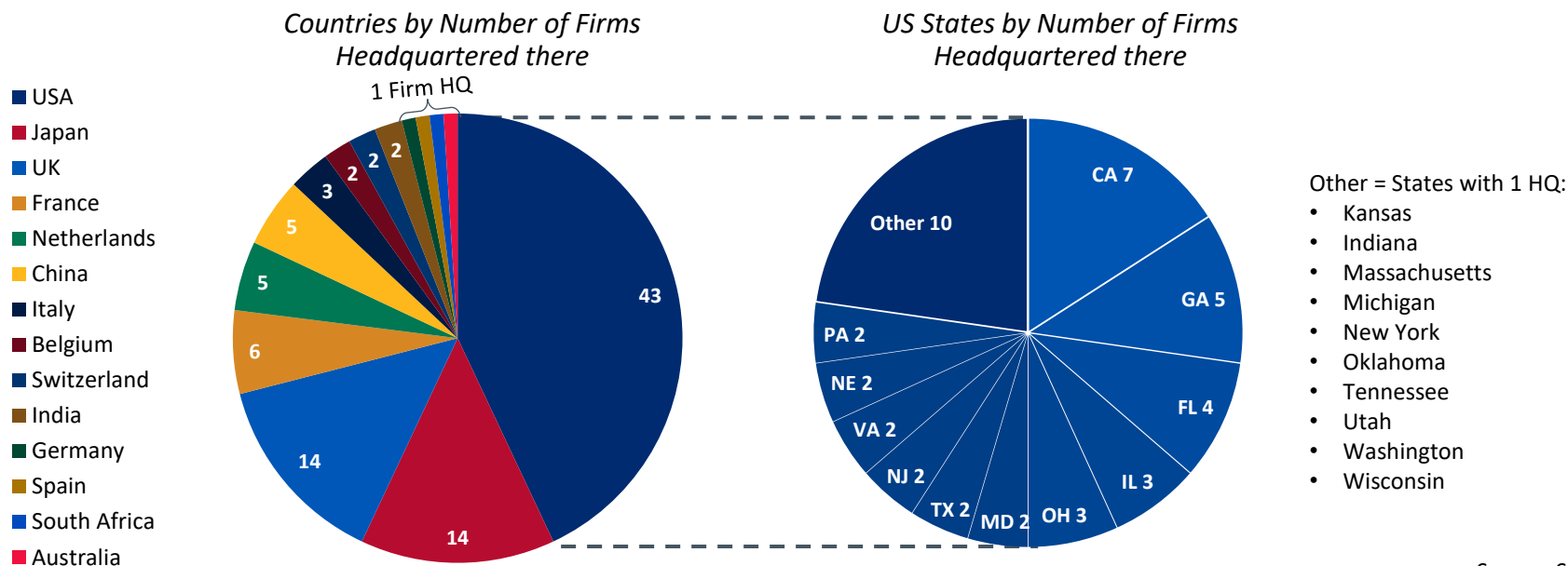
Market Composition of the 100 Largest Firms by 2021 Global Staffing Revenue



Source: SIA

Market Composition - Geography

- Our list contains 43 companies headquartered in the Americas, while the EMEA and APAC regions have 35 and 22 companies, respectively. Almost half (43) of the 100 are based in the US, while Japan and the UK house 14 each. France contains six, and China and the Netherlands each have five firms. The remaining 13 firms are spread across seven countries.
- Of course, many of these companies in our ranking provide services in multiple countries, such as Manpower Group, which has subsidiaries and affiliates in 65. However, some work exclusively in only one market, such as Aya Healthcare in the US. This can be seen when comparing this list with the [Largest Staffing Firms in the United States Report](#).
- The results here reflect the sizes of markets globally. The US is the largest staffing market, accounting for 30% of worldwide revenue in 2021. This was followed by the Japanese and UK markets, with 15% and 8%, respectively. France, the Netherlands, China, Italy, and Switzerland are the other countries in the ten largest markets by size that are headquarters to at least two firms in our 100 largest list. Globally, we estimate staffing was worth \$619.9 billion (€524.2 billion) in 2021, as detailed with the sizes of the world’s largest staffing markets in our most recent [Global Staffing Estimates and Forecast Report](#).



