ManpowerGroup Employment Outlook Survey United States

Q1 2019

ManpowerGroup®

United States Employment Outlook

More than 12,500 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 between January and March 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 March 2019 compared to the current quarter?"

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	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Quarter 1 2019	**23**	**5**	**71**	**1**	**18**	**20**
Quarter 4 2018	22	5	71	2	17	19
Quarter 3 2018	24	3	71	2	21	18
Quarter 2 2018	23	3	73	1	20	18
Quarter 1 2018	21	5	71	3	16	19

No bar indicates Net Employment Outlook of zero

In the first quarter of 2019, 23 percent of U.S. employers expect to grow their workforce, 5 percent expect to trim payrolls and 71 percent anticipate no change.

Once the data is adjusted to allow for seasonal variation, the national Net Employment Outlook for the U.S. is +20%, reflecting the strongest hiring intentions in 12 years. Hiring plans improve by 1 percentage point in comparison with the previous quarter and the first quarter of 2018.

Employers in the Northeast report the strongest hiring prospects in more than 12 years with an Outlook improving by 2 percentage points in comparison with the final quarter of 2018. The Outlook for the Midwest is also 2 percentage points stronger quarter-over-quarter. Employers in the South expect the strongest labor market in more than 11 years,

reporting an increase of 1 percentage point when compared with the previous quarter. Hiring prospects are unchanged in the West when compared with Quarter 4 2018. The strongest regional labor market is anticipated in the South with an Outlook of +21%. Employers report Outlooks of +20% in the Midwest, the Northeast and the West.

In a comparison with the final quarter of 2018, hiring plans are slightly stronger in the Midwest and the Northeast, and remain relatively stable in the South and the West. When compared with this time one year ago, Outlooks are slightly stronger in the Northeast and the South, while employers in the Midwest and the West report relatively stable hiring intentions.

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

Industry Sector Comparisons

Employers in all 13 national industry sectors forecast an increase in payrolls during the first quarter of 2019: Transportation & Utilities (+28%), Leisure & Hospitality (+27%), Professional & Business Services (+25%), Mining (+24%), Wholesale & Retail Trade (+24%), Construction (+23%), Nondurable Goods Manufacturing (+20%), Government (+19%), Durable Goods Manufacturing (+19%), Education & Health Services (+17%), Financial Activities (+17%), Other Services (+12%), Information (+11%).

When compared with the final quarter of 2018, employers in the Construction sector nationwide report a moderate improvement in hiring prospects, resulting in the strongest Outlook for 12 years.

Hiring intentions are slightly stronger in seven national industry sectors quarter-over-quarter. Nondurable Goods Manufacturing sector employers nationally are anticipating the strongest hiring pace in 14 years, while Mining sector employers expect the strongest

labor market in 10 years. In three of the sectors introduced in 2009, employers expect the strongest hiring pace across the U.S. since that date: Education & Health Services, Government and Transportation & Utilities. Hiring plans are also slightly stronger in the Financial Activities and Wholesale & Retail Trade sectors.

In four nationwide industry sectors, employers report relatively stable hiring intentions when compared with the previous quarter: Leisure & Hospitality, Durable Goods Manufacturing, Other Services and Professional & Business Services.

Employers in the Information sector at the national level report a slightly weaker Outlook when compared with Quarter 4 2018.

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 2019	Seasonally Adjusted
	%	%	%	%	%	%
Construction	22	7	70	1	15	23
Education & Health Services	18	2	79	1	16	17
Financial Activities	19	3	77	1	16	17
Government	22	3	74	1	19	19
Information	15	4	80	1	11	11
Leisure & Hospitality	33	10	57	0	23	27
Manufacturing – Durable Goods	20	4	75	1	16	19
Manufacturing – Nondurable Goods	22	4	73	1	18	20
Mining	24	6	67	3	18	24
Other Services	15	3	82	0	12	12
Professional & Business Services	26	4	69	1	22	25
Transportation & Utilities	30	4	65	1	26	28
Wholesale & Retail Trade	29	5	66	0	24	24

Regional Comparisons

+17 (+20)% Midwest

Employers in 22 percent of Midwest businesses surveyed expect to add to payrolls during the upcoming quarter, while 5 percent expect to trim payrolls and 72 percent anticipate no change. The resulting Net Employment Outlook is +17%. Once the data is adjusted to allow for seasonal variation, hiring plans are slightly stronger when compared with the previous quarter and are unchanged in comparison with this time one year ago.

