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National News Release

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Manpower Employment Outlook Survey Finds Canadian Employers Anticipate a Fair Hiring Climate for the Second Quarter of 2016; Job Prospects Strongest in the Public Administration Sector

(Toronto, ON, March 8, 2016) – Canadian employers anticipate a fair hiring climate for job seekers in the second quarter of 2016, with employers in the Public Administration sector reporting the strongest job prospects according to the latest Manpower Employment Outlook Survey, the most extensive, forward-looking employment survey in the world.

With seasonal variations removed from the data, the Net Employment Outlook of seven per cent is on par when compared to the previous quarter and represents a three percentage point decrease when compared to the same quarter last year.

The survey of over 1,900 employers across Canada reveals that 15 per cent plan to increase their staffing levels in the second quarter of 2016, while five per cent expect cutbacks. Of the employers surveyed, 78 percent expect their current staffing levels to remain the same, while the remaining two per cent are unsure about their hiring intentions for this quarter.

“Overall employment levels remain little changed across Canada,” said Michelle Dunnill,

Manpower Area Manager for Toronto, Mississauga and Markham. “We’re noticing gains in some areas are being offset by declines in others. However, as the Canadian dollar remains low, we expect to see manufacturing begin to pick up, increasing demand for skilled labour.”

Public Administration

In the Public Administration sector, employers expect steady hiring plans next quarter, reporting a Net Employment Outlook of 14 per cent. This forecast is a two percentage point increase from last quarter’s forecast, and a seven percentage point increase when compared to the Outlook reported during the same period last year. This sector has the most favourable Outlook this quarter.

Finance, Insurance & Real Estate

Employers for the Finance, Insurance and Real Estate sector report a Net Employment Outlook of 13 per cent for the second quarter of 2016, indicating a hopeful hiring climate is expected for job seekers. This is a six percentage point increase when compared to the previous quarter, and a decrease of five percentage points over the Outlook from the same period last year.

Transportation & Public Utilities

Employers in the Transportation & Public Utilities sector expect a respectable hiring pace, reporting a Net Employment Outlook of 10 per cent for the second quarter of 2016. This Outlook is a four percentage point decrease from the forecast reported for the previous quarter, and a decrease of five percentage points from the Outlook reported during the same time last year.

Wholesale & Retail Trade

In the Wholesale & Retail Trade sector, employers project a moderate hiring pace with a Net Employment Outlook of seven per cent this coming quarter. This Outlook represents a three percentage point decrease from last quarter’s forecast and a decrease of seven percentage points from the Outlook reported during the same time last year.

Services

Employers in the Services sector expect a fair hiring climate for this upcoming quarter, with a Net Employment Outlook of seven per cent. This Outlook is a decrease of two percentage points over the previous quarter, and a three percentage point decrease from the Outlook reported during the same time last year.

Manufacturing – Non-Durables

In the Manufacturing – Non-Durables industry sector, employers report a Net Employment Outlook of six per cent, indicating a conservative hiring environment for the coming quarter. This Outlook represents an increase of two percentage points over the previous quarter and an increase of three percentage points over the Outlook reported during the same time last year.

Construction

Job seekers in the Construction sector should anticipate a soft hiring climate for the second quarter of 2016, with employers reporting a Net Employment Outlook of five per cent. This Outlook is a decrease of five percentage points from the Outlook reported in the previous quarter, and a nine percentage point decrease when compared to the Outlook reported during the same time last year.

Education

Employers in the Education sector expect a fair hiring climate for this upcoming quarter, reporting a Net Employment Outlook of four per cent. This Outlook is a one percentage point increase from last quarter, but represents a decrease of two percentage points from the Outlook reported during the same quarter last year.

Manufacturing – Durables

Employers in the Manufacturing – Durables sector project a flat hiring environment for the second quarter of 2016, with a Net Employment Outlook of zero per cent. This represents a significant 11 percentage point decrease from the Outlook reported last quarter, as well as a decrease of 12 percentage points compared to the Outlook reported in the same quarter last year.

Mining

Job seekers in the Mining sector should expect a sluggish hiring environment to continue into the second quarter of 2016, with a Net Employment Outlook of -2 per cent. The forecast is a seven percentage point increase compared to last quarter, but a decrease of two percentage points from the Outlook reported for the same time last year.

Hiring Intentions Most Upbeat in Atlantic Canada

Survey results for the second quarter of 2016 show that job seekers across Canada should

plan on differing levels of hiring. Employers in Atlantic Canada expect the most encouraging hiring climate for the coming quarter, reporting a Net Employment Outlook of nine per cent. Employers in Ontario anticipate a modest hiring climate, reporting an Outlook of seven per cent, while those in Western Canada and Quebec expect a conservative hiring pace, reporting an Outlook of just six per cent.

Large-sized Organizations Expect Most Favourable Hiring Climate

Employers in large-sized (250+ employees) organizations anticipate the most positive hiring prospects for this quarter, reporting an Outlook of 15 per cent. Those in medium-sized (50-249 employees) organizations anticipate a more modest hiring climate with an Outlook of eight per cent. Meanwhile, employers in small (10-49 employees) and micro-sized (1-9 employees) organizations plan for a slow-paced hiring climate, reporting Outlooks of just five per cent and two per cent, respectively.

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Note to Editors

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at http://manpowergroup.com/press/meos_landing.cfm. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the Manpower Web site at www.manpowergroup.ca/meos.

Note that in Quarter 2 of 2008, the survey adopted the TRAMO-SEATS model for seasonal adjustment of data. As a result, you may notice some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank and is widely used internationally.

About the Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the most extensive forward-looking survey of its kind, unparalleled in its size, scope, longevity and area of focus. The Survey has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. The Manpower Employment Outlook Survey is based on interviews with nearly 59,000 public and private employers worldwide and is considered a highly respected economic indicator.

The Manpower Employment Outlook Survey is currently available for 42 countries and territories: Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Costa Rica, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Panama, Peru, Poland, Romania, Singapore, Slovakia, Slovenia, Spain, South Africa, Sweden, Switzerland, Taiwan, Turkey, the United Kingdom and the United States. The program began in the United States and Canada in 1962, and the United Kingdom was added in 1966. Mexico and Ireland launched the survey in 2002, and 13 additional countries were added to the program in 2003. New Zealand joined the program in 2004, China, India, Switzerland and Taiwan were added in 2005, and Argentina, Peru, Costa Rica and South Africa joined in 2006. Colombia, the Czech Republic, Greece, Guatemala, Poland and Romania joined in 2008;

Brazil and Hungary joined in 2009; Panama joined in 2010 and Israel and Slovakia joined in 2011. Finland joined the survey in 2012. For more information, visit the ManpowerGroup Web site at www.manpowergroup.com and enter the Research Center.

About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands — Manpower®, Experis™, Right Management® and ManpowerGroup™ Solutions— we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.ca.