

**ManpowerGroup
Employment
Outlook Survey
United States**

**Q4
2019**



ManpowerGroup®

United States Employment Outlook

More than 11,500 interviews were conducted with employers within the United States, including all 50 states, the top 100 Metropolitan Statistical Areas (MSAs), the District of Columbia and Puerto Rico, to measure hiring intentions for the fourth quarter of 2019. The mix of industries within the survey follows the North American Industry Classification System (NAICS) supersectors and is structured to be representative of the U.S. economy.

All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2019 compared to the current quarter?”

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United States Employment Outlook

| | Increase | Decrease | No Change | Don't Know | Net Employment Outlook | Seasonally Adjusted |
|-----------------------|-----------|----------|-----------|------------|------------------------|---------------------|
| | % | % | % | % | % | % |
| Quarter 4 2019 | 22 | 5 | 72 | 1 | 17 | 20 |
| Quarter 3 2019 | 27 | 3 | 69 | 1 | 24 | 21 |
| Quarter 2 2019 | 24 | 3 | 72 | 1 | 21 | 19 |
| Quarter 1 2019 | 23 | 5 | 71 | 1 | 18 | 20 |
| Quarter 4 2018 | 22 | 5 | 71 | 2 | 17 | 19 |



In the October to December time frame, 22 percent of U.S. employers expect to add to payrolls, 5 percent anticipate a decrease and 72 percent expect no change.

Once the data is adjusted to allow for seasonal variation, U.S. employers report a national Net Employment Outlook of +20%. Hiring prospects decline by 1 percentage point in comparison with the third quarter of 2019, but are 1 percentage point stronger when compared with this time one year ago.

Employers in all four U.S. regions report weaker hiring plans when compared with the previous quarter. In the West, the Outlook declines by 3 percentage points, while employers in the South report a decrease of 2 percentage points. Hiring intentions are 1 percentage point weaker in the Midwest and the Northeast. The strongest regional labor market is anticipated

by Midwest employers who report an Outlook of +20%. The Outlook for the West stands at +19%, and Outlooks of +18% are reported in both the Northeast and the South.

When compared with the previous quarter, hiring prospects are slightly weaker in the West and the South, but remain relatively stable in the Northeast and the Midwest. In a comparison with this time one year ago, Midwest employers report slightly stronger hiring intentions, employers in the West report relatively stable hiring plans, and the Outlook for the Northeast is unchanged. However, employers in the South report a slight year-over-year decline.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

Please note that throughout this report, the figure used in all graphs is the "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers that expect to see a decrease in employment at their location in the next quarter. In addition, percentage totals may not equal 100% due to rounding.

Industry Sector Comparisons

Payroll gains are anticipated in all 13 U.S. industry sectors for the fourth quarter of 2019: Leisure & Hospitality (+27%), Professional & Business Services (+24%), Wholesale & Retail Trade (+23%), Transportation & Utilities (+22%), Construction (+21%), Government (+19%), Durable Goods Manufacturing (+18%), Education & Health Services (+15%), Other Services (+15%), Financial Activities (+13%), Mining (+13%), Nondurable Goods Manufacturing (+13%), Information (+10%).

In a comparison with the third quarter of 2019, employers in seven of the 13 national industry sectors report relatively stable hiring intentions: Construction, Education & Health Services, Government, Leisure & Hospitality, Durable Goods Manufacturing, Other Services and Wholesale & Retail Trade.

Employers in the national Mining sector report a moderate decline in hiring sentiment in comparison with the previous quarter, resulting in the weakest Outlook in two years.

Hiring prospects are slightly weaker in five nationwide industry sectors when compared with the previous quarter, including the Financial Activities sector where the Outlook is the weakest reported in two years. Employers in the Information, Nondurable Goods Manufacturing, Professional & Business Services and Transportation & Utilities sectors also report slightly weaker hiring plans.

The results for the Mining sector are reported only in the national survey data to ensure statistical accuracy.

