

4Q19 National News Release

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ManpowerGroup Employment Outlook Survey: Prospects Look Steady for Jobseekers as Canadian Hiring Intentions Remain Stable

- *Employers report a +12% National Outlook for Q4 2019 - the same Outlook as Q3*
- *Employers in all 10 Canadian industry sectors and in all four regions of Canada expect to add to payrolls in the next quarter*
- *Employers in the Transportation & Public Utilities (+17%) & the Public Administration Sectors (+17%) report the highest industry Outlooks followed by Finance, Insurance and Real Estate (+16%) and Mining (+13%)*
- *The strongest Outlook is reported by employers in Quebec (+25%), their strongest hiring pace since regional analysis was added to the survey 16 years ago*

TORONTO, ON, (September 10, 2019) – According to the latest ManpowerGroup Employment Outlook Survey, the most extensive, forward-looking employment survey in the world, Canadian employers expect a steady hiring pace to continue over the next three months. Employers in the Public Administration sector and the Transportation & Public Utilities sector report the strongest job prospects, and employers in the Quebec region are forecasting their strongest Outlook in 16 years.

With seasonal variations removed from the data, the Net Employment Outlook of +12% is unchanged compared to the previous quarter and is relatively stable compared with a decrease of one percentage point compared to the Outlook reported during the same time last year.

The survey of over 1,900 employers across Canada reveals that 15% of employers plan to increase their staffing levels in the fourth quarter of 2019, while 6% anticipate cutbacks. Meanwhile, 78% of the employers surveyed expect their current staffing levels to remain unchanged, while the remaining 1% are unsure of their hiring intentions. Employers in all 10 industry sectors in all four regions of the country expect to add to payrolls this quarter.

“As 2019 ends, the market for Canadian job seekers is a bit of a mixed bag. While unemployment figures were a record low over the summer, the hiring outlook seems to be weakening in some sectors. Companies want to remain competitive and maintain their employee levels as they go into the new year. At the same time, there is a real struggle to find and retain qualified talent,” said Darlene Minatel, Country Manager for ManpowerGroup Canada. “On the positive side, Quebec is boasting their strongest hiring pace since regional analysis was added to the survey 16 years ago. With provincial finances under control and a strong tech scene centered around four universities, the province is making up for lost time and creating more jobs.”



Table-Industry Sector Employer Outlook

Industry Sector	Q4 2019 Outlook	Q3 2019 Variation	Q4 2018 Variation
Public Administration	17%	-3%	-2%
Transportation & Public Utilities	17%	+2%	+2%
Finance, Insurance & Real Estate	16%	+1%	+4%
Mining	13%	+7%	+2%
Construction	12%	+2%	-2%
Manufacturing-Durables	12%	-1%	-6%
Services	10%	-1%	-4%
Wholesale & Retail Trade	9%	+1%	+1%
Manufacturing- Non-Durables	9%	-1%	-3%
Education	8%	+3%	-3%

Canada Hiring Plans by Industry Sectors, Regions and Metro Areas

- Nationwide, employers in all 10 industry sectors expect to add staff in Q4 2019. The strongest Outlooks are reported in in the Transportation & Public Utilities (+17%) & the Public Administration sectors (+17%) followed by Finance, Insurance and Real Estate (+16%), Mining (+13%), Construction (+12%) and Manufacturing-Durables (+12%). The Services (+10), Manufacturing-Non-Durables (+9%), Manufacturing-Durables and Public Administration sectors have Outlooks lower than what was measured at the same time last year (Q4 2018) and last quarter (Q3 2019).
- Quebec (+25%) has the strongest regional Outlook in the country, the province's strongest hiring pace since regional analysis was added to the survey 16 years ago. Hiring prospects Atlantic Canada (+13%) and Ontario (+10) expect an upbeat hiring this quarter while job seekers in Western Canada (+7%) should plan for a modest hiring climate.
- Of the 47 markets serviced by Manpower in Canada, the strongest job gains are expected in Brampton, ON (+37%), Quebec City, PQ (+32%), Eastern Townships, PQ (+31%), Charlottetown, PE (+28%), Halifax, NS (+27%) and Kitchener/Cambridge, ON (+27%).

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at www.manpowergroup.ca/meos. The Q1 2020 survey will be released Dec. 10, 2019.

**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 decrease in hiring activity.*

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Note to Editors

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 > [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 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 hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people 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 ninth year and one of Fortune's Most Admired Companies for the sixteenth year, 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.