

# 4Q15

## National News Release

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**Manpower Employment Outlook Survey Finds Canadian Employers Anticipate a Modest Hiring Climate for the Fourth Quarter of 2015; Job Prospects Strongest in the Wholesale and Retail Trade Sector**

(Toronto, ON, September 8, 2015) – Canadian employers anticipate a modest hiring climate for job seekers in the fourth quarter of 2015, with employers in the Wholesale and Retail Trade 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 six per cent is a three percentage point decrease when 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 11 per cent plan to increase their staffing levels in the fourth quarter of 2015, while nine per cent expect cutbacks. Of the employers surveyed, 77 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.

“As of July, unemployment remained unchanged for six consecutive months, while employment is up by 0.9 per cent compared to this time last year,” said Michelle Dunnill, Manpower Area Manager for Toronto, Mississauga and Markham. “We have also noted an increase in full-time work, a positive change from recent quarters. However, we are hearing

some concerns regarding the market's instability, leading to some employers holding off on hiring."

### **Wholesale & Retail Trade**

In the Wholesale & Retail Trade sector, employers project a steady hiring pace with a Net Employment Outlook of 13 per cent this coming quarter. This Outlook represents a one percentage point decrease from last quarter's forecast. However, it is also an increase of seven percentage points from the Outlook reported during the same time last year, and has the most favourable Outlook for any sector this quarter.

### **Transportation & Public Utilities**

Employers in the Transportation & Public Utilities sector report a positive hiring pace, expecting a Net Employment Outlook of 12 per cent for the fourth quarter of 2015. This Outlook is a three percentage point decrease from the forecast reported for the previous quarter, but is on par with the Outlook reported during the same time last year.

### **Public Administration**

In the Public Administration sector, employers plan for a hopeful hiring Outlook for the next quarter, reporting a Net Employment Outlook of 10 per cent. This forecast is a two percentage point increase from last quarter's Forecast, but is also a six percentage point decrease when compared to the Outlook reported during the same period last year.

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

Employers for the Finance, Insurance and Real Estate sector project a seasonally adjusted Net Employment Outlook of eight per cent for the fourth quarter of 2015, indicating that job seekers may benefit from a fair hiring climate. This is a seven percentage point decrease when compared to the previous quarter, and a decrease of six percentage points over the Outlook from the same period last year.

### **Services**

Employers in the Services sector expect a moderate hiring climate for this upcoming quarter, with a Net Employment Outlook of seven per cent. This Outlook is a decrease of four percentage points over the previous quarter, and a three percentage point decrease from the Outlook reported during the same time last year.

### **Manufacturing – Durables**

Employers in the Manufacturing – Durables sector anticipate a slightly conservative hiring

Outlook for the last quarter of 2015, with a Net Employment Outlook of seven per cent. This represents a two 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 plan to see a limited hiring climate for the fourth quarter of 2015, with a Net Employment Outlook of five per cent. This Outlook is a decrease of four percentage points from the Outlook reported in the previous quarter, as well as a two percentage point decrease when compared to the Outlook reported during the same time last year.

### **Education**

Employers in the Education sector project a flat hiring pace for this upcoming quarter, expecting a Net Employment Outlook of five per cent. This Outlook is a two percentage point increase from last quarter, as well as a decrease of three percentage points from the Outlook reported during the same quarter last year.

### **Manufacturing – Non-Durables**

In the Manufacturing – Non-Durables industry, employers report a Net Employment Outlook of four per cent, indicating a quiet hiring environment for the coming quarter. This Outlook is a four percentage point increase compared to the previous quarter and an increase of three percentage points over the Outlook reported during the same time last year.

### **Mining**

Job seekers in the Mining sector should anticipate a weak hiring pace for the last quarter of 2015, with a Net Employment Outlook of -2 per cent. This forecast is a three percentage point decrease compared to last quarter, and a significant drop of 10 percentage points from the Outlook reported for the same time last year.

### **Hiring Intentions Most Upbeat in Atlantic Canada**

Survey results for the fourth quarter of 2015 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 12 per cent. Employers in Ontario anticipate a modest hiring climate, with employers reporting an Outlook of eight per cent, while employers in Quebec and Western Canada both project a mild hiring pace with Outlooks of seven and four per cent, respectively.

## **Large-sized Organizations Expect Most Favourable Hiring Climate**

Large-sized (250+ employees) organizations project the most positive hiring prospects for this quarter, reporting an Outlook of 13 per cent once seasonal variations are removed. Medium-sized (50-249 employees) organizations also anticipate a respectable hiring climate with an Outlook of 12 per cent, while small organizations (10-49 employees) plan for a modest Outlook of five per cent. Micro-sized organizations (1-9 employees) project a conservative 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](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](http://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](http://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](http://www.manpowergroup.ca).