

**ManpowerGroup
Employment
Outlook Survey
United States**

**Q1
2020**



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 first quarter of 2020. 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 March 2020 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 1 2020	22	5	72	1	17	19
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



Employers in 22 percent of U.S. businesses surveyed expect to add to payrolls in the first quarter of 2020, with 5 percent anticipating a decrease and 72 percent expecting no change.

Once the data is adjusted to allow for seasonal variation, the Net Employment Outlook for the January to March time frame stands at +19%. When compared with the previous quarter and this time one year ago, hiring prospects decline by 1 percentage point.

Employers in the Midwest expect their strongest hiring pace in 19 years, matching the Outlook last seen in Quarter 3 2019, reporting an improvement of 1 percentage point in comparison with the prior quarter. In the South, employers anticipate the strongest labor market in 13 years during the next three months, reporting a quarter-over-quarter improvement of 4 percentage points. In the Northeast and the West, hiring plans are

unchanged when compared with the previous quarter. When the regions are compared, the strongest hiring prospects are reported in the South, with an Outlook of +22%, and in the Midwest, where the Outlook is +21%. Employers in the West and the Northeast report Outlooks of +19% and +18%, respectively.

When compared with the final quarter of 2019, hiring sentiment is slightly stronger in the South, and remains relatively stable in the Midwest. In the Northeast and the West, employers report no quarter-over-quarter change. In a comparison with this time one year ago, Northeast employers report slightly weaker hiring plans, but Outlooks remain relatively stable in the Midwest, the South and the West.

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

Employers in all 13 U.S. industry sectors expect to grow payrolls during the upcoming quarter: Leisure & Hospitality (+30%), Construction (+22%), Professional & Business Services (+22%), Wholesale & Retail Trade (+22%), Transportation & Utilities (+19%), Government (+18%), Durable Goods Manufacturing (+17%), Education & Health Services (+16%), Financial Activities (+14%), Other Services (+14%), Nondurable Goods Manufacturing (+13%), Mining (+13%), Information (+12%).

When compared with the previous quarter, employers in two of the national industry sectors report slightly stronger hiring intentions: Leisure & Hospitality, where the Outlook is the strongest reported in three years, and Information.

Hiring plans remain relatively stable in nine of the 13 nationwide industry sectors when compared with the final quarter of 2019: Construction, Education & Health Services, Financial Activities, Government, Durable Goods Manufacturing, Nondurable Goods Manufacturing, Mining, Other Services and Wholesale & Retail Trade.

In two U.S. industry sectors, employers report slightly weaker hiring prospects in comparison with the prior quarter – Professional & Business Services and Transportation & Utilities.

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 Q1 2020	Seasonally Adjusted
	%	%	%	%	%	%
Construction	22	7	71	0	15	22
Education & Health Services	18	2	79	1	16	16
Financial Activities	16	3	80	1	13	14
Government	19	2	77	2	17	18
Information	17	4	79	0	13	12
Leisure & Hospitality	33	6	60	1	27	30
Manufacturing – Durable Goods	20	6	73	1	14	17
Manufacturing – Nondurable Goods	16	5	78	1	11	13
Mining	15	7	75	3	8	13
Other Services	16	3	81	0	13	14
Professional & Business Services	24	5	69	2	19	22
Transportation & Utilities	24	6	68	2	18	19
Wholesale & Retail Trade	28	6	66	0	22	22

Regional Comparisons

+18 (+21)%

Midwest

Employers in 23 percent of the businesses surveyed in the Midwest expect workforce gains in the first quarter of 2020. With 5 percent anticipating to trim payrolls and 71 percent expecting no change, the Net Employment Outlook stands at +18%. Once the data is adjusted to allow for seasonal variation, the Midwest Outlook matches the strongest reported since 2001, last reported in Quarter 3 2019. Hiring prospects remain relatively stable in comparison with the previous quarter and this time one year ago.

Hiring sentiment is moderately stronger in three of the Midwest’s industry sectors when compared with the prior quarter: Financial Activities, Professional & Business Services and Wholesale & Retail Trade. Slightly stronger labor markets are reported for three regional industry sectors: Education & Health Services, Leisure & Hospitality and Other Services.

In two Midwest industry sectors, employers report relatively stable hiring intentions quarter-over-quarter: Information and Durable Goods Manufacturing.

