

Q3 / 2014

Manpower Employment Outlook Survey United States

A Manpower Research Report



Manpower®

Q3/14

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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.

United States Employment Outlook

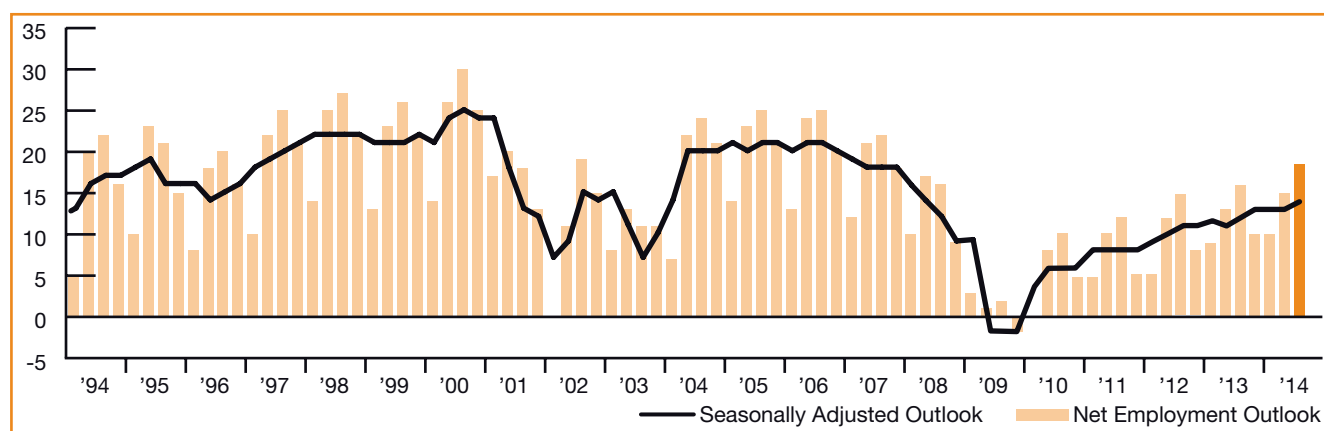
More than 18,000 interviews have been conducted with employers within the United States, including all 50 states, the top 100 Metropolitan Statistical Areas (MSAs), the District of Columbia and Puerto Rico, to measure hiring intentions between July and September 2014. The mix of industries within the 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 2014 as compared to the current quarter?"

Among U.S. employers surveyed, 22 percent expect to add to their workforces, and 4 percent expect a decline in their payrolls during Quarter 3 2014. Seventy-one percent of employers anticipate making no change to staff levels, and the remaining 3 percent of employers are undecided about their Quarter 3 2014 hiring plans.

When seasonal variations are removed from the data, the Net Employment Outlook is +14%. Survey results indicate that employers expect hiring intentions to remain relatively stable during Quarter 3 2014 compared to Quarter 2 2014 and slightly increase compared to one year ago at this time.

Employers in all four U.S. regions surveyed report a positive Net Employment Outlook. When seasonal variations are removed from the data, employers in the South report the strongest Outlook at +14%. Quarter-over-quarter, employers in all four regions anticipate hiring to remain relatively stable. Compared to one year ago at this time, employers in the Midwest and West expect a relatively stable hiring environment, while employers in the Northeast and South project a slight increase in the hiring pace for Quarter 3 2014.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Quarter 3 2014	22	4	71	3	18	14
Quarter 2 2014	19	4	73	4	15	13
Quarter 1 2014	17	7	73	3	10	13
Quarter 4 2013	18	8	72	2	10	13
Quarter 3 2013	22	6	70	2	16	12



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

Industry Sector Comparisons

For Quarter 3 2014, employers have a positive Outlook in all 13 industry sectors included in the survey: Leisure & Hospitality (+23%), Mining (+20%), Wholesale & Retail Trade (+18%), Professional & Business Services (+16%), Transportation & Utilities (+14%), Education & Health Services (+12%), Durable Goods Manufacturing (+11%), Government (+11%), Construction (+10%), Financial Activities (+10%), Nondurable Goods Manufacturing (+9%), Information (+9%) and Other Services (+8%).

