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Solutions  
ManpowerGroup®

# Quarterly Market Report Q2 2020

Workforce Trends: CANADA



***This report is intended to provide an overview of general business information relative to global employment conditions and considerations. It should not be interpreted as legal advice. Please consult with legal counsel to ensure that you are in compliance with all applicable laws.***

# Shifting Hiring Trends for COVID-19: Emerging Concepts

## 1. Short Term Remote Deployment

Over 50% of Fortune 500 have announced extended time frames for remote work or formalized return to work plans:

- “Staff can plan to work from home until xxx date”
- “Staff should return to offices PT or FT based on these schedules and safety protocols...”

## 5. Internal Sourcing

As employers resume operations and increase hiring needs, they are increasingly ‘looking within’ to recently furloughed or previously employed resources before going to market



## 4. Part-Time/Flex-Shift Strategies

Globally, employers have adapted to candidate drivers related to part-time job opportunities that allow workers to collect unemployment, remain on government funded furloughs, or support family-based scheduling needs as a result of the pandemic

## 2. Long Term Remote Planning

CFO Survey conducted by Gartner reports that 75% of CFO's intend to increase remote workforce deployment in future:

- 27% report 5% remote
- 25% report 10% remote
- 17% report 20% remote
- 4% report 50% remote

## 3. Mental Health Days

In addition to offering Mental Health days to staff for their personal use, many companies have also created company wide Mental Health Days across the business on designated days

# Shifting Hiring Trends for COVID-19: Wages

'Return to Work' and 'Return to Office' Bonuses range from  
**\$150-\$1500**

**8-11%** was average wage increase of Networking and Security Roles at start of pandemic, which remains in effect

**0-3%** was average wage increase for existing nursing staff in hospitals and critical care at start of pandemic, which remains in effect

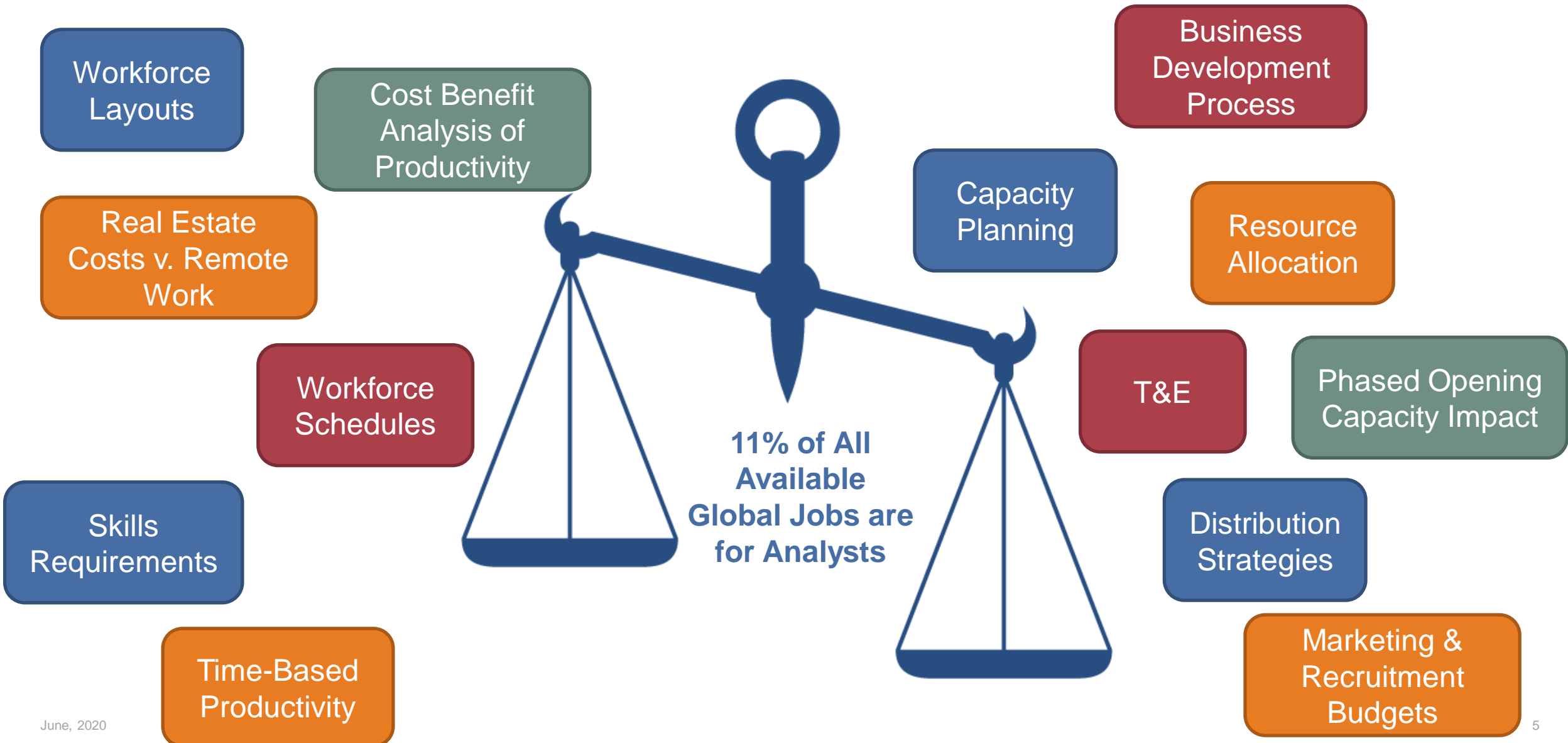
**\$50-\$100** monthly average 'PPE Stipend' offered to workers required to wear masks but not provided onsite

**134%** median wage increase of displaced workers transitioning to unemployment, which remains in effect through July 31st

**\$300-\$500** average monthly 'Childcare Stipend' for those in need

**6-9 Months** anticipated before wages return to new base-level some uplift expected

# Shifting Workforce Analytics for COVID-19: Analytics







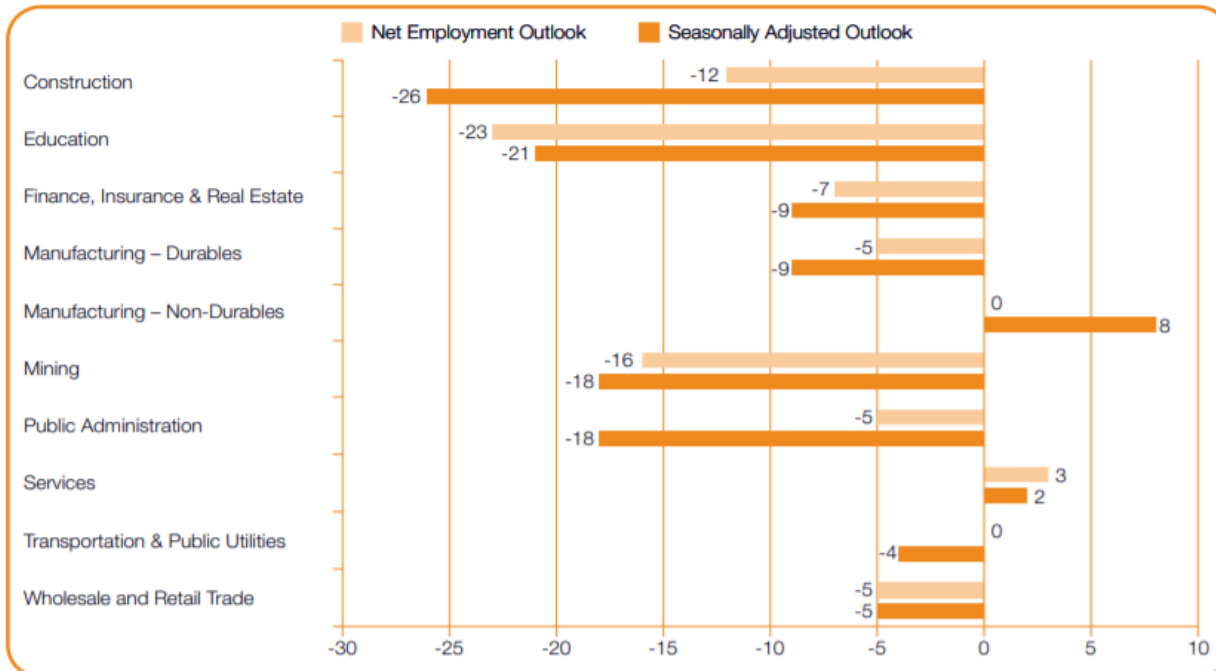
## National Workforce Trends: Canada

# WHERE ARE THE JOBS?

## ManpowerGroup Employment Outlook Survey

Canada  
Q3 2020

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>3rd Quarter 2020</b>	<b>12</b>	<b>17</b>	<b>60</b>	<b>11</b>	<b>-5</b>	<b>-10</b>
2nd Quarter 2020	14	3	82	1	11	9
1st Quarter 2020	12	6	81	1	6	10
4th Quarter 2019	15	6	78	1	9	12
3rd Quarter 2019	19	3	77	1	16	11



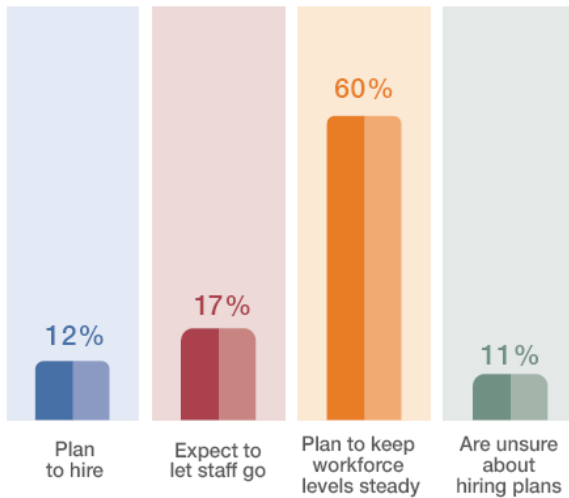
For more information about the ManpowerGroup Employment Outlook Survey, please visit [manpowergroup.ca/MEOS](http://manpowergroup.ca/MEOS)

# WHERE ARE THE JOBS?

## ManpowerGroup Employment Outlook Survey

Canada  
Q3 2020

1000+ Canadian employers shared their hiring plans for Q3



Seasonally Adjusted Outlook\*: -10%

### Cities With the Strongest Jobs Outlook



Burnaby-Coquitlam, BC • Kitchener/Cambridge, ON  
Moncton, NB • Charlottetown, PEI • Cape Breton Area, NS



For more information about the ManpowerGroup Employment Outlook Survey, please visit [manpowergroup.ca/MEOS](https://manpowergroup.ca/MEOS)



