

CANADA MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

Hiring sentiment strengthens as Canadian Employers forecast a prosperous hiring climate for the coming quarter



EXECUTIVE SUMMARY

Strong hiring optimism continues into the second quarter of 2022, according to the latest ManpowerGroup Employment Outlook Survey* of more than 41,000 employers across 40 countries and territories.

Canada has the **highest hiring outlook in more than a decade**. 37 percent of hiring managers plan to add to their payroll in Q2 (figures are seasonally adjusted). This is **2 percentage points higher** than last quarter.

Primary Production roles are most in demand with a Net Employment Outlook of +56%, followed by IT, Tech, Telecoms, Communication and Media (+51) and Wholesale and Retail Trade (+46%). The weakest hiring intentions were Education, Health, Social Work, and Government (+20%).

Employers expect their payrolls to grow in 4 of 6 regions compared to the first quarter of 2022. In comparison to this time last year, gains are expected in all Canadian regions.

*The survey findings for the second quarter of 2022 are likely to reflect the impact of the global health emergency as the interviews were carried out during the January Omicron COVID-19 spike.

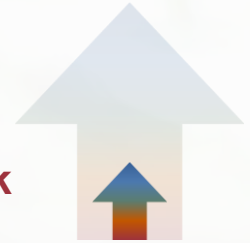
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Q2 CANADA EMPLOYMENT OUTLOOKS: Employers report a **+37% National Outlook for 2Q 2022**

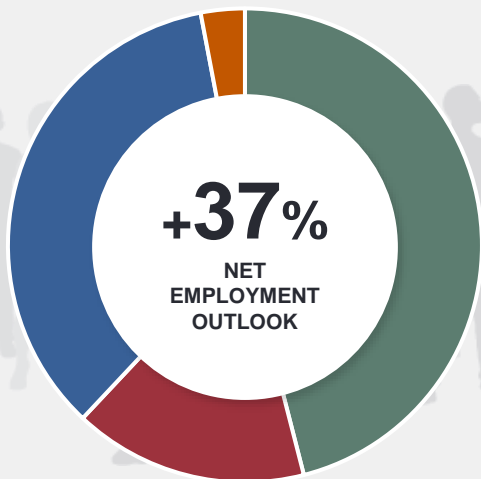


“The Canadian job market continues to look significantly healthy for the coming quarter. From the dim Outlooks reported in 2020, through the positive trajectory of hiring intentions over 2021 with the introduction of Covid-19 vaccination, employers are now expressing consistent confidence in the economy. There will be opportunities for job seekers across the country and across all sectors.”

- Darlene Minatel, Country Manager of
ManpowerGroup Canada.

Employer Hiring Expectations for April – June 2022

Canadian employers expect a robust labor market in the second quarter of 2022, reporting a seasonally adjusted **Net Employment Outlook of +37**.