| Industry | Increase | Decrease | No Change | Don't Know | Net Employment Outlook Q4 2019 | Seasonally Adjusted |
|----------------------------------|----------|----------|-----------|------------|--------------------------------|---------------------|
| | % | % | % | % | % | % |
| Construction | 22 | 6 | 71 | 1 | 16 | 21 |
| Education & Health Services | 20 | 4 | 75 | 1 | 16 | 15 |
| Financial Activities | 15 | 3 | 81 | 1 | 12 | 13 |
| Government | 20 | 4 | 74 | 2 | 16 | 19 |
| Information | 15 | 5 | 80 | 0 | 10 | 10 |
| Leisure & Hospitality | 30 | 9 | 60 | 1 | 21 | 27 |
| Manufacturing – Durable Goods | 20 | 4 | 75 | 1 | 16 | 18 |
| Manufacturing – Nondurable Goods | 16 | 4 | 79 | 1 | 12 | 13 |
| Mining | 17 | 7 | 74 | 2 | 10 | 13 |
| Other Services | 16 | 4 | 80 | 0 | 12 | 15 |
| Professional & Business Services | 26 | 4 | 69 | 1 | 22 | 24 |
| Transportation & Utilities | 24 | 6 | 69 | 1 | 18 | 22 |
| Wholesale & Retail Trade | 27 | 5 | 67 | 1 | 22 | 23 |

Regional Comparisons

+16 (+20)%

Midwest

In the Midwest, employers in 21 percent of the businesses surveyed expect to grow payrolls during the next three months. With 5 percent of employers expecting to trim payrolls and 73 percent anticipating no change, the Net Employment Outlook stands at +16%. Once the data is adjusted to allow for seasonal variation, the Outlook remains relatively stable in comparison with the previous quarter and improves by 2 percentage points when compared with this time one year ago.

Employers in the Midwest’s Transportation & Utilities sector report a moderately stronger hiring pace for the final quarter of 2019 when compared with the previous quarter. Nondurable Goods Manufacturing employers in the region report a slight quarter-over-quarter improvement.

Hiring plans remain relatively stable in four Midwest industry sectors when compared with Quarter 3 2019: Construction, Education & Health Services, Government and Information.

In four Midwest industry sectors, employers report moderately weaker labor markets when compared with the third quarter of 2019: Leisure & Hospitality, Other Services, Professional & Business Services and Wholesale & Retail Trade. Midwest employers in the Financial Activities and Durable Goods Manufacturing sectors report slightly weaker hiring intentions quarter-over-quarter.



| Industry | Increase | Decrease | No Change | Don't Know | Net Employment Outlook Q4 2019 | Seasonally Adjusted |
|----------------------------------|-----------|----------|-----------|------------|--------------------------------|---------------------|
| | % | % | % | % | % | % |
| All Industries – Midwest | 21 | 5 | 73 | 1 | 16 | 20 |
| Construction | 24 | 4 | 70 | 2 | 20 | 27 |
| Education & Health Services | 20 | 2 | 76 | 2 | 18 | 16 |
| Financial Activities | 14 | 2 | 83 | 1 | 12 | 13 |
| Government | 16 | 5 | 78 | 1 | 11 | 18 |
| Information | 11 | 5 | 83 | 1 | 6 | 8 |
| Leisure & Hospitality | 32 | 9 | 59 | 0 | 23 | 29 |
| Manufacturing – Durable Goods | 22 | 6 | 72 | 0 | 16 | 19 |
| Manufacturing – Nondurable Goods | 20 | 3 | 76 | 1 | 17 | 19 |
| Other Services | 14 | 4 | 82 | 0 | 10 | 12 |
| Professional & Business Services | 23 | 4 | 73 | 0 | 19 | 24 |
| Transportation & Utilities | 29 | 4 | 65 | 2 | 25 | 28 |
| Wholesale & Retail Trade | 20 | 6 | 74 | 0 | 14 | 16 |

The Midwest Region comprises the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

+16 (+18)%

Northeast

Northeast employers in 21 percent of businesses surveyed expect workforce gains during the coming quarter, while 5 percent anticipate a decrease and 73 percent expect no change. The resulting Net Employment Outlook stands at +16%. Once the data is adjusted to allow for seasonal variation, the Outlook remains relatively stable quarter-over-quarter and is unchanged when compared with this time one year ago.

Leisure & Hospitality employers in the Northeast report moderately stronger hiring plans for the coming quarter in comparison with Quarter 3 2019. Slightly stronger hiring intentions are reported in two of the region's industry sectors: Construction and Other Services.

Northeast employers in the Durable Goods Manufacturing sector report a relatively stable hiring pace for Quarter 4 2019 when compared with the previous quarter.

Employers in the region's Financial Activities sector report considerably weaker hiring prospects in a quarter-over-quarter comparison. Outlooks are moderately weaker in three Northeast industry sectors: Government, Information and Professional & Business Services.