# WHERE ARE THE JOBS?

## ManpowerGroup Employment Outlook Survey

Canada  
Q3 2020

### Industries with Strongest Jobs Outlook



Manufacturing - Non-Durables



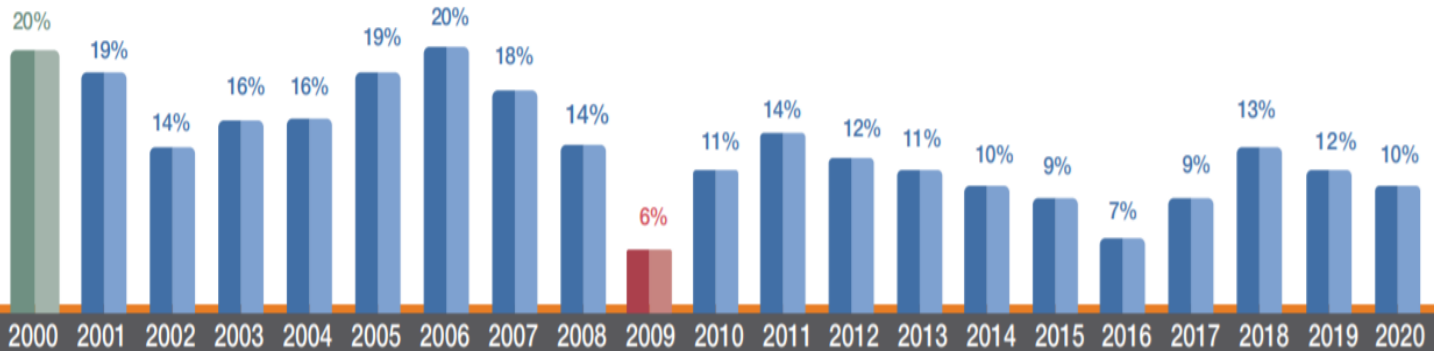
Services



Transportation & Utilities

### Average Annual Jobs Outlook Since 2000

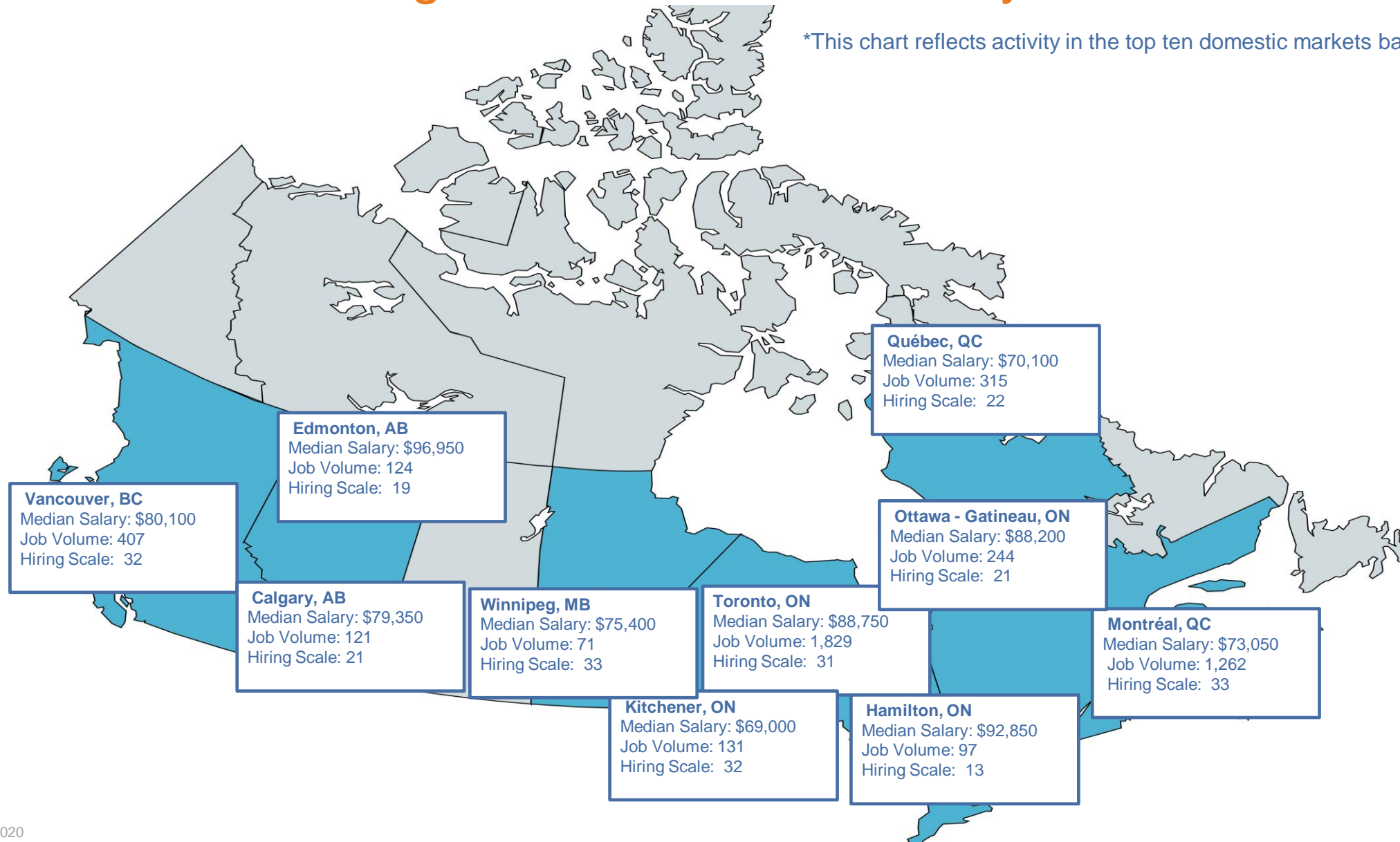
■ Weakest Outlook   ■ Strongest Outlook



For more information about the ManpowerGroup Employment Outlook Survey, please visit [manpowergroup.ca/MEOS](https://manpowergroup.ca/MEOS)

# Finance and Banking – Candidate Availability Canada\*

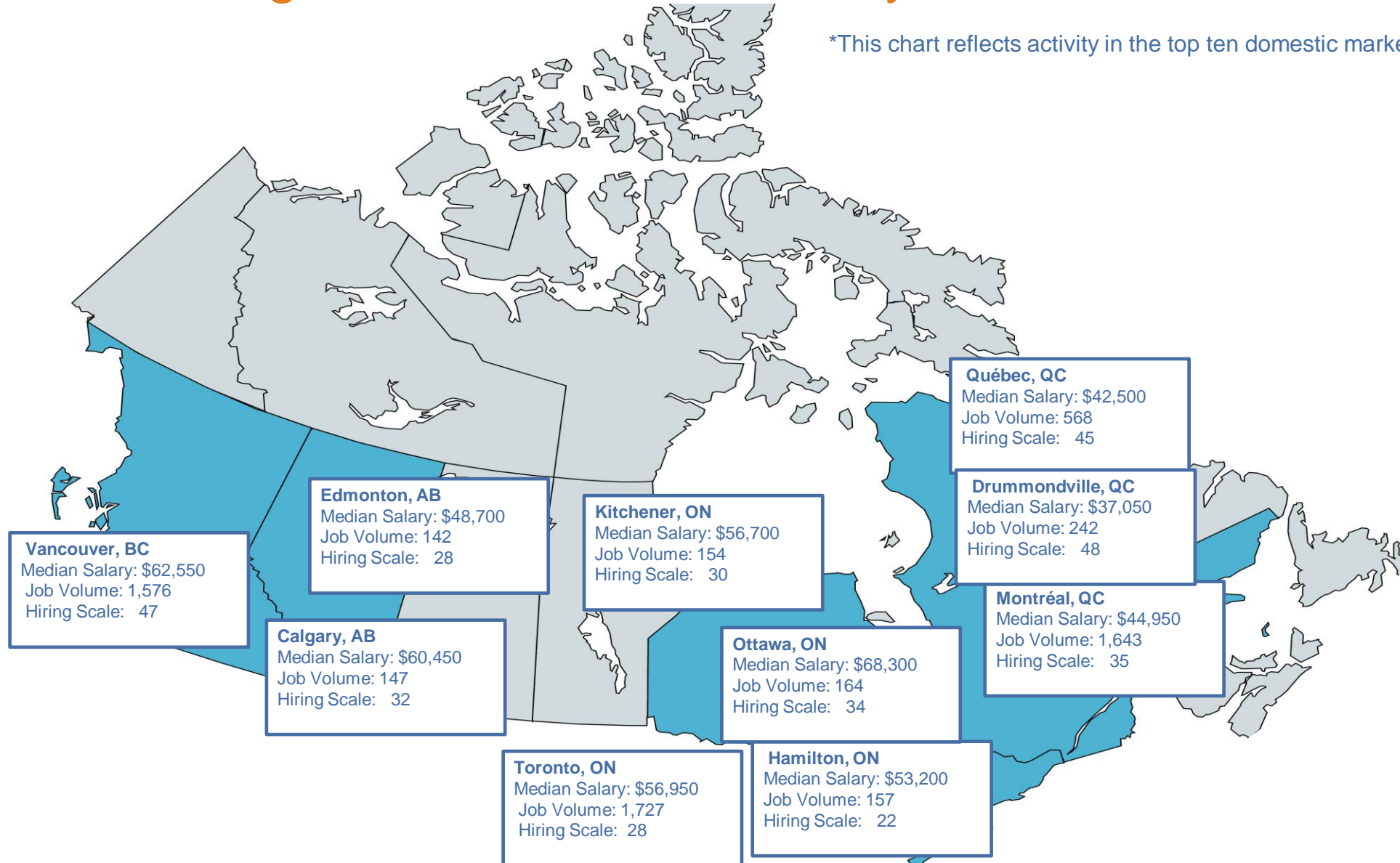
\*This chart reflects activity in the top ten domestic markets based on hiring demand



<https://www.wantedanalytics.com>  
<https://mapchart.net/usa.html>

# Manufacturing – Candidate Availability Canada\*

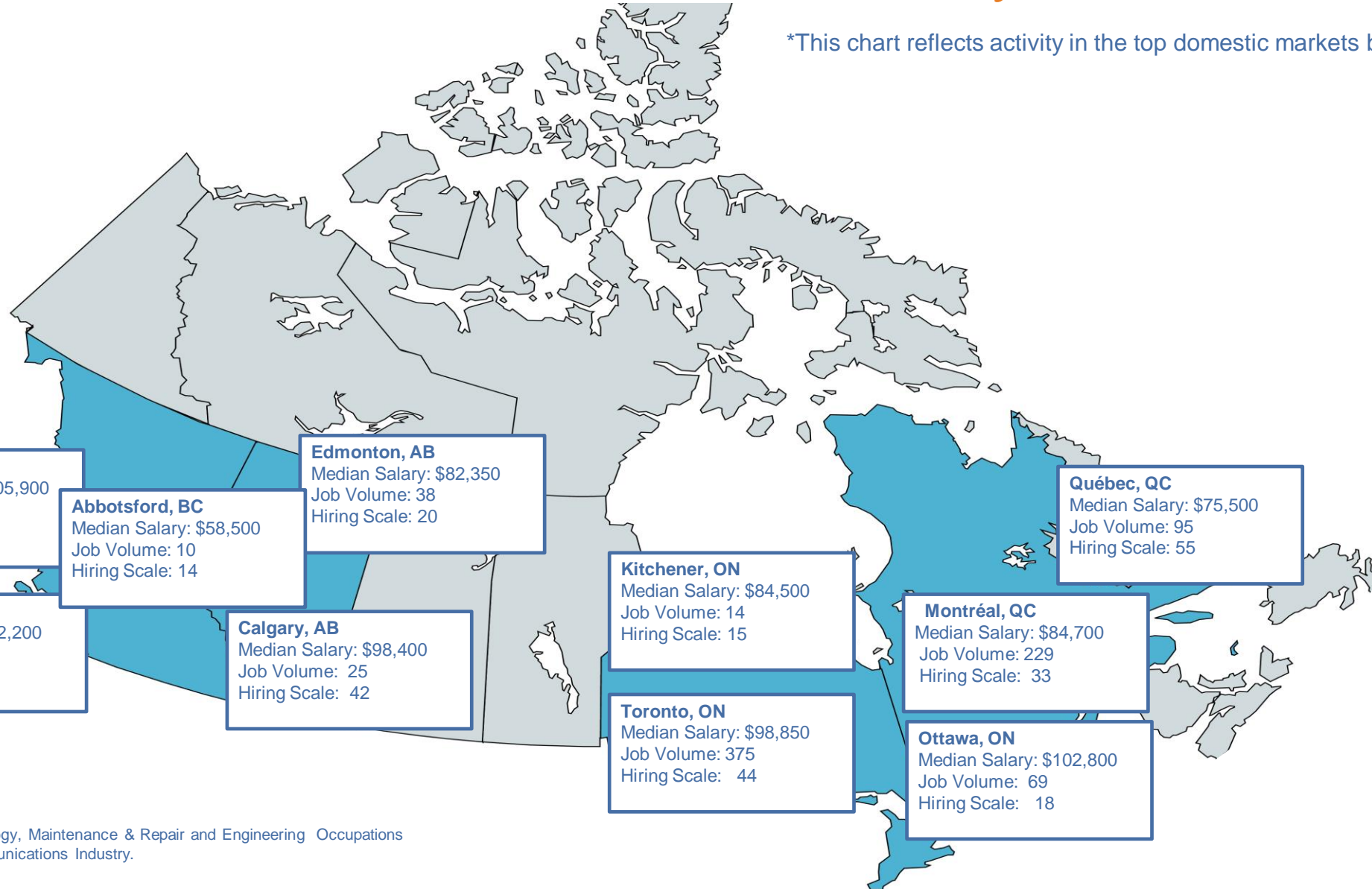
\*This chart reflects activity in the top ten domestic markets based on hiring demand