Source: SIA

Market Composition - Changes

- There are 11 new staffing firms featured in this year's report. There are seven of these headquartered in the US, with one each from China, Spain, the Netherlands, and the UK. Also, four of these new companies specialise in healthcare staffing.
- The highest-placed new firm is Twenty20 Capital (35th), an investment firm specialising in the staffing and workforce solutions sector. They own a few staffing firms, such as Cordant, Team24, and The Recruitment Company.
- Ingenovis Health (40th) was another high entrant this year after it [acquired HealthCare Support](#) in 2021. It has since also [acquired Vista Staffing Solutions](#) in 2022.
- Close behind as the 42nd largest staffing firm based on global revenue is the new entrant Prolink Staffing. This firm placed 6th on our 2022 [List of Fastest Growing US Staffing Firms](#) after seeing a compound annual growth rate of 119.2% in organic revenue from 2017 to 2021.
- JobandTalent (44th) is the final new firm to break into the largest 50 and is the only Spanish headquartered company in our ranking. The digital temporary staffing platform [acquired Norwegian-based Jobzone](#) in 2022 and [reportedly plans to go public](#).
- In June 2022, French-based [Proman acquired Timing Holding](#), the 6th largest staffing firm in the Netherlands. Separately, Proman and Timing ranked 17th and 91st in this year's list. However, their combined revenue of \$4,132 million would have placed them in 13th.
- Similarly, Volt Information Sciences (79th) was [acquired by ACS Solutions](#) (36th) in June 2022. Their united revenue of \$2,526 million would have them 24th in the rankings.

TWENTY
20



jobandtalent



Executive Search Firms and Listed Companies

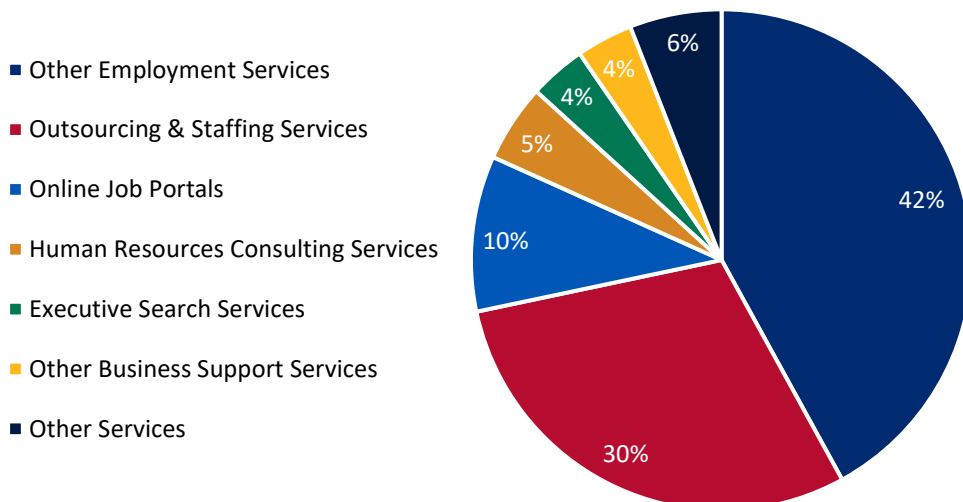
- Five executive search firms are listed in our 100 largest global staffing firms this year, as shown in the table to the right. We define executive search as recruiting senior-level managers or professionals to be employed as traditional employees. The service is usually done in a “retained” capacity. Where the search firm is paid a proportion of their fee regardless of the success of the search, further definitions can be found in our [Lexicon of Global Workforce-Related Terms](#).
- In 70th place, the highest-ranked executive search firm in this year’s list is Korn Ferry. This is a US-based company with operations in over 50 countries globally. Meanwhile, Heidrick & Struggles was the executive search company that improved the most, climbing 12 places into 78th in this year’s rankings. These two are the only listed executive search firms, with Korn Ferry on the New York Stock Exchange and Heidrick & Struggles on the NASDAQ.

Rankings for executive search firms

Executive Search	Rank 2022
Korn Ferry	70
Heidrick & Struggles	78
Spencer Stuart	88
Egon Zehnder	92
Russell Reynolds Associates	95

Source: SIA

Listed Staffing Companies by Service



Source: SIA

- There are 40 publicly listed companies in the 100 largest staffing firms. Eight of these are found in the top 10 firms, with only Allegis Group and Aya Healthcare being privately owned.
- Our latest research found that there are 219 staffing companies listed on stock exchanges around the world, using the broadest definition of staffing. Most of these firms provide Other Employment Services (92) or Outsourcing & Staffing Services (65), as shown in the chart to the left.
- For more on publicly listed staffing firms, please see our [Global Listed Staffing Market 2021](#) report.