Hiring plans weaken slightly in four Northeast industry sectors when compared with the previous quarter: Education & Health Services, Nondurable Goods Manufacturing, Transportation & Utilities and Wholesale & Retail Trade.



| Industry | Increase | Decrease | No Change | Don't Know | Net Employment Outlook Q4 2019 | Seasonally Adjusted |
|-----------------------------------|-----------|----------|-----------|------------|--------------------------------|---------------------|
| | % | % | % | % | % | % |
| All Industries – Northeast | 21 | 5 | 73 | 1 | 16 | 18 |
| Construction | 21 | 8 | 70 | 1 | 13 | 20 |
| Education & Health Services | 19 | 3 | 77 | 1 | 16 | 15 |
| Financial Activities | 12 | 6 | 82 | 0 | 6 | 8 |
| Government | 16 | 4 | 78 | 2 | 12 | 14 |
| Information | 12 | 6 | 81 | 1 | 6 | 5 |
| Leisure & Hospitality | 28 | 8 | 63 | 1 | 20 | 29 |
| Manufacturing – Durable Goods | 17 | 5 | 76 | 2 | 12 | 14 |
| Manufacturing – Nondurable Goods | 17 | 1 | 81 | 1 | 16 | 15 |
| Other Services | 17 | 6 | 76 | 1 | 11 | 13 |
| Professional & Business Services | 22 | 3 | 75 | 0 | 19 | 21 |
| Transportation & Utilities | 24 | 7 | 69 | 0 | 17 | 22 |
| Wholesale & Retail Trade | 28 | 7 | 64 | 1 | 21 | 21 |

The Northeast Region comprises the following states: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

+17 (+18)%

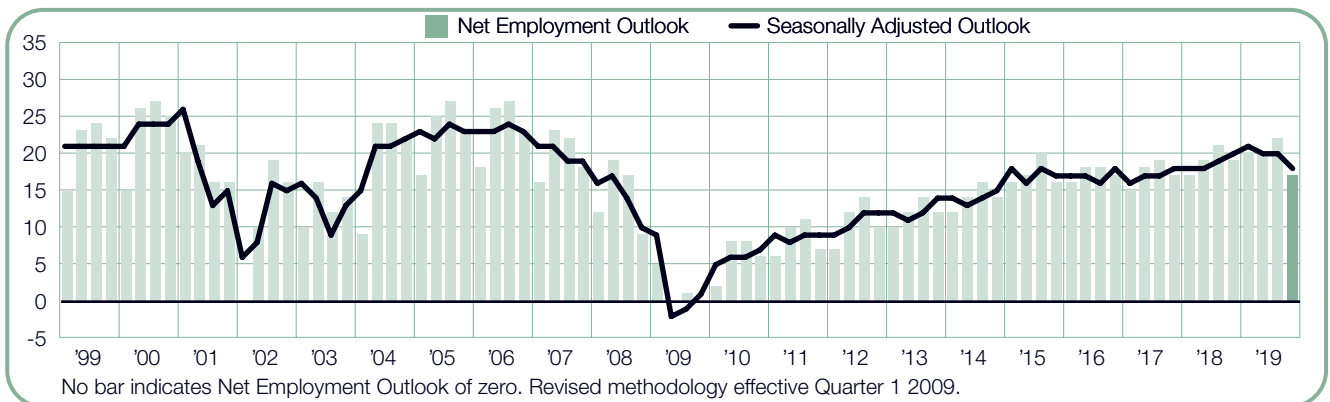
South

Employers in 22 percent of businesses surveyed in the South expect to add to payrolls during the October to December period. With 5 percent of employers expecting to trim payrolls and 72 percent anticipating no change, the resulting Net Employment Outlook stands at +17%. Once the data is adjusted to allow for seasonal variation, hiring plans weaken slightly in comparison with both Quarter 3 2019 and Quarter 4 2018.

Durable Goods Manufacturing sector employers in the South report a slight improvement in hiring intentions when compared with the previous quarter.

The hiring pace remains relatively stable in four of the South's industry sectors when compared with the third quarter of 2019: Education & Health Services, Information, Leisure & Hospitality and Wholesale & Retail Trade.

