

**Manpower
Employment
Outlook Survey
United States**

**Q3
2015**



ManpowerGroup™

United States Employment Outlook

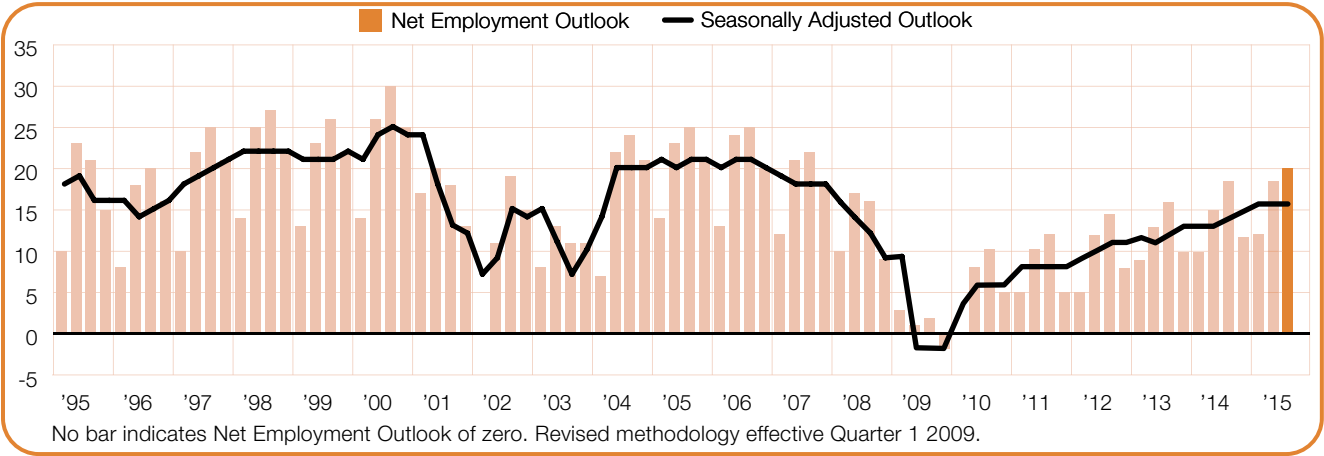
More than 11,000 interviews have been conducted with employers within the United States, including all 50 states, the top 100 Metropolitan Statistical Areas (MSAs), the District of Columbia and Puerto Rico, to measure hiring intentions between July and September 2015. The mix of industries within the 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 2015 as 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 3 2015	24	4	70	2	20	16
Quarter 2 2015	22	4	72	2	18	16
Quarter 1 2015	19	6	73	2	13	16
Quarter 4 2014	19	7	72	2	12	15
Quarter 3 2014	22	4	71	3	18	14



Among U.S. employers surveyed, 24 percent expect to add to their workforces, and 4 percent expect a decline in their payrolls during Quarter 3 2015. Seventy percent of employers anticipate making no change to staff levels, and the remaining 2 percent of employers are undecided about their Quarter 3 2015 hiring plans.

When seasonal variations are removed from the data, the Net Employment Outlook is +16%. Survey results suggest that employers expect hiring intentions to remain stable during Quarter 3 2015 compared to Quarter 2 2015 and to slightly increase compared to one year ago at this time.

All four U.S. regions surveyed report a positive Net Employment Outlook. When seasonal variations are removed from the data, employers in the South and West regions report the strongest Outlooks at +18%. Quarter over quarter, employers in the South expect hiring to slightly increase, while employers in the Northeast, Midwest and West expect hiring to remain relatively stable. Compared to one year ago at this time, employers in the West project a moderate increase in hiring for Quarter 3 2015, while employers in the Northeast, Midwest and South expect a slight increase in the hiring pace.

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

For Quarter 3 2015, employers have a positive Outlook in 12 of the 13 industry sectors included in the survey: Leisure & Hospitality (+28%), Wholesale & Retail Trade (+23%), Transportation & Utilities (+18%), Professional & Business Services (+18%), Construction (+15%), Government (+14%), Durable Goods Manufacturing (+13%), Information (+13%), Education & Health Services (+13%), Financial Activities (+12%), Nondurable Goods Manufacturing (+11%) and Other Services (+10%). One industry sector has a negative Outlook for Quarter 3 2015: Mining (-5%).