<https://www.wantedanalytics.com>  
<https://mapchart.net/usa.html>

# Telecommunications – Candidate Availability Canada\*

\*This chart reflects activity in the top domestic markets based on hiring demand



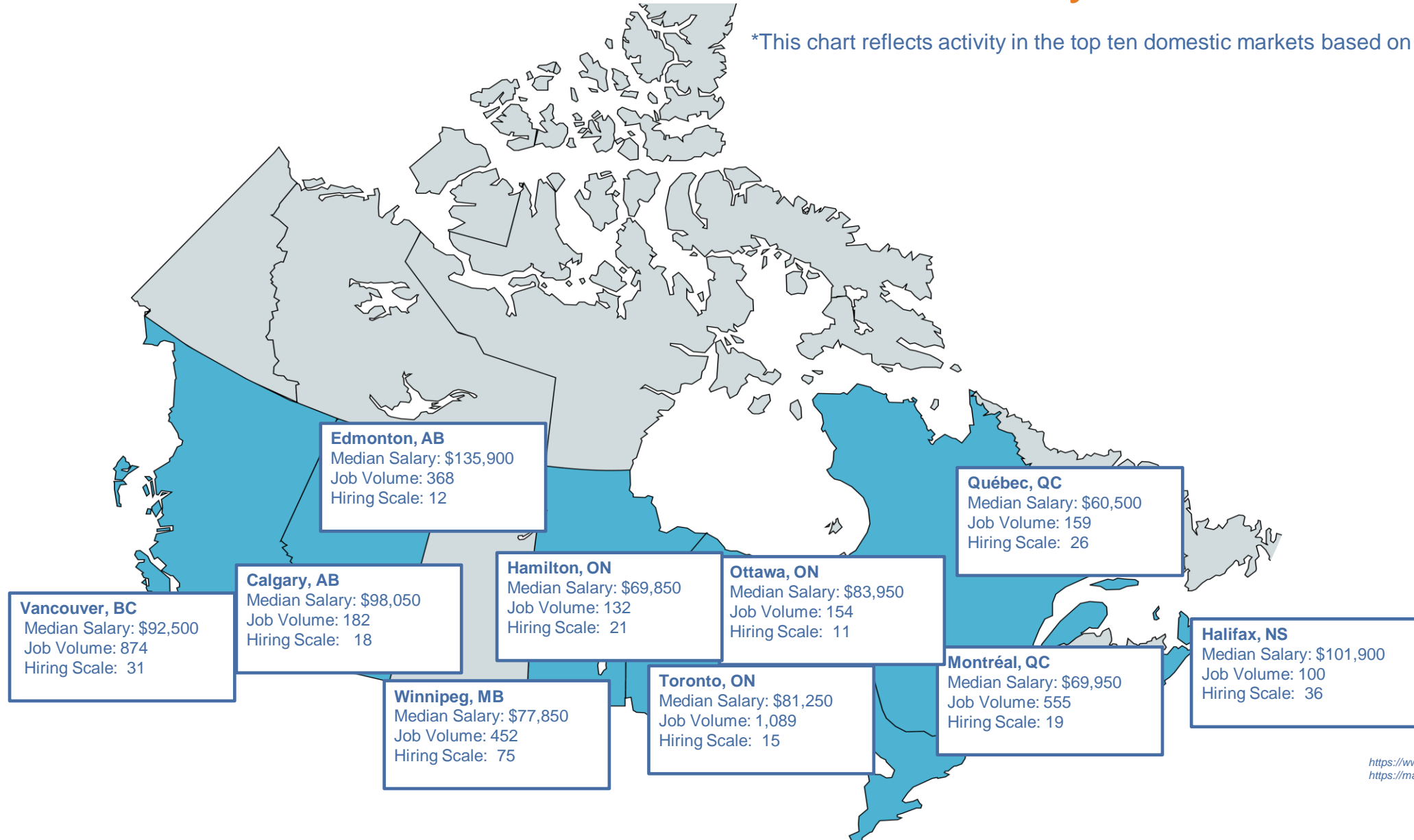
Information Technology, Maintenance & Repair and Engineering Occupations within the Telecommunications Industry.

<https://www.wantedanalytics.com>  
<https://mapchart.net/usa.html>



# Pharma and Life Science – Candidate Availability Canada\*

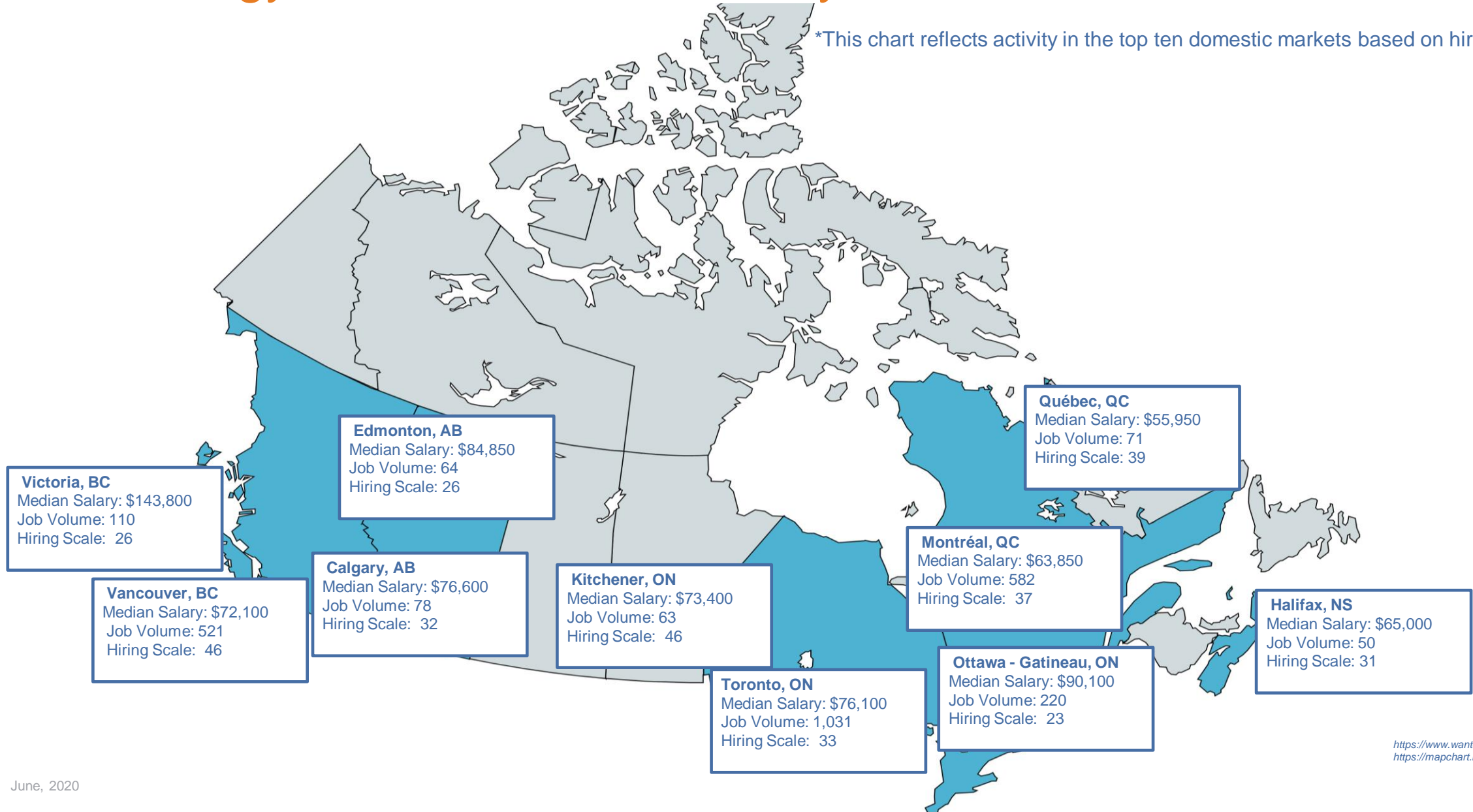
\*This chart reflects activity in the top ten domestic markets based on hiring demand



<https://www.wantedanalytics.com>  
<https://mapchart.net/usa.html>

# Technology – Candidate Availability Canada\*

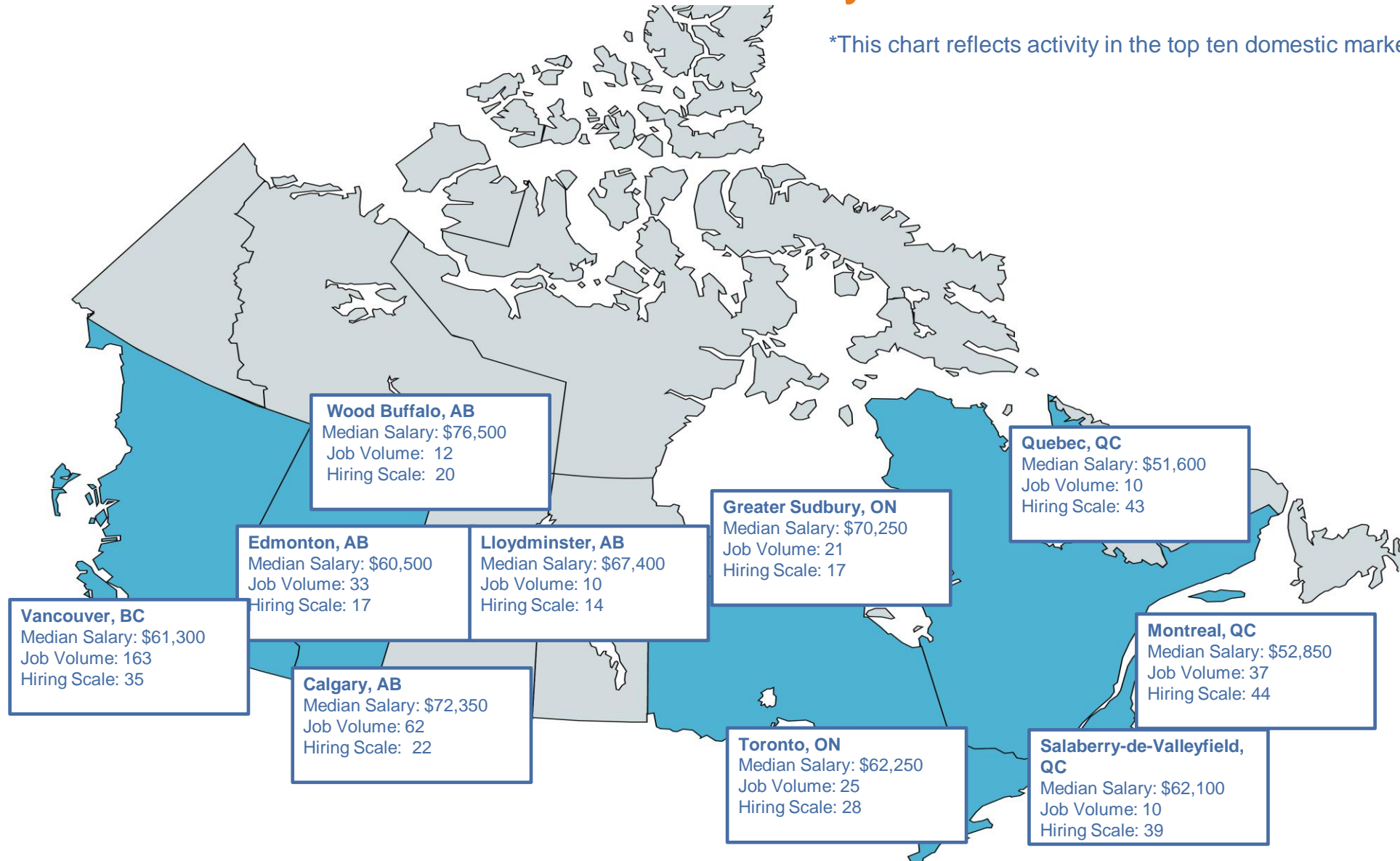
\*This chart reflects activity in the top ten domestic markets based on hiring demand



