



ManpowerGroup®

2Q19

National News Release

**Embargoed Until 12:01AM EST, March 12<sup>th</sup>, 2019**

Contact:

Tony D'Archi  
The iPR Group  
416.850.2524  
tony@theiprgroup.ca

**ManpowerGroup Employment Outlook Survey:  
Moderate Hiring Plans for the Second Quarter of 2019;  
Job Prospects Strongest in the Transportation & Public Utilities Sector**

(Toronto, ON, March 12, 2019) – Modest gains in employment are anticipated by Canadian employers over the next three months, with a moderate hiring climate for job seekers in the second quarter of 2019. Employers in the Transportation & Public Utilities sector report the strongest job prospects according to the latest ManpowerGroup 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 10 percent is a two percentage point decrease compared to the previous quarter and is a decrease of four percentage points compared to the Outlook reported during the same time last year.

The survey of over 1,900 employers across Canada reveals that 16 percent of employers plan to increase their staffing levels in the second quarter of 2019, while three percent anticipate cutbacks. 80 percent of the employers surveyed expect their current staffing levels to remain unchanged, while the remaining one percent are unsure of their hiring intentions.

“Canadian job growth has picked up in the first quarter of 2019, and this appears to be reflected in the forecast for the second quarter of 2019. With the private sector ramping up hiring efforts, 66,800 new jobs were created January, and this trend can be expected to continue in second quarter of the year,” said Darlene Minatel, Country Manager for ManpowerGroup Canada. “Ontario and Quebec continue to experience a hiring surge, but many employers are still struggling to find the right candidates for open jobs.”

### **Public Administration**

Employers in this sector report a Net Employment Outlook of 16 percent for the second quarter of 2019, indicating an upbeat hiring pace. This is a one percentage point decrease from the forecast reported for the previous quarter, and a decrease of five percentage points compared to the same time last year.

### **Manufacturing – Durables**

The Net Employment Outlook in the Manufacturing – Durables sector is a respectable 15 percent this quarter. This is a five percentage point decrease from the Outlook result reported last quarter and a four percentage point decrease in the same quarter last year.

### **Transportation & Public Utilities**

Employers in the Transportation & Public Utilities sector anticipate solid hiring opportunities, reporting a Net Employment Outlook of 24 percent for the second quarter of 2019, the most favourable outlook of any sector this quarter. This is a two percentage point increase from the forecast reported for the previous quarter, and an increase of seven percentage points compared to the same time last year.

### **Services**

Employment prospects in the Services sector remain cautiously optimistic for the second quarter of 2019, with a Net Employment Outlook of 9 percent. This is a two percentage point decrease when compared to the previous quarter and a decrease of six percent over the Outlook reported during the same time last year.

### **Construction**

Job seekers in the Construction sector should expect to see a reserved hiring pace for the upcoming quarter with a Net Employment Outlook of 5 per cent. This forecast is a decrease of 11 percentage points from the Outlook reported in the previous quarter but it's an 11 percentage point increase compared to the same time last year.

### **Manufacturing – Non-Durables**

In the Manufacturing – Non-Durables industry, employers report a Net Employment Outlook of 10 percent, indicating a moderate hiring environment in the coming quarter. This forecast is an increase of three percentage points from last quarter but it's a three percentage point decrease over the Outlook reported during the same time last year.

### **Mining**

Employers in the Mining sector forecast a modest hiring climate with a Net Employment Outlook of 9 percent for the second quarter of 2019. This represents a one percentage point increase from last quarter but it's a decrease of five percentage points from the Outlook reported during the same time last year.

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

In the Finance, Insurance & Real Estate sector, employers anticipate a steady hiring climate for the second quarter of 2019, reporting a Net Employment Outlook of 14 percent. Hiring prospects are one percentage point lower in comparison with 1Q 2019 and it's also one percentage point weaker when compared with the same period one year ago.

## **Education**

Employers in the education sector expect a conservative increase in staffing levels for the upcoming quarter reporting a Net Employment Outlook of eight percent. This result is a decrease of three percentage points from last quarter and two percentage points weaker from the Outlook reported during the same quarter last year.

## **Wholesale & Retail Trade**

In the Wholesale & Retail Trade sector, employers anticipate the weakest labour market in two years, reporting a Net Employment Outlook of six percent. This reflects a four percentage point decrease compared to the previous quarter's forecast, and it's a decrease of three percentage points from the Outlook reported during the same time last year.

## **Hiring Intentions Most Respectable in Quebec**

Survey results for the second quarter of 2019 show that job seekers across much of Canada can expect to see conservative levels of hiring activity. Employers in Quebec expect the most favourable hiring climate for the coming quarter, reporting a Net Employment Outlook of 18 percent. Employers in Ontario and Atlantic Canada anticipate a fair hiring pace, with employers in both these regions reporting Outlook results of 10 percent, respectively. Job seekers in Western Canada should plan for a modest hiring climate, with employers reporting an Outlook result of nine percent.

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

Employers in large (250+ employees) and medium (50-249 employees) sized organizations report the most positive hiring plans for the upcoming quarter, reporting seasonally adjusted Outlook results of 26 and 15 percent, respectively. Meanwhile, employers in small organizations (10-49 employees) report a moderate Outlook result of nine percent, while those in micro-sized organizations (1-9 employees) expect a limited hiring pace, reporting an Outlook of two percent 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 2019, ManpowerGroup was named one of Fortune's Most Admired Companies for the seventeenth year and one of the World's Most Ethical Companies for the ninth year in 2018, 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)