



2Q20

National News Release

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ManpowerGroup Employment Outlook Survey: Prospects Look Mild for Job Seekers as Canadian Hiring Intentions Are Cautiously Optimistic

- *Employers report a +9% National Outlook for 2Q 2020 – a two percentage point decrease from the 2Q 2019 Outlook and one percentage point decrease from the 1Q 2020 Outlook*
- *Employers in all 10 Canadian industry sectors and in all four regions of the country expect to add to payrolls in the next quarter*
- *Employers in the Public Administration sector report the highest industry Outlook (+13%) followed by the Construction (+12%), Manufacturing-Durables (+12%), Mining (+12%) & Transportation & Public Utilities (+12%) sectors. The Manufacturing-Non-Durables sector anticipates a muted Outlook of +3%, the weakest of all sector Outlooks in Canada.*
- *The strongest Outlook is reported by employers in Quebec (+17%), declining by two percentage points in comparison with 1Q 2020, but improving by one percentage point in comparison with the same period last year.*

TORONTO, ON, (March 10, 2020) – According to the latest ManpowerGroup Employment Outlook Survey, the most extensive, forward-looking employment survey in the world, Canadian employers expect a cautiously optimistic hiring pace over the next three months*. Employers in the Public Administration sector report the strongest job prospects, and job creators in the Quebec region are forecasting the strongest Outlook of the four regions in Canada.

With seasonal variations removed from the data, the Net Employment Outlook of +9% is a one percentage point decrease when compared to the previous quarterly (1Q 2020) and a two percentage point decrease from the Outlook reported during the same time last year (2Q 2019). Employers in all four regions of the country and in all 10 industry sectors expect to add to payrolls next quarter.

The survey of over 1,900 employers across Canada reveals that 14% of employers plan to increase their staffing levels in the second quarter of 2020, while 3% anticipate cutbacks. Meanwhile, 82% of the employers surveyed expect their current staffing levels to remain unchanged, while the remaining 1% are unsure of their hiring intentions.

“Though we can expect rigorous hiring activity in many regions, most Canadian employers are keeping their plans modest, partly due to persistent skills shortages,” said Darlene Minatel, Country Manager of ManpowerGroup Canada. “The lack of available talent, especially in manufacturing, construction, and the skilled trades, is leading employers to invest more heavily in their current workforce, bridging staff into open roles and redesigning the employee experience to improve retention.”

**The survey was conducted between January 6 and January 28 before the global escalation of Covid-19*

Table-Industry Sector Employer Outlook

Industry Sector	Q2 2020 Outlook	Q1 2020 Variation	Q2 2019 Variation
Public Administration	+13%	3% Decrease	3% Decrease
Construction	+12%	1% Increase	7% Increase
Manufacturing-Durables	+12%	4% Decrease	3% Decrease
Mining	+12%	11% Increase	4% Increase
Transportation & Public Utilities	+12%	Unchanged	11% Decrease
Finance, Insurance & Real Estate	+11%	3% Decrease	3% Decrease
Education	+10%	6% Decrease	1% Increase
Wholesale & Retail Trade	+8%	2% Increase	2% Increase
Services	+7%	1% Decrease	3% Decrease
Manufacturing-Non-Durables	+3%	13% Decrease	8% Decrease

Canada Hiring Plans by Industry Sectors, Regions and Metro Areas

- Nationwide, employers in all 10 industry sectors expect to add staff in Q2 2020. The strongest Outlook is reported in the Public Administration sector (+13%) followed by the Construction (+12%), Manufacturing—Durables (+12%), Mining (+12%) and Transportation & Public Utilities sectors (+12%). When compared with the previous quarter, hiring plans weaken in six sectors, improve in three and remain unchanged in one. In a year-over-year comparison, employers in six sectors report a weaker hiring sentiment.
- Quebec has the strongest regional Outlook in the country (+17%), a two percentage point decline in comparison with 1Q 2020 but a one percentage point improvement compared to the same period last year. Hiring prospects in Ontario (+10%) and Atlantic Canada (+9%) expect a conservative hiring pace this quarter while job seekers in Western Canada (+5%) should plan for a cautious hiring climate.
- the strongest job gains are expected in Quebec City, QC (+32%), Monteregie, QC (+21%), Belleville, ON (+20%), Halifax, NS (+20%) and Laval, QC (+18%).

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at www.manpowergroup.ca/meos. The Q3 2020 survey will be released June 9, 2020.

**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



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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.