Employers in the Midwest Leisure & Hospitality sector report considerably stronger hiring prospects in comparison with the prior quarter. The Outlook for the Wholesale & Retail Trade sector is moderately stronger, and Outlooks improve slightly in four sectors: Construction, Nondurable Goods Manufacturing, Other Services and Professional & Business Services.

Relatively stable hiring prospects are reported in three Midwest industry sectors for the coming quarter: Financial Activities, Government and Transportation & Utilities.

In the Midwest's Durable Goods Manufacturing industry sector employers report a moderate decline in hiring prospects when compared with the previous quarter. Hiring plans are also slightly weaker in the Education & Health Services and Information sectors.

No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

Industry	Increase %	Decrease %	No Change %	Don't Know %	Net Employment Outlook Q1 2019 %	Seasonally Adjusted %
All Industries – Midwest	**22**	**5**	**72**	**1**	**17**	**20**
Construction	21	7	70	2	14	23
Education & Health Services	15	3	81	1	12	13
Financial Activities	17	5	75	3	12	15
Government	18	5	75	2	13	13
Information	12	6	81	1	6	6
Leisure & Hospitality	37	9	54	0	28	34
Manufacturing – Durable Goods	20	3	77	0	17	19
Manufacturing – Nondurable Goods	25	8	67	0	17	21
Other Services	15	2	82	1	13	13
Professional & Business Services	30	3	67	0	27	28
Transportation & Utilities	25	4	69	2	21	22
Wholesale & Retail Trade	27	5	68	0	22	24

The Midwest Region comprises the following states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.
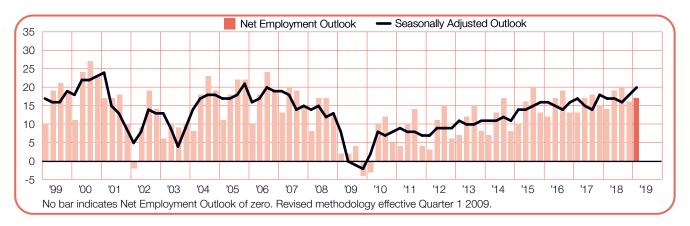
+17 (+20)%　Northeast

During the next three months payroll gains are anticipated in 23 percent of the Northeast businesses surveyed. With 6 percent of Northeast employers expecting to trim payrolls and 70 percent anticipating no change, the Net Employment Outlook for the upcoming quarter stands at +17%. Once the data is adjusted to allow for seasonal variation, hiring prospects are slightly stronger quarter-over-quarter and year-over-year, resulting in the strongest hiring pace in more than 12 years.

When compared with the previous quarter, hiring prospects strengthen slightly in six of the Northeast's industry sectors: Education & Health Services, Leisure & Hospitality, Durable Goods Manufacturing, Nondurable Goods Manufacturing, Other Services and Wholesale & Retail Trade.

Employers in five Northeast industry sectors report relatively stable hiring plans in comparison with the final quarter of 2018: Construction, Financial Activities, Government, Information and Transportation & Utilities.

Professional & Business Services sector employers in the Northeast anticipate a slightly weaker labor market in the coming quarter when compared with Quarter 4 2018.