Transportation & Utilities sector employers in the region report considerably weaker hiring plans when compared with the final quarter of 2019. Hiring prospects are slightly weaker in three Midwest sectors: Construction, Government and Nondurable Goods Manufacturing.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q1 2020	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Midwest	23	5	71	1	18	21
Construction	22	9	68	1	13	23
Education & Health Services	21	3	75	1	18	18
Financial Activities	18	3	79	0	15	18
Government	16	1	81	2	15	16
Information	12	5	83	0	7	7
Leisure & Hospitality	34	6	59	1	28	32
Manufacturing – Durable Goods	24	6	68	2	18	20
Manufacturing – Nondurable Goods	16	5	76	3	11	16
Other Services	16	1	82	1	15	15
Professional & Business Services	29	2	66	3	27	30
Transportation & Utilities	22	6	70	2	16	18
Wholesale & Retail Trade	27	4	68	1	23	24

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

+15 (+18)%

Northeast

In the Northeast, 21 percent of businesses surveyed expect to increase payrolls in the January to March time frame, while 6 percent expect a decrease and 71 percent anticipate no change. The resulting Net Employment Outlook for the coming quarter is +15%. Once the data is adjusted to allow for seasonal variation, hiring intentions are unchanged when compared with the prior quarter, but weakened slightly in comparison with last year at this time.

Employers in two Northeast industry sectors report moderately stronger hiring intentions when compared with the final quarter of 2019: Durable Goods Manufacturing and Nondurable Goods Manufacturing. Slightly stronger Outlooks are reported for three regional industry sectors: Construction, Financial Activities and Professional & Business Services.

The hiring pace remains relatively stable in the Northeast's Education & Health Services and Information sectors when compared with the prior quarter.

Moderately weaker hiring sentiment is reported for the Transportation & Utilities sector in the region in a quarter-over-quarter comparison. While Northeast employers in four sectors report a slight decline in hiring plans: Government, Leisure & Hospitality, Other Services and Wholesale & Retail Trade.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q1 2020	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Northeast	21	6	71	2	15	18
Construction	20	11	67	2	9	22
Education & Health Services	16	2	82	0	14	14
Financial Activities	16	4	79	1	12	12
Government	13	2	83	2	11	11
Information	14	9	77	0	5	6
Leisure & Hospitality	28	9	61	2	19	25
Manufacturing – Durable Goods	22	3	73	2	19	21
Manufacturing – Nondurable Goods	23	2	74	1	21	23
Other Services	16	2	80	2	14	11
Professional & Business Services	26	4	69	1	22	25
Transportation & Utilities	23	8	66	3	15	16
Wholesale & Retail Trade	26	11	62	1	15	17

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

+21 (+22)%

South

Employers expect to add to payrolls in 24 percent of businesses surveyed in the South during the forthcoming quarter. With 3 percent of the South’s employers expecting to trim payrolls and 72 percent anticipating no change, the resulting Net Employment Outlook is +21%. Once the data is adjusted to allow for seasonal variation, the Outlook is the strongest reported in 13 years, improving slightly when compared with the previous quarter and remaining relatively stable in a year-over-year comparison.

Leisure & Hospitality sector employers in the South report moderately stronger hiring intentions when compared with the prior quarter, while slight improvements are reported in the Construction and Transportation & Utilities sectors.

Relatively stable hiring prospects are reported in eight of the South’s industry sectors in a comparison with the final quarter of 2019: Education & Health Services, Financial Activities, Government, Information, Nondurable Goods Manufacturing, Other Services, Professional & Business Services and Wholesale & Retail Trade.

Durable Goods Manufacturing employers in the region report a slightly weaker labor market in a quarter-over-quarter comparison.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q1 2020	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – South	24	3	72	1	21	22
Construction	22	4	74	0	18	21
Education & Health Services	19	2	78	1	17	18
Financial Activities	14	4	79	3	10	12
Government	21	1	76	2	20	20
Information	19	1	80	0	18	18
Leisure & Hospitality	38	4	57	1	34	34
Manufacturing – Durable Goods	16	6	78	0	10	15
Manufacturing – Nondurable Goods	14	6	80	0	8	8
Other Services	15	3	82	0	12	14
Professional & Business Services	23	5	70	2	18	21
Transportation & Utilities	22	3	74	1	19	20
Wholesale & Retail Trade	30	4	66	0	26	25

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

During the first quarter of 2020, employers in 22 percent of the businesses surveyed in the West expect to grow payrolls, while 5 percent anticipate a decline and 72 percent expect no change. The resulting Net Employment Outlook stands at +17%. Once the data is adjusted to allow for seasonal variation, the Outlook is unchanged in comparison with the prior quarter and remains relatively stable when compared with this time one year ago.

When compared with the final quarter of 2019, moderately stronger hiring plans are reported for two industry sectors in the West: Education & Health Services and Information. Construction sector employers in the region report a slight quarter-over-quarter improvement.

Hiring sentiment remains relatively stable in four of the West's sectors when compared with the previous quarter: Financial Activities, Leisure & Hospitality, Nondurable Goods Manufacturing and Transportation & Utilities.