49% PLAN TO HIRE

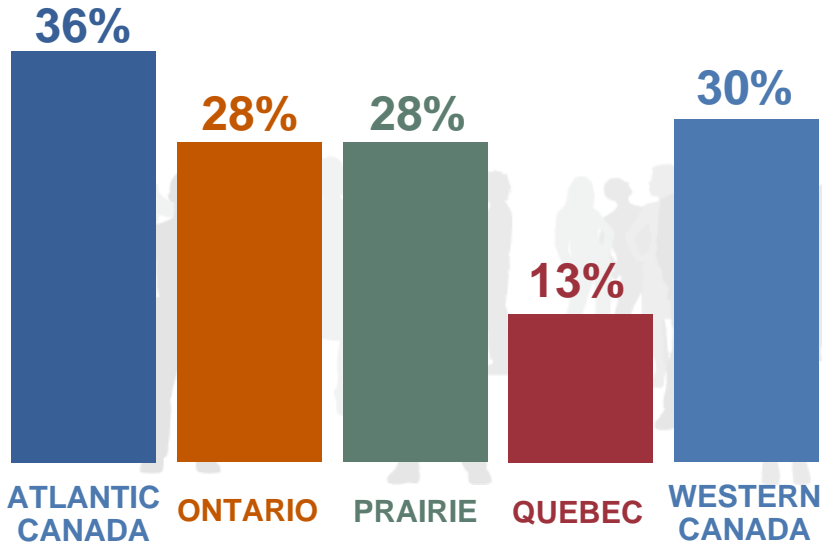
13% EXPECT TO LAY OFF WORKERS

36% PLAN TO KEEP WORKFORCE LEVELS STEADY

2% UNDECIDED

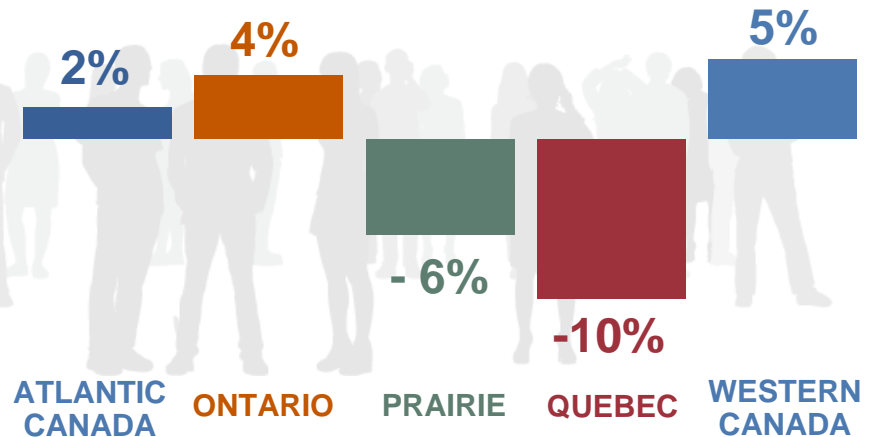
Canada's Q2 NEO is a 27-percentage point increase from the 2Q 2021

The year-over-year outlooks are highest in Atlantic Canada. (All figures are seasonally adjusted.)



Year-over-Year

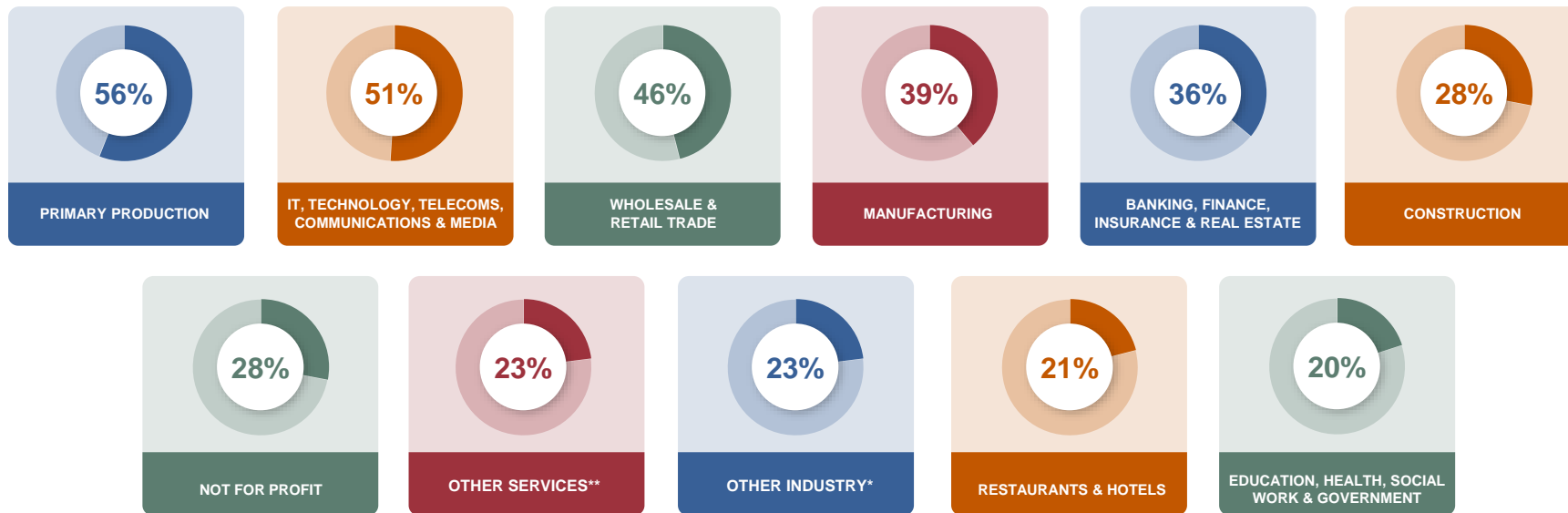
The quarter-over-quarter outlooks are highest in Western Canada. (All figures are seasonally adjusted.)



