

EMBARGOED UNTIL JUNE 8, 2021 AT 12:01AM ET

U.S. Employers Report Strongest Hiring Outlook Since 2000

- Employers report an employment outlook of +25% for Q3, improving by 7 percentage points quarter-over-quarter and by 22 percentage points year-over-year
- Most optimistic outlooks are reported in Leisure & Hospitality as Americans dine out and reconnect
- Talent shortages continue with 1 in 3 employers struggling to find skilled talent

MILWAUKEE (JUNE 8, 2021) – The great rehiring is beginning in the U.S. with more than 7,300 employers reporting the most optimistic outlooks since 2000 for the three months ahead, according to the latest ManpowerGroup Employment Outlook Survey (NYSE: MAN).

Employers in all 12 U.S. industries report positive outlooks, with the strongest hiring activity forecast for Leisure & Hospitality (+41%), Wholesale & Retail Trade (+29%), Education & Health Services (+27%), Transportation & Utilities (+26%), and both Durable and Nondurable Goods Manufacturing (+25%). The strongest hiring outlooks are reported in Delaware (+43%), Utah (+40%), Virginia (+39%), North Carolina (+37%), and Michigan (+36%); weakest in Wyoming (+12%), Puerto Rico (+16%), Alabama and the District of Columbia (both +18%).

As hiring picks up talent supply remains muted. COVID-19 has created the biggest workforce shift and reallocation of in-demand skills since WWII - almost half of employers reported difficulty filling roles in operations & logistics and nearly a quarter (23%) reported the same for manufacturing and production roles. There is rising demand too for relevant soft skills with resilience, collaboration, critical thinking & analysis the most sought after from employers across all sectors.

“Employers are ready to bring their workers back as restrictions lift and America gets ready to for the New Next and In Real Life connections resume,” said Becky Frankiewicz ManpowerGroup President, North America. “Yet childcare challenges, health concerns and competition mean demand still outstrips supply which is dampening the ‘big return’ of the American workforce. It’s a worker’s market and employees are acting like consumers in how they are consuming work - seeking flexibility, competitive pay and fast decisions. Now is the time for employers to get creative to attract talent - and to hold onto the workers they have with both hands.”

View the complete Q3 2021 U.S. survey results: [ManpowerGroupUSA.com/meos](https://www.manpowergroup.com/meos)

Region	Q3 2021	Quarter-over-Quarter Variation	Year-over-Year Variation
West	+23%	+5%	+21%
Midwest	+24%	+6%	+19%
South	+26%	+8%	+23%
Northeast	+26%	+10%	+22%

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, with outlooks improving when compared with both the prior quarter and the same period last year: Leisure & Hospitality (+41%), Wholesale & Retail Trade (+29%), Education & Health Services (+27%), Transportation & Utilities (+26%), Durable Goods Manufacturing (+25%), Nondurable Goods Manufacturing (+25%), Professional & Business Services (+21%), Construction (+19%), Information (+18%), Other Services (+16%), Financial Activities (+15%), and Government (+15%).
- Employers in all four U.S. regions report positive hiring plans for the next three months. The Northeast and South both report outlooks of +26%, with the Midwest reporting an outlook of +24% and the West reporting an outlook of 23%.
- Employers in Delaware (+43%), Utah (+40%), Virginia (+39%), North Carolina (+37%) and Michigan (+36%) report the strongest outlooks nationwide. Of the 100 largest metropolitan statistical areas, the strongest outlooks are expected Deltona-Daytona Beach-Ormond Beach, FL (+54%), Fresno, CA (+46%), Salt Lake City, UT (+46%), Baltimore-Towson, MD (+44%), Provo-Orem, UT (+44%) and New Haven-Milford, CT (+43%).

To view complete results for the ManpowerGroup Employment Outlook Survey, visit: www.manpowergroup.com/meos. The report is the latest in ManpowerGroup's Future for Workers insight series following [The Skills Revolution Reboot](#) on the impact of COVID-19 on digitization and skills and [The Future for Workers, By Workers](#). The next survey will be released September 14, 2021 and will report hiring expectations for Q4 2021.

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ABOUT THE SURVEY

The Employment Outlook Survey – conducted in April 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. Seasonal adjustments have been applied for countries and territories that have accumulated at least 17 quarters of data, Croatia being the exception. ManpowerGroup intends to add seasonal adjustments to the data for Croatia in the future, as more historical data is compiled.

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 and Talent Solutions – creates substantially more 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 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the 12th year - all confirming our position as the brand of choice for in-demand talent.