

1Q12

National News Release

Embargoed Until 12:01AM EST, December 13th, 2011

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Manpower Employment Outlook Survey Reveals Canadian Employers Anticipate a Moderate Hiring Climate for the First Quarter of 2012

(Toronto, ON, December 13, 2011) – Canadian employers expect the hiring climate to remain moderate for the first quarter of 2012, according to the latest results of the Manpower Employment Outlook Survey, the most extensive, forward-looking employment survey in the world.

With seasonal variations taken into account, the Net Employment Outlook of 15 per cent is a slight improvement from the Outlook reported in the previous quarter. This Outlook also shows a two-percentage point increase from the same time last year.

The survey of more than 1,900 Canadian employers reveals that 16 per cent of them plan to increase their payrolls in the first quarter of 2012, while 10 per cent anticipate cutbacks. Of those surveyed, 71 per cent of employers expect to maintain their current staffing levels and three per cent are unsure of their hiring intentions for the upcoming quarter.

“The upcoming quarter’s Net Employment Outlook suggests some gains in employer optimism, particularly in the Manufacturing - Durables sector,” says Byrne Luft, Vice President of Operations, Staffing Services for Manpower Canada. “Although Western Canada anticipates the most favourable hiring climate, employers in all regions and sectors are telling us that they plan to hire at a more cautious pace from January to March compared with the previous quarter. Despite slight improvement overall, many employers are evidently taking time to evaluate current market conditions

and demand for their products and services before committing to additional employees. It will be interesting to see how employer optimism develops through the rest of the year.”

Mining

Employers in the Mining sector anticipate an upbeat first quarter in 2012, reporting a Net Employment Outlook of 16 per cent once seasonal variations are removed from the survey data. This is a nine percentage point decrease from the Outlook reported in the previous quarter. However, it is a two percentage point improvement from the Outlook reported during the same time last year indicating a positive hiring climate for the first quarter of 2012.

Transportation & Public Utilities

Employers forecast a steady hiring climate, reporting a Net Employment Outlook of 13 per cent for the first quarter of 2012. This quarter's Outlook is a seven percentage point drop from the forecast reported for the previous quarter and also a five percentage point decrease from the Outlook reported during the same time last year.

Manufacturing – Durables

With a Net Employment Outlook of 19 per cent, employers in the Manufacturing – Durables sector anticipate a respectable hiring climate for job seekers. This Outlook has increased from the previous quarter, which reported a Net Employment Outlook of 17 per cent. It is also an improvement from the same time last year when industry employers reported an Outlook of 13 per cent.

Public Administration

In the Public Administration industry sector, employers anticipate a steady hiring environment for the first quarter of 2012, reporting a seasonally adjusted Net Employment Outlook of 10 per cent. This is a slight drop from the previous quarter when employers reported a seasonally adjusted Outlook of 14 per cent. It is also a five percentage point decrease when compared to the same period last year.

Construction

Reporting a Net Employment Outlook of 13 per cent, employers in the Construction sector anticipate a favourable hiring climate for the upcoming quarter. This forecast is an increase from the Outlook reported during the previous quarter and is on par with the Outlook reported during the same time last year.

Services

In the Services sector, employers anticipate a hopeful hiring climate for the first quarter of 2012, reporting a seasonally adjusted Net Employment Outlook of 12 per cent. This forecast remains the

same from the Outlook reported in the previous quarter. However, it is also a three percentage point increase from the Outlook reported during the same time last year.

Finance, Insurance & Real Estate

Employers report a Net Employment Outlook of 10 per cent for the first quarter of 2012, indicating a positive hiring climate. This Outlook is a slight drop from the forecast of 12 per cent, which was reported for the previous quarter. It is also a four percentage point decrease from the Outlook reported during the same time last year.

Manufacturing – Non-Durables

In the Manufacturing – Non-Durables industry sector employers report a seasonally adjusted Net Employment Outlook of 13 per cent indicating a positive hiring climate for the first quarter of 2012. This Outlook is a slight increase from the previous quarter when employers reported an Outlook of 12 per cent. It is also a six percentage point improvement from the Outlook reported during the same time last year.

Wholesale & Retail Trade

In the Wholesale & Retail Trade industry sector, employers anticipate an upbeat hiring climate, reporting a Net Employment Outlook of 13 per cent. This quarter's forecast is an increase from the previous quarter when employers reported an Outlook of 11 per cent. It is, however, a two percentage point decrease from the Outlook during the same time last year.

Education

Employers report a seasonally adjusted Net Employment Outlook of five per cent, indicating a modest hiring climate for the upcoming three-month period. This quarter's Outlook is a slight decrease from the previous quarter when sector employers reported an Outlook of seven per cent. It is also a decrease of four percentage points from the seasonally adjusted Outlook reported last year during the same time.

Regional Hiring Intentions Upbeat

“Regionally, employers in Western Canada anticipate the strongest hiring climates for the first quarter of the year,” adds Luft. “The seasonally adjusted data indicates employers expect an upbeat environment for job seekers, reporting a Net Employment Outlook of 16 per cent. The forecast for this region is due in part to the robust hiring forecast reported by employers in the Mining industry sector. In Quebec employers anticipate a favourable hiring climate for the upcoming quarter, reporting a Net Employment Outlook of 14 per cent. Meanwhile, employers in Ontario and Atlantic Canada project a steady first quarter with a Net Employment Outlook of 13 and 12 per cent, respectively.”

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Note to Editors

Full survey results for each of the 41 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the Research Centre at www.manpower.ca. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at <http://www.manpowergroup.com/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 nearly 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 65,000 public and private employers worldwide and is considered a highly respected economic indicator.

The Manpower Employment Outlook Survey is currently available for 41 countries and territories: Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Costa Rica, Czech Republic, 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. For more information, visit the ManpowerGroup Web site at www.manpowergroup.com and enter the Research Center.

About ManpowerGroup

ManpowerGroup (NYSE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$22 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in over 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. By connecting our deep understanding of human potential to the ambitions of clients, ManpowerGroup helps the organizations and individuals we serve achieve more than they imagined – because their success leads to our success. And by creating these powerful connections, we create power that drives organizations forward, accelerates personal success and builds more sustainable communities. We help power the world of work. The ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. Learn more about how the ManpowerGroup can help you win in the Human Age at www.manpowergroup.com. Enter the Human Age at www.manpowergroup.com/humanage. Follow ManpowerGroup Chairman and CEO Jeffrey Joerres on Twitter: twitter.com/manpowergroupjj