

**ManpowerGroup
Employment
Outlook Survey
United States**

**Q3
2017**



ManpowerGroup®

United States Employment Outlook

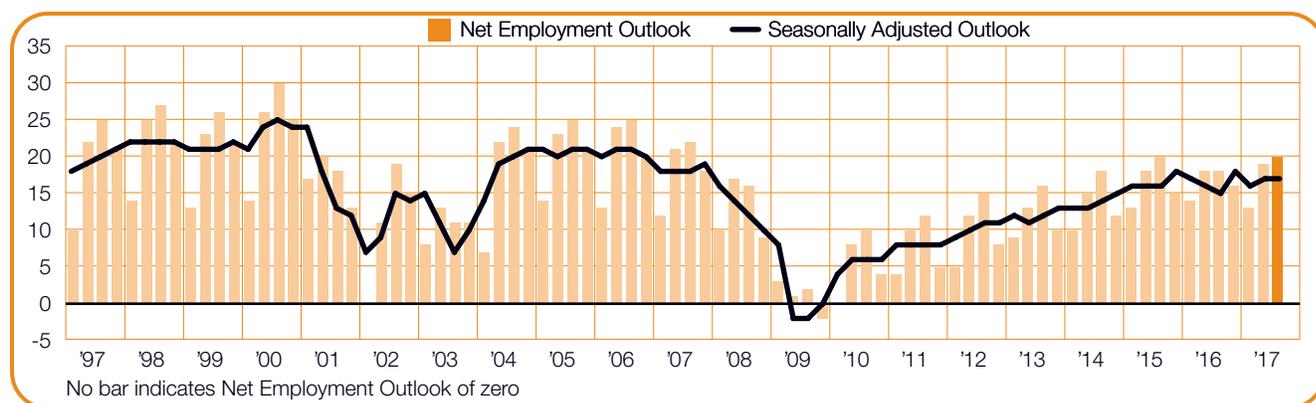
More than 11,000 interviews were conducted with employers within the United States, including all 50 states, the top 100 Metropolitan Statistical Areas (MSAs) and the District of Columbia and Puerto Rico, to measure hiring intentions between July and September 2017. The mix of industries within the survey 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 September 2017 compared to the current quarter?”

Contents

United States Employment Outlook	1
Industry Sector Comparisons	
Regional Comparisons	
Metropolitan Statistical Areas	
<hr/>	
Global Employment Outlook	8
<hr/>	
About the Survey	9
<hr/>	

United States Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Quarter 3 2017	24	4	70	2	20	17
Quarter 2 2017	22	3	73	2	19	17
Quarter 1 2017	19	6	73	2	13	16
Quarter 4 2016	22	6	69	3	16	18
Quarter 3 2016	23	5	71	1	18	15



In the third quarter of 2017, 24 percent of U.S. employers anticipate an increase in payrolls while 4 percent expect staffing levels to decline. Meanwhile, 70 percent of U.S. employers expect no change in employment levels.

Once the data is adjusted to allow for seasonal variation, the U.S. Net Employment Outlook stands at +17%, and is unchanged when compared with the second quarter of 2017. When compared with this time one year ago, nationwide hiring prospects improve by 2 percentage points.

Employers in one U.S. region report stronger hiring plans when compared with the second quarter of 2017: the seasonally adjusted Net Employment Outlook for the Midwest improves by 1 percentage point. However, employers in the Northeast report a decline of 1 percentage point. Employers in both the South and the West report no change in hiring

intentions when compared with the previous quarter. The strongest regional labor market is anticipated by employers in the West who report a Net Employment Outlook of +18%, while Outlooks of +17% are reported in both the Midwest and the South. The weakest regional Outlook of +14% is reported by employers in the Northeast.

When compared with the previous quarter, hiring intentions remain relatively stable in both the Midwest and the Northeast, while employers report no change in both the South and the West. Compared with this time one year ago, hiring prospects are slightly stronger in the Midwest, while remaining relatively stable in both the South and the West. Employers in the Northeast report no change year-over-year.

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 growth is expected in all 13 national industry sectors during the forthcoming quarter, on the basis of seasonally adjusted figures: Leisure & Hospitality (+25%), Transportation & Utilities (+22%), Wholesale & Retail Trade (+21%), Mining (+18%), Professional & Business Services (+18%), Durable Goods Manufacturing (+17%), Financial Activities (+15%), Construction (+14%), Education & Health Services (+14%), Government (+13%), Information (+13%), Nondurable Goods Manufacturing (+12%) and Other Services (+11%).