When the industry sector data is compared quarter over quarter, employers in the Leisure & Hospitality

and Wholesale & Retail Trade sectors expect the hiring pace to slightly increase.

Staff levels are expected to remain relatively stable among employers in nine industry sectors: Durable and Nondurable Goods Manufacturing, Transportation & Utilities, Construction, Professional & Business Services, Information, Education & Health Services, Other Services and Government.

Employers in the Financial Activities sector expect hiring to decrease slightly, while employers in the Mining sector anticipate that job prospects will decrease considerably.

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 2015	Seasonally Adjusted
	%	%	%	%	%	%
Construction	27	3	67	3	24	15
Education & Health Services	18	5	75	2	13	13
Financial Activities	18	3	77	2	15	12
Government	19	3	75	3	16	14
Information	17	4	75	4	13	13
Leisure & Hospitality	41	5	52	2	36	28
Manufacturing - Durable Goods	19	4	75	2	15	13
Manufacturing - Nondurable Goods	19	5	73	3	14	11
Mining	14	15	66	5	-1	-5
Other Services	15	3	81	1	12	10
Professional & Business Services	26	4	69	1	22	18
Transportation & Utilities	26	4	68	2	22	18
Wholesale & Retail Trade	29	4	65	2	25	23

Regional Comparisons

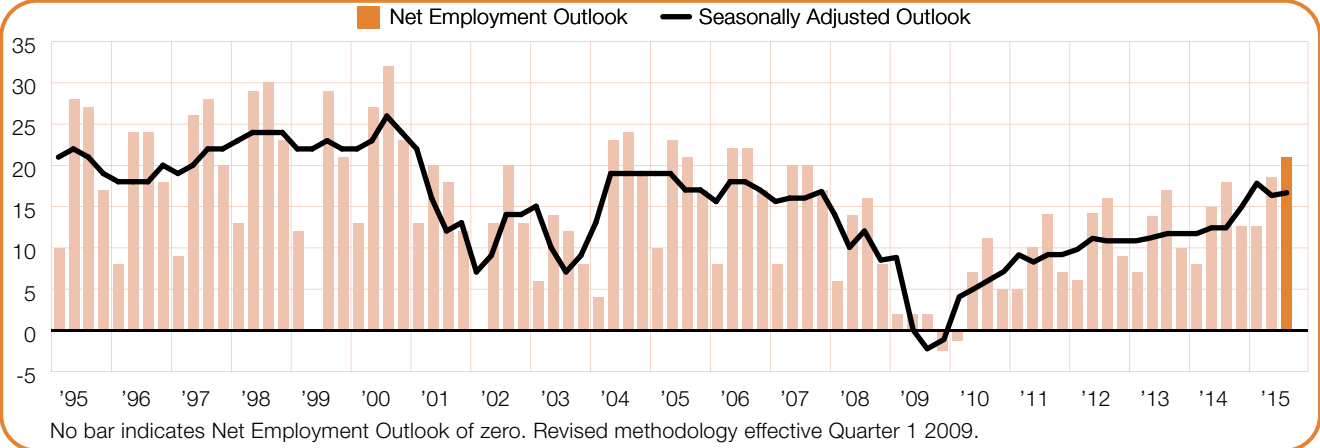
+21 (+17)%

Midwest

In the Midwest, 24 percent of employers surveyed expect to increase staff levels for Quarter 3 2015 and 3 percent anticipate reduced headcounts, leading to a Net Employment Outlook of +21%. When seasonal variations are removed from the data, the Outlook for Quarter 3 2015 is relatively stable compared to Quarter 2 2015 and increases slightly compared to one year ago at this time.

Among Midwest employers, hiring plans are slightly stronger for Quarter 3 2015 compared to Quarter 2 2015 in three of the industries surveyed: Education & Health Services, Government and Nondurable Goods Manufacturing. Employers in the Construction, Durable Goods Manufacturing, Transportation & Utilities and Wholesale & Retail Trade sectors expect relatively stable hiring.