Quarter-over-Quarter

Growth Expected Across All 11 Industries in Canada

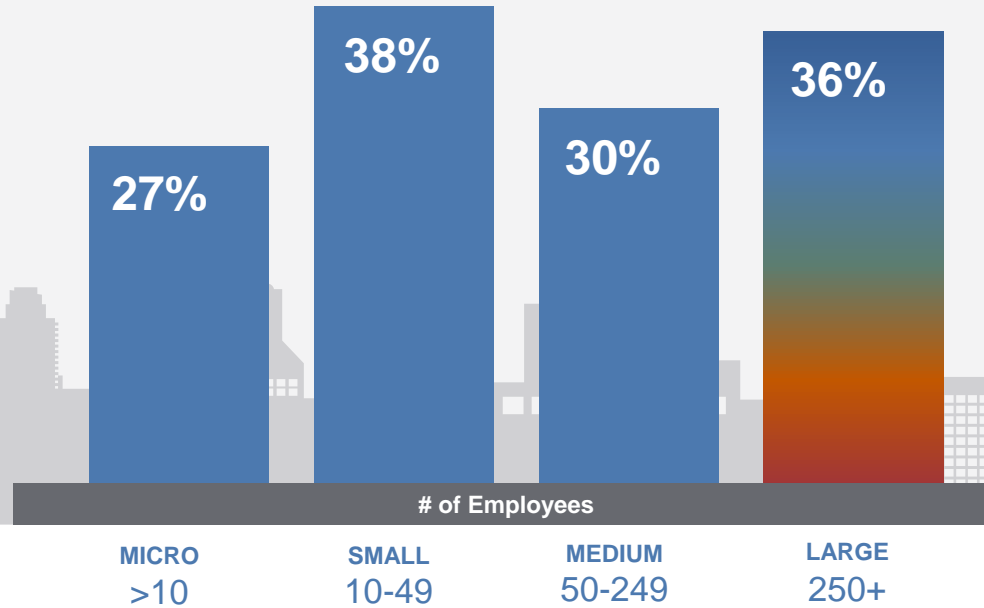
Primary Production and digital roles are driving the most demand: Primary Production reported the strongest outlook (+56%), followed by IT, Technology, Telecoms, Communications and Media (+51%), and Wholesale and Retail Trade (+46%).



*Includes: Agriculture, Forestry and Fishing; Mining and Quarrying; Electricity; Gas and Air Conditioning Supply; Water Supply; Sewerage, Waste Management and Remediation Activities.

**Includes: Professional, Scientific and Technical Activities; Administrative and Support Services; Other Service Activities.

Both Small & Large Organizations Report Strong Hiring Intentions



Strongest Hiring Outlooks Across All Regions Since the Survey Began

Workforce gains are anticipated in all Canada territories during the second quarter of 2022 compared to one year ago, with the most optimism reported in Northern Territories.