No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q1 2019	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Northeast	**23**	**6**	**70**	**1**	**17**	**20**
Construction	18	13	68	1	5	18
Education & Health Services	21	2	75	2	19	18
Financial Activities	24	4	71	1	20	20
Government	20	3	75	2	17	17
Information	13	4	82	1	9	9
Leisure & Hospitality	31	12	56	1	19	27
Manufacturing – Durable Goods	22	5	73	0	17	21
Manufacturing – Nondurable Goods	21	6	73	0	15	18
Other Services	19	2	79	0	17	15
Professional & Business Services	23	4	72	1	19	22
Transportation & Utilities	29	7	63	1	22	21
Wholesale & Retail Trade	30	6	63	1	24	24

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

+20 (+21)% South

Employers in 24 percent of the businesses surveyed in the South anticipate workforce gains during the January to March time frame, while 4 percent expect a decrease in staffing levels and 72 percent expect no change. The resulting Net Employment Outlook is +20%. Once the data is adjusted to allow for seasonal variation, employers report the strongest hiring prospects in more than 11 years. When compared with the previous quarter hiring plans remain relatively stable and in the year-over-year comparison a slight improvement in hiring intentions is forecast.

Construction sector employers in the South report a moderate improvement in hiring prospects quarter-over-quarter. In five industry sectors in the region, employers report slightly improved hiring intentions when compared with the previous quarter: Education & Health Services, Financial Activities, Government, Durable Goods Manufacturing and Nondurable Goods Manufacturing.

In four industry sectors across the South, employers report relatively stable hiring plans when compared with the final quarter of 2018: Other Services, Professional & Business Services, Transportation & Utilities and Wholesale & Retail Trade.

During the next three months job seekers in the South's Information sector can expect a moderately weaker hiring pace in comparison with Quarter 4 2018, according to employers. The regional Outlook for the Leisure & Hospitality sector is slightly weaker.

No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

Industry	Increase %	Decrease %	No Change %	Don't Know %	Net Employment Outlook Q1 2019 %	Seasonally Adjusted %
All Industries – South	24	4	72	0	20	21
Construction	23	4	72	1	19	22
Education & Health Services	19	2	78	1	17	18
Financial Activities	18	2	80	0	16	16
Government	24	2	73	1	22	22
Information	16	4	78	2	12	12
Leisure & Hospitality	35	9	56	0	26	28
Manufacturing – Durable Goods	21	4	74	1	17	20
Manufacturing – Nondurable Goods	23	3	73	1	20	22
Other Services	13	4	83	0	9	9
Professional & Business Services	24	4	70	2	20	23
Transportation & Utilities	33	2	64	1	31	32
Wholesale & Retail Trade	29	5	66	0	24	23

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.

+18 (+20)% West

In the West, 22 percent of businesses surveyed expect to grow their workforces during the coming quarter. With 4 percent of employers anticipating a decline in payrolls and 73 percent expecting no change, the resulting Net Employment Outlook stands at +18%. Once the data is adjusted to allow for seasonal variation, hiring plans are unchanged when compared with the previous quarter and remain relatively stable in comparison with the first quarter of 2018.

Employers in the Wholesale & Retail Trade sector in the West report moderately stronger hiring prospects when compared with the final quarter of 2018. Slightly stronger hiring plans are reported in four sectors across the West: Education & Health Services, Government, Information and Transportation & Utilities.

Labor markets are expected to remain relatively stable in four industry sectors across the region during the next three months: Construction, Nondurable Goods Manufacturing, Other Services and Professional & Business Services.

Durable Goods Manufacturing sector employers in the West report considerably weaker hiring prospects when compared with the final quarter of 2018. Slight Outlook declines are reported in two industry sectors, Financial Activities and Leisure & Hospitality.

No bar indicates Net Employment Outlook of zero. Revised methodology effective Quarter 1 2009.

Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q1 2019	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – West	**22**	**4**	**73**	**1**	**18**	**20**
Construction	22	8	69	1	14	24
Education & Health Services	15	1	84	0	14	16
Financial Activities	17	2	80	1	15	15
Government	23	3	72	2	20	21
Information	18	1	79	2	17	16
Leisure & Hospitality	27	9	64	0	18	21
Manufacturing – Durable Goods	16	5	76	3	11	11
Manufacturing – Nondurable Goods	19	4	76	1	15	17
Other Services	16	3	81	0	13	14
Professional & Business Services	28	5	67	0	23	25
Transportation & Utilities	30	5	63	2	25	29
Wholesale & Retail Trade	30	4	65	1	26	26

