



ManpowerGroup®

3Q19

National News Release

**Embargoed Until 12:01AM EST, June 11<sup>th</sup>, 2019**

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**ManpowerGroup Employment Outlook Survey:  
Positive Hiring Plans for the Third Quarter of 2019;  
Job Prospects Strongest in the Public Administration Sector**

**Toronto, ON, June 11, 2019** – Steady gains in employment are anticipated by Canadian employers over the next three months, with a positive hiring climate for job seekers in the third quarter of 2019. Employers in the Public Administration sector report the strongest job prospects according to the latest ManpowerGroup 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 +12% is a two percentage point increase compared to the previous quarter and is a decrease of one percentage point compared to the Outlook reported during the same time last year.

The survey of over 1,900 employers across Canada reveals that 19% of employers plan to increase their staffing levels in the third quarter of 2019, while 3% anticipate cutbacks. Meanwhile, 77% of the employers surveyed expect their current staffing levels to remain unchanged, while the remaining 1% are unsure of their hiring intentions. Employers in all 10 industry sectors in all four regions of the country expect to add to payrolls this quarter.

“The arrival of spring has brought good news for Canadian job seekers. Following a moderately upward swing in job growth at the start of 2019, the market is expected to grow through the next quarter,” said Darlene Minatel, Country Manager for ManpowerGroup Canada. “Employers in Canada continue to struggle with talent shortages and are increasingly interested in hiring teachable candidates. Talent shortages are also leading many companies to offer more full-time roles.”

### **Public Administration**

Employers in this sector report a Net Employment Outlook of +21%, indicating an upbeat hiring pace for the third quarter of 2019 and the most favourable outlook of any sector this quarter. This is a five percentage point decrease in both the forecast reported for the previous quarter and year-over-year.

### **Manufacturing – Durables**

The Net Employment Outlook in the Manufacturing – Durables sector is a respectable +13% this quarter. This is a two percentage point decrease from the Outlook result reported last quarter and a one percentage point decrease in the same quarterly Outlook last year.

### **Transportation & Public Utilities**

Employers in the Transportation & Public Utilities sector anticipate upbeat hiring opportunities, reporting a Net Employment Outlook of +15% for the third quarter of 2019. This is an eight percentage point decrease from the Outlook reported for the previous quarter, and a decrease of six percentage points compared to Outlook in the third quarter of 2018.

### **Services**

Employment prospects in the Services sector remain cautiously optimistic for the third quarter of 2019, with a Net Employment Outlook of +11%. This is a one percentage point increase when compared to the previous quarterly Outlook but it's a decrease of one per cent over the Outlook reported during the same time last year.

### **Construction**

Job seekers in the Construction sector should expect to see a cautiously optimistic hiring pace for the upcoming quarter with a Net Employment Outlook of +10%. This forecast is an increase of five percentage points from the Outlook reported in the previous quarter but a seven percentage point decrease compared to the third quarter 2018 Outlook.

### **Manufacturing – Non-Durables**

In the Manufacturing – Non-Durables industry, employers report a Net Employment Outlook of +10%, indicating a moderate hiring environment in the coming quarter. This forecast is the same outlook that was reported in Q2 and it's a two percentage point increase over the Outlook reported during the same time last year.

### **Mining**

Employers in the Mining sector forecast a conservative hiring climate with a Net Employment Outlook of +6% for the third quarter of 2019. This represents a three percentage point decrease from last quarter and is five percentage points weaker than the Outlook reported during the third quarter of 2018.

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

In the Finance, Insurance & Real Estate sector, employers anticipate a steady hiring climate for the third quarter of 2019, reporting a Net Employment Outlook of +15%. Hiring prospects are one percentage point higher in comparison with 2Q 2019 and it's five percentage points stronger when compared with the same period one year ago.

## **Education**

Employers in the education sector expect a subdued increase in staffing levels for the upcoming quarter reporting a Net Employment Outlook of +5%. This result is a decrease of four percentage points from last quarter and it's a five percentage point decrease from the Outlook reported during the same quarter last year.

## **Wholesale & Retail Trade**

In the Wholesale & Retail Trade sector, employers anticipate a cautiously optimistic hiring pace with a Net Employment Outlook of +10%. This reflects a three percentage point increase compared to the previous quarter's forecast, and it's an increase of one percentage point from the Outlook reported during the third quarter last year.

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

Survey results for the third quarter of 2019 show that job seekers across much of Canada can expect to see conservative levels of hiring activity. Employers in Atlantic Canada expect the most favourable hiring climate for the coming quarter, reporting a Net Employment Outlook of +13%. Employers in Ontario and Quebec anticipate a moderate hiring pace, with employers in both these regions reporting Outlook results of +12% and +10%, respectively. Job seekers in Western Canada should plan for a modest hiring climate, with employers reporting an Outlook result of +9%.

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

Employers in large (250+ employees) and medium (50-249 employees) sized organizations report the most positive hiring plans for the upcoming quarter, reporting seasonally adjusted Outlook results of +25% and +14%, respectively. Meanwhile, employers in small organizations (10-49 employees) report a moderate Outlook result of +8%, while those in micro-sized organizations (1-9 employees) expect a limited hiring pace, reporting an Outlook of +3% for the upcoming quarter.

Full survey results for each of the 44 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos).

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## **Note to Editors**

Full survey results for each of the 44 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.manpower.ca](http://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](http://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 over 400,000 clients and connect 3+ million people to meaningful, sustainable work 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 eighth 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 is powering the future of work: [www.manpowergroup.com](http://www.manpowergroup.com)