When the industry sector data is compared quarter-over-quarter, employers in the Mining, Nondurable Goods Manufacturing, Transportation & Utilities, Financial

Activities, Professional & Business Services, Education & Health Services and Leisure & Hospitality sectors anticipate a slight hiring increase. Staff levels are expected to remain relatively stable among employers in five industry sectors: Construction, Durable Goods Manufacturing, Wholesale & Retail Trade, Other Services and Government. Employers in the Information sector anticipate a slight decrease in the hiring pace.

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

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2014	Seasonally Adjusted
	%	%	%	%	%	%
Construction	25	5	67	3	20	10
Education & Health Services	15	4	78	3	11	12
Financial Activities	16	3	79	2	13	10
Government	17	4	75	4	13	11
Information	15	5	77	3	10	9
Leisure & Hospitality	37	6	55	2	31	23
Manufacturing - Durable Goods	19	5	75	1	14	11
Manufacturing - Nondurable Goods	17	4	75	4	13	9
Mining	30	4	60	6	26	20
Other Services	15	4	79	2	11	8
Professional & Business Services	25	5	67	3	20	16
Transportation & Utilities	24	4	70	2	20	14
Wholesale & Retail Trade	25	4	68	3	21	18

Regional Comparisons

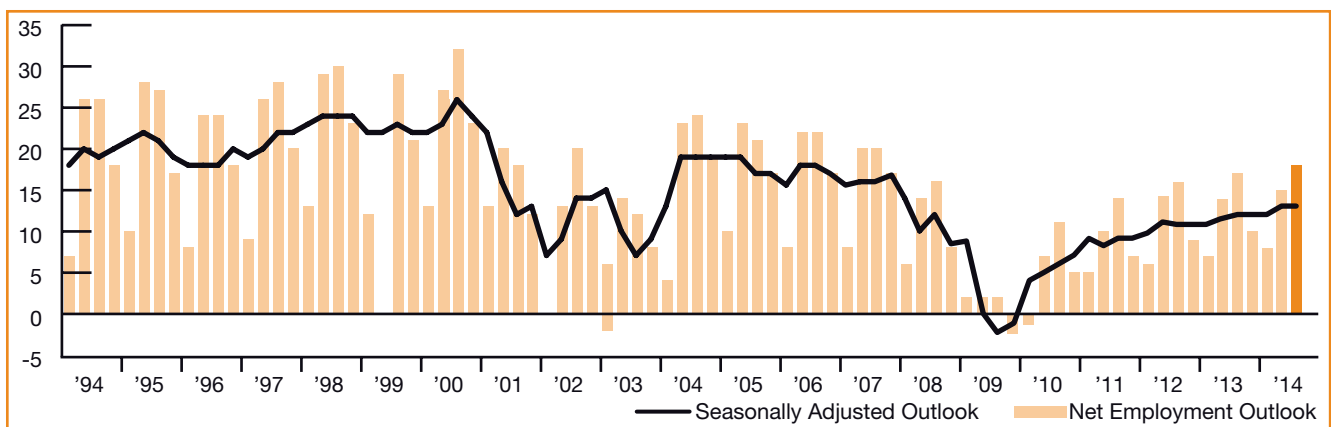
Midwest Seasonally Adjusted Net Employment Outlook: +13%

In the Midwest, 22 percent of employers surveyed expect to increase staff levels for Quarter 3 2014 and 4 percent anticipate reduced headcounts, leading to a Net Employment Outlook of +18%. When seasonal variations are removed from the data, the Outlook for Quarter 3 2014 reflects relatively stable hiring intentions compared to Quarter 2 2014 and compared to one year ago at this time.