Largest Global Staffing Firms based on 2021 revenues (1/5)

Rank	Company	Company Website	HQ Country	2021 Revenue €m	2021 Revenue \$m	Market Share	Listed
1	Randstad	www.randstad.com	NL	21,945.4	25,955.5	4.2%	Y
2	Adecco	www.adecco.com	CH	20,948.4	24,776.4	4.0%	Y
3	ManpowerGroup	www.manpowergroup.com	US	16,196.4	19,156.0	3.1%	Y
4	Allegis Group	www.allegisgroup.com	US	10,666.4	12,615.5	2.0%	N
5	Recruit	www.recruit.co.jp	JP	10,304.3	12,187.2	2.0%	Y
6	Hays	www.haysplc.com	UK	7,115.3	8,415.5	1.4%	Y
7	PERSOL Holdings	www.persol-group.co.jp	JP	6,823.4	8,070.2	1.3%	Y
8	Aya Healthcare	www.ayahealthcare.com	US	4,838.6	5,722.8	0.9%	N
9	Robert Half International	www.roberthalf.com	US	4,387.3	5,189.0	0.8%	Y
10	Outsourcing Inc.	www.outsourcing.co.jp	JP	4,385.8	5,187.3	0.8%	Y
11	Express Employment Professionals	www.expresspros.com	US	3,572.4	4,225.2	0.7%	N
12	Kelly Services	www.kellyservices.com	US	3,532.7	4,178.3	0.7%	Y
13	EmployBridge Holding Company	www.employbridge.com	US	3,250.7	3,844.8	0.6%	N
14	AMN Healthcare	www.amnhealthcare.com	US	3,023.4	3,575.8	0.6%	Y
15	Gi Group	www.gigroup.it	IT	2,998.7	3,546.6	0.6%	N
16	Insight Global	www.insightglobal.net	US	2,924.4	3,458.8	0.6%	N
17	Proman	www.proman-interim.com	FR	2,892.8	3,421.5	0.6%	N
18	ASGN Incorporated	www.asgn.com	US	2,771.7	3,278.2	0.5%	Y
19	Impellam	www.impellam.com	UK	2,630.9	3,111.7	0.5%	Y
20	Synergie	www.synergie.com	FR	2,628.0	3,108.3	0.5%	Y

Largest Global Staffing Firms based on 2021 revenues (2/5)

Rank	Company	Company Website	HQ Country	2021 Revenue €m	2021 Revenue \$m	Market Share	Listed
21	Pasona Group	www.pasonagroup.co.jp	JP	2,616.4	3,094.5	0.5%	Y
22	CIIC	www.ciic.com.cn	CN	2,551.6	3,017.8	0.5%	N
23	House of HR	www.houseofhr.com	BE	2,177.2	2,575.0	0.4%	N
24	Medical Solutions	www.medicalsolutions.com	US	1,977.4	2,338.8	0.4%	N
25	Beijing FESCO	www.fesco.com.cn	CN	1,960.1	2,318.3	0.4%	N
26	PageGroup	www.page.com	UK	1,913.2	2,262.8	0.4%	Y
27	Groupe Crit	www.groupe-crit.com	FR	1,770.4	2,093.9	0.3%	Y
28	CHG Healthcare	www.chghealthcare.com	US	1,707.2	2,019.2	0.3%	N
29	NES Fircroft	www.nesfircroft.com	UK	1,663.3	1,967.3	0.3%	N
30	TrueBlue	www.trueblue.com	US	1,615.8	1,911.0	0.3%	Y
31	SThree	www.sthree.com	UK	1,547.5	1,830.3	0.3%	Y
32	Shanghai FSG	www.fsg.com.cn	CN	1,491.6	1,764.1	0.3%	Y
33	Reed	www.reed.com	UK	1,482.5	1,753.4	0.3%	N
34	Jackson Healthcare	www.jacksonhealthcare.com	US	1,465.3	1,733.0	0.3%	N
35	Twenty20 Capital	www.twenty20capital.com	UK	1,455.9	1,722.0	0.3%	N
36	ACS Solutions	www.acsicorp.com	US	1,420.9	1,680.5	0.3%	N
37	Cross Country Healthcare	www.crosscountryhealthcare.com	US	1,417.6	1,676.7	0.3%	Y
38	ActualLeader	www.actual-leader.com	FR	1,380.0	1,632.1	0.3%	N
39	Kforce	www.kforce.com	US	1,335.8	1,579.9	0.3%	Y
40	Ingenovis Health	www.ingenovishealth.com	US	1,334.2	1,578.0	0.3%	N

Largest Global Staffing Firms based on 2021 revenues (3/5)