Moderately weaker labor markets are anticipated in two of the region's industry sectors during the forthcoming quarter, in comparison with Quarter 3 2019: Nondurable Goods Manufacturing and Transportation & Utilities. Hiring prospects are slightly weaker in five industry sectors across the South when compared with the previous quarter: Construction, Financial Activities, Government, Other Services and Professional & Business Services.



| Industry | Increase | Decrease | No Change | Don't Know | Net Employment Outlook Q4 2019 | Seasonally Adjusted |
|----------------------------------|-----------|----------|-----------|------------|--------------------------------|---------------------|
| | % | % | % | % | % | % |
| All Industries – South | 22 | 5 | 72 | 1 | 17 | 18 |
| Construction | 21 | 5 | 73 | 1 | 16 | 19 |
| Education & Health Services | 22 | 4 | 73 | 1 | 18 | 18 |
| Financial Activities | 15 | 3 | 82 | 0 | 12 | 13 |
| Government | 23 | 4 | 72 | 1 | 19 | 20 |
| Information | 18 | 3 | 79 | 0 | 15 | 17 |
| Leisure & Hospitality | 32 | 9 | 59 | 0 | 23 | 27 |
| Manufacturing – Durable Goods | 20 | 3 | 76 | 1 | 17 | 19 |
| Manufacturing – Nondurable Goods | 14 | 5 | 80 | 1 | 9 | 9 |
| Other Services | 16 | 3 | 80 | 1 | 13 | 15 |
| Professional & Business Services | 25 | 5 | 69 | 1 | 20 | 21 |
| Transportation & Utilities | 21 | 4 | 74 | 1 | 17 | 18 |
| Wholesale & Retail Trade | 28 | 3 | 68 | 1 | 25 | 24 |

The South Region comprises the District of Columbia and Puerto Rico along with the following states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia.

+17 (+19)%

West

In the West, employers in 23 percent of businesses surveyed anticipate an increase in payrolls during the next three months, while 6 percent expect a decrease and 70 percent expect no change. As a result, the Net Employment Outlook for the coming quarter stands at +17%. Once the data is adjusted to allow for seasonal variation, employers report a slight decline when compared with the previous quarter, but the regional Outlook remains relatively stable in comparison with the final quarter of 2018.

Employers in two of the West's industry sectors report moderately stronger labor markets in comparison with the third quarter of 2019: Government and Wholesale & Retail Trade. Slightly stronger hiring prospects are reported for the Other Services sector.

Hiring plans remain relatively stable in three of the region's industry sectors quarter-over-quarter: Construction, Durable Goods Manufacturing and Professional & Business Services.

Information sector employers in the West anticipate a considerably weaker hiring pace during the next three months when compared with Quarter 3 2019. In two industry sectors across the West, employers report moderately weaker hiring intentions: Education & Health Services and Transportation & Utilities. Employers in three of the West's sectors report slightly weaker hiring prospects in comparison with Quarter 3 2019: Financial Activities, Leisure & Hospitality and Nondurable Goods Manufacturing.



| Industry | Increase | Decrease | No Change | Don't Know | Net Employment Outlook Q4 2019 | Seasonally Adjusted |
|----------------------------------|-----------|----------|-----------|------------|--------------------------------|---------------------|
| | % | % | % | % | % | % |
| All Industries – West | 23 | 6 | 70 | 1 | 17 | 19 |
| Construction | 24 | 7 | 68 | 1 | 17 | 21 |
| Education & Health Services | 17 | 5 | 77 | 1 | 12 | 10 |
| Financial Activities | 17 | 3 | 80 | 0 | 14 | 15 |
| Government | 25 | 4 | 69 | 2 | 21 | 26 |
| Information | 16 | 5 | 77 | 2 | 11 | 11 |
| Leisure & Hospitality | 29 | 10 | 60 | 1 | 19 | 24 |
| Manufacturing – Durable Goods | 21 | 4 | 74 | 1 | 17 | 20 |
| Manufacturing – Nondurable Goods | 16 | 7 | 77 | 0 | 9 | 12 |
| Other Services | 18 | 2 | 80 | 0 | 16 | 18 |
| Professional & Business Services | 31 | 4 | 64 | 1 | 27 | 29 |
| Transportation & Utilities | 27 | 9 | 64 | 0 | 18 | 24 |
| Wholesale & Retail Trade | 31 | 4 | 64 | 1 | 27 | 28 |

The West Region comprises the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

Metropolitan Statistical Areas

For Quarter 4 2019, 100 of the largest Metropolitan Statistical Areas (MSAs) in the United States report positive Net Employment Outlooks. Additional survey results for each MSA are available at meos-press.manpowergroup.us.