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<https://mapchart.net/usa.html>

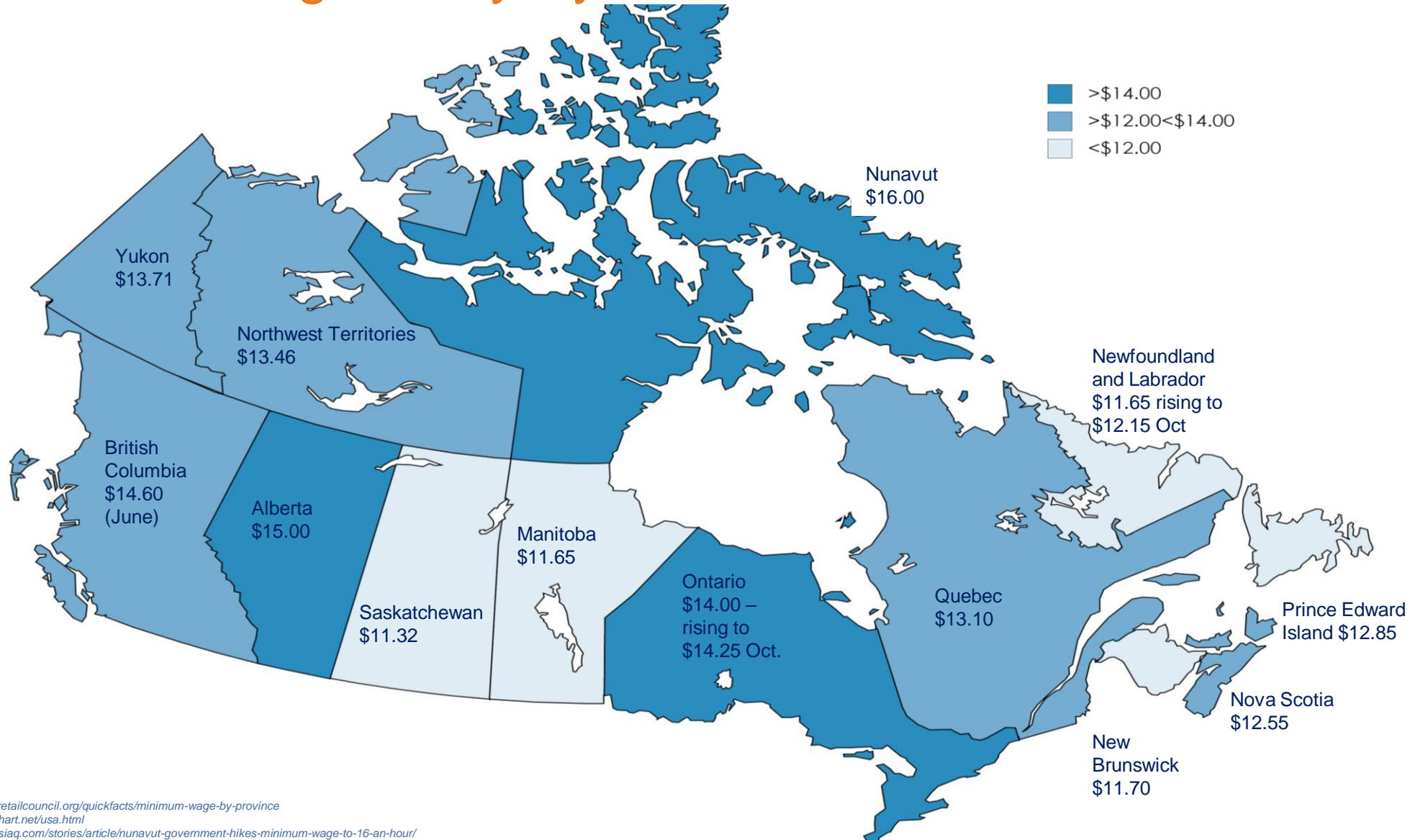
# Oil and Gas – Candidate Availability Canada\*

\*This chart reflects activity in the top ten domestic markets based on hiring demand



<https://www.wantedanalytics.com>  
<https://mapchart.net/usa.html>

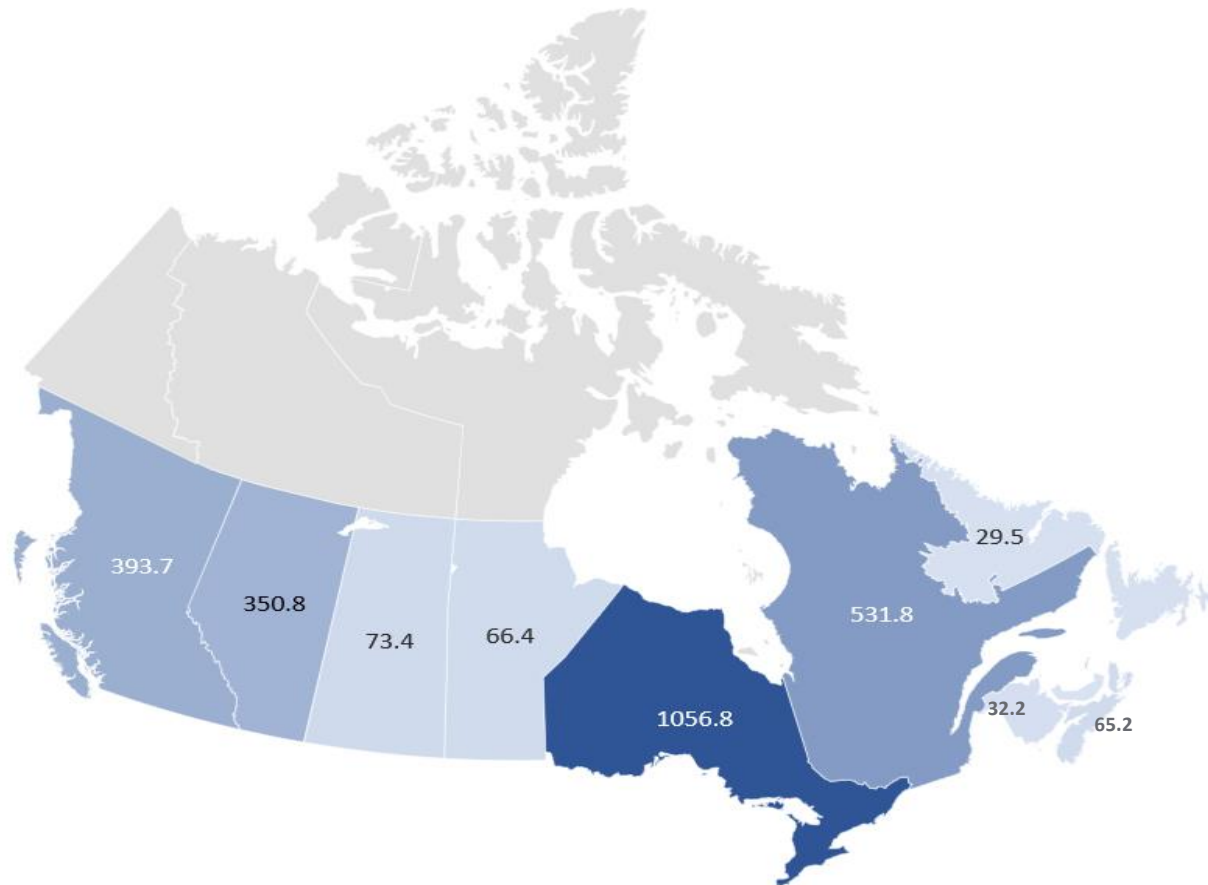
# Minimum Wages Vary By Province - Canada



<https://www.retailcouncil.org/quickfacts/minimum-wage-by-province>  
<https://mapchart.net/usa.html>  
<https://nunatsiaq.com/stories/article/nunavut-government-hikes-minimum-wage-to-16-an-hour/>



# Number of Fewer Employed People by Province Compared with May 2019 (in 000s) - Total



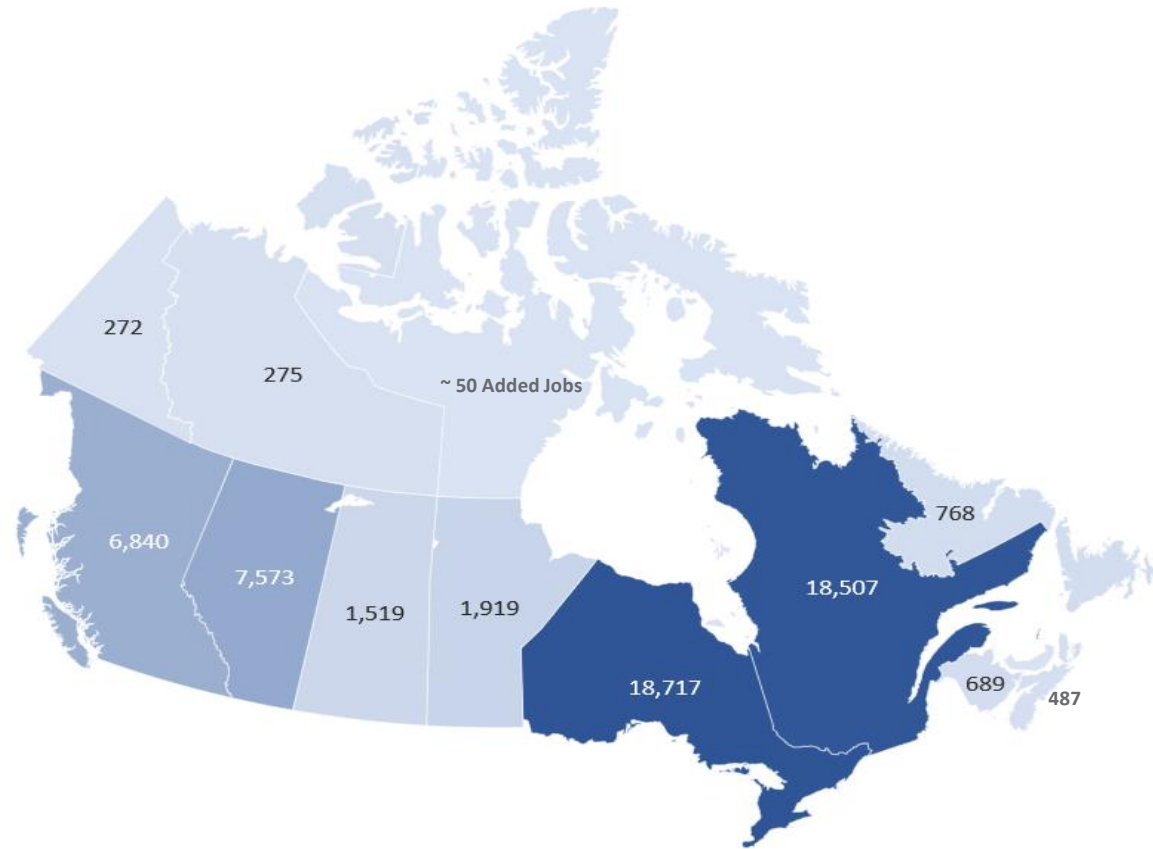
2.6 Million fewer Jobs in May 2020 compared with May 2019

