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Favorable Job Market Expected in Fourth Quarter of 2019 for California

- For the coming months of October-December, employers are optimistic to hire in Construction, Durable Goods Manufacturing, Nondurable Goods Manufacturing, Transportation & Utilities, Wholesale & Retail Trade, Information, Financial Activities, Professional & Business Services, Education & Health Services, Leisure & Hospitality, Other Services, and Government.
- Positive job forecasts reported across all 50 states and 100 largest metro areas with a +20% national Outlook for Q4 2019, up 1 percentage point year-over-year.

Milwaukee, WI (Sept. 10, 2019) – U.S. employers expect the hiring pace to remain positive in Q4 2019 with hiring intentions improving one percentage point compared to a year ago, according to the ManpowerGroup (NYSE: MAN) Employment Outlook Survey. The last time the survey of more than 11,500 employers reported a Q4 Net Employment Outlook (NEO) as high as +20% was in Q4 2006.* For the coming quarter in California, employers expect to hire at a positive pace of 17%. Among employers surveyed, 22 percent plan to hire more employees from October through December. This number is offset by the 5 percent that plan to reduce payrolls, while 72 percent of employers expect to maintain current staff levels and 1 percent indicate they are not sure of their hiring plans.

"Compared to last quarter's Net Employment Outlook of 23%, California employers have reported a weaker hiring pace of 17%," said Frank Armendariz, spokesperson for Manpower, a [ManpowerGroup](#) brand. "When looking at expectations from this time last year of 21%, hiring managers anticipate the upcoming season's payrolls to slow down."

Summary of Results for California

Staff Levels	Increase	Decrease	Maintain	Don't Know	NEO
Q4 2019 Current	22%	5%	72%	1%	17%
Q3 2019 Q-over-Q	26%	3%	70%	1%	23%
Q4 2018 Y-over-Y	25%	4%	70%	1%	21%

*The Net Employment Outlook 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.

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

- Nationwide, employers in all 13 industry sectors report stable hiring intentions in Q4 2019. The strongest Outlooks are reported: Leisure & Hospitality (+27%), Professional & Business Services (+24%), Wholesale & Retail Trade (+23%), Transportation & Utilities (+22%) followed by Construction (+21%), Government (+19%), Durable Goods Manufacturing (+18%), Education & Health Services (+15%). The lowest Outlooks are in Financial Activities (+13%), Mining (+13%), Nondurable Goods Manufacturing (+13%), Information (+10%).
- Employers in all four U.S. regions report weaker hiring plans when compared with the previous quarter. In the West, the Outlook (+19%) declines by 3 percentage points, while employers in the South (+18%) report a decrease of 2 percentage points. Hiring intentions are 1 percentage point weaker in the Midwest (+20%) and the Northeast (+18%).
- Employers in Nevada (+25%), Utah (+25%), Kansas (+24%), and North Carolina (+24%) report the strongest Outlooks nationwide. Of the 100 largest metropolitan statistical areas, the strongest job gains are expected in Columbus, Ohio, (+31%), Richmond, Va., (+29%), Greensborough, N.C. (+28%) and Provo, Utah (+28%).

View the complete Q4 2019 U.S. survey results: [Manpowergroup.us/MEOS](https://www.manpowergroup.us/MEOS)

Questions can be directed to press@manpowergroup.com.

The next ManpowerGroup Employment Outlook Survey to report hiring expectations for Quarter 1 2020 will be released on December 10, 2019. To receive an email notification when the survey is available each quarter, register for updates [here](#).

Data-driven Insights for Decision-making

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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.

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 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.

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