

Manpower Employment Survey

Net Employment Outlook

Q3 2017

Employers predict a reserved hiring climate for the upcoming quarter

Canadian employers report respectable hiring intentions for the July-September time frame. With 17% of employers forecasting an increase in staffing levels, 4% expecting a decrease and 78% anticipating no change, the resulting Net Employment Outlook is +13%.

Once the data is adjusted to allow for seasonal variation, the Outlook stands at +8%. Hiring prospects remain relatively stable when compared with the previous quarter and improve by 2 percentage points when compared with Quarter 3 2016.

Net Employment Outlook = +8%

+ 1 percent vs. Q2 2017

- 2 percent vs. Q1 2017

“How do you anticipate total employment at your location to change in the three months to the end of September 2017 as compared to the current quarter?”



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	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
3rd Quarter 2017	17	4	78	1	13	8
2nd Quarter 2017	13	3	82	2	10	7
1st Quarter 2017	12	6	79	3	6	10
4th Quarter 2016	14	9	78	1	5	9
3rd Quarter 2016	16	5	78	1	11	6

Local Results

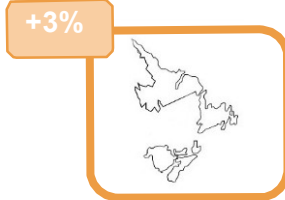
Calgary area employers expect a respectable hiring climate for the third quarter of 2017, increasing fourteen percentage points from the Outlook reported during the same time last year, indicating a positive hiring pace for the upcoming months.

Edmonton area employers expect a steady hiring climate for the third quarter of 2017, increasing of twelve percentage points from the Outlook reported during the same time last year, indicating an upbeat hiring pace for the upcoming months.

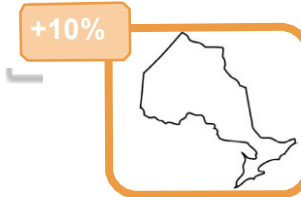
Red Deer area employers expect a modest hiring climate for the third quarter of 2017, with an increase of one percentage point from the Outlook reported during the same time last year, indicating a mild hiring pace for the upcoming months.

Regional Comparisons

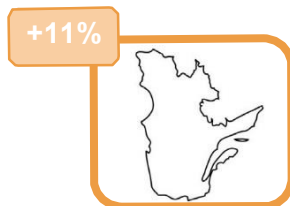
Across the country, employers in Quebec report the strongest hiring intentions with a Net Employment Outlook of eleven percent. This is followed by Ontario and Western Canada where the outlooks stand at a respectable ten percent. Meanwhile, employers in Atlantic Canada expect a fair hiring pace, with an Outlook of three percent.



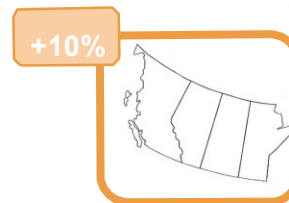
Atlantic Canada
 ↑ 3% compared to Q2/17
 ↔ 0% compared to Q3/16



Ontario
 ↔ 0% compared to Q2/17
 ↑ 2% compared to Q3/16



Quebec
 ↑ 7% compared to Q2/17
 ↑ 4% compared to Q3/16



Western Canada
 ↔ 0% compared to Q2/17
 ↑ 4% compared to Q3/16

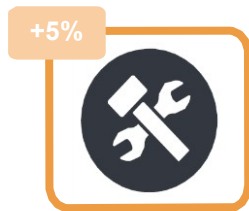
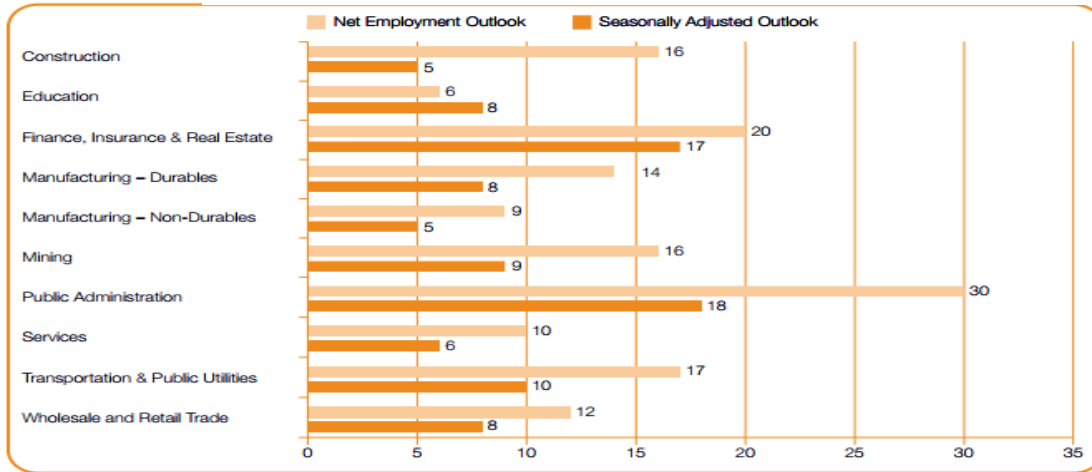
Organization Size Comparisons

