



# 2016

## U.S. Job Forecast



## U.S. Job Growth Expected to Hold Steady in the New Year

Survey Reveals Five Employment Trends to Watch in 2016

U.S. employers continue to show confidence in their hiring plans, according to CareerBuilder's annual job forecast. Thirty-six percent plan to add full-time, permanent employees in 2016, the same as 2015. Nearly half of employers (47 percent) plan to hire temporary or contract workers.

Workers can also expect to see higher starting salaries, more teens in internships, more women and minorities in leadership and more opportunities to move from low-skill to high-skill jobs, among other trends.

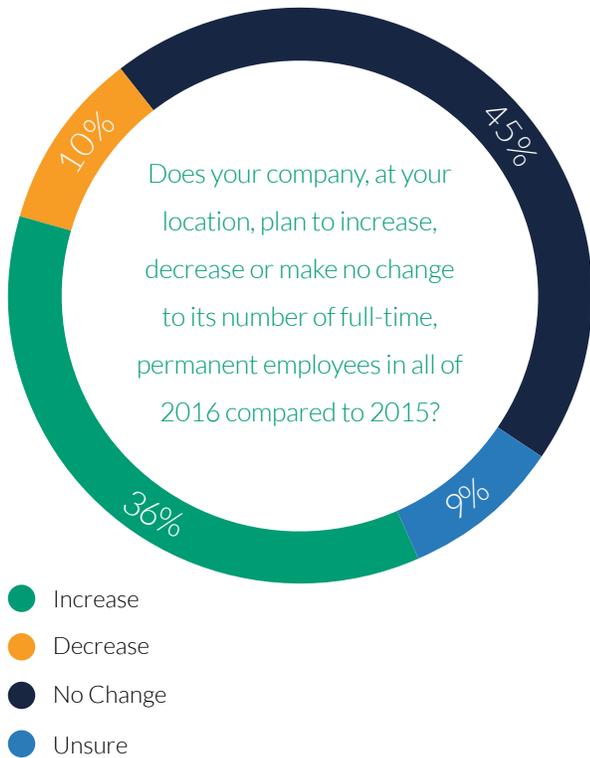
The national survey was conducted online by Harris Poll on behalf of CareerBuilder from November 4 to December 1, 2015, and included a representative sample of 2,338 hiring managers and human resources professionals across industries.



“On average, the U.S. has added 200,000 jobs each month over the last two years, and we expect 2016 to produce similar results, if not better. The market is also showing signs of broader wage pressure. While employers have been more willing to pay a premium for high-skill labor, they're now having to pay more competitive wages for entry-level positions. Workers are gaining leverage.”

**Matt Ferguson**

*CEO of CareerBuilder and co-author of The Talent Equation*



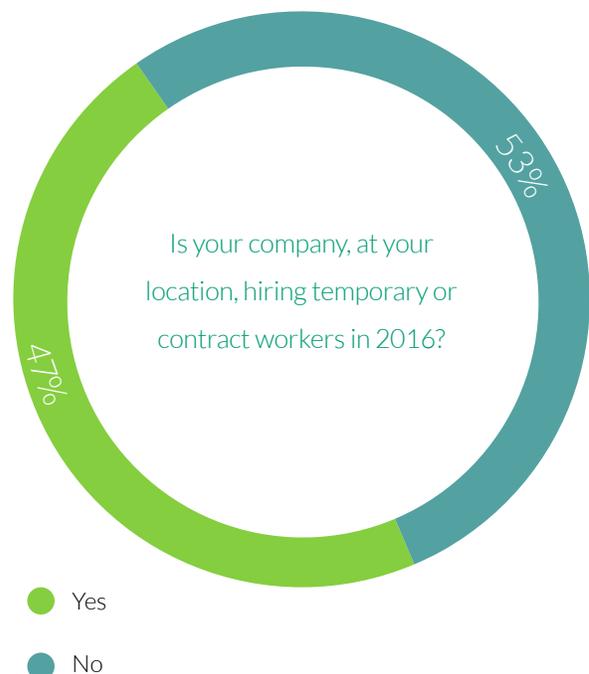
## Full-time, Permanent Hiring

While more than a third of employers are increasing full-time, permanent headcount, 45 percent anticipate no change. One in ten employers (10 percent) plan to decrease staff levels while 9 percent are unsure.

Comparing industries, financial services (46 percent), information technology (44 percent), and health care<sup>1</sup> (43 percent) are expected to outperform the national average for employers adding full-time staff. Manufacturing (37 percent) is expected to mirror the national average.

## Temporary and Contract Hiring

Employers are also optimistic about temporary employment. Forty-seven percent reported they will add temporary or contract workers in 2016, up slightly from 46 percent last year. Of these employers, 58 percent plan to transition some temporary or contract workers into permanent roles in 2016.



