

# 3Q18

## National News Release

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Contact:  
Corey Ruth  
The iPR Group  
416-850-2524  
[corey@theiprgroup.ca](mailto:corey@theiprgroup.ca)

**ManpowerGroup Employment Outlook Survey:  
Steady Hiring Pace Expected to Continue into the Third Quarter;  
Transportation & Public Utilities Employers Report Strongest Prospects**

(Toronto, ON, June 12, 2018) – Canadian employers continue to be confident in the economy, according to the latest Employment Outlook Survey released today by ManpowerGroup. Job gains are expected in all 10 industry sectors and all four regions of Canada, with employers expecting a positive hiring climate overall for job seekers in the third quarter of 2018. Employers in the Transportation & Public Utilities sector anticipate the most active hiring climate of any industry, while for the fifth consecutive quarter employers in Quebec report the strongest job prospects overall.

With seasonal variations removed from the data, the Net Employment Outlook of 13 per cent is a one percentage point decrease compared to the previous quarter and is an increase of four percentage points compared to the Outlook reported during the same time last year.

“Even though prospects are weaker in six of ten industry sectors compared to last quarter, we’re still seeing a positive hiring climate for most of the country,” said Darlene Minatel, Country Manager for ManpowerGroup Canada. “The numbers reflect a pattern of a labour market nearing capacity, with unemployment in some regions at record lows. For job seekers, this could larger wage gains in the quarter to come.”

The survey of over 1,900 employers across Canada reveals that 20 per cent plan to increase their staffing levels in the third quarter of 2018, while three per cent anticipate cutbacks. Of the employers surveyed, 76 per cent expect their current staffing levels to remain unchanged and the remaining one per cent are unsure about their hiring intentions for the upcoming quarter.

### **Transportation & Public Utilities**

Employers in the Transportation & Public Utilities sector anticipate a healthy hiring pace, reporting a Net Employment Outlook of 20 per cent for the third quarter of 2018. This is a two percentage point increase from the forecast reported for the previous quarter, and an increase of 10 percentage points compared to the same time last year. It is the most favourable Outlook for any sector this quarter.

### **Public Administration**

Employers for this sector report a Net Employment Outlook of 16 per cent for the third quarter of 2018, indicating a steady hiring climate for job seekers. This Outlook is a decrease of four percentage points compared to the previous quarter's forecast and a decrease of two percentage points compared to the Outlook at the same time last year.

### **Construction**

Job seekers in the Construction sector should expect a hopeful hiring climate for the upcoming quarter with a Net Employment Outlook of 15 per cent—the strongest hiring plans reported in the sector in nearly five years. This forecast is an increase of three percentage points from the Outlook reported in the previous quarter and is a 12 percentage point increase compared to the same time last year.

### **Manufacturing – Durables**

The Net Employment Outlook in the Manufacturing – Durables sector is a respectable 13 per cent this quarter. This is a five percentage point decrease from the Outlook reported last quarter, but is also an increase of four percentage points compared to the Outlook reported in the same quarter last year.

### **Services**

Job seekers in the Services sector should expect an upbeat hiring climate for the third quarter of 2018, with a Net Employment Outlook of 12 per cent. This is a two percentage point decrease when compared to the previous quarter, and an increase of five per cent over the Outlook reported during the same time last year.

### **Finance, Insurance & Real Estate**

In the Finance, Insurance & Real Estate sector, employers report favourable hiring expectations for the third quarter of 2018, with a Net Employment Outlook of 10 per cent. This is a five percentage point decrease when compared to the previous quarter and a decrease of eight percentage points over the Outlook from the same period last year.

### **Mining**

Employers in the Mining sector anticipate a hopeful Net Employment Outlook of 10 per cent for the third quarter of 2018. This forecast is a four percentage point decrease from last quarter and an increase of one percentage point from the Outlook reported during the same time last year.

### **Wholesale & Retail Trade**

In the Wholesale & Retail Trade sector, employers expect a positive hiring pace with a Net Employment Outlook of 10 per cent. This reflects a one percentage point increase compared to the previous quarter's forecast and an increase of two percentage points from the Outlook reported during the same time last year.

### **Manufacturing – Non-Durables**

In the Manufacturing – Non-Durables industry, employers report a fair Net Employment Outlook of eight per cent. This forecast is a five percentage point decrease from last quarter and an increase of two percentage points from the Outlook reported during the same time last year.

### **Education**

Employers in the education sector expect a modest hiring pace for the upcoming quarter, anticipating a Net Employment Outlook of nine per cent. This is on par with the Outlook reported last quarter and is a one percentage point increase from the Outlook reported during the same quarter last year.

### **Hiring Intentions Strongest in Quebec**

Survey results for the third quarter of 2018 show that job seekers across Canada should expect to benefit from some hiring activity. Employers in Quebec expect the most strongest hiring climate for the coming quarter, forecasting a Net Employment Outlook of 17 per cent. Job seekers in Atlantic Canada should anticipate a steady hiring pace, reporting an Outlook of 15 per cent, while employers in Ontario and Western Canada anticipate a respectable hiring climate, with Outlooks there reported at 12 per cent and 11 per cent, respectively.

### **Large- and Medium-sized Organizations Expect Most Positive Hiring Climate**

Large (250+ employees) and medium (50-249 employees) organizations report the most positive hiring plans for the upcoming quarter, reporting seasonally adjusted Outlooks of 27 and 16 per cent, respectively. Small organizations (10-49 employees) indicate a mild Outlook of eight per cent, while micro-sized organizations (1-9 employees) expect a modest Outlook of six per cent for the upcoming quarter.

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### **Note to Editors**

Full survey results for each of the 44 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](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.manpower.ca](http://www.manpower.ca) > Employers > Research and Insights.

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 ManpowerGroup 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 55 years and is one of the most trusted surveys of employment activity in the world. The ManpowerGroup Employment Outlook Survey is based on interviews with nearly 60,000 public and private employers worldwide and is considered a highly respected economic indicator.

The ManpowerGroup Employment Outlook Survey is currently available for 44 countries and territories: Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Costa Rica, Croatia, Czech Republic, Finland, France, Germany, Greece, Guatemala, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Mexico, Netherlands, New Zealand, Norway, Panama, Peru, Poland, Portugal, 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, Portugal joined in 2016, and Croatia launches the survey for the first time with this edition. For more information, visit the ManpowerGroup Web site at [www.manpowergroup.com](http://www.manpowergroup.com) and enter the Research Center.

## **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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for 70 years. In 2018, ManpowerGroup was named one of the World's Most Ethical Companies for the eighth 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 is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com)