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National News Release

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**ManpowerGroup Employment Outlook Survey Finds Canadian Employers
Project a Respectable Hiring Climate for the First Quarter of 2017;
Job Prospects Strongest in the Public Administration Sector**

(Toronto, ON, December 13, 2016) – Canadian employers expect a respectable hiring climate for job seekers in the first quarter of 2017, with employers in the Public Administration sector reporting 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 11 per cent is a two percentage point increase compared to the previous quarter and an increase of four percentage points over the Outlook reported during the same time last year.

The survey of over 1,900 employers across Canada reveals that 12 per cent plan to increase their staffing levels in the first quarter of 2017, while six per cent anticipate cutbacks. Of the employers surveyed, 79 per cent expect their current staffing levels to remain unchanged and three per cent are unsure about their hiring intentions for the upcoming quarter.

“The hiring climate is expected to be steady heading into the first quarter of 2017, led by a strong public administration sector and gains in manufacturing,” said Darlene Minatel, Vice President, Manpower

Canada Operations & Strategic Accounts. “While there are still some areas of concern, oil prices are recovering from their recent lows, the continued weakness in the Canadian dollar is a boon for exports, and Alberta is beginning to rebound after the damage caused by the Fort McMurray wildfires. Job seekers have reason to be optimistic in the quarter to come.”

Public Administration

Employers for this sector report a Net Employment Outlook of 20 per cent for the first quarter of 2017, indicating a strong hiring climate for job seekers. This Outlook is an increase of 19 percentage points compared to the previous quarter’s forecast and an 11 percentage point increase from the Outlook at the same time last year. It is the most favourable Outlook for any sector this quarter.

Manufacturing – Durables

The Net Employment Outlook in the Manufacturing – Durables sector is a steady 16 per cent this quarter. This is a seven percentage point increase over the Outlook reported last quarter and an increase of six 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 14 per cent, indicating a positive hiring environment in the coming quarter. This forecast is a five percentage point increase from last quarter and an increase of 11 percentage points from the Outlook reported during the same time last year.

Finance, Insurance & Real Estate

In the Finance, Insurance & Real Estate sector, employers report a hopeful hiring outlook for the first quarter of 2017, reporting a Net Employment Outlook of 12 per cent. This is a five percentage point decrease when compared to the previous quarter and an increase of five percentage points over the Outlook from the same period last year.

Transportation & Public Utilities

Employers in the Transportation & Public Utilities sector anticipate a favourable hiring pace, reporting a Net Employment Outlook of 11 per cent for the first quarter of 2017. This is a five percentage point decrease from the forecast reported for the previous quarter, and a decrease of three percentage points from the Outlook reported during the same time last year.

Education

Employers in the education sector expect a moderate hiring pace for the upcoming quarter, anticipating a Net Employment Outlook of 10 per cent. This Outlook is an increase of one percentage point from last

quarter and an eight percentage point increase from the Outlook reported during the same quarter last year.

Wholesale & Retail Trade

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

Services

Employment prospects in the Services sector are modest for the first quarter of 2017, with a Net Employment Outlook of nine per cent. This is a two percentage point decrease when compared to the previous quarter, and is on par with the Outlook reported during the same time last year.

Construction

Job seekers in the Construction sector will see some gains in the hiring climate for the upcoming quarter with a Net Employment Outlook of five per cent. This forecast is a decrease of two percentage points from the Outlook reported in the previous quarter, and is a five percentage point decrease compared to the same time last year.

Mining

Employers in the Mining sector anticipate a subdued Net Employment Outlook of three per cent for the first quarter of 2017. This forecast is a five percentage point increase from last quarter and an increase of 12 percentage points from the Outlook reported during the same time last year.

Hiring Intentions Most Respectable in Quebec

Survey results for the first quarter of 2017 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 Western Canada anticipate a moderate hiring pace, with both regions expecting an Outlook of nine per cent, while job seekers in Atlantic Canada should plan for a modest hiring climate, with employers reporting an Outlook of eight 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 30 and 13 per cent, respectively. Small organizations (10-49 employees) indicate a fair Outlook of 10 per cent, while micro-

sized organizations (1-9 employees) expect 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 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 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, 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, and Portugal joined in 2016. For more information, visit the ManpowerGroup Web site at www.manpowergroup.com and enter the Research Center.

About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for more than 65 years. As workforce experts, we connect more than 600,000 men and women to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands — Manpower®, Experis™, Right Management® and ManpowerGroup™ Solutions— we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2014, ManpowerGroup was named one of the World's Most Ethical Companies for the fourth 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.com.