<sup>1</sup> Large health care organizations with 50 or more employees

## Hot Areas for Hiring

Of the employers who plan to increase the number of full-time employees in the new year, the top areas they'll be recruiting for include:



Customer Service – 32%



Marketing – 18%



Information Technology – 29%



Business Development – 16%



Sales – 27%



Human Resources – 16%



Production – 24%



Accounting/Finance – 15%



Administrative – 20%

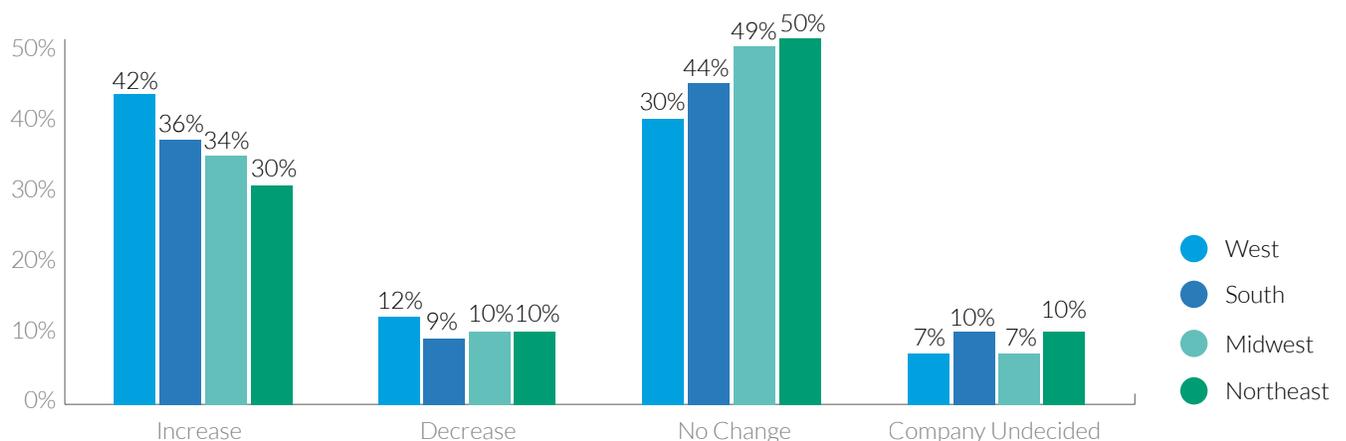


Engineering – 13%

## Hiring By Region

The West has the highest percentage of employers expecting to add full-time, permanent headcount at 42 percent, followed by the South (36 percent), Midwest (34 percent) and Northeast (30 percent). However, the West also houses the highest percentage of employers expecting to decrease staffs at 12 percent, compared to 10 percent in the Northeast and Midwest and 9 percent in the South.

Does your company, at your location, plan to increase, decrease or make no change to its number of full-time, permanent employees for all of 2016 compared to 2015?



## Small Business Hiring

Small business managers are feeling better about their financial prospects in 2016 and are looking to expand their staff. Larger employers are holding steady and continue to outpace small businesses in hiring.



## 5 Trends to Watch in the New Year

Looking at key trends that will help shape the employment landscape in 2016, several are tied to employers getting more competitive for talent, implementing new ways to source and develop high-skill workers and embracing more diversity in leadership.



### 1. Opening New Doors for Low-Skill Workers

Many employers say they are concerned with a growing skills gap (63 percent) and report extended vacancies within their organizations (48 percent). Thirty-three percent of employers plan to hire low-skill workers and invest in training them for high-skill jobs in 2016.



### 2. Hiring Younger Interns

To encourage the next generation to pursue STEM-related fields (science, technology, engineering and math) and other in-demand areas, employers are building relationships with students at an early age. One quarter (25 percent) plan to hire high school students as interns over the next 12 months.



### 3. Increasing Wages at All Levels

In an effort to retain and attract top performers, 83 percent of employers plan to increase compensation for existing employees – on par with 82 percent last year – while 66 percent will offer higher starting salaries for new employees – up from 64 percent last year.



### 4. Reaching Beyond U.S. Borders

Employers will continue to look at talent pools outside the U.S. to help fill labor deficits. Nearly 1 in 5 (19 percent) say they will hire workers with H-1B visas in 2016, which will enable them to temporarily employ foreign-born workers for specialized occupations.



### 5. Diversifying Management

Companies are expanding demographics in their company leadership. Fifty-five percent of employers plan to hire or promote more women for management roles while 53 percent plan to do the same for diverse workers. Forty-seven percent of employers plan to promote workers under the age of 30 into management roles.



*Totals may not equal 100 percent due to rounding or the ability to choose more than one response.*

## Survey Methodology

This survey was conducted online within the U.S. by Harris Poll on behalf of CareerBuilder among 2,338 hiring and human resource managers ages 18 and over (employed full-time, not self-employed, non-government) between November 4 to December 1, 2015 (percentages for some questions are based on a subset, based on their responses to certain questions). With a pure probability sample of 2,338, one could say with a 95 percent probability that the overall results have a sampling error of +/- 2.03 percentage points. Sampling error for data from sub-samples is higher and varies.

## About CareerBuilder®

As the global leader in human capital solutions, CareerBuilder specializes in cutting-edge HR software as a service to help companies with every step of the recruitment process from acquire to hire. CareerBuilder works with top employers across industries, providing job distribution, sourcing, workflow, CRM, data and analytics in one pre-hire platform. It also operates leading job sites around the world. Owned by TEGNA Inc. (NYSE:TGNA), Tribune Media (NYSE:TRCO) and The McClatchy Company (NYSE:MNI), CareerBuilder and its subsidiaries operate in the United States, Europe, South America, Canada and Asia. For more information, visit [www.careerbuilder.com](http://www.careerbuilder.com).

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