



ManpowerGroup™

**MEDIA CONTACT**

Lauren Knight

+61 3 8866 1223

+61 421 822 013

[lknight@buchanwe.com.au](mailto:lknight@buchanwe.com.au)

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**Australian hiring intentions rebound slightly to cautiously optimistic levels**  
*Manpower Employment Outlook Survey Q3 2016*

**AUSTRALIA (14 JUNE 2016):** The latest Manpower Employment Outlook Survey results show that the steady increase in hiring intentions in Australia will continue into the third quarter of 2016. Of the 1,500 public and private employers surveyed, 13 per cent indicated they are looking to hire over the July to September time frame, while the majority (78 per cent) intend to make no change to their current headcount. Both figures remain unchanged since last quarter.

The resulting national Net Employment Outlook (NEO)<sup>1</sup> of +8% is up three percentage points from both last quarter and the same time last year.

Richard Fischer, Managing Director, ManpowerGroup Australia and New Zealand said the optimistic hiring outlook this quarter is in line with Australia's unemployment rate remaining steady, and reflects expected movements as a result of Australia's economic transition.

"While cautious optimism is still the norm in the Australian job market, employers in banking, technology, health and professional services are showing signs of growth as they become more comfortable articulating their need for a strong and talented workforce in order to keep up with market demand and meet their business objectives. This is in line with Australia's broader economic transition, and away from the mining sector to other growth areas such as services," added Mr. Fischer.

The survey reveals a few bright spots for job seekers across the country. Employers in the Australian Capital Territory forecast the nation's strongest hiring intentions and report an Outlook of +16%, up seven percentage points quarter-on-quarter and 13 percentage points year-on-year. Similarly, businesses in New South Wales and Victoria also indicated they will increase their headcount in the next three months, reporting NEOs of +12% and +11%, respectively.

The Northern Territory reported its weakest and third negative hiring outlook since the territory was first included in the survey in quarter two of 2004. It reported a sluggish NEO of -4%, down two percentage points from last quarter and down six percentage points from the same time last year.

"Employers in the Northern Territory continue to feel the impact of the mining downturn and slow population growth," observed Mr. Fischer.

"While the majority of employers in the Northern Territory are not looking to change their headcount in the next three months, it will be crucial to help them transition its economy to new areas, which we believe will result in opportunities for the wider employment market."

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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.

Bleak prospects are also reported in Western Australia where the NEO stands at a weak -6%, although the third-quarter outlook represents a 10 percentage point improvement quarter-on-quarter.

Across the sectors surveyed, employers in Finance, Insurance & Real Estate for the eleventh consecutive quarter reported the strongest NEO of +15%. Hiring intentions jumped three percentage points quarter-on-quarter and the same time last year.

“While broadly the mining sector continues to decline as a major economic driver, the recent property boom and focus on infrastructure has led to the Mining and Construction sector seeing an uptick in hiring intentions, showing a 10 percentage point quarter-on-quarter increase in Outlook to +5%.

“Hiring is incrementally increasing and stabilising in construction and property across Australia as a result the growing number of infrastructure projects commencing after gaining approvals. This looks likely to continue given the current political and societal climate in particular,” added Mr. Fischer.

Employers in the Wholesale Trade & Retail Trade sector are also anticipating a conservative hiring pace with an Outlook of +4% for next quarter, increasing by five percentage points quarter-on-quarter and by one percentage point year-on-year.

Meanwhile, employers in medium-sized businesses are expecting the strongest hiring environment in the July-September time frame, and the NEO of +11% represents a seven percentage point jump from the last quarter. Micro and smaller employers are also showing encouraging signs and reported NEOs of +2% and +9%, respectively.

**Tag: @ManpowerGroupAU @ManpowerAU #MEOS #Employment**

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

	Q3 2016	Quarter-on-Quarter Change	Year-on-Year Change
<b>NATIONAL</b>	<b>+8%</b>	<b>↑ (+3%)</b>	<b>↑ (+3%)</b>
<b>SA</b>	<b>+4%</b>	<b>↑ (+1%)</b>	<b>- (-/+0%)</b>
<b>QLD</b>	<b>+9%</b>	<b>↑ (+6%)</b>	<b>- (-/+0%)</b>
<b>TAS</b>	<b>+9%</b>	<b>↑ (+6%)</b>	<b>↑ (+4%)</b>
<b>VIC</b>	<b>+11%</b>	<b>- (-/+0%)</b>	<b>↑ (+3%)</b>
<b>NT</b>	<b>-4%</b>	<b>↓ (-2%)</b>	<b>↓ (-6%)</b>
<b>WA</b>	<b>-6%</b>	<b>↑ (+10%)</b>	<b>- (-/+0%)</b>
<b>NSW</b>	<b>+12%</b>	<b>↑ (+3%)</b>	<b>(+7%)</b>
<b>ACT</b>	<b>+16%</b>	<b>↑ (+7%)</b>	<b>(+13%)</b>

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

	Q3 2016	Quarter-on-Quarter Change	Year-on-Year Change
<b>Finance, Insurance &amp; Real Estate</b>	<b>+15%</b>	<b>↑ (+3%)</b>	<b>↓ (-3%)</b>
<b>Manufacturing</b>	<b>+6%</b>	<b>↑ (+3%)</b>	<b>↑ (+5%)</b>
<b>Mining &amp; Construction</b>	<b>+5%</b>	<b>↑ (+10%)</b>	<b>↑ (+6%)</b>
<b>Public Administration</b>	<b>+10%</b>	<b>↑ (+6%)</b>	<b>↑ (+7%)</b>

<b>Services</b>	+12%	↑ (+3%)	↑ (+1%)
<b>Transportation &amp; Utilities</b>	+13%	↑ (+3%)	↑ (+9%)
<b>Wholesale Trade &amp; Retail Trade</b>	+4%	↑ (+5%)	↑ (+1%)

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

	Q3 2016	Quarter-on-Quarter Change	Year-on-Year Change
<b>Micro (&lt;10)</b>	+2%	↑ (+3%)	↑ (+1%)
<b>Small (10-49)</b>	+9%	↑ (+3%)	↑ (+4%)
<b>Medium (50-249)</b>	+11%	↑ (+7%)	↑ (+5%)
<b>Large (&gt;250)</b>	+12%	↑ (+1%)	↑ (+2%)

**Table 4. APAC Q3 2016 results**

Country	Q3 2016	Quarter-on-Quarter change	Year-on-Year change
<b>AUSTRALIA</b>	<b>+8%</b>	↑ <b>(+3%)</b>	↑ <b>(+3%)</b>
<b>CHINA</b>	+2%	↓ (-2%)	↓ (-12%)
<b>HONG KONG</b>	+12%	↓ (-3%)	↓ (-4%)
<b>INDIA</b>	+35%	↓ (-3%)	↓ (-3%)
<b>JAPAN</b>	+22%	- (-/+0%)	- (-/+0%)
<b>NEW ZEALAND</b>	+12%	↑ (+3%)	- (-/+0%)
<b>SINGAPORE</b>	+9%	↓ (-1%)	↓ (-4%)
<b>TAIWAN</b>	+17%	↓ (-3%)	↓ (-23%)

### **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.