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EMBARGOED UNTIL JUNE 11, 2019, AT 12:01 AM EST**Optimistic Job Market is Forecasted for the Third Quarter of 2019 for Virginia Beach-Norfolk-Newport News, VA-NC MSA as U.S. Employers Report the Strongest Outlook in 13 Years**

- *For the coming summer months of July-September, hiring heats up in Construction, Durable Goods Manufacturing, Nondurable Goods Manufacturing, Transportation & Utilities, Information, Financial Activities, Education & Health Services, Leisure and Hospitality, and Other Services.*
- *Overall prospects look bright for jobseekers as U.S. hiring intentions hit 13-Year-High.*
- *Double-digit Outlooks reported in all 50 states, according to the ManpowerGroup Employment Outlook Survey.*
- *Nationally, Strongest Outlooks reported by employers in West (22%) and Midwest (21%).*

MILWAUKEE (June 11, 2019) — U.S. employers are reporting the strongest nationwide hiring intentions in 13 years at +21%, according to the Q3 2019 ManpowerGroup (NYSE: MAN) Employment Outlook Survey.* The last time the survey of more than 11,500 employers reported an Outlook as high as +21% was in Q3 2006. For the coming quarter in Virginia Beach-Norfolk-Newport News, VA-NC MSA, employers expect to hire at a an active pace.

“At a time of record low unemployment and employer optimism at levels we haven’t seen since the mid-2000s, we need to do more to connect people to jobs if we’re going to sustain economic growth,” said Becky Frankiewicz, President of ManpowerGroup North America. “With such strong competition for talent, skilled workers are choosing when, where and how they work. We find jobs for 275,000 workers every year and know flexibility, access to childcare and clear career paths are especially attractive benefits to women and men. To find and retain top talent, the best companies are offering holistic benefits packages with accelerated training programs and opportunities to learn, earn more and move up so employees have the skills for jobs today and tomorrow.”

Among employers surveyed, 31 percent plan to hire more employees from July through September. This number is offset by the 6 percent that plan to reduce payrolls, while 62 percent of employers expect to maintain current staff levels and 1 percent indicate they are not sure of their hiring plans. This yields a Net Employment Outlook* (NEO) of 25%.

“Virginia Beach-Norfolk-Newport News, VA-NC MSA employers have reported a stable hiring pace compared to Q2 2019 when the Net Employment Outlook was 26%,” said Chuck Ray, spokesperson for Manpower, a [ManpowerGroup](#) brand. “Compared to this time last year, hiring activity has picked up when the Outlook was 23%.”

Summary of Results for Virginia Beach-Norfolk-Newport News, VA-NC MSA

View complete Q3 2019 U.S. survey results: Manpowergroup.us/MEOS

Quarter	Increase Staff Levels	Decrease Staff Levels	Maintain Staff Levels	Don't Know	NEO
Q3 2019 Current	31%	6%	62%	1%	25%
Q2 2019 Q-over-Q	29%	3%	68%	0%	26%
Q3 2018 Y-over-Y	27%	4%	67%	2%	23%

**The Net Employment Outlook (NEO) is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity.*

Across the United States, employers in all 13 industries report double-digit hiring intentions, suggesting continued strength in the labor market at a time when open jobs have outnumbered unemployed U.S. workers for 13 consecutive months, according to the Bureau of Labor Statistics.

For the coming summer months of July-September, hiring heats up in Construction, Durable Goods Manufacturing, Nondurable Goods Manufacturing, Transportation & Utilities, Information, Financial Activities, Education & Health Services, Leisure and Hospitality, and Other Services. In contrast, payrolls are expected to decrease in Wholesale & Retail Trade and Professional & Business Services while job prospects in Government remain unchanged.

“Our ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey of its kind,” said Susan Barnett, spokesperson for Experis, a ManpowerGroup brand. “As technology and automation continue to transform the world of work, it’s important to learn from the past to ensure a great future. That’s why our findings from each quarterly MEOS combined with our insights into the World of Work and rich suite of innovative workforce solutions are so vital for every employer.”

U.S. Hiring Plans by Industry Sectors, Regions and Metro Areas/States

- Nationwide, employers in all 13 industry sectors expect to add staff in Q3 2019. The strongest Outlooks are reported in Professional & Business Services (+28%), Leisure & Hospitality (+27%), Transportation & Utilities (+25%), Wholesale & Retail Trade (+24%) and Construction (+21%) followed by Government (+20%), Mining (+19%), Durable Goods Manufacturing (+18%), Financial Activities (+17%) and Non-Durable Goods Manufacturing (+16%).*
- Both the West (+22%) and the Midwest (+21%) have the strongest regional Outlooks in the country and the highest reported Outlooks in 11 and 18 years, respectively. Hiring prospects in the South (+20%) are close behind with employers in the Northeast (+19%) not far behind.
- Employers in Maine (+34%), Wisconsin (+34%), Alaska (+33%), North Dakota (+32%), and West Virginia (+32%) report the strongest Outlooks nationwide. Of the 100 largest metropolitan statistical areas, the strongest job gains are expected in Charlotte, N.C., (+37%), Grand Rapids,



Mich. (+36%), Madison, Wis. (+34%), Columbia, S.C. (+33%), Milwaukee, Wis. (+33%) and San Jose, Calif. (+33%).

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at [ManpowerGroup.US/MEOS](https://www.manpowergroup.com/US/MEOS). The Q4 2019 survey will be released Sept. 10, 2019. To receive an email notification when the survey is available each quarter, register for updates [here](#).

About the Survey

The ManpowerGroup 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. The ManpowerGroup Employment Outlook Survey's United States results are based on interviews with 11,500+ employers located in the 50 states, the District of Columbia and Puerto Rico, which includes the largest 100 Metropolitan Statistical Areas based on the number of business establishments. The mix of industries within the survey follows the North American Industry Classification System Supersectors and is structured to be representative of the U.S. economy. Questions can be directed to press@manpowergroup.com.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for over 70 years. In 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the tenth year, confirming our position as the most trusted brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com.