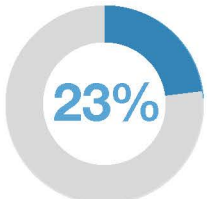


# WHERE ARE THE JOBS?

Manpower Employment Outlook Survey • United States • Q3 2016

## 11,000

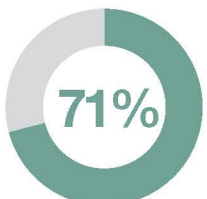
U.S. employers shared their hiring plans for Q3 2016



Plan to hire



Expect to let staff go



Plan to keep workforce levels steady



Are unsure about hiring plans

## JOBS OUTLOOK BY STATE



Maine



Idaho



Montana



Delaware



Oregon



Kentucky



Louisiana



New Jersey



Oklahoma



Nevada



Wyoming

## JOBS OUTLOOK BY METRO AREA



Albany, NY  
Richmond, VA

Charleston, SC  
Salt Lake City, UT



New Orleans, LA  
Baton Rouge, LA  
Philadelphia, PA

Oklahoma City, OK  
Bakersfield, CA



## JOBS OUTLOOK BY INDUSTRY



## JOBS OUTLOOK NATIONALLY SINCE 2008



ManpowerGroup

For more information about the Manpower Employment Outlook Survey, please visit [manpowergroup.us/MEOS](http://manpowergroup.us/MEOS).

### What do the percentages mean?

The % of employers anticipating an increase in hiring  
 - The % of employers expecting to decrease hiring  
 = Outlook Percentage