Rank	Company	Company Website	HQ Country	2021 Revenue €m	2021 Revenue \$m	Market Share	Listed
41	Harvey Nash Group	www.harveynash.com	UK	1,258.1	1,488.0	0.2%	N
42	ProLink Staffing Services	www.prolinkstaffing.com	US	1,236.9	1,462.9	0.2%	N
43	Pertemps Network	www.pertemps.co.uk	UK	1,219.8	1,442.7	0.2%	N
44	JobandTalent	www.jobandtalent.com	ES	1,183.7	1,400.0	0.2%	N
45	TechnoPro Holdings	www.technoproholdings.com	JP	1,164.3	1,377.1	0.2%	N
46	World Holdings	www.wsff.co.jp	JP	1,133.7	1,340.9	0.2%	N
47	UT Group	www.ut-g.co.jp	JP	1,128.4	1,334.6	0.2%	Y
48	Groupe Adequat	www.groupeadequat.fr	FR	1,103.0	1,304.6	0.2%	N
49	Staffline	www.staffline.co.uk	UK	1,096.3	1,296.6	0.2%	Y
50	Favorite Healthcare Staffing	www.favoritestaffing.com	US	1,083.9	1,282.0	0.2%	N
51	Will Group	www.willgroup.co.jp	JP	1,082.7	1,280.6	0.2%	Y
52	BeNext	www.benext.co.jp	JP	1,079.0	1,276.1	0.2%	Y
53	Robert Walters	www.robertwalters.com	UK	1,070.1	1,265.7	0.2%	Y
54	Quess Corp Ltd	www.uesscorp.com	IN	1,034.2	1,223.2	0.2%	Y
55	Morson Group Limited	www.morson.com	UK	1,015.5	1,201.1	0.2%	N
56	Maxim Healthcare Services	www.maximhealthcare.com	US	1,014.6	1,200.0	0.2%	N
57	Acacium	www.acaciumgroup.com	UK	989.5	1,170.4	0.2%	N
58	SnapNurse (SnapMedTech, Inc)	www.snapnurse.com	US	958.9	1,134.1	0.2%	N
59	Career International	www.careerintlinc.com	CN	919.3	1,087.3	0.2%	Y
60	ActOne Group	www.act1group.com	US	905.5	1,071.0	0.2%	N

Largest Global Staffing Firms based on 2021 revenues (4/5)

Rank	Company	Company Website	HQ Country	2021 Revenue €m	2021 Revenue \$m	Market Share	Listed
61	Brunel International	www.brunelinternational.net	NL	899.6	1,064.0	0.2%	Y
62	Umana	www.umana.it	IT	888.4	1,050.7	0.2%	N
63	Samsic	www.samsic-emploi.fr	FR	850.0	1,005.3	0.2%	N
64	Workrise	www.workrise.com	US	845.5	1,000.0	0.2%	N
65	Digital Intelligence Systems	www.disys.com	US	842.3	996.2	0.2%	N
66	FlexCare Medical Staffing	www.flexcarestaff.com	US	825.2	976.0	0.2%	N
67	System One	www.systemoneservices.com	US	824.4	975.0	0.2%	N
68	Nikken Total Sourcing	www.nikken-totalsourcing.jp	JP	818.6	968.2	0.2%	N
69	HealthTrust Workforce Solutions	www.healthtrustjobs.com	US	805.8	953.0	0.2%	Y
70	Korn Ferry	www.kornferry.com	US	803.2	950.0	0.2%	Y
71	Meitec	www.meitec.co.jp	JP	801.7	948.3	0.2%	Y
72	Airswift	www.airswift.com	UK	794.4	939.5	0.2%	N
73	Elwood Staffing	www.elwoodstaffing.com	US	787.7	931.6	0.2%	N
74	WorkPac Group	www.workpac.com	AU	787.5	931.4	0.2%	N
75	IDC Technologies	www.idctechnologies.com	US	779.8	922.3	0.1%	N
76	Beacon Hill Staffing Group	www.beaconhillstaffing.com	US	760.4	899.4	0.1%	N
77	Persona Service	www.persona.de	DE	739.5	874.6	0.1%	N
78	Heidrick & Struggles	www.heidrick.com	US	734.7	869.0	0.1%	Y
79	Volt Information Sciences	www.volt.com	US	715.1	845.7	0.1%	Y
80	Vaco	www.vaco.com	US	710.4	840.3	0.1%	N

Largest Global Staffing Firms based on 2021 revenues (5/5)

