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**Montana Employers Report Favorable Hiring Outlook for Q2 2021 as Employers Evaluate Vaccination Expectations**

- *For the coming months of April-June employers are optimistic to hire in Durable Goods Manufacturing, Nondurable Goods Manufacturing, Wholesale & Retail Trade, Financial Activities, Professional & Business Services, Education & Health Services, Leisure & Hospitality and Government.*
- *Hiring intentions remain solid in Q2 with an Employment Outlook of +18%, an increase of one percentage point from last quarter.*
- *4% of US employers say employees must be vaccinated, while 48% of employers report it will be up to employees to decide.*
- *Only 6% expect to allow workers to work remotely full-time*

**MILWAUKEE, WI (March 9, 2021)** — Montana employers plan to hire at an upbeat pace in Q2 2021 with an Employment Outlook of 20%\*, according to the ManpowerGroup Employment Outlook Survey (NYSE: MAN). Among employers surveyed, 23 percent plan to hire more employees from April through June. This number is offset by the 3 percent that plan to reduce payrolls while 72 percent of employers expect to maintain current staff levels and 2 percent indicate they are not sure of their hiring plans. This yields a Net Employment Outlook (NEO) of 20 percent. Research was conducted in January 2021 and the survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator.

View the complete Q2 2021 U.S. survey results: [ManpowerGroupUSA.com/MEOS](https://www.manpowergroup.com/MEOS)

“Compared to Q1 2021 when the Net Employment Outlook was 38 percent, Montana employers have reported a weaker hiring pace,” said Frank Armendariz of Manpower. “When looking at year-over-year expectations, hiring intentions have slowed down from when the Outlook was 22 percent.”

Hiring Intentions For Montana					
	Increase	Decrease	Maintain	Unsure	NEO
<b>Q2 2021</b> Current	23%	3%	72%	2%	20%
<b>Q1 2021</b> Q-over-Q	38%	0%	54%	8%	38%
<b>Q2 2020</b> Y-over-Y	28%	6%	66%	0%	22%

For the coming months of April-June employers are optimistic to hire in Durable Goods Manufacturing, Nondurable Goods Manufacturing, Wholesale & Retail Trade, Financial Activities, Professional & Business Services, Education & Health Services, Leisure & Hospitality and Government. Construction, Transportation & Utilities, Information and Other Services job prospects remain unchanged.

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

- Employers in all 12 U.S. industry sectors expect to add workers during the upcoming quarter: Leisure & Hospitality (+27%), Transportation & Utilities (+23%), Wholesale & Retail Trade (+22%), Nondurable Goods Manufacturing (+20%), Professional & Business Services (+19%), Construction (+15%), Education & Health Services (+14%), Financial Activities (+12%) and Durable Goods Manufacturing (+18%), Government (+9%), Information (+9%), and Other Services (+9%).
- Employers in all four U.S. regions report positive hiring plans for the next three months. The Midwest, West and South all report Outlooks of +18%, with the Northeast reporting an Outlook of +16%, unchanged for the previous quarter.
- Employers in Rhode Island (+29%), Wisconsin (+29%), Michigan (+28%), Vermont (+28%), and Arizona (+26%) report the strongest outlooks nationwide. Of the 100 largest metropolitan statistical areas, the strongest outlooks are expected Madison, WI (+38%), Deltona-Daytona Beach-Ormond Beach, FL (+37%), Minneapolis-St. Paul-Bloomington, MN (+33%), Allentown-Bethlehem-Easton, PA-NJ (+32%), and Provo-Orem, UT (+31%).

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at [ManpowerGroupUSA.com/MEOS](https://www.manpowergroup.com/MEOS). The next survey will be released June 8, 2021 and will report hiring expectations for Q3 2021.

*\*The survey – conducted January 2021 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. 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.*

### ABOUT MANPOWERGROUP

ManpowerGroup® (NYSE: [MAN](https://www.manpowergroup.com)), 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 and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability and in 2020 ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent.

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