Québec : 28%

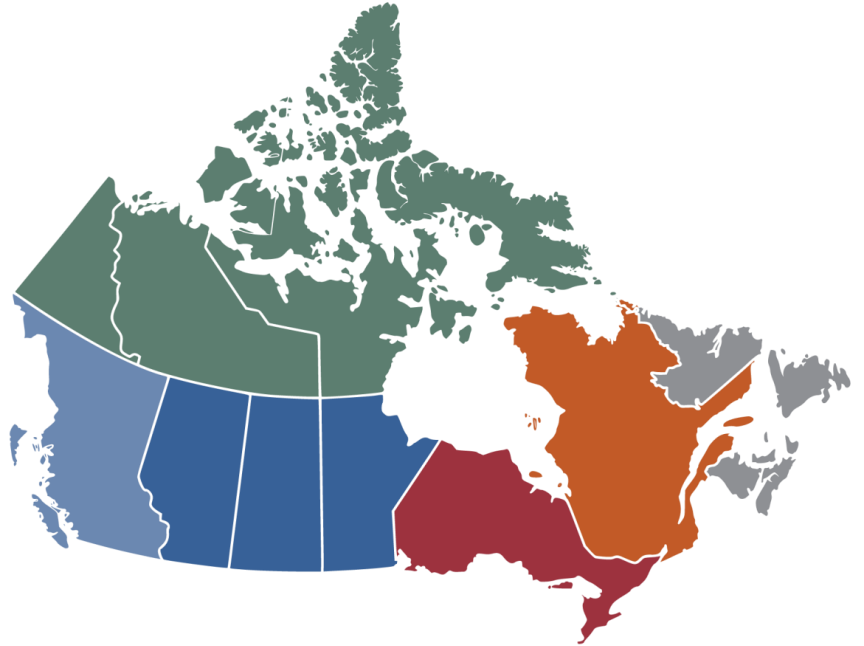
Western Canada: 38%

Ontario: 39%

Atlantic Canada: 40%

Prairie: 28%

Northern Territories: 65%

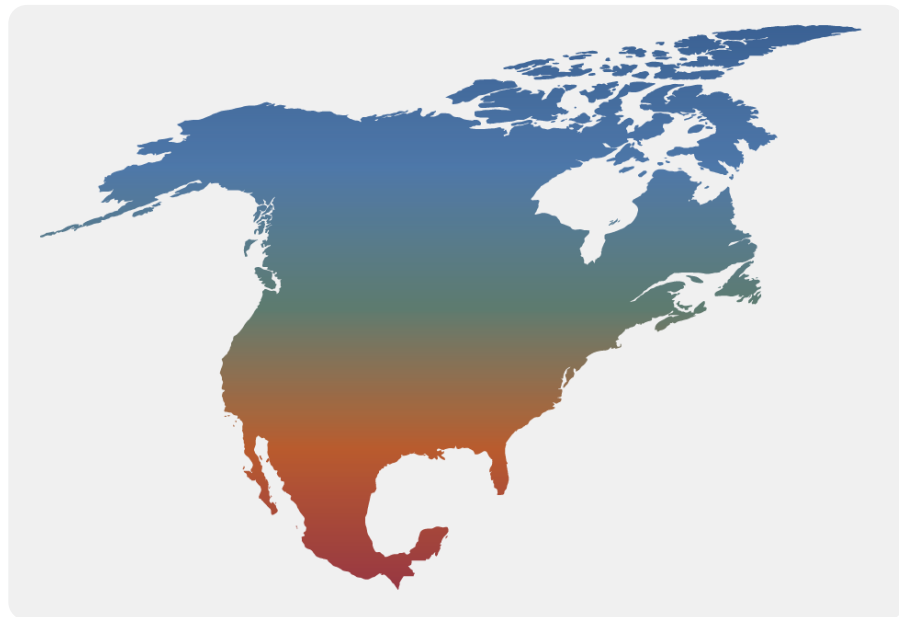


Healthy Growth Continues

The Net Employment Outlook is substantially stronger in Canada and the U.S. when compared to this time last year.

37% of Canadian employers are planning to add to the payroll in Q2 2022 – a 27 point rise from Q2 2021. In the U.S. employers report a 35% net employment outlook, up 16 points from last year at this time.

Year-over-year growth is expected in all 11 industry sectors, regions and company sizes.



A group of four diverse professionals (three women and one man) are seated around a wooden table in a meeting. They are smiling and looking at a document held by one of the women. The setting is a bright, modern office with a laptop, mugs, and papers on the table. A decorative graphic of blue and red curved lines is overlaid on the left side of the image.

ABOUT THE MANPOWERGROUP EMPLOYMENT OUTLOOK SURVEY

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey – conducted in January 2022 – is the most comprehensive, forward-looking employment survey of its kind, used globally as a key economic indicator. The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decrease in hiring activity. Running since 1962, various factors underpin the success of the Survey:

Unique

It is unparalleled in its size, scope, longevity and area of focus. The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent

The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust

The survey is based on interviews with more than 39,000 public and private employers across 40 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused

For more than six decades the survey has derived all of its information from a single question: "How do you anticipate total employment at your location to change in the three months to the end of June 2022 as compared to the current quarter?"

Survey Methodology

The methodology used to collect the data for the Employment Outlook has been digitized in 40 markets for the Q2 2022 report. Respondents in prior quarters were contacted via telephone. With the shift to remote working and much higher reliance on the internet, responses are now being collected online.

Respondents are members of double opt in online panels and are incentivized to complete the survey. The question asked and the respondent profile remains unchanged. Size of organization and sector are standardized across all countries to allow international comparisons.

A Holistic Workforce Strategy Includes Build, Buy, Borrow and Bridge



Invest in learning and development to grow your pipeline



Go to the external market to attract the talent that cannot be built-in-house



Cultivate communities of talent outside the organization



Help people move on or move up to new roles within the organization

Explore the [Workforce Resource Hub](#) for the latest workforce trends and insights.

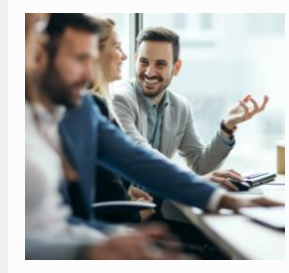
ManpowerGroup Provides Solutions Across the Entire HR Life Cycle



Workforce Consulting & Analytics



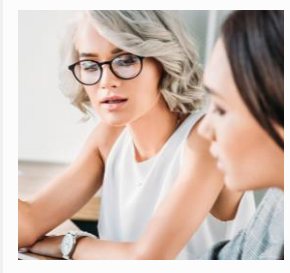
Workforce Management



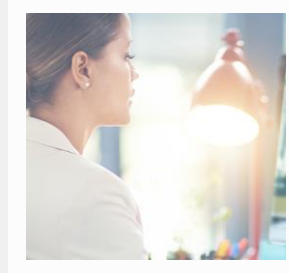
Talent Resourcing



Career Management



Career Transition



Attracting Top Talent

EXPLORE THE GLOBAL DATA