Among Midwest employers, hiring plans are stronger or relatively stable for Quarter 3 2014 compared to Quarter 2 2014 across 10 of the industries surveyed. A moderate increase is anticipated among employers in

the Transportation & Utilities and Education & Health Services sectors. Employers in the Construction and Professional & Business Services industry sectors look for the hiring pace to slightly increase. Employers in the Nondurable Goods Manufacturing, Wholesale & Retail Trade, Financial Activities, Leisure & Hospitality, Other Services and Government sectors foresee stable hiring plans. Durable Goods Manufacturers and Information employers expect the hiring pace to slightly decline quarter-over-quarter.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2014	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Midwest	22	4	72	2	18	13
Construction	27	2	69	2	25	10
Education & Health Services	13	3	81	3	10	11
Financial Activities	14	3	82	1	11	9
Government	17	4	78	1	13	9
Information	13	6	80	1	7	8
Leisure & Hospitality	40	4	53	3	36	22
Manufacturing - Durable Goods	22	4	72	2	18	15
Manufacturing - Nondurable Goods	20	4	72	4	16	12
Other Services	17	4	78	1	13	9
Professional & Business Services	25	4	68	3	21	16
Transportation & Utilities	25	1	71	3	24	16
Wholesale & Retail Trade	25	4	69	2	21	18



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

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

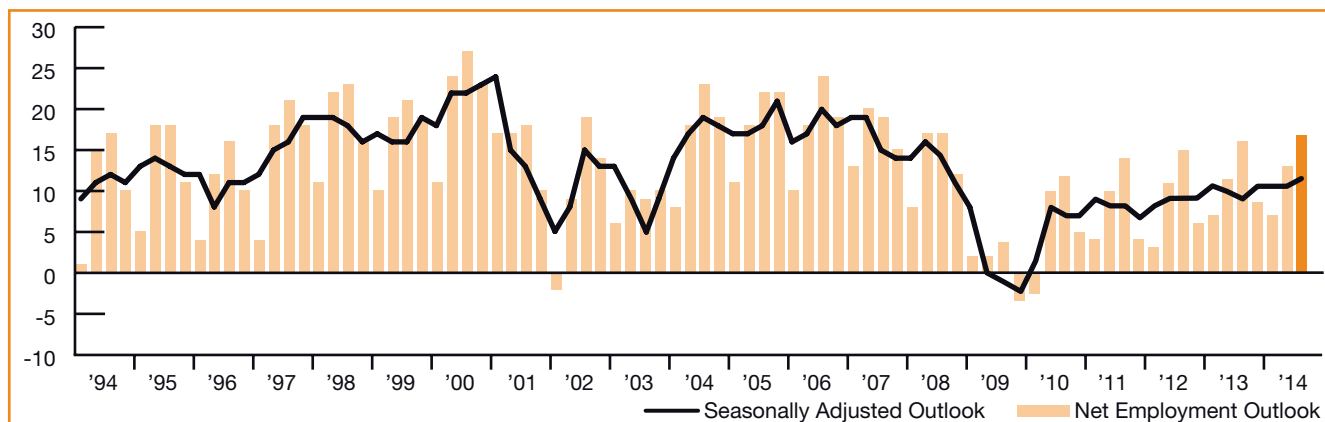
Northeast Seasonally Adjusted Net Employment Outlook: +12%

In the Northeast, 22 percent of employers indicate plans to increase staff levels, while 5 percent expect to decrease payrolls, resulting in a Net Employment Outlook of +17% for Quarter 3 2014. According to seasonally adjusted survey results, employers anticipate relatively stable hiring compared to Q2 2014 and a slight improvement from one year ago at this time.

Compared to Quarter 2 2014 survey results for the Northeast, employers in the Construction sector expect the hiring pace to considerably increase in Quarter 3 2014, while Nondurable Goods Manufacturers project a moderate increase in hiring.