# Number of Fewer Employed People by Province Compared with April 2019 - Manufacturing



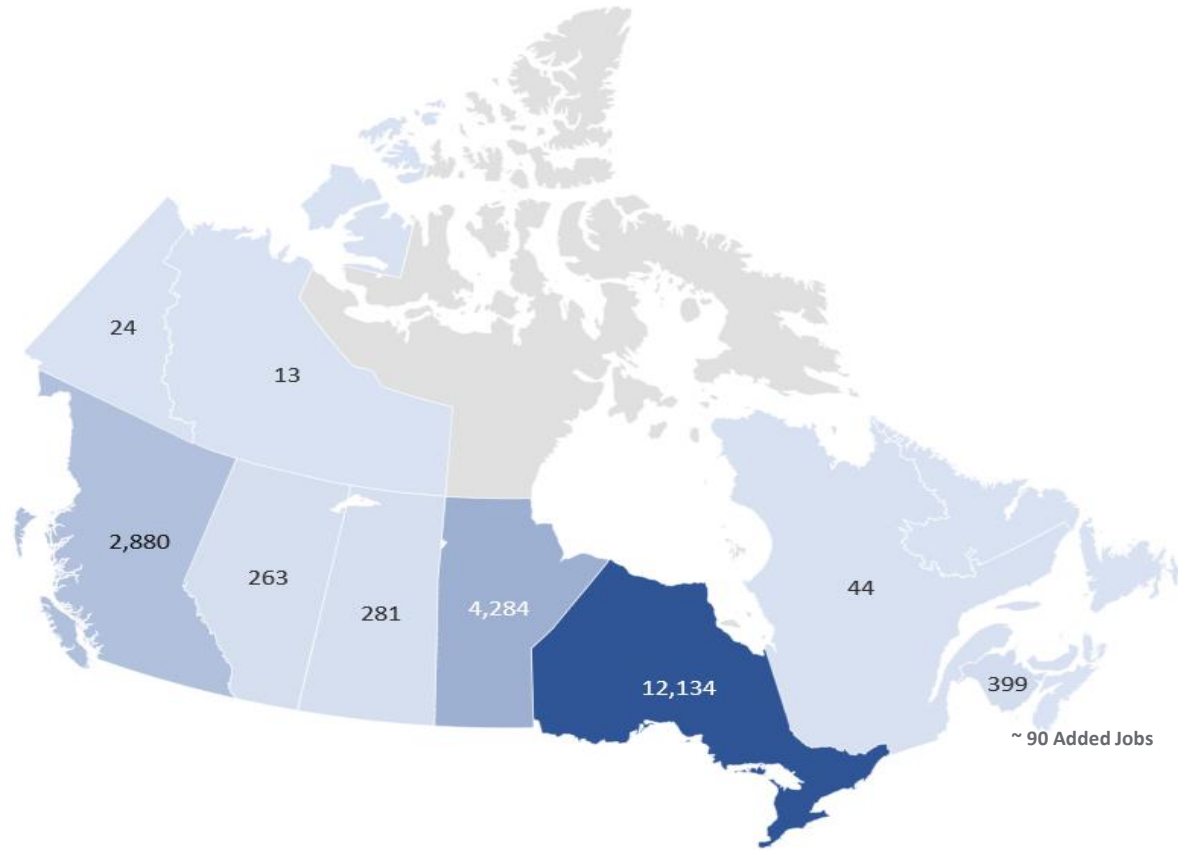
267 Thousand fewer Manufacturing Jobs in April 2020 compared with April 2019

# Number of Fewer Employed People by Province Compared with April 2019 - Transportation and Warehousing



57 Thousand fewer Transportation and Warehousing Jobs in April 2020 compared with April 2019

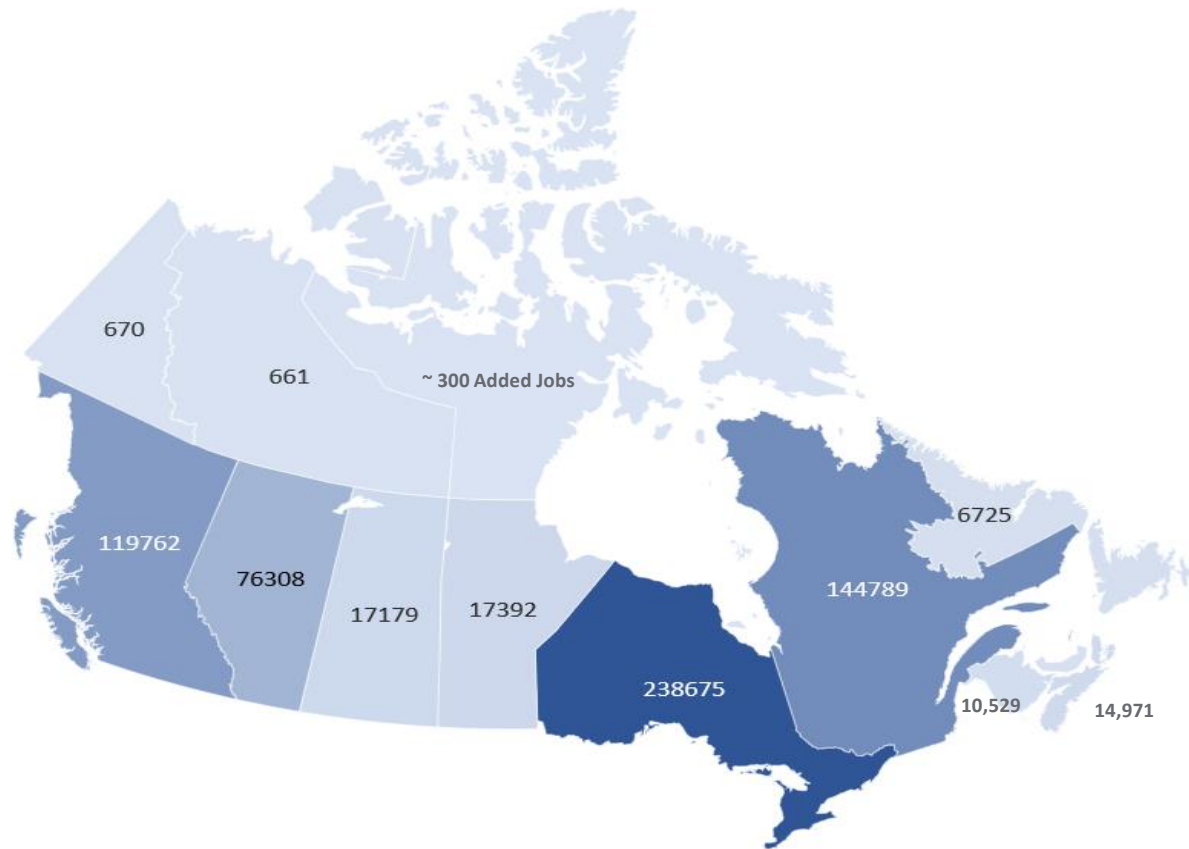
# Number of Fewer Employed People by Province Compared with April 2019 - Finance and Insurance



20 Thousand fewer Finance and Insurance Jobs in April 2020 compared with April 2019



# Number of Fewer Employed People by Province Compared with April 2019 - Accommodation and Food Services



650 Thousand fewer Accommodation and Food Services Jobs in April 2020 compared with April 2019



## Detailed Canada Metro Analysis

# Canada

## Latest Available Workforce Statistics - March 2020



Total Workforce  
**19.5m**



Unemployed  
**1.5m**



## IMF GDP Forecast\*

Forecast YOY Change  
**-6.2%**

\*IMF Real GDP Forecast is a baseline scenario which assumes pandemic containment measures are gradually wound down in the second half of 2020. *IMF, World Economic Outlook, April 2020*

## Impact of Coronavirus

- More than 5m have applied for emergency benefits since March 15.
- Tax and spending measures worth 8.4% of GDP or CA\$193bn.
- The greatest share of the spending measures (CA\$105bn) is due to be delivered in direct assistance which includes wage subsidies, sick leave payments for workers without employment insurance.
- The main wage subsidy is 75% (capped) for 12 weeks with some requirements on eligibility.
- The Labour Code has been amended so that an employee who is unable to work due to Covid-19 reasons, can take protected leave for up to 16 weeks.
- Businesses and schools closed in March are unlikely to open until Mid-May at the earliest.

## Share of Workforce based on Sector and Likely Impact of Coronavirus on Jobs



■ High Impact ■ Medium Impact ■ Lower Impact

Employment Share: Coronavirus - Likely Impact by Sector					
High Impact		Medium Impact		Lower Impact	
Accommodation and Food Services	6%	Construction	8%	Education	9%
Real Estate; Business and Administrative activities	10%	Financial and Insurance Activities	5%	Human Health and Social Work Activities	14%
Manufacturing	9%	Mining and Quarrying	2%	Public Admin, defence, social security	7%
Wholesale and Retail trade	14%	Transport, storage and communication	7%	Utilities	1%
Arts, Entertainment, Recreation and other services	6%			Agriculture, Forestry and fishing	1%

IMF, World Economic Outlook, April 2020 <https://www.imf.org/en/Publications/WEO/Issues/2020/04/14/weo-april-2020>  
<https://ilostat.ilo.org/data/> <https://www.ilo.org/global/topics/coronavirus/lang-en/index.htm>  
<https://www.lexology.com/research/hubs/coronavirus>  
<https://theconversation.com/official-unemployment-numbers-dont-show-the-true-crisis-for-workers-affected-by-coronavirus-136110>  
<https://www.canada.ca/en/departement-finance/economic-response-plan/wage-subsidy.html>

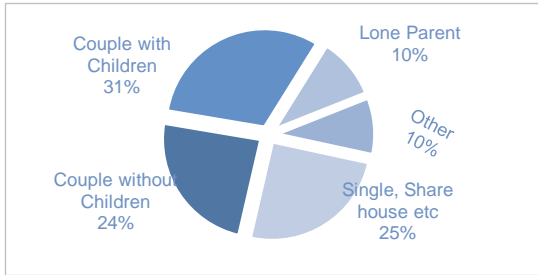
# Barrie, ON

## Workforce Statistics - May

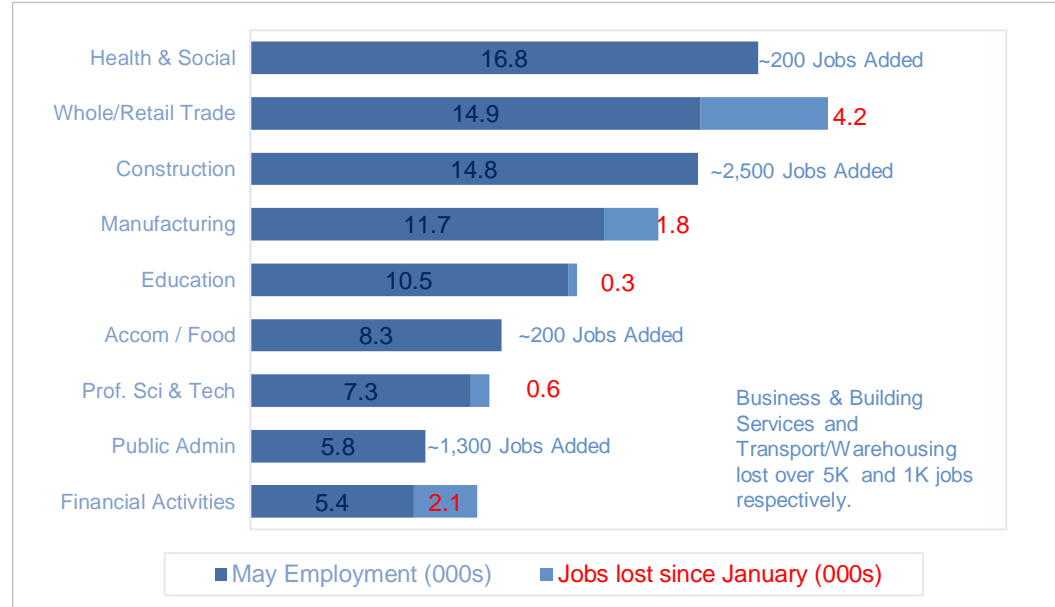
Population Compared to January 2020	
Total Workforce	128K ↓2.7%
Unemployment Rate	12%(5%*)
Unemployment	15.3K ↑8.7K

\* January 2020

## Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 404	
Top 5 Open Positions Added During May	# of Jobs
Health Care and Social Assistance	33
Retail Trade	33
Admin & Support, Waste Management & Remediation	27
Construction	26
Transportation and Warehousing	18

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com> June 2020  
<https://www.manpowergroup.com/workforce-insights/>



