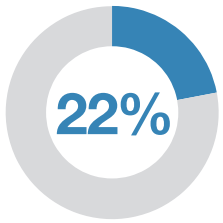


# WHERE ARE THE JOBS?

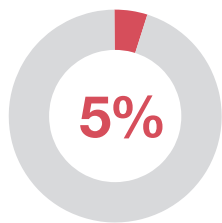
ManpowerGroup Employment Outlook Survey • United States • Q4 2018

## 11,500+

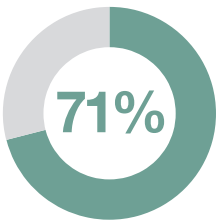
U.S. employers shared their hiring plans for Q4 2018



Plan to hire



Expect to let staff go

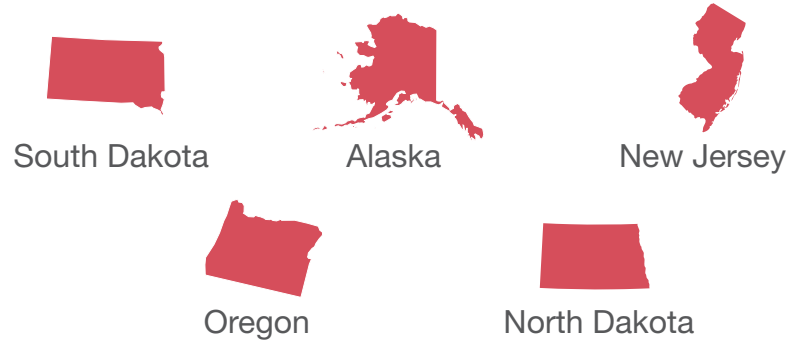
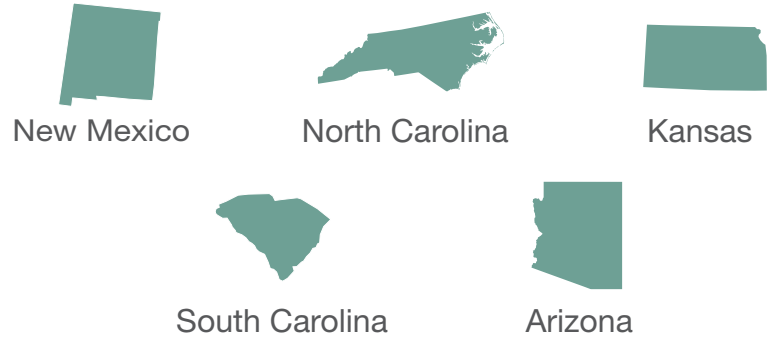


Plan to keep workforce levels steady



Are unsure about hiring plans

## JOBS OUTLOOK BY STATE



## JOBS OUTLOOK BY METRO AREA



Charlotte, N.C.  
Raleigh, N.C.  
San Jose, Calif.

Albuquerque, N.M.  
Greenville, S.C.  
Winston-Salem, N.C.

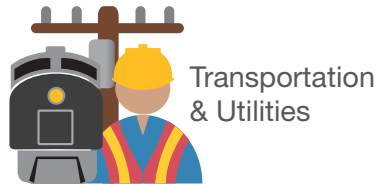


Rochester, N.Y.  
Memphis, Tenn.  
Portland, Ore.

New Orleans, La.  
Pittsburgh, Pa.



## JOBS OUTLOOK BY INDUSTRY



## JOBS OUTLOOK BY QUARTER NATIONALLY SINCE 2009