Employers in three industry sectors report a slight increase in hiring intentions for July – September 2014 compared to April – June 2014: Education & Health Services, Leisure & Hospitality and Other Services. Transportation & Utilities, Information, Financial Activities, Professional & Business Services and Government industry sector employers expect hiring to remain stable in Quarter 3 2014. Durable Goods Manufacturing and Wholesale & Retail Trade employers expect a slight decrease in hiring.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2014	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – Northeast	22	5	70	3	17	12
Construction	35	5	59	1	30	16
Education & Health Services	15	5	77	3	10	10
Financial Activities	15	2	81	2	13	10
Government	16	4	75	5	12	10
Information	13	3	82	2	10	9
Leisure & Hospitality	42	4	50	4	38	19
Manufacturing - Durable Goods	13	6	79	2	7	3
Manufacturing - Nondurable Goods	16	2	79	3	14	10
Other Services	16	3	79	2	13	10
Professional & Business Services	24	5	66	5	19	15
Transportation & Utilities	22	9	68	1	13	11
Wholesale & Retail Trade	26	4	67	3	22	16



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

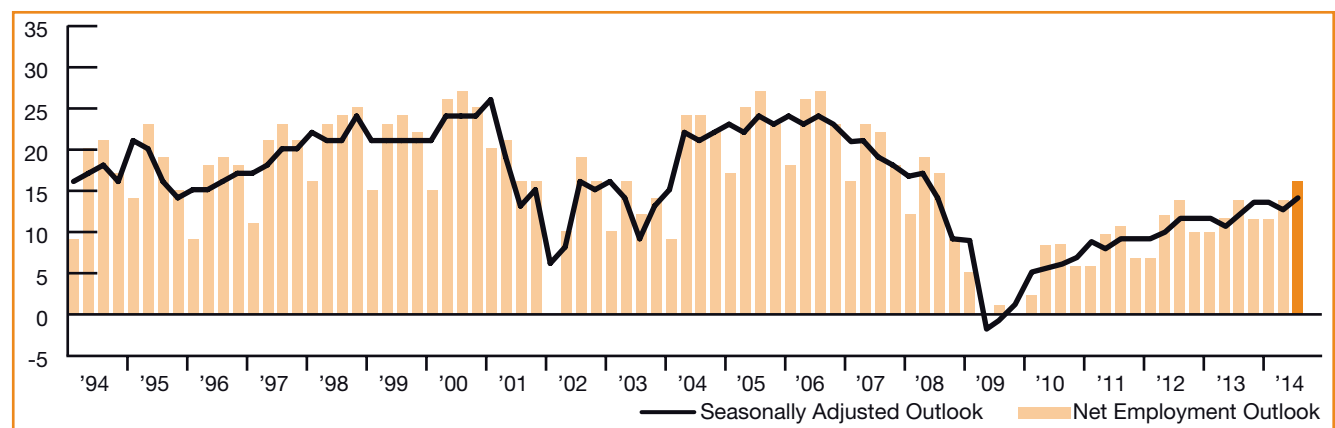
South Seasonally Adjusted Net Employment Outlook: +14%

In the South, 21 percent of employers surveyed expect to increase staff levels and 5 percent plan to decrease their employee headcounts, resulting in a Net Employment Outlook of +16%. When seasonal variations are removed from the data, the expected Quarter 3 2014 hiring pace is relatively stable compared to Quarter 2 2014 and slightly more optimistic compared to Quarter 3 2013.

Hospitality, Other Services and Government sectors expect hiring plans to slightly improve. Employers in three industry sectors report relatively stable hiring expectations: Construction, Durable Goods Manufacturing and Professional & Business Services. Information sector employers expect the hiring pace to moderately decrease quarter-over-quarter.

