



ManpowerGroup™

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**EMBARGOED UNTIL 00:01 AEDT MARCH 8, 2016**

**Resource sector continues to haunt employers in Western Australia and the Northern Territory, as hiring intentions decline in Quarter 2**

*Manpower Employment Outlook Survey Q2 2016*

**AUSTRALIA (8 March 2016):** According to the most recent Manpower Employment Outlook Survey released today, Australian employers are taking a more cautious approach to hiring, with the National Employment Outlook (NEO)<sup>1</sup> down four percentage points quarter-on-quarter to +4%, the weakest hiring intention in two and a half years.

Of the more than 1,500 employers surveyed across Australia, the overwhelming majority (78%) indicated they would make no change to their current headcount, while 13 per cent of employers indicated an overall increase to their workforce. The resulting national Net Employment Outlook of +4% is down four percentage points both quarter-on-quarter, and the same time last year.

Richard Fischer, Managing Director ManpowerGroup Australia and New Zealand said organisational expansion aligned to a business's ability to meet future technological demand will be key moving forward.

"Nationally, businesses are repositioning for the future, and seeking efficiencies – leading to a short term reduction in hiring, and the outsourcing of core services.

"We are seeing heavy demand for specialist roles that improve the efficiency of businesses – across areas such as mobility and digital transformation, we expect this to continue into the foreseeable future."

The survey highlighted increased opportunities quarter-on-quarter for job hunters in one region – South Australia - while employers elsewhere across the country have pulled back hiring intentions. South Australian employers hiring intentions rose one percentage point on last quarter to +3%, despite the negative sentiment regarding the state's economy.

Mr Fischer said most states have seen only modest changes in employer hiring intention, with the exception of Western Australia.

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<sup>1</sup> The Net Employment Outlook is calculated by subtracting the percentage of employers anticipating a decrease in hiring activity from the percentage of employers anticipating an increase in employment. Seasonal adjustment is then applied to the data.

“Across the nation there is an overriding wait-and-see sentiment permeating employer hiring intentions, that is until we look at activity in Western Australia. Here employers are still dealing with realignment following the resource downturn, towards the end of 2015 we saw job gains in the state and expect that the heavy reduction in the coming quarter is a result of ongoing restructuring, and inconsistent demand in the state due to market volatility.

“Employers in South Australia have reported the only increase in hiring intention on last quarter. The region has become more popular for national employers due to the relatively modest cost of living. It’s easier to attract mid-level talent in South Australia due to the ease of establishing oneself when compared with Sydney and Melbourne.”

Employers in Western Australia report the steepest decrease in hiring intentions of twenty percentage points quarter-on-quarter, to a NEO -16%, while those in the Northern Territory also report a decrease of six percentage points, with a NEO of -1%. Delving deeper into the regional results, the survey revealed positive hiring intentions across Queensland, Tasmania, Victoria, New South Wales and the Australian Capital Territory in addition to South Australia, with NEOs of +3%, +2%, +11%, +8% and +9%, respectively. However, employers across these regions all appear to be approaching hiring more cautiously, with stable or decreased NEOs across the board. Queensland employers report a decrease of four percentage points, while Tasmania and New South Wales employer’s intentions are down two and one percentage points, respectively.

A closer look at the data shows job seekers can expect to find the strongest employment opportunities across Services, Finance, Insurance & Real Estate, and Transport & Utilities, where employers record NEOs of +9%, +11% and +9%, respectively.

“The Finance, Insurance and Real Estate sector continues to outperform others; it follows that it offers the best prospect for those seeking employment. However, employers in the Services and Transport & Utilities sectors also report optimistic hiring intentions, with Transport & Utilities being the only sector to report an increase in hiring intentions,” Mr Fischer said.

“After a year-long period of subdued hiring intentions in Transport & Utilities we are starting to see this sector pick up again, driven largely by the lower oil prices increasing demand.”

Across other sectors, Mining & Construction continues to show signs of restructuring as employers report a NEO of -6%, down six percentage points quarter-on-quarter and twelve percentage points year-on-year. Employers in Wholesale Trade & Retail Trade also report a decrease in hiring intentions of six percentage points to an NEO of -1%. Employers in Public Administration and Manufacturing report more modest decreases in hiring intentions of four and two percentage points to NEOs of +4% and +3%, respectively.

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**Table 1. Net Employment Outlook Comparison by Region**

	Q2 2016	Quarter-on-Quarter Change	Year-on-Year Change
<b>NATIONAL</b>	<b>+4%</b>	<b>↓ (-4%)</b>	<b>↓ (-4%)</b>
SA	+3%	↑ (+1%)	- (-/+0%)
QLD	+3%	↓ (-4%)	↓ (-6%)
TAS	+2%	↓ (-2%)	- (-/+0%)
VIC	+11%	- (-/+0%)	↓ (-1%)
NT	-1%	↓ (-6%)	↓ (-15%)
WA	-16%	↓ (-20%)	↓ (-20%)
NSW	+8%	↓ (-1%)	↓ (-3%)
ACT	+9%	- (-/+0%)	(+13%)

**Table 2. Net Employment Outlook Comparison by Sector**

	Q2 2016	Quarter-on-Quarter Change	Year-on-Year Change
<b>Finance, Insurance &amp; Real Estate</b>	<b>+11%</b>	<b>↓ (-6%)</b>	<b>↓ (-8%)</b>
Manufacturing	+3%	↓ (-2%)	↓ (-2%)
Mining & Construction	-6%	↓ (-6%)	↓ (-12%)
Public Administration	+4%	↓ (-4%)	↓ (-2%)
Services	+9%	↓ (-3%)	↓ (-5%)
Transportation & Utilities	+9%	↑ (+2%)	↑ (+3%)
Wholesale Trade & Retail Trade	-1%	↓ (-6%)	↓ (-3%)

**Table 3. Net Employment Outlook Comparison by Organisation size**

	Q2 2016	Quarter-on-Quarter Change	Year-on-Year Change
<b>Micro (&lt;10)</b>	<b>-1%</b>	<b>↓ (-4%)</b>	<b>↓ (-4%)</b>
Small (10-49)	+6%	↓ (-1%)	↓ (-4%)
Medium (50-249)	+4%	↓ (-5%)	↓ (-6%)
Large (>250)	+11%	↓ (-4%)	↑ (+2%)

**Table 4. APAC Q3 2015 results**

Country	Q2 2016	Quarter-on-Quarter change	Year-on-Year change
<b>AUSTRALIA</b>	<b>+4%</b>	<b>↓ (-4%)</b>	<b>↓ (-4%)</b>
CHINA	+5%	↓ (-2%)	↓ (-4%)
HONG KONG	+15%	- (-/+0%)	↓ (-1%)
INDIA	+38%	↓ (-3%)	↓ (-2%)
JAPAN	+22%	↓ (-1%)	↑ (+1%)
NEW ZEALAND	+8%	↓ (-3%)	↓ (-9%)
SINGAPORE	+10%	↓ (-1%)	↓ (-4%)
TAIWAN	+20%	↓ (-7%)	↓ (-25%)

## **About ManpowerGroup**

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people 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 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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.com.au](http://www.manpowergroup.com.au)