When compared with the second quarter of 2017, nationwide hiring prospects are moderately stronger in the Durable Goods Manufacturing sector, where employers report the strongest hiring intentions in

more than nine years. Employers in four sectors report slight improvements in hiring prospects: Information, Mining, Other Services and Transportation & Utilities.

At the national level, hiring plans remain relatively stable in the following industry sectors when compared with Quarter 2 2017: Construction, Education & Health Services, Government, Professional & Business Services and Wholesale & Retail Trade.

Hiring intentions are slightly weaker in three nationwide industry sectors when compared with the previous quarter: Financial Activities, Leisure & Hospitality and Nondurable Goods Manufacturing.

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 Q3 2017 %	Seasonally Adjusted %
Construction	26	4	68	2	22	14
Education & Health Services	19	5	73	3	14	14
Financial Activities	19	3	75	3	16	15
Government	19	4	74	3	15	13
Information	16	3	78	3	13	13
Leisure & Hospitality	37	5	55	3	32	25
Manufacturing – Durable Goods	23	3	72	2	20	17
Manufacturing – Nondurable Goods	18	4	77	1	14	12
Mining	25	6	66	3	19	18
Other Services	17	3	78	2	14	11
Professional & Business Services	25	4	69	2	21	18
Transportation & Utilities	27	2	69	2	25	22
Wholesale & Retail Trade	27	4	68	1	23	21

Regional Comparisons

+21 (+17)%

Midwest

In the Midwest, 24 percent of businesses surveyed anticipate an increase in staffing levels during the next three months, while 3 percent expect payrolls to decline, resulting in a Net Employment Outlook of +21%. Once the data is adjusted to allow for seasonal variation, hiring plans remain relatively stable when compared with the previous quarter and are slightly stronger when compared with the third quarter of 2016.

Employers in two Midwest industry sectors report moderately stronger hiring intentions when compared with the previous quarter: Other Services and Professional & Business Services. Slightly stronger hiring prospects are reported by employers in the Education & Health Services, Durable Goods Manufacturing and Transportation & Utilities sectors.

Relatively stable employment levels are reported in two Midwest industry sectors: Information and Wholesale & Retail Trade.

Hiring plans are slightly weaker in five industry sectors across the Midwest when compared with Quarter 2 2017: Construction, Financial Activities, Government, Leisure & Hospitality and Nondurable Goods Manufacturing.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2017	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Midwest	24	3	71	2	21	17
Construction	23	1	75	1	22	10
Education & Health Services	19	3	76	2	16	15
Financial Activities	14	2	84	0	12	11
Government	15	2	79	4	13	10
Information	8	2	88	2	6	7
Leisure & Hospitality	37	7	53	3	30	25
Manufacturing – Durable Goods	26	2	72	0	24	21
Manufacturing – Nondurable Goods	25	2	73	0	23	20
Other Services	19	3	72	6	16	13
Professional & Business Services	28	1	68	3	27	23
Transportation & Utilities	29	2	66	3	27	20
Wholesale & Retail Trade	31	4	64	1	27	22

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

+18 (+14)%

Northeast

Employers in 23 percent of the businesses surveyed in the Northeast expect to grow payrolls during the third quarter of 2017, while 5 percent anticipate a decline in staffing levels. The resulting Net Employment Outlook stands at +18%. Once the data is adjusted to allow for seasonal variation, hiring prospects for the region remain relatively stable when compared with the previous quarter and are unchanged when compared with this time one year ago.

When compared with the second quarter of 2017, a moderately stronger hiring pace is anticipated by employers in two Northeast industry sectors during the upcoming quarter: Durable Goods Manufacturing and Nondurable Goods Manufacturing. Employers expect a slightly stronger labor market in three sectors: Financial Activities, Professional & Business Services and Transportation & Utilities.

Hiring intentions remain relatively stable in the Other Services sector in the Northeast when compared with the previous quarter.

