

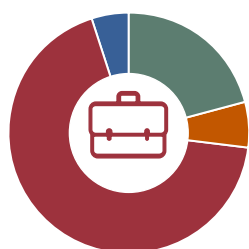


# EMPLOYERS PREDICT SLOW & GRADUAL RETURN TO PRE-PANDEMIC HIRING IN MOST MARKETS

13% of employers say pre-pandemic hiring will return before July 2021, down from 54% when asked in Q2

## EMPLOYER HIRING EXPECTATIONS FOR JANUARY THROUGH MARCH

Hiring managers in the United States report a seasonally adjusted, Net Employment Outlook\* of 17%



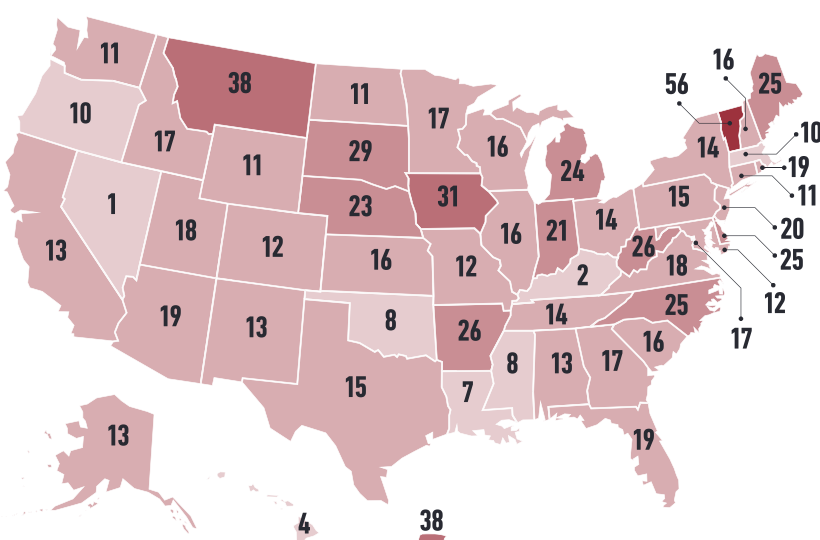
**21%** PLAN TO HIRE

**6%** EXPECT TO LAY OFF WORKERS

**68%** PLAN TO KEEP WORKFORCE LEVELS STEADY

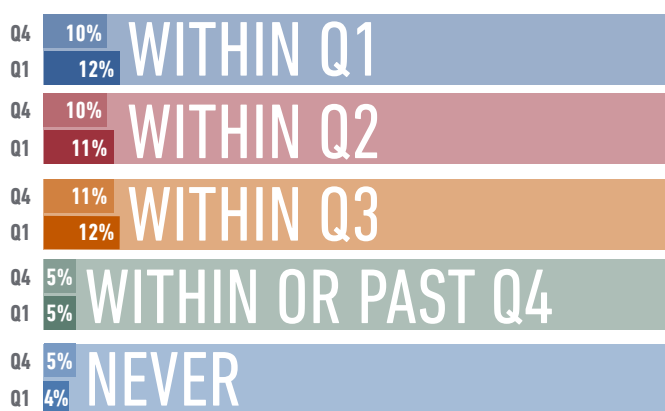
**5%** UNDECIDED

## US NET Employment Outlook (NEO)



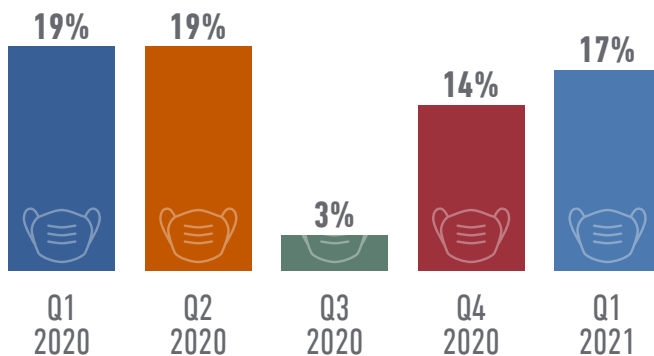
## TIME TO RETURN

10% of employers expect to return to pre-COVID-19 hiring levels within Q1 2021



## THE IMPACT OF COVID-19 ON HIRING PLANS

Net Employment Outlooks (NEOs) since January 2020



## INDUSTRIES WITH THE MOST OPTIMISTIC HIRING OUTLOOK



Complete results for the ManpowerGroup Employment Outlook Survey are available for download at: [ManpowerGroup.us/MEOS](https://ManpowerGroup.us/MEOS)

\*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 decreased in hiring activity.