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National News Release

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Manpower Employment Outlook Survey Finds Canadian Employers Anticipate a Modest Hiring Climate for the Third Quarter of 2016; Job Prospects Strongest in the Public Administration Sector

(Toronto, ON, June 14, 2016) – Canadian employers anticipate a modest hiring climate for job seekers in the third quarter of 2016, with employers in the Public Administration sector reporting the strongest job prospects according to the latest Manpower 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 five per cent is a decrease of one percentage point when compared to the previous quarter and represents a four percentage point decrease when compared to the same quarter last year.

The survey of over 1,900 employers across Canada reveals that 16 per cent plan to increase their staffing levels in the third quarter of 2016, while five per cent expect cutbacks. Of the employers surveyed, 78 percent expect their current staffing levels to remain the same, while the remaining one per cent are unsure about their hiring intentions for this quarter.

“Nationally, employment gains are expected to be modest in the third quarter,” said Darlene Minatel, Vice President, Manpower Canada Operations & Strategic Accounts. “However, we are seeing some bright spots. The Canadian dollar’s prolonged low has been

good news for the manufacturing industry. Increased demand for Canadian exports is a big reason the manufacturing - durables sector is expecting the largest quarterly employment growth of any sector for Q3.”

Public Administration

In the Public Administration sector, employers expect favourable hiring conditions next quarter, reporting a Net Employment Outlook of 12 per cent. This forecast is a two percentage point decrease from last quarter’s forecast, and a three percentage point increase when compared to the Outlook reported during the same period last year. This sector has the most favourable Outlook this quarter.

Manufacturing – Durables

Employers in the Manufacturing – Durables sector project a moderate hiring environment for the third quarter of 2016, with a Net Employment Outlook of nine per cent. This represents a nine percentage point increase from the Outlook reported last quarter, as well as an increase of four percentage points compared to the Outlook reported in the same quarter last year.

Services

Employers in the Services sector expect a cautiously optimistic hiring climate for the upcoming quarter, with a Net Employment Outlook of eight per cent. This Outlook is an increase of one percentage point over the previous quarter, and a three percentage point decrease from the Outlook reported during the same time last year.

Finance, Insurance & Real Estate

Employers in the Finance, Insurance and Real Estate sector report a Net Employment Outlook of seven per cent for the third quarter of 2016, indicating a modest hiring climate is expected for job seekers. This is a six percentage point decrease when compared to the previous quarter, and a decrease of eight percentage points compared to the Outlook from the same period last year.

Transportation & Public Utilities

Employers in the Transportation & Public Utilities sector expect a mild hiring pace, reporting a Net Employment Outlook of five per cent for the third quarter of 2016. This Outlook is a four percentage point decrease from the forecast reported for the previous quarter, and a decrease of 11 percentage points from the Outlook reported during the same time last year.

Wholesale & Retail Trade

In the Wholesale & Retail Trade sector, employers project a soft hiring pace with a Net Employment Outlook of four per cent this coming quarter. This Outlook represents a two percentage point decrease from last quarter's forecast and a decrease of nine percentage points from the Outlook reported during the same time last year.

Manufacturing – Non-Durables

In the Manufacturing – Non-Durables industry sector, employers report a Net Employment Outlook of four per cent, indicating a limited hiring environment for the coming quarter. This Outlook represents a decrease of two percentage points over the previous quarter and an increase of four percentage points over the Outlook reported during the same time last year.

Construction

Job seekers in the Construction sector should anticipate a quiet hiring climate for the third quarter of 2016, with employers reporting a Net Employment Outlook of four per cent. This Outlook is an increase of one percentage point from the Outlook reported in the previous quarter, and a six percentage point decrease when compared to the Outlook reported during the same time last year.

Education

Employers in the Education sector expect a flat hiring climate for this upcoming quarter, reporting a Net Employment Outlook of four per cent. This Outlook is on par with last quarter, and represents an increase of one percentage point from the Outlook reported during the same quarter last year.

Mining

Job seekers in the Mining sector should expect a weak hiring environment to continue in the third quarter of 2016, with a Net Employment Outlook of -1 per cent. This forecast is a one percentage point increase compared to last quarter, but a decrease of two percentage points from the Outlook reported for the same time last year.

Hiring Intentions Most Upbeat in Ontario and Quebec

Survey results for the third quarter of 2016 show that job seekers across Canada should expect varying degrees of hiring. Employers in Ontario and Quebec expect the most encouraging hiring climate for the coming quarter, with both reporting a Net Employment Outlook of seven per cent. Employers in Western Canada anticipate a mild hiring climate, reporting an Outlook of five per cent, while those in Atlantic Canada expect a limited hiring pace, reporting an Outlook of just four per cent.

Large-sized Organizations Expect Most Favourable Hiring Climate

Employers in large-sized (250+ employees) organizations anticipate the most positive hiring prospects for this quarter, reporting an Outlook of 14 per cent. Those in medium-sized (50-249 employees) organizations anticipate a fair hiring climate with an Outlook of eight per cent. Meanwhile, employers in small (10-49 employees) and micro-sized (1-9 employees) organizations plan for a subdued hiring climate, reporting Outlooks of just four per cent and zero per cent, respectively.

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Note to Editors

Full survey results for each of the 43 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. 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.manpowergroup.ca/meos.

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 Manpower 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 50 years and is one of the most trusted surveys of employment activity in the world. The Manpower Employment Outlook Survey is based on interviews with nearly 59,000 public and private employers worldwide and is considered a highly respected economic indicator.

The Manpower Employment Outlook Survey is currently available for 43 countries and territories: Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Costa Rica, 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. For more information, visit the ManpowerGroup Web site at www.manpowergroup.com and enter the Research Center.

About ManpowerGroup

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develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth 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.ca.