Moderately weaker Net Employment Outlooks are reported in two Northeast industry sectors when compared with Quarter 2 2017: Construction and Leisure & Hospitality. Meanwhile, employers in four Northeast industry sectors anticipate a slight quarter-over-quarter decline in staffing levels: Education & Health Services, Government, Information and Wholesale & Retail Trade.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2017	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Northeast	23	5	70	2	18	14
Construction	32	8	59	1	24	10
Education & Health Services	16	7	73	4	9	11
Financial Activities	24	3	69	4	21	19
Government	13	6	77	4	7	6
Information	11	6	79	4	5	7
Leisure & Hospitality	37	4	56	3	33	20
Manufacturing – Durable Goods	23	3	70	4	20	14
Manufacturing – Nondurable Goods	20	2	77	1	18	17
Other Services	14	4	81	1	10	6
Professional & Business Services	26	4	68	2	22	17
Transportation & Utilities	25	3	72	0	22	22
Wholesale & Retail Trade	27	3	70	0	24	21

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

+19 (+17)%

South

Payroll gains are expected in 23 percent of businesses surveyed in the South during the next three months, while employers in 4 percent anticipate a decrease in staffing levels, resulting in a Net Employment Outlook of +19%. Once the data is adjusted to allow for seasonal variation, hiring intentions are unchanged when compared with the previous quarter and remain relatively stable when compared with Quarter 3 2016.

During the third quarter of 2017, slightly stronger hiring activity is expected by employers in four industry sectors in the South, when compared with the previous quarter: Government, Leisure & Hospitality, Durable Goods Manufacturing and Transportation & Utilities.

Employers in five of the South's industry sectors anticipate relatively stable employment levels in the coming quarter, when compared with Quarter 2 2017: Education & Health Services, Financial Activities, Information, Other Services and Wholesale & Retail Trade.

When compared with the previous quarter, employers in the Professional & Business Services sector expect a moderate decline in staffing levels, while hiring activity is expected to be slightly weaker in the Construction and Nondurable Goods Manufacturing sectors.



Industry	Increase %	Decrease %	No Change %	Don't Know %	Net Employment Outlook Q3 2017 %	Seasonally Adjusted %
All Industries – South	23	4	71	2	19	17
Construction	22	4	72	2	18	16
Education & Health Services	20	5	71	4	15	14
Financial Activities	21	2	75	2	19	18
Government	20	4	74	2	16	15
Information	21	1	76	2	20	18
Leisure & Hospitality	37	5	56	2	32	30
Manufacturing – Durable Goods	23	3	73	1	20	18
Manufacturing – Nondurable Goods	17	6	75	2	11	10
Other Services	14	3	82	1	11	10
Professional & Business Services	23	5	70	2	18	15
Transportation & Utilities	23	2	74	1	21	16
Wholesale & Retail Trade	24	4	71	1	20	19

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.

+21 (+18)%

West

In the West, 25 percent of employers surveyed expect to add to payrolls during the third quarter of 2017, with 4 percent anticipating a decline in employment levels. The resulting Net Employment Outlook stands at +21%. Once the data is adjusted to allow for seasonal variation, hiring prospects are unchanged quarter-over-quarter and remain relatively stable when compared with this time one year ago.

Employers in four industry sectors across the West expect a slight increase in staffing levels during Quarter 3 2017 when compared with the previous quarter: Government, Leisure & Hospitality, Durable Goods Manufacturing and Wholesale & Retail Trade.

Labor markets in five of the West's industry sectors are likely to remain relatively stable quarter-over-quarter, according to employers: Construction, Education & Health Services, Information, Other Services and Professional & Business Services.

Considerably weaker hiring plans are reported for the Nondurable Goods Manufacturing sector in the West when compared with the second quarter of 2017. Financial Activities sector employers report moderately weaker hiring prospects quarter-over-quarter, while employers in the Transportation & Utilities sector report a slight decline.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2017	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – West	25	4	69	2	21	18
Construction	30	4	63	3	26	16
Education & Health Services	19	4	74	3	15	16
Financial Activities	18	5	75	2	13	13
Government	27	3	67	3	24	22
Information	19	5	72	4	14	14
Leisure & Hospitality	39	4	57	0	35	29
Manufacturing – Durable Goods	21	4	72	3	17	11
Manufacturing – Nondurable Goods	13	6	80	1	7	5
Other Services	20	4	74	2	16	13
Professional & Business Services	23	2	71	4	21	18
Transportation & Utilities	31	4	64	1	27	25
Wholesale & Retail Trade	28	3	67	2	25	21