Employers in four industry sectors expect the hiring pace to decrease slightly: Professional & Business Services, Leisure & Hospitality, Financial Activities and Other Services. A moderate decrease in hiring is expected among employers in the Information sector.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2015	Seasonally Adjusted
	%	%	%	%	%	%
All Industries - Midwest	24	3	71	2	21	17
Construction	35	1	62	2	34	19
Education & Health Services	17	5	75	3	12	13
Financial Activities	23	2	75	0	21	18
Government	17	2	77	4	15	11
Information	11	6	81	2	5	7
Leisure & Hospitality	39	4	55	2	35	23
Manufacturing - Durable Goods	22	3	73	2	19	17
Manufacturing - Nondurable Goods	20	2	76	2	18	15
Other Services	14	4	80	2	10	8
Professional & Business Services	25	4	69	2	21	17
Transportation & Utilities	26	1	71	2	25	18
Wholesale & Retail Trade	31	4	64	1	27	25

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

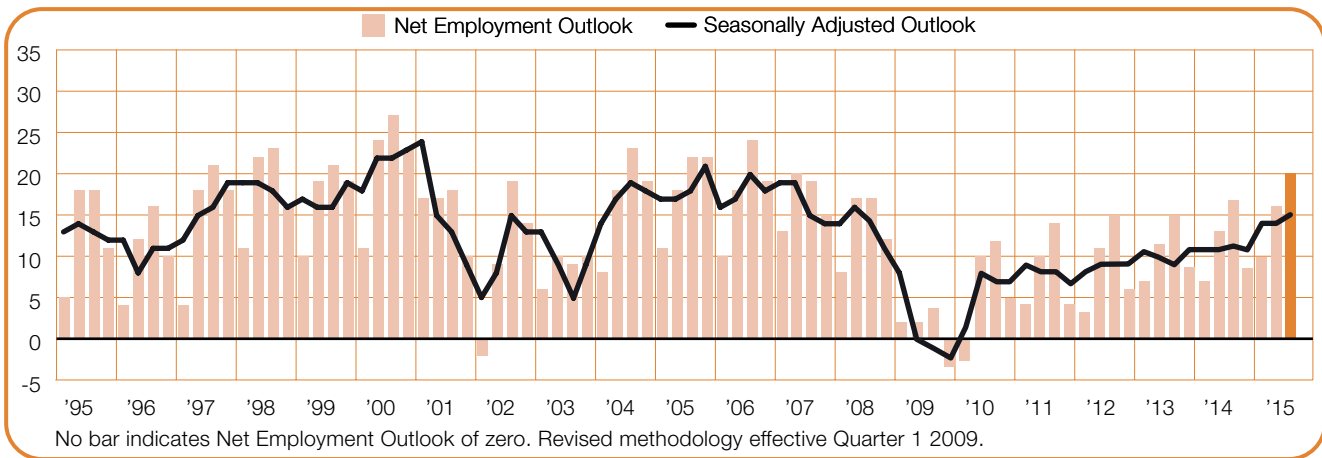
+20 (+15)%

Northeast

In the Northeast, 24 percent of employers indicate plans to increase staff levels, while 4 percent expect to decrease payrolls, resulting in a Net Employment Outlook of +20% for Quarter 3 2015. According to seasonally adjusted survey results, employers anticipate hiring to be relatively stable compared to Quarter 2 2015 and to slightly increase from one year ago at this time.

Compared to Quarter 2 2015 survey results for the Northeast, employers in the Durable Goods Manufacturing, Transportation & Utilities, Financial Activities and Government sectors expect a slight increase in the hiring pace for Quarter 3 2015. Employers in Construction, Wholesale & Retail Trade, Professional & Business Services, Education & Health Services and Other Services expect hiring to remain relatively stable.