Professional & Business Services sector employers in the region anticipate a considerable decline in the hiring pace when compared with the prior quarter, while moderately weaker hiring intentions are reported for the Durable Goods Manufacturing and Wholesale & Retail Trade sectors. Hiring prospects are slightly weaker in two regional industry sectors: Government and Other Services.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q1 2020	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – West	22	5	72	1	17	19
Construction	22	6	70	2	16	25
Education & Health Services	18	3	79	0	15	16
Financial Activities	16	1	83	0	15	15
Government	23	3	71	3	20	22
Information	20	3	76	1	17	16
Leisure & Hospitality	27	6	66	1	21	25
Manufacturing – Durable Goods	19	7	74	0	12	15
Manufacturing – Nondurable Goods	15	6	78	1	9	11
Other Services	17	4	79	0	13	15
Professional & Business Services	21	6	71	2	15	18
Transportation & Utilities	31	9	59	1	22	24
Wholesale & Retail Trade	24	5	71	0	19	20

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 1 2020 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 Q1 2020	Metropolitan Statistical Areas
34%	Chattanooga
33%	Columbus
31%	Cape Coral, Deltona
29%	Baltimore
28%	Charleston, Little Rock
27%	Madison, Pittsburgh, San Antonio, Winston-Salem
24%	Greenville, Jacksonville, McAllen, Ogden
23%	Cincinnati, Cleveland, Dallas, Omaha, Phoenix, Portland, Wichita
22%	Charlotte, Dayton, Denver, Grand Rapids, New Haven, San Francisco
21%	Baton Rouge, Birmingham, Columbia, Greensboro, Knoxville, Lakeland, Miami, Orlando, Raleigh, Salt Lake City, San Jose, Virginia Beach
20%	Austin, Indianapolis, Louisville, Minneapolis, Palm Bay, Tucson, Washington
19%	Harrisburg, Kansas City, Springfield, Tampa
18%	Allentown, Bakersfield, Memphis, Worcester
17%	Albuquerque, Houston, Los Angeles, Oklahoma City, Provo, Richmond, Sacramento, San Diego, Stockton
16%	Augusta, El Paso, Milwaukee, Scranton
15%	Albany, Buffalo, Des Moines, North Port, Tulsa
14%	Chicago, Hartford, Honolulu, Nashville, New Orleans
13%	Akron, Colorado Springs, Fresno, Philadelphia, Riverside
12%	Las Vegas, Toledo
11%	Boise City, Detroit, Seattle
10%	Atlanta, Boston, Bridgeport, New York, Providence
9%	Spokane, St. Louis, Youngstown
7%	Oxnard
5%	Jackson, Syracuse
3%	Rochester

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

Global Employment Outlook

ManpowerGroup interviewed over 58,000 employers in 43 countries and territories to forecast labor market activity* in the first quarter of 2020. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2020 as compared to the current quarter?”

In the ManpowerGroup research for the first quarter of 2020, employers in 42 of 43 countries and territories surveyed expect to grow payrolls in the period up to the end of March 2020.

When compared with the previous quarter, hiring plans strengthen in 15 of the 43 countries and territories, while employers in 23 report weaker hiring prospects, with no change reported in five. In a comparison with last year at this time, employers in 12 countries and territories report stronger hiring sentiments, while hiring intentions weaken in 26 and are unchanged in five. The strongest labor markets are anticipated in Greece, Japan, Taiwan, the U.S. and Romania, while the weakest hiring activity is expected in Panama, Argentina, Costa Rica, Italy and Spain.

Payroll gains are anticipated in all 26 Europe, Middle East & Africa (EMEA) region countries surveyed during the first quarter of 2020. In a comparison with the final quarter of 2019, hiring plans strengthen in 10 countries, but weaken in 12. When compared with this time one year ago, Outlooks improve in eight countries, but decline in 13. Employers in Greece and Romania anticipate the strongest hiring pace during the next three months, while the weakest labor markets are forecast in Italy and Spain.

Employers in all seven Asia Pacific countries and territories expect to increase headcounts during the upcoming quarter. When compared with the prior quarter, hiring plans strengthen in three countries and territories, but weaken in three. In a comparison with the same period last year, hiring prospects weaken in six countries and territories, while improving in one. The strongest hiring sentiment in the region is reported by employers in Japan and Taiwan, while the most cautious Outlook is reported in China.

In the Americas, employers in nine of the 10 countries surveyed expect to increase payrolls during the next three months, while Panama employers report uncertain hiring plans and the only negative forecast globally. In a comparison with the final quarter of 2019, hiring intentions improve in two Americas countries, but decline in eight. When compared with this time one year ago, employers in three countries report stronger hiring prospects, while Outlooks weaken in seven. The region’s strongest labor markets are anticipated in the U.S. and Colombia, while the weakest hiring sentiment is reported in Panama.

Full survey results for each of the 43 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 March 2020 and will detail expected labor market activity for the second 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 58,000 public and private employers across 43 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 1 2020 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 March 2020 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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