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 3 2017, 99 of the 100 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 Q3 2017	Metropolitan Statistical Areas
36%	Grand Rapids
32%	Raleigh
31%	Charlotte, Colorado Springs
30%	Des Moines
29%	Austin, Omaha
28%	Providence
27%	Chattanooga, Columbus, Jacksonville, Provo, Virginia Beach
26%	Memphis, Oxnard, Salt Lake City
25%	Atlanta, Birmingham, Denver, Orlando, Toledo
24%	Dayton, Nashville, Ogden, Rochester, San Jose, Stockton
23%	Albany, Fresno, Los Angeles, Madison, Minneapolis, Seattle
22%	Akron, Allentown, Detroit, Palm Bay, Winston-Salem
21%	Louisville, McAllen, Sacramento, Worcester, Youngstown
20%	Bakersfield, Buffalo, Cincinnati, Columbia, Deltona, El Paso, Greensboro, Harrisburg, Las Vegas, Miami, Milwaukee, San Antonio, Spokane
19%	Augusta, Boise City, Chicago, Greenville, Philadelphia, Phoenix, Portland, San Francisco
18%	Baton Rouge, Houston, Kansas City, Knoxville, Lakeland, New Orleans, North Port, San Diego, Scranton
17%	Baltimore, Dallas, Indianapolis, Springfield
16%	Boston, Oklahoma City, St. Louis
15%	Albuquerque, Charleston, Little Rock, New Haven, Pittsburgh, Riverside, Syracuse, Tucson
14%	Cleveland, Honolulu, Tulsa, Washington
13%	Cape Coral
12%	Richmond, Tampa
11%	Wichita
10%	New York
9%	Bridgeport
8%	Jackson
0%	Hartford

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

Global Employment Outlook

ManpowerGroup interviewed nearly 59,000 employers across 43 countries and territories to forecast labor market activity* in Quarter 3 2017. All participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of September 2017 as compared to the current quarter?”

The forecast indicates payrolls will grow by varying degrees in 41 of 43 countries and territories over the next three months. An overview of the global results indicates employer confidence is similar to that reported in the second quarter with the majority of respondents content to either retain current staff or grow payrolls marginally as they await more definitive signals from the marketplace.

Some employers expect to encounter headwinds in the coming months. For instance, employer confidence in India dips to its least optimistic level since their survey was launched. Similarly, forecasts in Panama and Peru are the weakest reported since their surveys began, while job prospects in Singapore decline to a level not seen since the recession. Conversely, the forecast in Brazil has improved steadily for four consecutive quarters and Brazilian employers report positive hiring plans for the first time in more than two years.

When compared to the prior quarter’s results, forecasts improve in 17 countries and territories, decline in 16 and remain unchanged in 10. However, a more confident pattern emerges when forecasts are compared with last year at this time as hiring intentions improve in 26 countries, decline in only 15 and remain unchanged in two. Globally, the strongest third-quarter hiring plans are reported in Japan, Taiwan, Hungary and the United States. The weakest forecasts are reported in Italy, the Czech Republic and Finland.

In the Europe, Middle East & Africa (EMEA) region workforce gains are forecast in 23 of 25 countries. Hiring plans improve in nine countries quarter-over-quarter, weaken in 10 and are unchanged in six. In a year-over-year comparison,

Outlooks improve in 15 countries and decline in 10. Hungarian job seekers can expect the region’s strongest third-quarter hiring plans. Additionally, the Outlook in Turkey rebounds with more than one in every four employers planning to add to their payrolls in the next three months. Italian employers report the region’s weakest Outlook as well as the only negative hiring intentions among the 43 countries and territories surveyed.

Payrolls are expected to grow in all eight Asia Pacific countries and territories. Net Employment Outlooks improve in only two countries and territories when compared to the prior quarter, decline in three and are unchanged in three. In a year-over-year comparison the hiring pace is expected to improve in five countries and territories, decline in two and remain unchanged in one. Employers in Japan and Taiwan report the most optimistic forecasts, both regionally and globally. The region’s weakest forecasts are reported by employers in China and Singapore.

Positive Outlooks are reported in each of the 10 countries surveyed in the Americas. Hiring confidence strengthens in six countries, dips in three and is unchanged in one when compared to the April-June quarter. Similarly, the year-over-year comparison reveals employers in six countries report improved hiring prospects, while hiring plans weaken in three and are unchanged in one. For the fourth consecutive quarter employers in the United States report the strongest hiring plans in the Americas, while opportunities for job seekers are expected to be weakest in Brazil, Peru and 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 12 September and will forecast labor market activity for the fourth quarter of 2017.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for 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 50 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 55 years the survey has derived all of its information from a single question:

For the Quarter 3 2017 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 September 2017 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 Portugal. ManpowerGroup intends to add seasonal adjustments to the Portuguese data 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) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. We connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands—Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions—we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.

ManpowerGroup, 100 Manpower Place, Milwaukee, WI 53212, USA
Tel: 414 906 1000
www.manpowergroup.com

© 2017, ManpowerGroup. All rights reserved.