Employers in two industry sectors report a slight decrease in hiring intentions for July-September 2015 compared to April-June 2015: Nondurable Goods Manufacturing and Leisure & Hospitality. Information sector employers anticipate a moderate decrease.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2015	Seasonally Adjusted
	%	%	%	%	%	%
All Industries - Northeast	24	4	70	2	20	15
Construction	30	1	65	4	29	15
Education & Health Services	15	7	77	1	8	9
Financial Activities	22	3	74	1	19	15
Government	15	3	79	3	12	10
Information	18	5	73	4	13	13
Leisure & Hospitality	44	6	48	2	38	19
Manufacturing - Durable Goods	21	2	75	2	19	16
Manufacturing - Nondurable Goods	22	8	68	2	14	10
Other Services	11	2	86	1	9	6
Professional & Business Services	27	4	67	2	23	20
Transportation & Utilities	22	2	72	4	20	18
Wholesale & Retail Trade	27	3	67	3	24	19

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

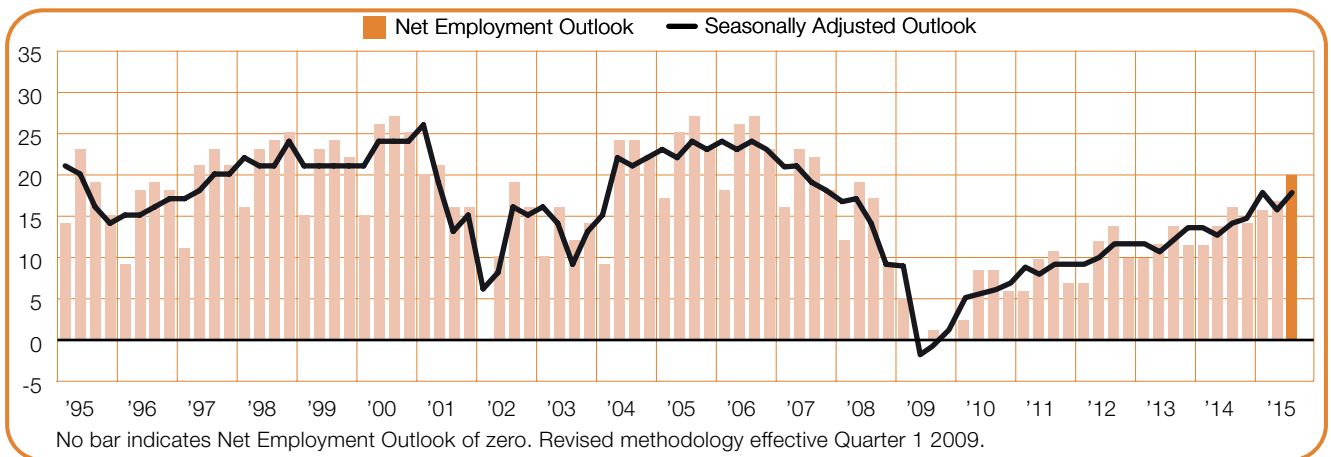
+20 (+18)%

South

In the South, 24 percent of employers surveyed expect to increase staff levels and 4 percent plan to decrease their employee headcounts, resulting in a Net Employment Outlook of +20%. When seasonal variations are removed from the data, employers anticipate Quarter 3 2015 hiring to slightly increase compared to both Quarter 2 2015 and Quarter 3 2014.

Quarter over quarter, employers in the Professional & Business Services, Education & Health Services, Leisure & Hospitality and Government sectors anticipate a slight increase in hiring plans. Employers in the Construction, Nondurable Goods Manufacturing, Wholesale & Retail Trade, Information, Financial Activities and Other Services sectors report relatively stable hiring expectations in Quarter 3 2015.

Transportation & Utilities sector employers anticipate a moderate decrease in the hiring pace, while Durable Goods Manufacturers expect hiring to considerably decrease.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2015	Seasonally Adjusted
	%	%	%	%	%	%
All Industries - South	24	4	71	1	20	18
Construction	20	4	75	1	16	12
Education & Health Services	20	4	74	2	16	16
Financial Activities	16	3	80	1	13	11
Government	22	2	74	2	20	18
Information	19	2	76	3	17	15
Leisure & Hospitality	41	6	52	1	35	32
Manufacturing - Durable Goods	16	6	77	1	10	7
Manufacturing - Nondurable Goods	17	4	74	5	13	11
Other Services	15	4	80	1	11	10
Professional & Business Services	27	3	69	1	24	21
Transportation & Utilities	26	6	68	0	20	15
Wholesale & Retail Trade	27	4	67	2	23	23

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.