Quarter-over-quarter, employers in the Transportation & Utilities, Financial Activities and Education & Health Services sectors anticipate a moderate improvement in hiring, while employers in the Nondurable Goods Manufacturing, Wholesale & Retail Trade, Leisure &

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2014	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – South	21	5	71	3	16	14
Construction	20	6	70	4	14	9
Education & Health Services	15	4	77	4	11	14
Financial Activities	17	3	78	2	14	11
Government	17	2	76	5	15	14
Information	15	6	75	4	9	7
Leisure & Hospitality	34	7	57	2	27	25
Manufacturing - Durable Goods	19	4	75	2	15	12
Manufacturing - Nondurable Goods	16	6	75	3	10	7
Other Services	14	4	80	2	10	8
Professional & Business Services	25	5	67	3	20	17
Transportation & Utilities	27	3	68	2	24	19
Wholesale & Retail Trade	24	4	69	3	20	19



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

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

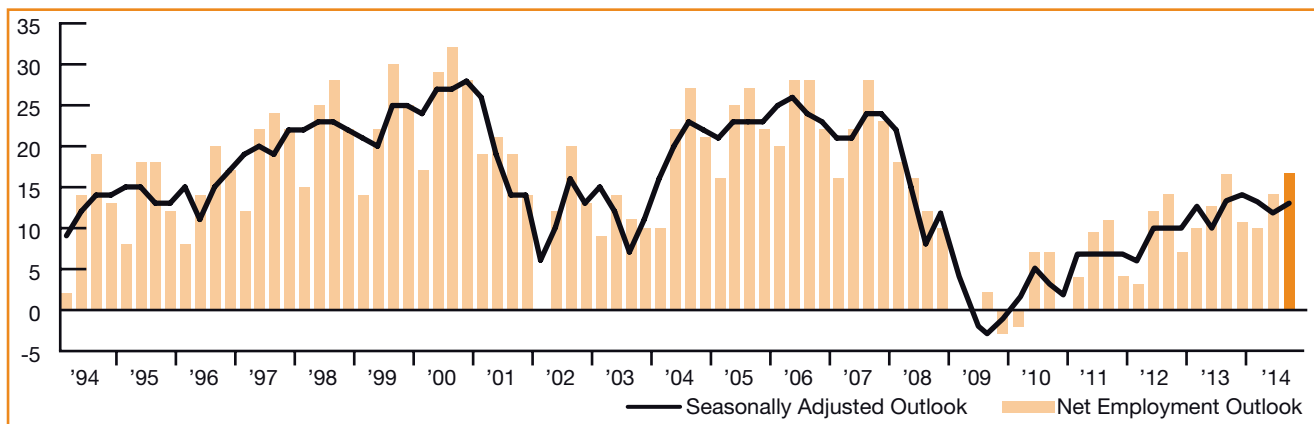
West Seasonally Adjusted Net Employment Outlook: +13%

Among employers surveyed in the West, 22 percent plan to add staff, while 5 percent anticipate a decline in payrolls, resulting in a Net Employment Outlook of +17% for Quarter 3 2014. According to seasonally adjusted survey results, employers in the West anticipate relatively stable hiring compared to Quarter 2 2014 and compared to one year ago at this time.

Employers in five industry sectors expect an improving Net Employment Outlook compared to one quarter ago. Professional & Business Services and Education & Health Services employers anticipate a moderate increase in hiring. Employers in the Durable Goods Manufacturing,

Information and Government industry sectors plan to hire at a slightly stronger pace during the third quarter of 2014. Employers in the Nondurable Goods Manufacturing, Financial Activities and Leisure & Hospitality industry sectors expect hiring to remain relatively stable, while Construction, Transportation & Utilities, Wholesale & Retail Trade and Other Services employers foresee a slight weakening in job prospects.