# Calgary, AB

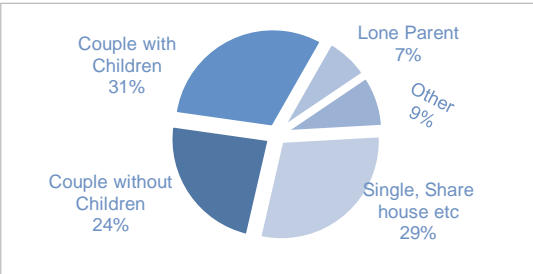
## Workforce Statistics - May

### Population Compared to January 2020

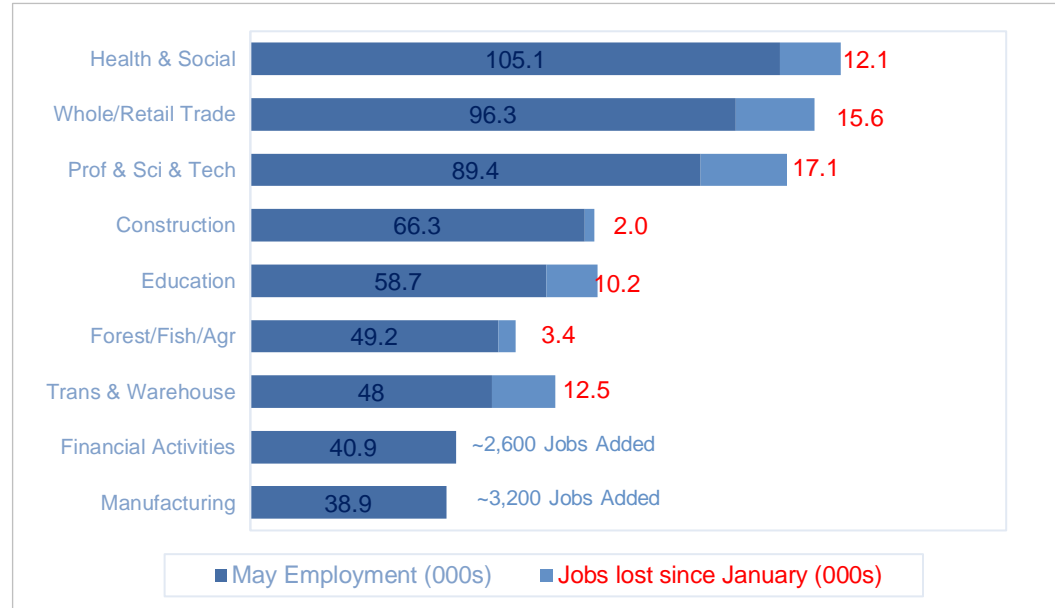
Total Workforce	874K ↓5.1%
Unemployment Rate	13.3%(7.1%*)
Unemployment	116K ↑51K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 2,939

Top 5 Open Positions Added During May	# of Jobs
Logistics, tracking & scheduling	199
Motor vehicle and transit drivers	166
Retail salespersons	92
Computer and information systems professionals	87
Specialized occ. in personal & customer servs.	80

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook*
Q3 2020	4%	25%	63%	8%	-21%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**.

Healthcare	Annual Salary	Hourly Pay Rate	Banking & Financial Services	Annual Salary	Hourly Pay Rate	Technology	Annual Salary	Hourly Pay Rate	MANUFACTURING	Annual Salary	Hourly Pay Rate	All Industries	Annual Salary	Hourly Pay Rate
	Data Analyst	\$38,688		\$22.90	Data Analyst		\$40,632	\$25.95		Business Analyst	\$74,617		\$50.05	Driver
Database Admin.	\$57,050	\$38.10	Financial Analyst	\$71,909	\$43.30	Database Devel.	\$78,922	\$55.45	Production Worker	\$37,040	\$21.45	Cust. Serv Rep	\$36,621	\$20.05
Network Engineer	\$69,943	\$37.35	Info. Systems Admin.	\$67,134	\$42.60	Software Devel.	\$62,567	\$46.10	Warehouser	\$32,811	\$16.55	Retail/Cashier	\$33,920	\$16.55

\* Calgary MSA, Alberta  
 June, 2020

# Edmonton, AB

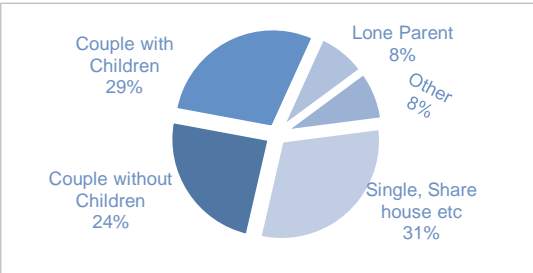
## Workforce Statistics - May

### Population Compared to January 2020

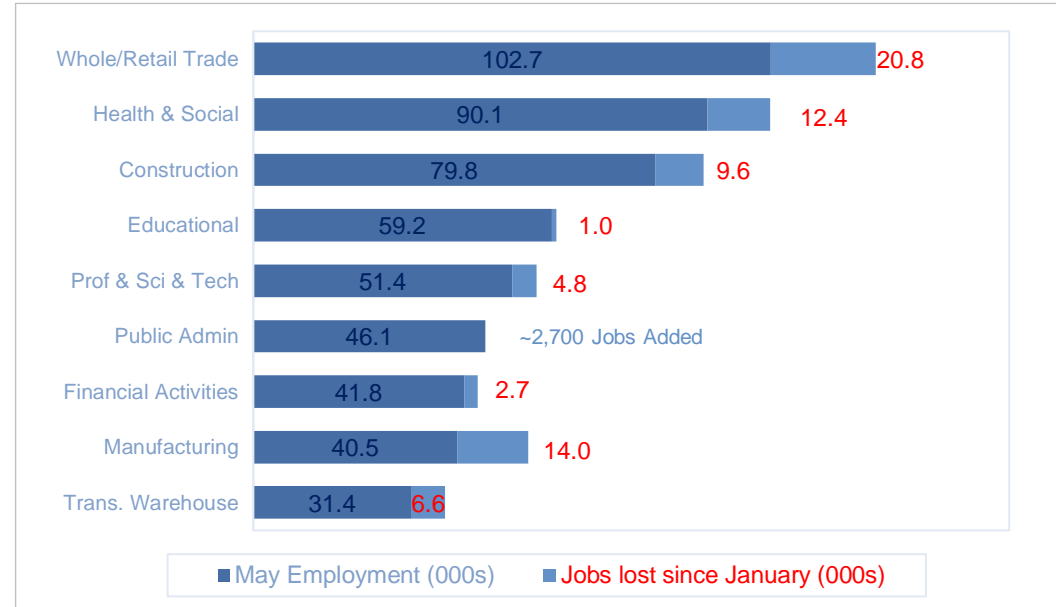
Total Workforce	779K ↓8.9%
Unemployment Rate	13.9%(7.9%*)
Unemployment	108K ↑41K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 2,788

Top 5 Open Positions Added During May	# of Jobs
Specialized occ. in personal & customer servs.	138
Retail salespersons	107
Motor vehicle and transit drivers	102
Logistics, tracking & scheduling	97
Computer and information systems professionals	95

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook*
Q3 2020	6%	38%	44%	12%	-30%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**.

Healthcare	Annual Salary	Hourly Pay Rate	Banking & Financial Services	Annual Salary	Hourly Pay Rate	Technology	Annual Salary	Hourly Pay Rate	MANUFACTURING	Annual Salary	Hourly Pay Rate	Annual Salary	Hourly Pay Rate	
														Annual Salary
Data Analyst	\$38,579	\$21.80	Data Analyst	\$39,460	\$24.45	Business Analyst	\$68,666	\$45.75	Driver	\$46,862	\$28.85	Call Center Rep.	\$36,158	\$18.95
Database Admin.	\$52,591	\$36.90	Financial Analyst	\$69,262	\$42.55	Database Devel.	\$72,346	\$51.65	Production Worker	\$36,816	\$20.65	Cust. Serv Rep	\$35,991	\$19.00
Network Engineer	\$65,709	\$35.60	Info. Systems Admin.	\$65,039	\$40.55	Software Devel.	\$59,633	\$43.05	Warehouser	\$32,651	\$16.40	Retail/Cashier	\$33,604	\$16.60

\* Edmonton MSA, Alberta  
 June, 2020

# Halifax, NS

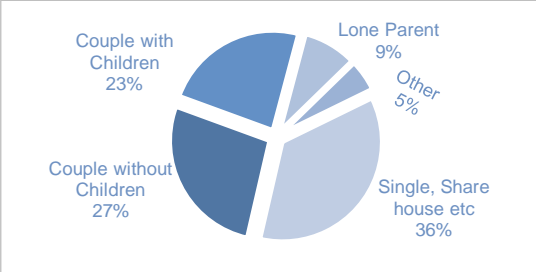
## Workforce Statistics - May

### Population Compared to January 2020

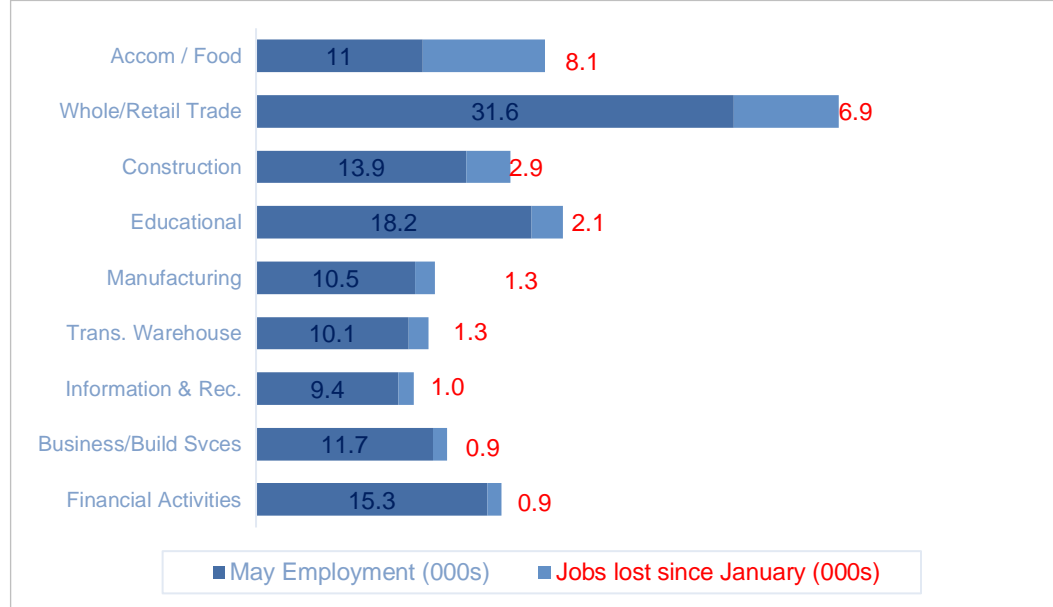
Total Workforce	241K ↓5.8%
Unemployment Rate	10.6%(6.5%*)
Unemployment	25.6K↑8.9K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 1,363

Top 5 Open Positions Added During May	# of Jobs
Professional occupations in nursing	83
Motor vehicle and transit drivers	66
Computer and information systems professionals	56
Human resources and business service professionals	42
Retail salespersons	40

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook*
Q3 2020	15%	19%	54%	12%	-10%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**

Healthcare			Banking & Financial Services			Technology			MANUFACTURING					
	Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate			
Data Analyst	\$33,266	\$20.80	Data Analyst	\$35,896	\$22.55	Business Analyst	\$66,387	\$44.65	Driver	\$43,879	\$26.40	Call Center Rep.	\$30,599	\$17.20
Database Admin.	\$51,404	\$35.05	Financial Analyst	\$65,853	\$39.95	Database Devel.	\$67,871	\$48.10	Production Worker	\$32,492	\$19.35	Cust. Serv Rep	\$31,199	\$18.05
Network Engineer	\$62,227	\$33.85	Info. Systems Admin.	\$58,798	\$38.50	Software Devel.	\$56,282	\$40.15	Warehouser	\$27,942	\$14.20	Retail/Cashier	\$28,669	\$14.20