Rank	Company	Company Website	HQ Country	2021 Revenue €m	2021 Revenue \$m	Market Share	Listed
81	Openjobmetis	www.openjob.it	IT	710.0	839.7	0.1%	Y
82	Addison Group	www.addisongroup.com	US	677.1	800.9	0.1%	N
83	Artech LLC	www.artechinfo.com	US	671.8	794.6	0.1%	N
84	Human Holdings	www.athuman.com	JP	666.9	788.8	0.1%	Y
85	Adcorp	www.adcorp.co.za	ZA	661.0	781.7	0.1%	Y
86	Collabera Inc.	www.collabera.com	US	659.5	780.0	0.1%	N
87	Yoh	www.yoh.com	US	651.9	771.0	0.1%	N
88	Spencer Stuart	www.spencerstuart.com	US	634.1	750.0	0.1%	N
89	Young Capital	www.youngcapital.nl	NL	619.3	732.4	0.1%	N
90	Actief Group	www.actief.be	BE	611.2	722.8	0.1%	N
91	Timing Holding	www.timing.nl	NL	600.9	710.7	0.1%	N
92	Egon Zehnder	www.egonzehnder.com	CH	595.1	703.8	0.1%	N
93	Loyal Source Government Services	www.loyalsource.com	US	594.3	702.9	0.1%	N
= 94	Tradesmen International	www.tradesmeninternational.com	US	591.9	700.0	0.1%	N
= 94	Russell Reynolds Associates	www.russellreynolds.com	US	591.9	700.0	0.1%	N
96	Olympia	www.olympia.nl	NL	591.6	699.7	0.1%	N
97	TeamLease Services Limited	www.teamlease.com	IN	580.1	686.2	0.1%	Y
98	HITO Communications	www.hitocom.co.jp	JP	578.6	684.3	0.1%	Y
99	Nisso Corporation	www.nisso.co.jp	JP	575.8	681.0	0.1%	N
100	Renrui Human Resources	www.rhrint.com	CN	570.7	675.0	0.1%	Y

Disclaimer, Definitions, and Methodology

- Our list features the 100 largest staffing firms globally based on revenue generated in 2021. The ranking has been created using data from third-party sources, company feedback, and estimates based on our research and calculations. The revenue figures represent SIA's best estimates based on available information at the time of publication. Estimation accuracy may vary depending on multiple factors, including firms' willingness to provide or confirm information about their operations. As such, our ranking offers the best possible overview of the global staffing market at this stage, given the data availability. We would be pleased to correct any of these estimates in future editions of this list, and we invite our readers to contact us with any questions about our revenue estimates. We welcome feedback or additional data to assist us in our research coverage and improve our revenue estimates related to the companies featured in this report.
- We define "staffing" revenue as revenue generated from the provision of temporary workers to business clients, as well as from "place & search" services (direct hire/permanent placement and retained search). We also include revenue from "temp-to-hire" conversions. Other types of income (e.g. outplacement, consulting, MSP, VMS, payrolling, etc.) have not been included in our estimates.
- Exchange rates were based on average annual rates for 2021 (*Sources: Eurostat and the OECD*) as follows:
 - AUD:USD = 0.7512
 - CNY:USD = 0.1551
 - EUR:USD = 1.1827
 - INR:USD = 0.0135
 - JPY:USD = 0.0091
 - ZAR:USD = 0.0677
 - GBP:USD = 1.3754
 - CHF:USD = 1.0942
- If your firm is listed in the report, we would be happy to send you a logo, shown below, to add to your website and marketing material. If you have any comments, criticisms, or suggestions, please also get in touch. In either case, don't hesitate to contact eoghan.doherty@staffingindustry.com.



2022


**Largest Global
Staffing Firms**

About Staffing Industry Analysts

Founded in 1989, Staffing Industry Analysts is the global advisor on staffing and workforce solutions. Our proprietary research covers all categories of employed and non-employed work including temporary staffing, independent contracting and other types of contingent labor. SIA's independent and objective analysis provides insights into the services and suppliers operating in the workforce solutions ecosystem including staffing firms, managed service providers, recruitment process outsourcers, payrolling/ compliance firms and talent acquisition technology specialists such as vendor management systems, online staffing platforms, crowdsourcing and online work services. We also provide training and accreditation with our unique Certified Contingent Workforce Professional (CCWP) program.

Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimize risk. As a division of the international business media company, Crain Communications Inc., SIA is headquartered in Mountain View, California, with offices in London, England.

For more information: www.staffingindustry.com

For global coverage across the workforce solutions ecosystem, follow us  @SIAResearch and connect via 