Once seasonal variations are taken into account, large-sized Canadian organizations (250 or more employees) report the most favorable Outlook of twenty-two percent, while medium-sized organizations (50-249 employees) indicate a positive Outlook of eleven percent.

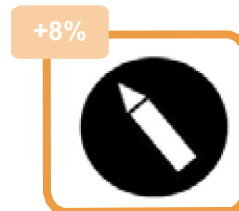
Organization-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Micro-Size less than 10	9	5	86	0	4	2
Small-Size 10-49	15	2	82	1	13	6
Medium-Size 50-249	22	4	73	1	18	11
Large-Size 250 or more	34	4	59	3	30	22

Sector Comparisons

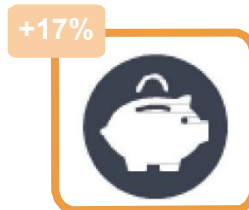
Of the ten surveyed industry sectors, employers in the Public Administration sector and Finance, Insurance & Real Estate sector report the most upbeat results for the second quarter of 2017, projecting a seasonally adjusted Net Employment Outlook of eighteen and seventeen percent, respectively. This is followed by the Transportation & Public Utilities sector, reporting a positive seasonally adjusted Outlook of ten percent. Employers in the Construction and Manufacturing – Non-Durables sectors report the least optimistic results, both with a seasonally adjusted Outlook of five percent.



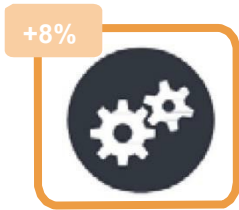
Construction
 ↔0% compared to Q2/17
 ↑ 5% compared to Q3/16



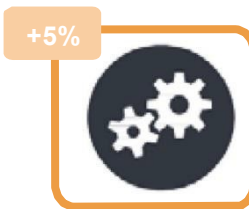
Education
 ↑ 8% compared to Q2/17
 ↑ 3% compared to Q3/16



Finance, Insurance & Real Estate
 ↑ 17% compared to Q2/17
 ↑ 10% compared to Q3/16



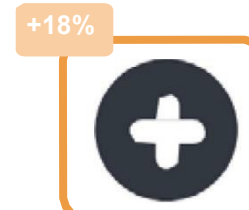
Manufacturing – Durables
 ↓ 4% compared to Q2/17
 ↓ 2% compared to Q3/16



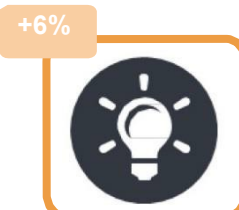
Manufacturing - Non-Durables
 ↑ 5% compared to Q2/16
 ↔0% compared to Q2/17



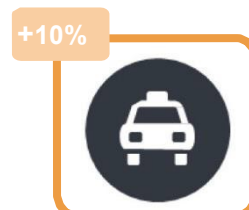
Mining
 ↑ 9% compared to Q2/17
 ↑ 11% compared to Q3/16



Public Administration
 ↑ 4% compared to Q2/17
 ↑ 7% compared to Q3/16



Services
 ↑ 6% compared to Q2/17
 ↓ 3% compared to Q3/16



Transportation & Public Utilities
 ↑ 6% compared to Q2/17
 ↑ 5% compared to Q3/16



Wholesale & Retail Trade
 ↔0% compared to Q2/17
 ↑ 3% compared to Q3/16