



ManpowerGroup

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**AUSTRALIAN JOB OUTLOOK POSITIVE DESPITE BROADER UNCERTAINTY**

*Manpower Employment Outlook Survey Q4 2016*

**AUSTRALIA (13 SEPTEMBER 2016):** According to the latest Manpower Employment Outlook Survey, released today, Australia's hiring intentions are set to continue on a positive streak for the remainder of 2016. Of the 1,500 public and private employers surveyed, 18 per cent indicated they intend to increase their headcount over the October and December timeframe, while the majority (75 per cent) said they would not make any change to their current workforce.

The resulting national Net Employment Outlook (NEO)<sup>1</sup> of +11% is up two percentage points from last quarter, and five percentage points from the same time last year.

Richard Fischer, Managing Director, ManpowerGroup Australia and New Zealand, said the uptick in hiring intentions is a sign that employers are increasingly impervious to political and economic instability that has preoccupied much of the news cycle this year.

"Change and uncertainty, both globally and locally, seem to have become the 'new normal'. Yet despite recent events like the Federal Election, a further cut to interest rates, and Brexit, Australia's employment prospects are set to remain positive in the next quarter. This suggests that businesses are becoming more adept at blocking out the noise around economic and political issues – a trend we noted in the previous quarter also which was also marked by uncertainty.

"There are also obviously other indicators that help temper business' response against uncertainty such as a relatively stable unemployment rate and the avoidance to date of the expected abrupt slowdown of the Chinese economy.

"This isn't to say there hasn't been an impact due to uncertainty, but on the whole businesses appear to be getting on with it, with expectations to hire also driven by transformation projects within their own businesses," said Mr Fischer.

A closer look at industries surveyed showed that job seekers can expect to find the strongest employment opportunities across Transport & Utilities sector, reporting a NEO of +17%, up four percentage points quarter-on-quarter and the strongest forecast so far reported in 2016. Employers in the Finance, Insurance & Real Estate and Services are also anticipating a steady hiring pace through the end of the year, with employers in both sectors reporting an Outlook of +16%.

"The transport and logistics industry is going from strength to strength. As sophisticated stock management systems become increasingly essential for these companies, largely introduced by overseas companies now operating here, they are seeking smarter and more efficient ways of working. This in turn is driving a need for additional resources to help them innovate and adapt to changing consumer demands," said Mr Fischer.

Across other sectors, Mining and Construction continues to show encouraging signs due to the continuing property boom in the country, reporting a NEO of +9%, up four percentage points quarter-on-quarter and nine percentage points year-on-year.

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<sup>1</sup> The Net Employment Outlook is calculated by subtracting the percentage of employers anticipating a decrease in hiring activity from the percentage of employers anticipating an increase in employment. Seasonal adjustment is then applied to the data.

“Construction is the main driver of growth in the Mining and Construction category. Residential property construction and large infrastructure projects, mainly in Victoria and New South Wales, are spurring growth. The \$1.5 billion Victorian Infrastructure Package is driving significant investment in construction work across rail and major roads, while NSW is undergoing several station upgrades and major projects like the building of the WesConnex,” said Mr Fischer.

The survey also highlighted employers in Victoria are forecasting a respectable level of jobs growth into the final quarter of the year, with 20 per cent indicating an increase in staffing levels. This has resulted in a NEO of +15%, which is up three percentage points quarter-on-quarter and six percentage points year-on-year. The overall hiring mood in the Australian Capital Territory and New South Wales are also positive, with employers reporting NEOs of +14% and +13%, respectively.

“It’s not overly surprising seeing Victoria and New South Wales posting solid employment growth. Especially with major infrastructure projects being undertaken in these states, in addition to the fact that they also house many of the jobs from the Finance, Insurance & Real Estate and Services sectors, whose employers are anticipating a steady hiring pace for the quarter ahead.”

