



4Q16 National News Release

Embargoed Until 12:01AM ET, September 13th, 2016

Contact:

Brock McLaughlin
The iPR Group
416-850-2524
brock@theiprgroup.ca

Manpower Employment Outlook Survey Finds Canadian Employers Continue to Project a Mild Hiring Climate for the Fourth Quarter of 2016; Job Prospects Strongest in the Finance Insurance & Real Estate Sector

(Toronto, ON, September 13, 2016) – Canadian employers expect a mild hiring climate for job seekers in the fourth quarter of 2016, with employers in the finance, insurance & real estate 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 eight per cent is a two percentage point increase compared to both the previous quarter and the Outlook reported during the same time last year.

The survey of over 1,900 employers across Canada reveals that 14 per cent plan to increase their staffing levels in the fourth quarter of 2016, while nine per cent anticipate cutbacks. Of the employers surveyed, 76 per cent expect their current staffing levels to remain unchanged and one per cent are unsure about their hiring intentions for the upcoming quarter.

“The hiring climate is expected to be modest heading into the fourth quarter this year,” said Darlene Minatel, Vice President, Manpower Canada Operations & Strategic Accounts. “It’s hard to ignore the impact that the sustained lower price of oil has had on the economy. However, there are

certainly some bright spots. The real estate sector is very strong, especially in the red-hot markets of Toronto and Vancouver.”

Finance, Insurance & Real Estate

In the Finance, Insurance & Real Estate sector, employers report a steady hiring outlook for the fourth quarter of 2016, reporting a Net Employment Outlook of 17 per cent. This is a nine percentage point increase when compared to the previous quarter and the Outlook from the same period last year. It is the most favourable Outlook for any sector this quarter.

Transportation & Public Utilities

Employers in the Transportation & Public Utilities sector anticipate an upbeat hiring pace, reporting a Net Employment Outlook of 16 per cent for the fourth quarter of 2016. This is an 11 percentage point increase from the forecast reported for the previous quarter, and an increase of five percentage points from the Outlook reported during the same time last year.

Services

Employment prospects in the Services sector are hopeful for the fourth quarter of 2016, with a Net Employment Outlook of 12 per cent. This is a three percentage point increase when compared to the previous quarter, and an increase of six percentage points from the Outlook reported during the same time last year.

Manufacturing – Durables

The Net Employment Outlook in the Manufacturing – Durables sector is a moderate eight per cent this quarter. This is on par with the Outlook reported last quarter and an increase of two percentage points compared to the Outlook reported in the same quarter last year.

Manufacturing – Non-Durables

In the Manufacturing – Non-Durables industry, employers report a Net Employment Outlook of nine per cent, indicating a fair hiring environment in the coming quarter. This forecast is a four percentage point increase from last quarter and an increase of five percentage points from the Outlook reported during the same time last year.

Education

Employers in the education sector expect a cautiously optimistic hiring pace for the upcoming quarter, anticipating a Net Employment Outlook of seven per cent. This Outlook is an increase of two

percentage points from last quarter and a five percentage point increase from the Outlook reported during the same quarter last year.

Construction

Job seekers in the Construction sector will see some encouraging signs in the hiring climate for the upcoming quarter with a Net Employment Outlook of seven per cent. This forecast is an increase of three percentage points from the Outlook reported in the previous quarter, as well as during the same time last year.

Wholesale & Retail Trade

In the Wholesale & Retail Trade sector, employers expect a flat hiring pace with a Net Employment Outlook of five per cent. This reflects a one percentage point increase compared to the previous quarter's forecast, and a decrease of seven percentage points from the Outlook reported during the same time last year.

Public Administration

Employers for this sector report a Net Employment Outlook of zero per cent for the fourth quarter of 2016, indicating a subdued hiring climate for job seekers. This Outlook is a decrease of 11 percentage points compared to the previous quarter's forecast and a 12 percentage point decrease from the Outlook at the same time last year.

Mining

Employers in the Mining sector anticipate a disappointing Net Employment Outlook of -3 per cent for the fourth quarter of 2016. This forecast is a two percentage point decrease from last quarter and a decrease of one percentage point from the Outlook reported during the same time last year.

Hiring Intentions Most Respectable in Quebec

Survey results for the fourth quarter of 2016 show that job seekers across Canada can expect to see varying levels of hiring activity. Employers in Quebec expect the most hopeful hiring climate for the coming quarter, reporting a Net Employment Outlook of 10 per cent. Employers in Ontario and Atlantic Canada anticipate a mild hiring pace, with both regions expecting an Outlook of seven per cent, while job seekers in Western Canada should plan for a conservative hiring climate, with employers reporting an Outlook of five per cent.

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

Large (250+ employees) and medium (50-249 employees) organizations report the most positive hiring plans for the upcoming quarter, reporting seasonally adjusted Outlooks of 19 and 14 per cent, respectively. Small organizations (10-49 employees) indicate a fair Outlook of five per cent, while micro-sized organizations (1-9 employees) expect a reserved hiring pace, reporting an Outlook of two per cent for the upcoming quarter.

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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.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 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 over 65,000 public and private employers worldwide and is considered a highly respected economic indicator.

The Manpower Employment Outlook Survey is currently available for 42 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, 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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