| Net Employment Outlook Q4 2019 | Metropolitan Statistical Areas |
|--------------------------------|---|
| 31% | Columbus |
| 29% | Richmond |
| 28% | Greensboro, Provo-Orem |
| 26% | Deltona, Nashville, San Antonio |
| 25% | Austin, Las Vegas, McAllen, Springfield |
| 24% | Charleston, Grand Rapids, Madison, Ogden, Tucson, Wichita, Winston-Salem |
| 23% | Allentown, Raleigh, Salt Lake City, San Francisco |
| 21% | Atlanta, Baton Rouge, Chattanooga, Harrisburg, Honolulu, Milwaukee, Oxnard, Palm Bay |
| 20% | Akron, Cape Coral, Cleveland, Phoenix, Pittsburgh, San Jose, Tampa |
| 19% | Boston, Dayton, Detroit, Fresno, Houston, Portland |
| 18% | Augusta, Greenville, Memphis, Miami, Spokane, Virginia Beach, Worcester |
| 17% | Albuquerque, Birmingham, Charlotte, Colorado Springs, Kansas City, Louisville, New Haven, Omaha, Sacramento, Stockton |
| 16% | Los Angeles, San Diego, Tulsa |
| 15% | Albany, Baltimore, Buffalo, Jackson, Jacksonville, Lakeland, Little Rock, New Orleans, North Port, Orlando |
| 14% | Bakersfield, Boise City, Hartford, Riverside |
| 13% | Denver, Des Moines, El Paso, Minneapolis, New York, Oklahoma City |
| 12% | Bridgeport, Dallas, Knoxville, Philadelphia, Providence, St. Louis |
| 11% | Indianapolis, Syracuse |
| 10% | Cincinnati, Scranton, Seattle, Toledo, Youngstown |
| 8% | Chicago, Washington |
| 7% | Columbia |
| 3% | Rochester |

Survey results are available for the 100 largest Metropolitan Statistical Areas based on business establishment count.

Global Employment Outlook

ManpowerGroup interviewed over 59,000 employers in 44 countries and territories to forecast labor market activity* in the fourth quarter of 2019. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of December 2019 as compared to the current quarter?”

The ManpowerGroup research for the final quarter of 2019 reveals employers expect to grow payrolls in 43 of 44 countries and territories surveyed in the period up to the end of December 2019, with employers in one country forecasting no change to hiring intentions. The strongest hiring prospects are reported in Japan, Taiwan, the U.S., India and Greece, while the weakest hiring activity is expected in Spain, the Czech Republic, Argentina, Costa Rica and Switzerland.

In a comparison with the previous quarter, employers in 15 of 44 countries and territories report stronger hiring intentions, while employers in 23 expect a weaker hiring pace, with no reported change in six. When compared with the fourth quarter of 2018, hiring plans also strengthen in 15 countries and territories, decline in 23 and are unchanged in six.

Employers expect to add to payrolls in 25 of 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the coming quarter, while employers in Spain expect a flat labor market. In a comparison with the previous quarter, hiring plans strengthen in 10 countries but weaken in 12. When compared with last year at this time, Outlooks improve in eight countries, but decline in 14. The strongest hiring intentions for the coming quarter are reported in Greece and Slovenia, while employers in Spain, the Czech Republic and Switzerland report the weakest hiring sentiment.

Workforce gains are expected in all eight Asia Pacific countries and territories during the October to December 2019 period. When compared with the previous quarter, hiring opportunities strengthen in three countries and territories, but weaken in four. In a comparison with the final quarter of 2018, employers report stronger hiring plans in two countries and territories, but hiring prospects decline in four. The region’s strongest labor markets in the next three months are expected in Japan and Taiwan, while employers in China and Singapore anticipate the weakest hiring pace.

Payroll gains are anticipated in all 10 Americas countries surveyed during the final quarter of 2019. When compared with the prior quarter, Outlooks improve in two Americas countries, but decrease in seven. In a comparison with this time one year ago, hiring intentions strengthen in five countries but weaken in five. Employers in the U.S. and Canada expect the strongest hiring activity during the forthcoming quarter, while the region’s weakest labor markets are expected in Argentina and Costa Rica.

Full survey results for each of the 44 countries and territories included in this quarter’s survey, plus regional and global comparisons, can be found at

www.manpowergroup.com/meos

The next ManpowerGroup Employment Outlook Survey will be released on 10 December 2019 and will detail expected labor market activity for the first quarter of 2020.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Croatia or Portugal.

About the Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter.

ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 55 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with over 59,000 public and private employers across 44 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than five decades the survey has derived all of its information from a single question:

For the Quarter 4 2019 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of December 2019 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 4.0%.

Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia and Portugal. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

Additional Information Available

Find complete survey results, including reports for the top 100 Metropolitan Statistical Areas, 50 states, District of Columbia and Puerto Rico on our website at press.manpower.com.

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®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of the World's Most Ethical Companies for the tenth year and one of Fortune's Most Admired Companies for the seventeenth year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com

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