Employers in Western Australia and the Northern Territory are also showing moderate job gains into the final quarter of the year, reporting NEOs of +2% and +6%, respectively. Similarly, South Australia’s NEO increased by five percentage points quarter-on-quarter to +9%, the most optimistic it has been since the second quarter of 2012.

“As we continue to unwind from the mining boom, we’re seeing businesses in Western Australia and the Northern Territory diversifying their services as they transition away from the mining industry. Essentially, the slight uptick in these regions shows that there is a progression towards ‘normalisation’ taking place as companies begin to re-emerge from the mining boom.

“Despite downbeat factors such as the closing of the steelworks, South Australia’s employment prospects are the strongest they have been since 2012. This may be in part due to the Defence Force’s decision to build Australia’s 12 new naval submarines in Adelaide. The project is boosting confidence as businesses realise it may positively buoy other areas of the market and economy,” said Mr Fischer.

Meanwhile, employers in large businesses are expecting the strongest hiring environment with 27 per cent indicating they are looking to increase their headcount in the October to December timeframe. Medium and small organisations are also showing positive signs, reporting NEOs of +14% and +11%, respectively.

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**Table 1. Net Employment Outlook Comparison by Region**

	Q4 2016	Quarter-on-Quarter Change	Year-on-Year Change
<b>NATIONAL</b>	<b>+11%</b>	<b>↑ (+2%)</b>	<b>↑ (+5%)</b>
<b>SA</b>	+9%	↑ (+5%)	↑ (+7%)
<b>QLD</b>	+12%	↑ (+3%)	↑ (+5%)
<b>TAS</b>	+11%	↑ (+2%)	↑ (+3%)
<b>VIC</b>	+15%	↑ (+3%)	↑ (+6%)
<b>NT</b>	+6%	↑ (+9%)	↑ (+9%)
<b>WA</b>	+2%	↑ (+7%)	↑ (+3%)
<b>NSW</b>	+13%	↑ (+1%)	↑ (+4%)
<b>ACT</b>	+14%	↓ (-2%)	↑ (+4%)

**Table 2. Net Employment Outlook Comparison by Sector**

	Q4 2016	Quarter-on-Quarter Change	Year-on-Year Change
Finance, Insurance & Real Estate	+16%	- (-/+0%)	↓ (-3%)
Manufacturing	+8%	↑ (+2%)	↑ (+4%)
Mining & Construction	+9%	↑ (+4%)	↑ (+9%)
Public Administration	+9%	↓ (-1%)	↑ (+7%)
Services	+16%	↑ (+3%)	↑ (+4%)
Transportation & Utilities	+17%	↑ (+4%)	↑ (+10%)
Wholesale Trade & Retail Trade	+8%	↑ (+4%)	↑ (+2%)

**Table 3. Net Employment Outlook Comparison by Organisation size**

	Q4 2016	Quarter-on-Quarter Change	Year-on-Year Change
Micro (<10)	+2%	- (-/+0%)	- (-/+0%)
Small (10-49)	+11%	↑ (+2%)	↑ (+5%)
Medium (50-249)	+14%	↑ (+3%)	↑ (+3%)
Large (>250)	+19%	↑ (+7%)	↑ (+12%)

**Table 4. APAC Q4 2016 results**

Country	Q4 2016	Quarter-on-Quarter change	Year-on-Year change
AUSTRALIA	+11%	↑ (+2%)	↑ (+5%)
CHINA	+5%	↑ (+3%)	- (-/+0%)
HONG KONG	+13%	↑ (+1%)	↓ (-2%)
INDIA	+32%	↓ (-3%)	↓ (-10%)
JAPAN	+23%	↑ (+1%)	↑ (+1%)
NEW ZEALAND	+14%	↑ (+2%)	↑ (+2%)
SINGAPORE	+7%	↓ (-2%)	↓ (-5%)
TAIWAN	+21%	↑ (+2%)	↓ (-13%)

**About ManpowerGroup**

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people 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 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth 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.