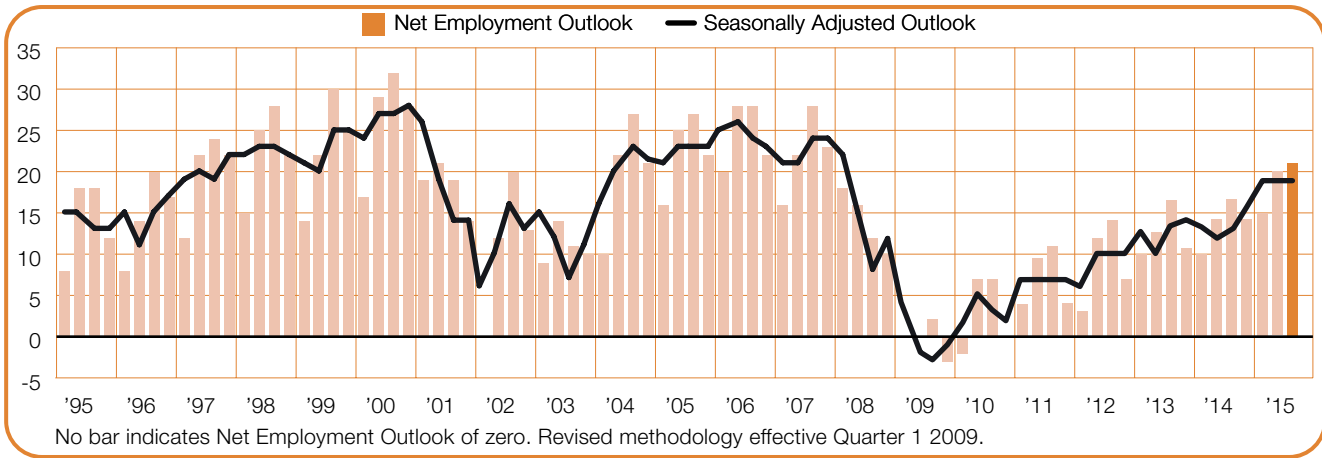
+21 (+18)%

West

Among employers surveyed in the West, 26 percent plan to add staff, while 5 percent anticipate a decline in payrolls, resulting in a Net Employment Outlook of +21% for Quarter 3 2015. According to seasonally adjusted survey results, employers in the West anticipate hiring to remain relatively stable compared to Quarter 3 2015 and to increase moderately compared to one year ago at this time.

Employers in the Durable Goods Manufacturing, Financial Activities and Leisure & Hospitality sectors expect a slight improvement in job prospects in Quarter 3 2015 compared to Quarter 2 2015.

Employers in six sectors report a relatively stable quarter-over-quarter. Net Employment Outlook: Construction, Nondurable Goods Manufacturing, Transportation & Utilities, Information, Education & Health Services and Other Services. Professional & Business Services and Government employers expect staff levels to decrease slightly, while Wholesale & Retail Trade employers plan to moderately decrease the hiring pace.



Industry	Increase	Decrease	No Change	Don't Know	Net Employment Outlook Q3 2015	Seasonally Adjusted
	%	%	%	%	%	%
All Industries - West	26	5	67	2	21	18
Construction	31	5	62	2	26	17
Education & Health Services	20	5	74	1	15	16
Financial Activities	18	4	75	3	14	13
Government	21	6	70	3	15	14
Information	22	5	70	3	17	17
Leisure & Hospitality	39	4	55	2	35	29
Manufacturing - Durable Goods	20	3	75	2	17	13
Manufacturing - Nondurable Goods	20	7	70	3	13	9
Other Services	19	3	78	0	16	14
Professional & Business Services	24	4	69	3	20	16
Transportation & Utilities	30	5	65	0	25	20
Wholesale & Retail Trade	33	6	59	2	27	22

