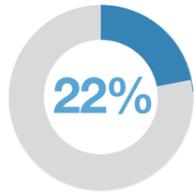


# WHERE ARE THE JOBS?

Manpower Employment Outlook Survey • United States • Q4 2016

## 11,000

U.S. employers shared their hiring plans for Q4 2016



Plan to hire



Expect to let staff go

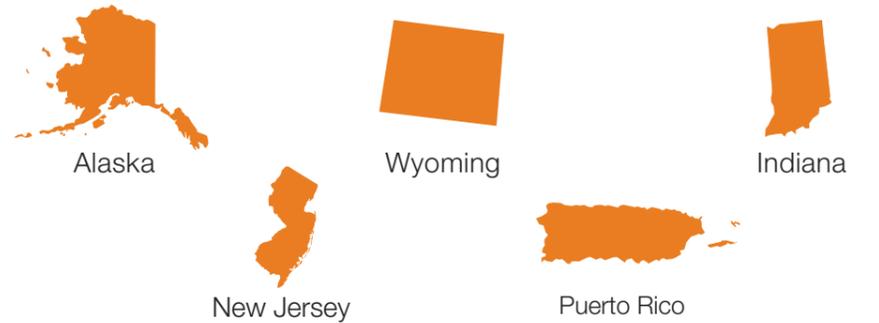
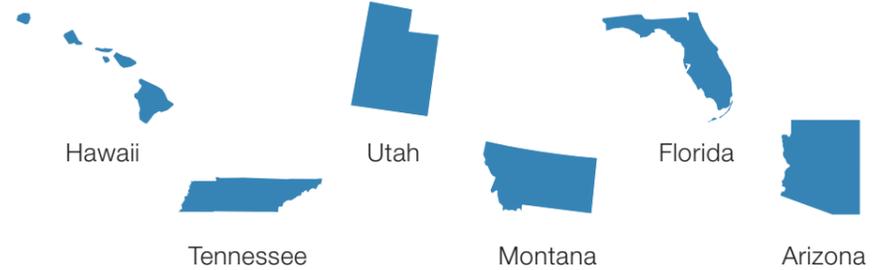


Plan to keep workforce levels steady



Are unsure about hiring plans

## JOBS OUTLOOK BY STATE



## JOBS OUTLOOK BY METRO AREA



Honolulu, Hawaii  
Provo-Orem, Utah  
Raleigh, N.C.

Miami, Fla.  
Nashville, Tenn.  
Charleston, S.C.



Oklahoma City, Okla.  
Seattle, Wash.  
Buffalo, N.Y.

Kansas City, Mo.  
Worcester, Mass.



## JOBS OUTLOOK BY INDUSTRY



Leisure & Hospitality Wholesale & Retail Trade Transportation & Utilities Professional & Business Services



Mining Other Services Manufacturing Durable Goods Education & Health Services

## JOBS OUTLOOK NATIONALLY SINCE 2009



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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