\* Halifax MSA, Nova Scotia  
 June, 2020

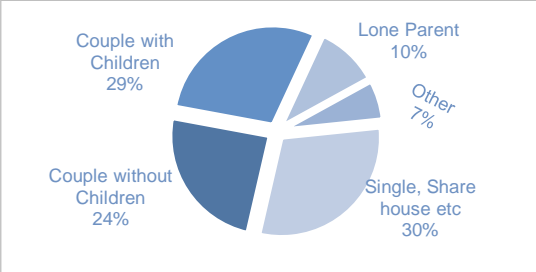
# Hamilton, ON

## Workforce Statistics - May

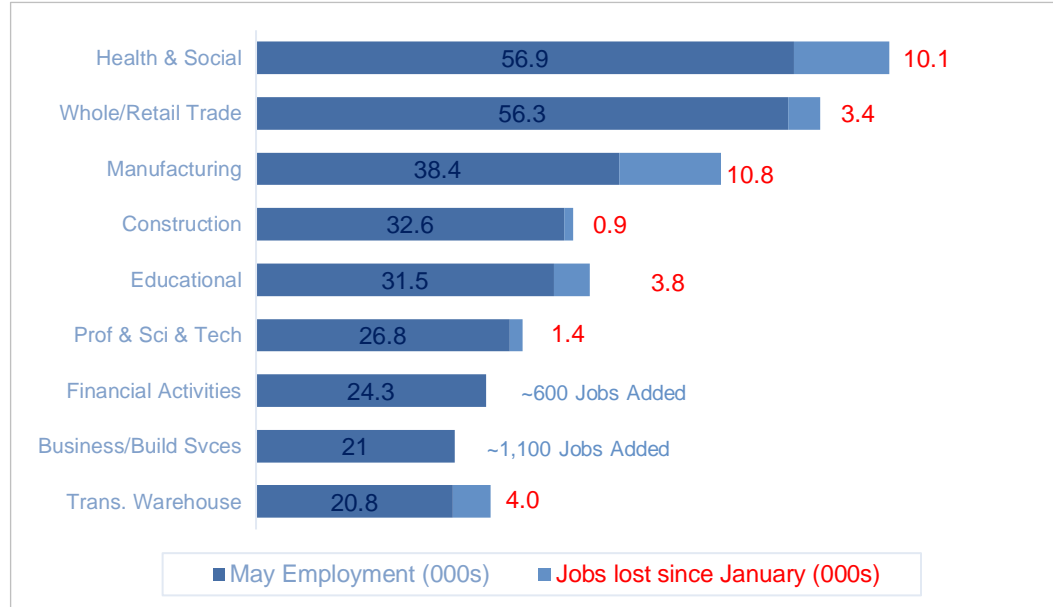
Population Compared to January 2020	
Total Workforce	419K ↓6.8%
Unemployment Rate	10.7%(4.3*)
Unemployment	45K ↑26K

\* January 2020

## Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 1,208	
Top 5 Open Positions Added During May	# of Jobs
Supply chain logistics, tracking, scheduling co-ordination	64
Motor vehicle and transit drivers	44
Customer and information services representatives	38
Retail salespersons	36
Retail sales supervisors	35

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June2020>  
<https://www.manpowergroup.com/workforce-insights/>

# Kitchener, ON

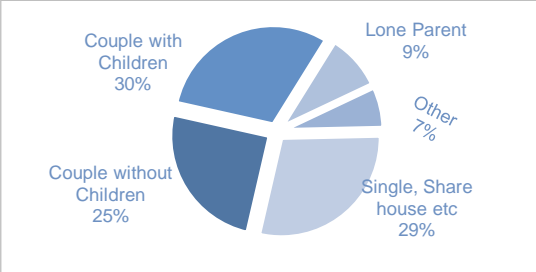
## Workforce Statistics - May

### Population Compared to January 2020

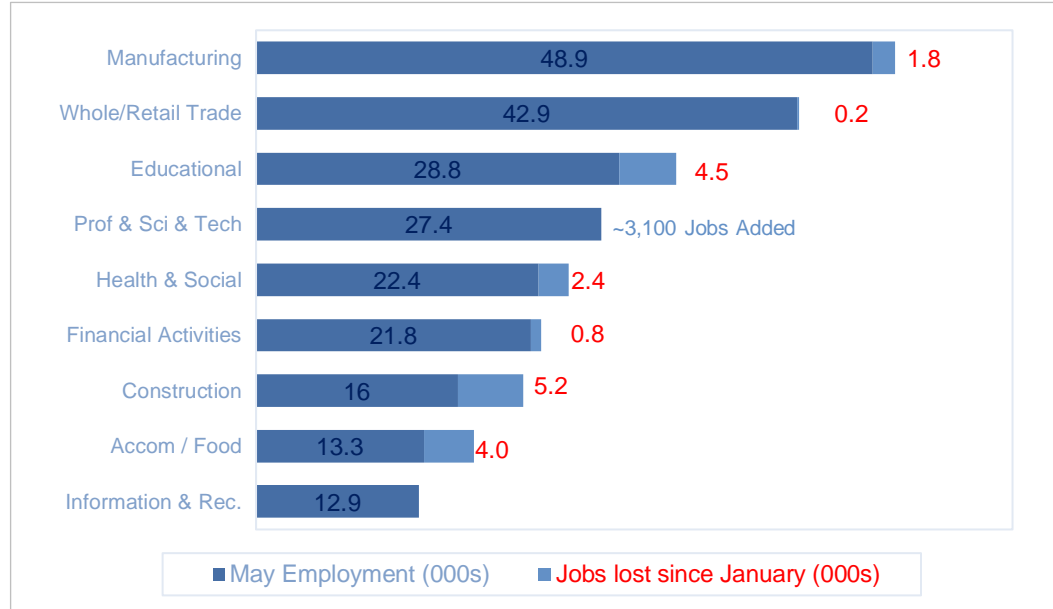
Total Workforce	301K ↓5.6%
Unemployment Rate	11.1%(5.2%*)
Unemployment	33.4K ↑16.7K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 1,260

Top 5 Open Positions Added During May	# of Jobs
Computer and information systems professionals	147
Professional occupations in nursing	65
Motor vehicle and transit drivers	59
Human resources and business service professionals	39
Logistics, tracking & scheduling	33

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook*
Q3 2020	24%	8%	44%	24%	20%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**

Healthcare			Banking & Financial Services			Technology			MANUFACTURING					
	Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate			
Data Analyst	\$35,691	\$21.90	Data Analyst	\$40,046	\$24.30	Business Analyst	\$69,534	\$48.15	Driver	\$48,217	\$29.50	Call Center Rep.	\$34,649	\$18.60
Database Admin.	\$55,941	\$36.15	Financial Analyst	\$69,819	\$42.90	Database Devel.	\$77,488	\$53.60	Production Worker	\$36,314	\$20.50	Cust. Serv Rep	\$34,864	\$18.65
Network Engineer	\$66,808	\$36.40	Info. Systems Admin.	\$63,456	\$40.75	Software Devel.	\$58,987	\$43.15	Warehouser	\$30,969	\$15.80	Retail/Cashier	\$31,697	\$15.60

\* Kitchener - Cambridge - Waterloo MSA, Ontario  
 June, 2020



# Laval, QC

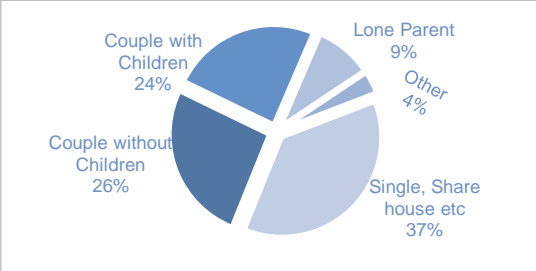
## Workforce Statistics - May

### Population Compared to January 2020

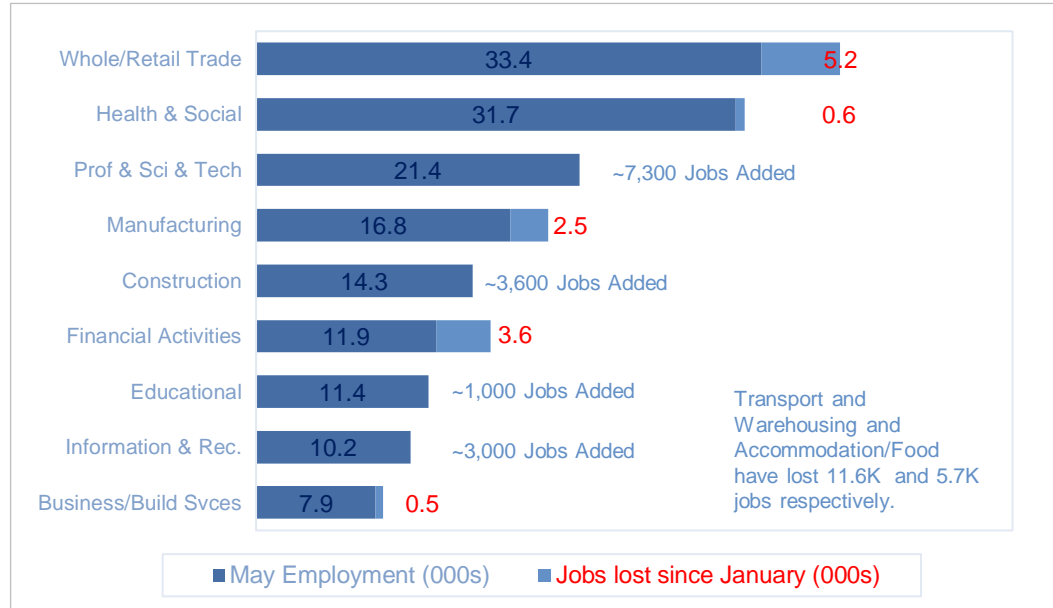
Total Workforce	218K ↑1.0%
Unemployment Rate	14.3%(4%*)
Unemployment	31K ↑22K

\* January 2020

### Distribution of Households - Quebec



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 1,270

Top 5 Open Positions Added During May	# of Jobs
Supply chain logistics, tracking scheduling co-ordination	76
Customer and information services representatives	57
Motor vehicle and transit drivers	55
Retail salespersons	40
Cashiers	36

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

# Moncton, NB

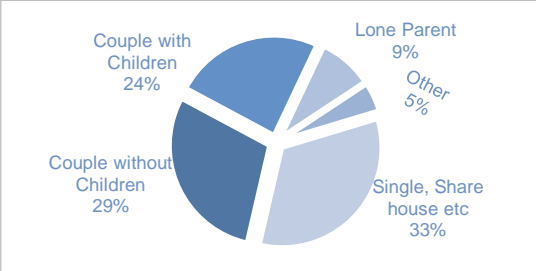
## Workforce Statistics - May

### Population Compared to January 2020

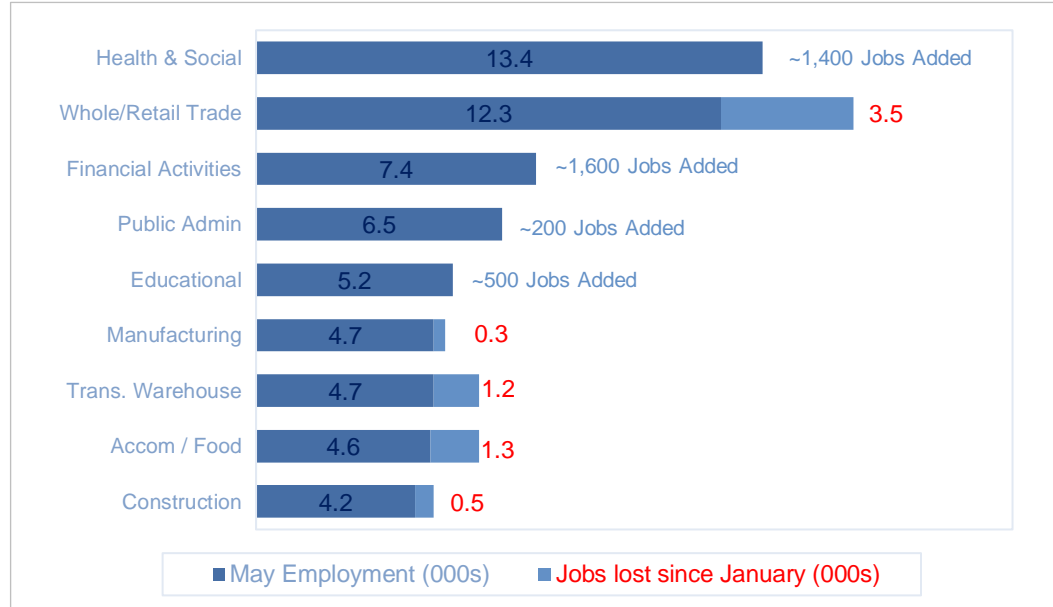
Total Workforce	86.1K ↓1.9%
Unemployment Rate	9.3%(5%*)
Unemployment	8K ↑3.6K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 587