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 2015, all 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 Q3 2015	Metropolitan Statistical Areas
35%	Rochester
33%	Nashville
32%	Provo, San Jose
31%	Columbia, Seattle
30%	Grand Rapids, Virginia Beach
28%	Des Moines, San Antonio
27%	Austin, Milwaukee, Richmond, Stockton
26%	Albuquerque, Colorado Springs, Greenville, Minneapolis, Oxnard, Providence
25%	Baton Rouge, Charleston, Denver, Detroit, Palm Bay, Salt Lake City
24%	Dallas, Omaha, San Diego
23%	Buffalo, Columbus, Jacksonville, Louisville, Sacramento, Tampa, Toledo, Washington (DC)
22%	Atlanta, Bridgeport, Deltona, Honolulu, Houston
21%	Albany, Allentown, Dayton, Madison, Memphis, Portland (OR), Raleigh, Riverside, San Francisco, Scranton
20%	Baltimore, El Paso, Harrisburg, Indianapolis, Las Vegas, Little Rock
19%	Birmingham, Chattanooga, Cincinnati, Fresno, McAllen
18%	Boise City, Greensboro, Hartford, Orlando, Syracuse
17%	Boston, Cape Coral, Knoxville, Pittsburgh
16%	Jackson, Los Angeles, Ogden, Oklahoma City, Winston-Salem
15%	Chicago, Wichita, Worcester
14%	Cleveland, Kansas City, Lakeland, New York, North Port
13%	Charlotte, Miami, Philadelphia, Phoenix, Springfield (MA), St. Louis
12%	Akron, New Haven, Spokane
11%	New Orleans
10%	Bakersfield, Tulsa, Youngstown
9%	Augusta
6%	Tucson

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 42 countries and territories to forecast labor market activity* in Quarter 3 2015.

Third-quarter forecasts are mostly positive with employers in 40 of 42 countries and territories expecting to add to their workforces by varying margins over the next three months. However, although most forecasts indicate payrolls will grow in the July-September time frame, the results suggest hiring will proceed at an uneven pace and overall hiring momentum will be marginally slower in comparison to the prior quarter and last year at this time. Hiring prospects improve in 11 countries and territories in a quarter-over-quarter comparison, but decline in 22. Outlooks strengthen in 15 countries and territories year over year, but decline in 23. The most optimistic Net Employment Outlooks are reported in Taiwan, India, Japan, Hong Kong and the United States. The weakest — and only negative — third-quarter hiring plans are reported in Italy and Brazil.

Employers in nine of 10 countries in the Americas expect to grow staffing levels in Quarter 3 2015. But in a pattern echoed elsewhere across the globe, opportunities for job seekers are expected to be less abundant in the region than they were three months ago and last year at this time. Quarter over quarter, Net Employment Outlooks improve in two countries, decline in six and are unchanged in two. Outlooks decline in nine countries in a year-over-year comparison and improve only in the United States. Employers in the United States report the region's strongest hiring plans, while the negative forecast from Brazil's employers is the weakest.

Results are similar in the Asia Pacific region. Positive hiring plans are reported in each of the eight countries and territories, but are generally softer when compared to results from the prior quarter and last year. Outlooks improve in only two countries and territories when compared with the second quarter, and weaken in six. Outlooks strengthen in three countries and territories and weaken in four when compared year over year. Employers in Taiwan and India report the most optimistic hiring intentions in the region and across the globe, while the weakest hiring pace in the region is expected in Australia.

Across the 24 countries in the Europe, Middle East and Africa (EMEA) region, employers in 23 report positive third-quarter forecasts. Hiring intentions strengthen in seven countries when compared with the April-June time frame, but weaken in 10. Employers in 11 countries report stronger forecasts in year-over-year comparisons and weaker hiring intentions in 10. The strongest hiring pace is again reported in Turkey where employer optimism remains upbeat despite the Net Employment Outlook dipping to its weakest level since the survey launched in Quarter 1 2011. Italy's negative forecast is the weakest across the region and the globe.

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at www.manpowergroup.com/meos. The next Manpower Employment Outlook Survey will be released on September 8, 2015 and will detail expected labor market activity for the fourth quarter of 2015.

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

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 nearly 59,000 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.

For the 3Q 2015 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 2015 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 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 Finland, Slovakia and Israel. 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.

About ManpowerGroup™

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, 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 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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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