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National News Release

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Manpower Employment Outlook Survey Finds Canadian Employers Anticipate a Moderate Hiring Climate for the First Quarter of 2016; Job Prospects Strongest in the Transportation & Public Utilities Sector

(Toronto, ON, December 8, 2015) – Canadian employers anticipate a moderate hiring climate for job seekers in the first quarter of 2016, with employers in the Transportation & Public Utilities 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 when compared to both the previous quarter and a two percentage point decrease when compared to the same quarter last year.

The survey of over 1,900 employers across Canada reveals that nine per cent plan to increase their staffing levels in the first quarter of 2016, while seven per cent expect cutbacks. Of the employers surveyed, 81 per cent expect their current staffing levels to remain the same, while the remaining three per cent are unsure about their hiring intentions for this quarter.

“We are seeing some positive signs for Canadian job seekers, with overall employment in the

country surpassing 18 million for the first time,” said Michelle Dunnill, Manpower Area Manager for Toronto, Mississauga and Markham. “Employment in natural resources continues its downward trend, particularly in Alberta. However, we expect modest gains overall in the coming quarter, led by stronger growth in the transportation, construction and manufacturing – durables sectors.”

Transportation & Public Utilities

Employers in the Transportation & Public Utilities sector expect a steady hiring pace, reporting a Net Employment Outlook of 15 per cent for the first quarter of 2016. This Outlook is a two percentage point increase from the forecast reported for the previous quarter, and an increase of three percentage points from the Outlook reported during the same time last year. This sector has the most favourable Outlook this quarter.

Manufacturing – Durables

Employers in the Manufacturing – Durables sector anticipate a favourable hiring environment for the first quarter of 2016, with a Net Employment Outlook of 12 per cent. This represents a five percentage point increase from the Outlook reported last quarter, as well as a decrease of two percentage points compared to the Outlook reported in the same quarter last year.

Construction

Job seekers in the Construction sector should benefit from a positive hiring climate for the first quarter of 2016, with employers reporting a Net Employment Outlook of 12 per cent. This Outlook is an increase of six percentage points from the Outlook reported in the previous quarter, as well as a two percentage point increase when compared to the Outlook reported during the same time last year.

Wholesale & Retail Trade

In the Wholesale & Retail Trade sector, employers project a respectable hiring pace with a Net Employment Outlook of 11 per cent this coming quarter. This Outlook represents a two percentage point decrease from last quarter’s forecast. However, it is also an increase of two percentage points from the Outlook reported during the same time last year.

Public Administration

In the Public Administration sector, employers report upbeat hiring plans for the next quarter,

reporting a Net Employment Outlook of 11 per cent. This forecast is a one percentage point increase from last quarter's forecast, but is also a one percentage point decrease when compared to the Outlook reported during the same period last year.

Services

Employers in the Services sector expect the hiring climate to remain favourable for this upcoming quarter, with a Net Employment Outlook of 10 per cent. This Outlook is an increase of three percentage points over the previous quarter, and a one percentage point increase from the Outlook reported during the same time last year.

Finance, Insurance & Real Estate

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

Manufacturing – Non-Durables

In the Manufacturing – Non-Durables industry sector, employers report a Net Employment Outlook of four per cent, indicating a reserved hiring environment for the coming quarter. This Outlook is on par with the previous quarter and represents a decrease of one percentage point over the Outlook reported during the same time last year.

Education

Employers in the Education sector anticipate only limited hiring opportunities for job seekers for this upcoming quarter, reporting a Net Employment Outlook of three per cent. This Outlook is a one percentage point decrease from last quarter, as well as a decrease of four percentage points from the Outlook reported during the same quarter last year.

Mining

Job seekers in the Mining sector should expect a disappointing hiring pace for the first quarter of 2016, with a Net Employment Outlook of -9 per cent. This forecast is a six percentage point decrease compared to last quarter, and a considerable drop of 15 percentage points from the Outlook reported for the same time last year.

Hiring Intentions Most Upbeat in Atlantic Canada

Survey results for the first quarter of 2016 show that job seekers across Canada should expect to see different levels of hiring activities. Employers in Atlantic Canada expect the most upbeat hiring climate for the coming quarter, reporting a Net Employment Outlook of 10 per cent. Employers in Ontario anticipate a mild hiring climate, reporting an Outlook of eight per cent, while those in Western Canada and Quebec project a fair hiring pace with Outlooks of seven and five per cent, respectively.

Large-sized Organizations Expect Most Favourable Hiring Climate

Employers in medium-sized (50-249 employees) organizations project the most positive hiring prospects for this quarter, reporting an Outlook of 14 per cent. Those in large-sized (250+ employees) organizations also anticipate a positive hiring climate with an Outlook of 13 per cent. Meanwhile, employers in small organizations (10-49 employees) report an ambiguous Outlook of four per cent. Employers in micro-sized organizations (1-9 employees) project a limited hiring pace, reporting an Outlook of three per cent for the upcoming quarter.

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Note to Editors

Full survey results for each of the 42 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 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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