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2014	Seasonally Adjusted
	%	%	%	%	%	%
All Industries – West	22	5	70	3	17	13
Construction	25	6	63	6	19	10
Education & Health Services	17	5	76	2	12	13
Financial Activities	16	5	76	3	11	10
Government	19	5	72	4	14	13
Information	20	4	73	3	16	16
Leisure & Hospitality	34	7	56	3	27	19
Manufacturing - Durable Goods	21	5	73	1	16	13
Manufacturing - Nondurable Goods	17	3	77	3	14	9
Other Services	15	4	79	2	11	8
Professional & Business Services	24	4	69	3	20	15
Transportation & Utilities	20	4	73	3	16	10
Wholesale & Retail Trade	27	3	66	4	24	18



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

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

Global Employment Outlook

To measure hiring expectations* in the world's major labor markets between July and September 2014, ManpowerGroup interviewed more than 65,000 employers in 42 countries and territories. According to the third-quarter research, opportunities for job seekers across global labor markets are expected to remain mostly positive with few overall signs that hiring intentions are decisively trending in one direction or another. Staffing levels are expected to increase in 37 of the 42 countries and territories, compared with 38 of 42 in the second quarter. The strongest hiring plans across the globe are reported by employers in India, Taiwan, Turkey, New Zealand and Singapore. The weakest—and only negative—third-quarter forecasts are reported by employers in Italy, Belgium, France and the Netherlands.

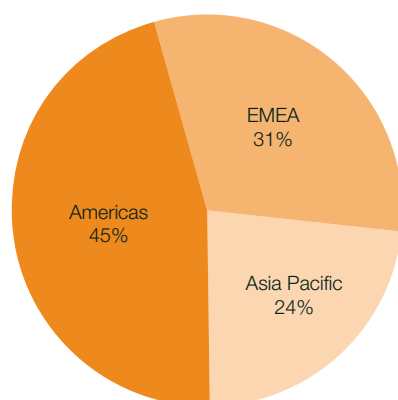
Employers in each of the 10 countries surveyed in the Americas region forecast staffing level increases in the July-September time frame. When compared with the previous quarter, hiring plans improve in three countries but decline in seven. Year-over-year, the Net Employment Outlook is stronger in four countries, weaker in four and unchanged in two. Employers in Peru report the region's most optimistic third-quarter hiring prospects. And for the first time since the survey started in Brazil in Quarter 4 2009, employers there report the least optimistic Outlook in the Americas.

Payroll growth is expected in all eight Asia Pacific countries and territories during the next three months. Weaker Net Employment Outlooks are reported in five countries and territories when compared with the previous quarter, with employers in two countries reporting stronger hiring prospects. When compared to last year at this time, hiring plans improve in all eight countries and territories. The strongest labor market is expected in India, while for the ninth consecutive quarter the region's weakest job opportunities are expected in Australia.

Employers in 19 of 24 countries in the Europe, Middle East & Africa (EMEA) region forecast job gains in the next three months. Hiring prospects improve in six countries quarter-over-quarter, but decline in 12. The Outlook is stronger in 20 countries when compared year-over-year, declines in two and is unchanged in two. Employers in Turkey report the most optimistic hiring intentions in the region. And for the fifth consecutive quarter, the region's weakest Outlook is reported by employers in Italy.

* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Bulgaria, Finland, Israel, Slovakia, Slovenia and Turkey.

Survey Respondents by Region



For the Quarter 3 2014 research ManpowerGroup surveyed more than 65,000 human resources directors and senior hiring managers from public and private organizations worldwide: 45% of respondents come from 10 countries in the Americas; 24% from eight countries and territories across Asia Pacific; and 31% from 24 countries in EMEA.

About the Survey

The Manpower 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 Manpower Employment Outlook Survey:

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

Projective: The Manpower 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 more than 65,000 public and private employers across 42 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.

Survey Question

For the Q3 2014 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 2014 as compared to the current quarter?"

Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The research team for the 42 countries and territories where the survey is currently conducted includes ManpowerGroup's internal research team and Infocorp Ltd. 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%.

Regions: The survey reports results by the four regions within the U.S. as determined by the U.S. Census Bureau. Each region is represented with a minimum error factor of +/- 1.4% based on a 90% confidence level.

