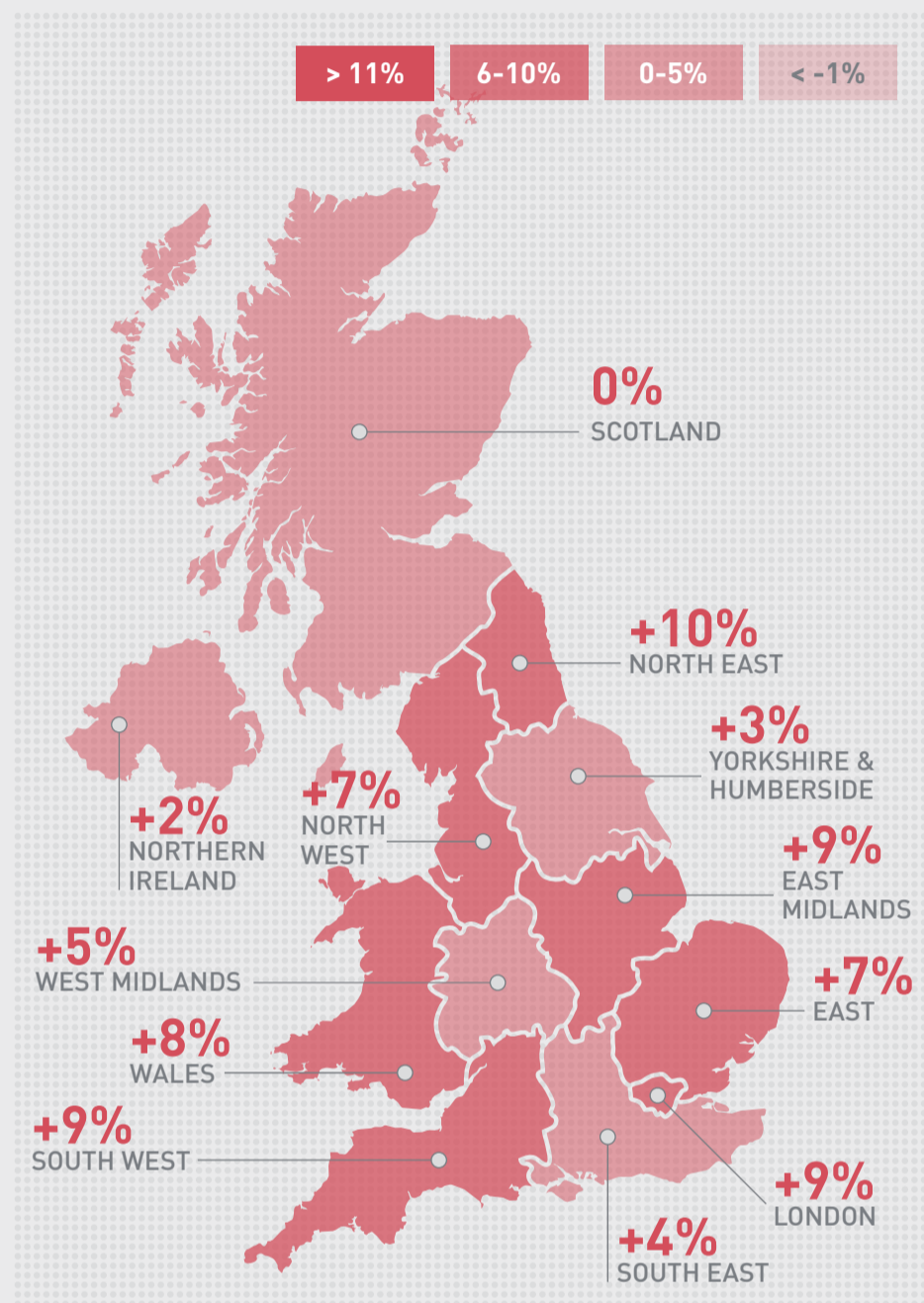


# WHERE THE JOBS ARE

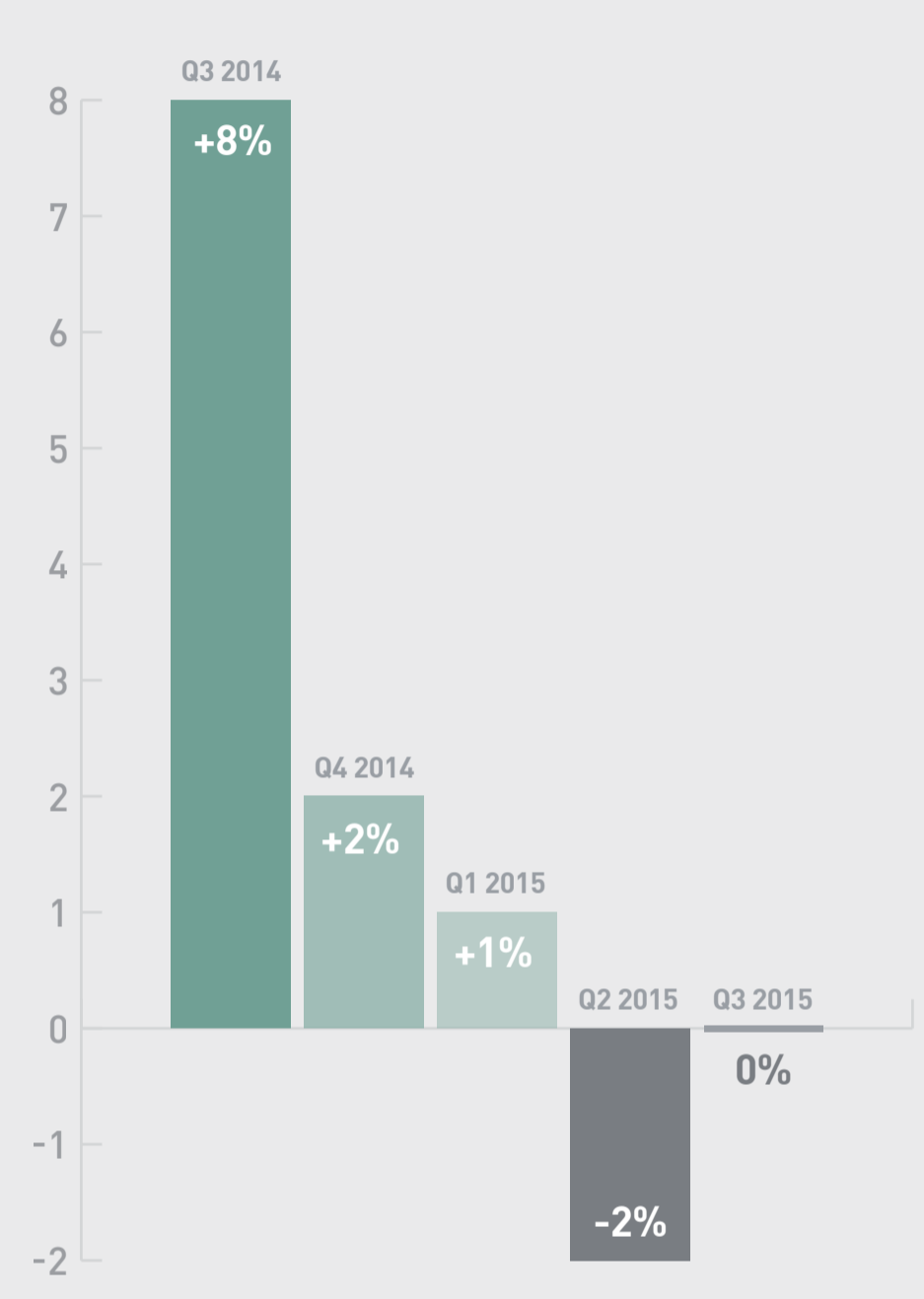
MANPOWER EMPLOYMENT OUTLOOK SURVEY

THIRD QUARTER 2015

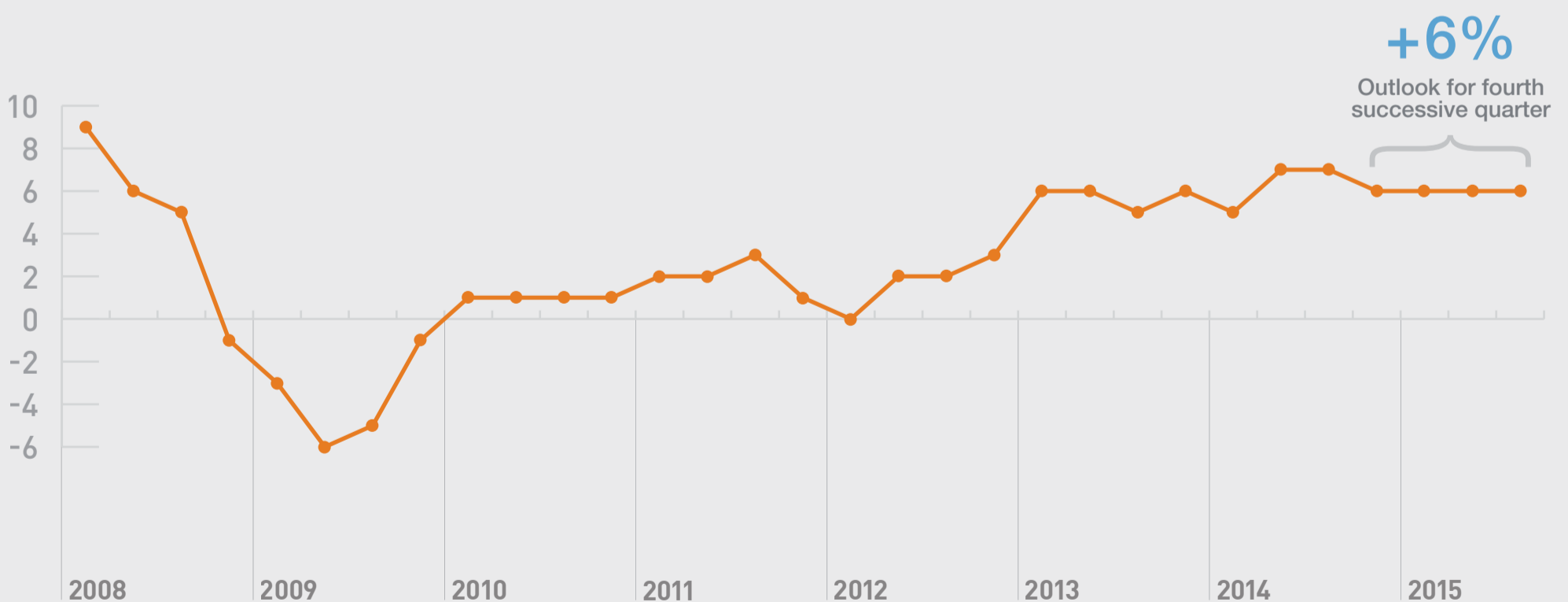
## BEST AND WORST OUTLOOK FOR JOBS BY REGION IN Q3 2015



## SCOTLAND'S OUTLOOK FLATLINES IN Q3 2015



## NATIONAL OUTLOOK 2008 TO 2015



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### What do the percentages mean?

The % of employers anticipating an increase in headcount  
 - the % of employers expecting to decrease in headcount

= Outlook Percentage

Seasonally adjusted - Seasonal adjustments are applied to research data to remove employment fluctuations that normally occur at the same time each year, such as the end of a school term or a change in season.

For more information about the Manpower Employment Outlook Survey, please visit [manpower.co.uk/meos](http://manpower.co.uk/meos)