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 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 Q1 2019	Metropolitan Statistical Areas
37%	Deltona
32%	Cape Coral
31%	Tampa
29%	Jacksonville, Raleigh
28%	Boise City
27%	Chattanooga, Honolulu
26%	San Jose
25%	Houston, McAllen, North Port
24%	Boston, Milwaukee
23%	Charleston, Harrisburg, Indianapolis, Phoenix, San Francisco
22%	Augusta, Austin, Miami, Wichita
21%	Albuquerque, Allentown, Baton Rouge, Buffalo, Charlotte, El Paso, Knoxville, Madison, Richmond, Sacramento, San Diego
20%	Dayton, Greenville, Omaha, Pittsburgh, San Antonio, Winston-Salem
19%	Cincinnati, Des Moines, Grand Rapids, Las Vegas, Louisville, Orlando, Scranton, Springfield, Stockton
18%	Bridgeport, Columbus, Lakeland, Los Angeles, Palm Bay, Seattle, Toledo, Tucson, Washington
17%	Chicago, Cleveland, New Orleans, Philadelphia, Providence, Spokane
16%	Bakersfield, Colorado Springs, Denver, Fresno, Greensboro, Oklahoma City, St. Louis, Worcester
15%	Atlanta, Columbia, Detroit, Hartford, Nashville, Tulsa, Youngstown
14%	Dallas, New York, Provo-Orem, Rochester
13%	Birmingham, Memphis, Oxnard
12%	New Haven, Riverside
11%	Albany, Kansas City, Salt Lake City, Syracuse
10%	Little Rock, Portland, Virginia Beach
9%	Akron, Baltimore, Jackson
7%	Ogden
6%	Minneapolis

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

Global Employment Outlook

ManpowerGroup interviewed over 60,000 employers across 44 countries and territories to forecast labor market activity* in January-March 2019. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of March 2019 as compared to the current quarter?"

The ManpowerGroup research for the first quarter of 2019 reveals that payroll gains are expected in 43 of 44 countries and territories in the period up to the end of March.

Hiring intentions for the coming quarter are stronger in 16 of 44 countries and territories when compared with the prior quarter, weaken in 23 and are unchanged in five. In a comparison with this time one year ago, Outlooks improve in 21 countries and territories, decline in 20, and are unchanged in two**. First-quarter hiring confidence is strongest in Japan, Taiwan, the U.S., Slovenia, Greece and Hong Kong, while employers report the weakest hiring intentions in Argentina, Switzerland, Italy, Panama and Spain.

Job gains are expected for all 26 Europe, Middle East & Africa (EMEA) region countries in the survey during the first quarter of 2019. In comparison to last quarter, employers in eight countries report stronger hiring prospects, but hiring plans weaken in 15. When compared with the same period last year, forecasts strengthen in 12 countries but decline in 13. The strongest EMEA labor markets in the coming quarter are anticipated in Slovenia and Greece, while Swiss employers report the weakest hiring plans.

Employers in all eight Asia Pacific countries and territories expect to add to payrolls during the next three months. When compared with the previous quarter, forecasts strengthen in four countries and territories but weaken in two. In comparison with last year at this time, employers in five countries and territories report stronger hiring prospects, while weaker Outlooks are reported in two. Japanese and Taiwanese employers report the strongest hiring intentions across the region, and the weakest Outlooks are reported in China and Singapore.

Payrolls are forecast to increase across nine of the 10 Americas countries included in the survey during the January-March period, although employers in one—Argentina—expect their workforce to decrease in size. Hiring prospects strengthen in four Americas countries when compared with the final quarter of 2018, but weaken in six. In a comparison with the same period last year, Outlooks improve in four countries but decline in five. The most optimistic first quarter hiring plans are reported in the U.S. and Mexico, while Argentinian and Panamanian employers report the weakest country forecasts in the region.

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 12 March 2019 and will detail expected labor market activity for the second quarter of 2019.

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

** Only 43 countries and territories eligible for year-over-year comparison; Croatia has no year-over-year data at this point.

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 60,000 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 1 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 March 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 +/- 3.9%.

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 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the ninth year and one of Fortune's Most Admired Companies for the sixteenth 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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