Industries: The survey reports national results by the NAICS Supersectors. Error factors not to exceed +/- 5% for Mining and +/- 3% for the remaining Supersectors based on a 90% confidence level.

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 Adjustment

Seasonal adjustments have been applied to the data for Argentina, Australia, Austria, Belgium, Brazil, Canada, Colombia, Costa Rica, China, the Czech Republic, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Panama, Peru, Poland, Romania, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, the United Kingdom and the United States to provide additional insight into the survey data. These adjustments make it possible to review the data without the employment fluctuations that normally occur at the same time each year, thus providing a clearer picture of the data over time. 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.

History of the Survey

- 1962** First generation of the Manpower Employment Outlook Survey launched in the United States and Canada.
- 1966** ManpowerGroup's United Kingdom operation launches the equivalent of the United States survey, naming the report the Quarterly Survey of Employment Prospects. The survey adopts the same forward looking research format as the United States survey and is the first of its kind in Europe.

- 1976 Second generation of the Manpower Employment Outlook Survey launched in the United States and Canada. Research methodology is updated to evolve with advancements in the field of market research.
- 2002 ManpowerGroup United Kingdom's Quarterly Survey of Employment Prospects is updated to adopt an enhanced research methodology. ManpowerGroup's operations in Mexico and Ireland launch the survey in their respective countries.
- 2003 Third generation of the Manpower Employment Outlook Survey is launched, expanding the program to a total of 18 countries and territories worldwide: Australia, Austria, Belgium, Canada, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain, Sweden, the United Kingdom and the United States.
- 2004 ManpowerGroup operations in New Zealand launch the Manpower Employment Outlook Survey.
- 2005 ManpowerGroup operations in China, India, Switzerland, and Taiwan launch the Manpower Employment Outlook Survey.
- 2006 ManpowerGroup operations in Costa Rica and Peru join the survey program. Surveys in Australia, Austria, Belgium, France, Germany, Hong Kong, Ireland, Italy, Japan, Mexico, Netherlands, Norway, Singapore, Spain and Sweden add seasonally adjusted data in the third quarter. ManpowerGroup operations in South Africa launch the Manpower Employment Outlook Survey.
- 2007 ManpowerGroup operations in Argentina join the Manpower Employment Outlook Survey. The survey in New Zealand adds seasonally adjusted data in the first quarter.
- 2008 ManpowerGroup operations in Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania join the survey program. China and Taiwan add seasonally adjusted data in the second quarter. India and Switzerland add seasonally adjusted data in the third quarter.
- 2009 ManpowerGroup operations in Hungary and Brazil launch the Manpower Employment Outlook Survey.
- 2010 ManpowerGroup's Panama operation launches the Manpower Employment Outlook Survey, expanding the program total to 36 countries and territories worldwide. Peru adds seasonally adjusted data in the second quarter. Costa Rica adds seasonally adjusted data in the fourth quarter.
- 2011 Beginning in the first quarter, operations in Bulgaria, Slovenia and Turkey join the Manpower Employment Outlook Survey. Seasonally adjusted data is added in the first quarter for Argentina and South Africa. Israel and Slovakia launch the Manpower Employment Outlook Survey in the fourth quarter.
- 2012 Beginning in the second quarter, ManpowerGroup operations in the Czech Republic, Greece, Guatemala, Poland and Romania initiate reporting of seasonally adjusted data. ManpowerGroup's operation in Finland joins the survey in the fourth quarter. Seasonal variations are also removed from Colombian data for the first time.
- 2013 ManpowerGroup Hungary begins reporting seasonally adjusted data in the third quarter and the Brazil operation begins reporting seasonally adjusted data in the fourth quarter.
- 2014 Survey data for Panama is seasonally adjusted for the first time in the second quarter.

About ManpowerGroup™

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women 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 2014, ManpowerGroup was named one of the World's Most Ethical Companies for the fourth 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.

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