Top 5 Open Positions Added During May	# of Jobs
Motor vehicle and transit drivers	42
Customer and information services representatives	42
Professional occupations in nursing	32
Supply chain logistics, tracking, scheduling co-ordination	28
Retail salespersons	22

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook*
Q3 2020	15%	10%	60%	15%	-1%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

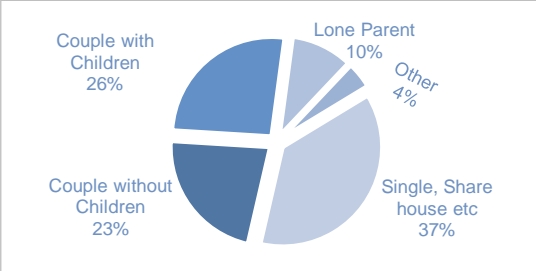
# Montreal, QC

## Workforce Statistics - May

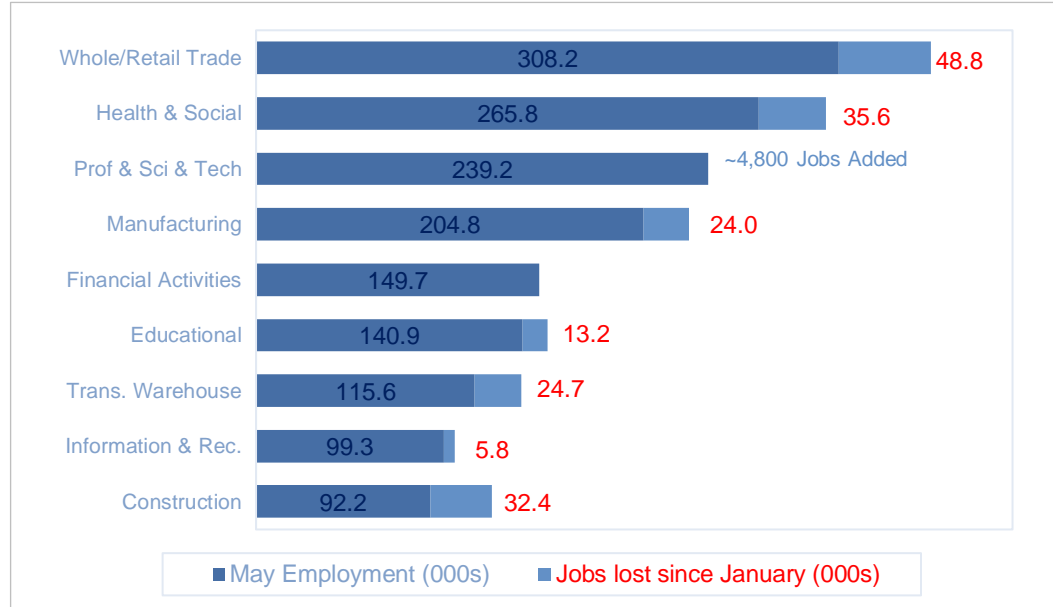
Population Compared to January 2020	
Total Workforce	2.3M ↓3.7%
Unemployment Rate	14.1%(5.6%*)
Unemployment	317K↑187K

\* January 2020

## Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 13,881	
Top 5 Open Positions Added During May	# of Jobs
Computer and information systems professionals	947
Logistics, tracking & scheduling	665
Technical occupations in computer & information systems	495
Motor vehicle and transit drivers	470
Human resources and business service professionals	401

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**.

Healthcare			Banking & Financial Services			Technology			MANUFACTURING					
	Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate			
Data Analyst	\$34,149	\$21.20	Data Analyst	\$38,708	\$23.75	Business Analyst	\$69,256	\$47.20	Driver	\$46,315	\$28.40	Call Center Rep.	\$32,585	\$18.70
Database Admin.	\$53,999	\$36.45	Financial Analyst	\$67,815	\$41.95	Database Devel.	\$72,410	\$50.65	Production Worker	\$33,550	\$19.75	Cust. Serv Rep	\$32,836	\$18.65
Network Engineer	\$63,324	\$35.05	Info. Systems Admin.	\$64,020	\$40.80	Software Devel.	\$57,881	\$42.40	Warehouser	\$29,418	\$14.70	Retail/Cashier	\$29,757	\$14.75

\* Montreal MSA, Quebec  
 June, 2020

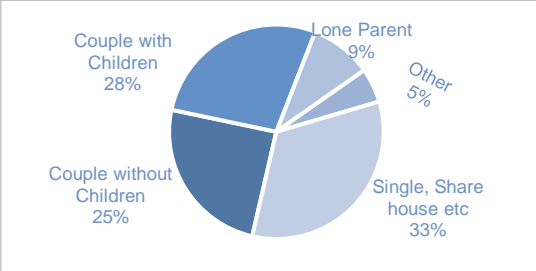
# Ottawa-Gatineau, ON/QC

## Workforce Statistics - May

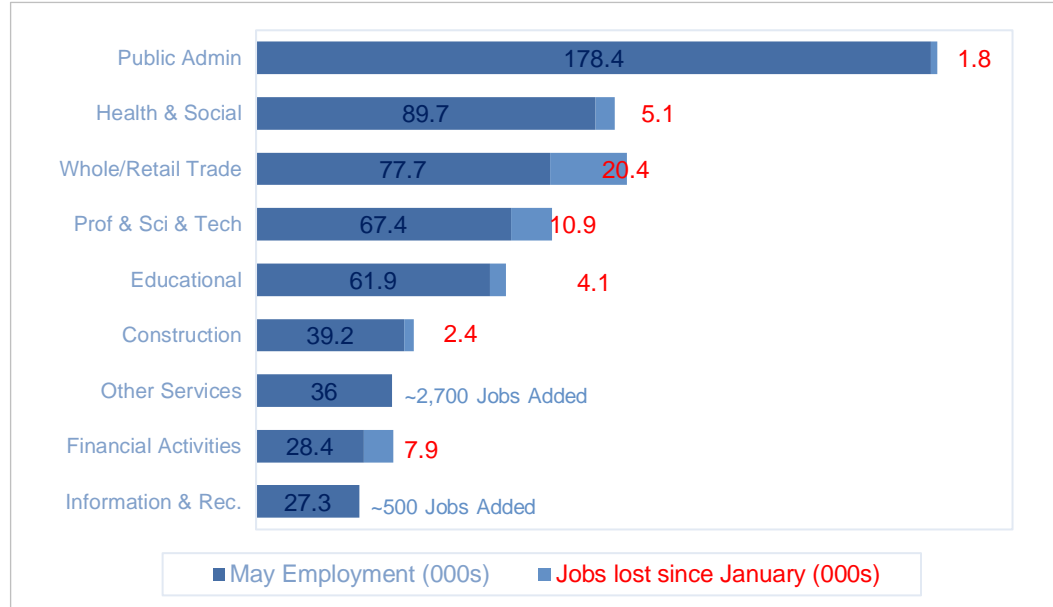
Population Compared to January 2020	
Total Workforce	763K ↓6.3%
Unemployment Rate	8.8%(3.1%*)
Unemployment	66.9K ↑34K

\* January 2020

## Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 3,424	
Top 5 Open Positions Added During May	# of Jobs
Computer and information systems professionals	225
Supply chain logistics, tracking, scheduling co-ordination	199
Motor vehicle and transit drivers	126
Human resources and business service professionals	115
Paraprofessional legal, social, community and education	113

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook*
Q3 2020	0%	11%	75%	14%	-14%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

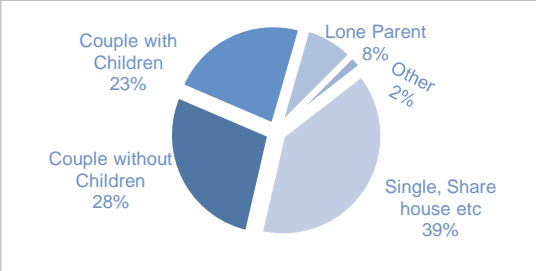
# Québec, QC

## Workforce Statistics - May

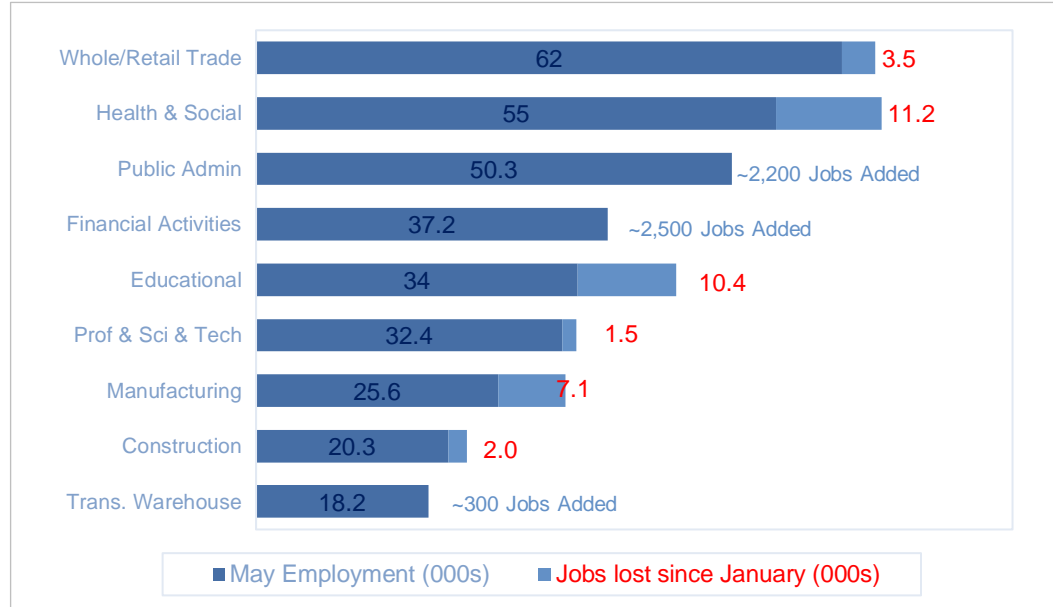
Population Compared to January 2020	
Total Workforce	438K ↓3.7%
Unemployment Rate	12.1%(4.3%*)
Unemployment	52.8K ↑33.3K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 4,683	
Top 5 Open Positions Added During May	# of Jobs
Supply chain logistics, tracking scheduling co-ordination	240
Computer and information systems professionals	189
Motor vehicle and transit drivers	168
Other installers, repairers and servicers	135
Human resources and business service professionals	131

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>



# Regina, SK

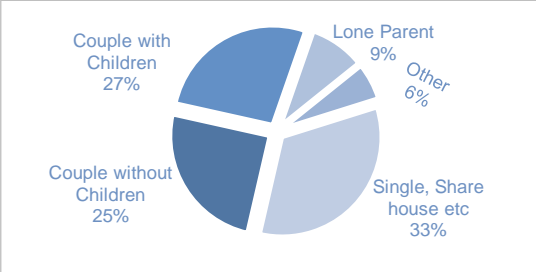
## Workforce Statistics - May

### Population Compared to January 2020

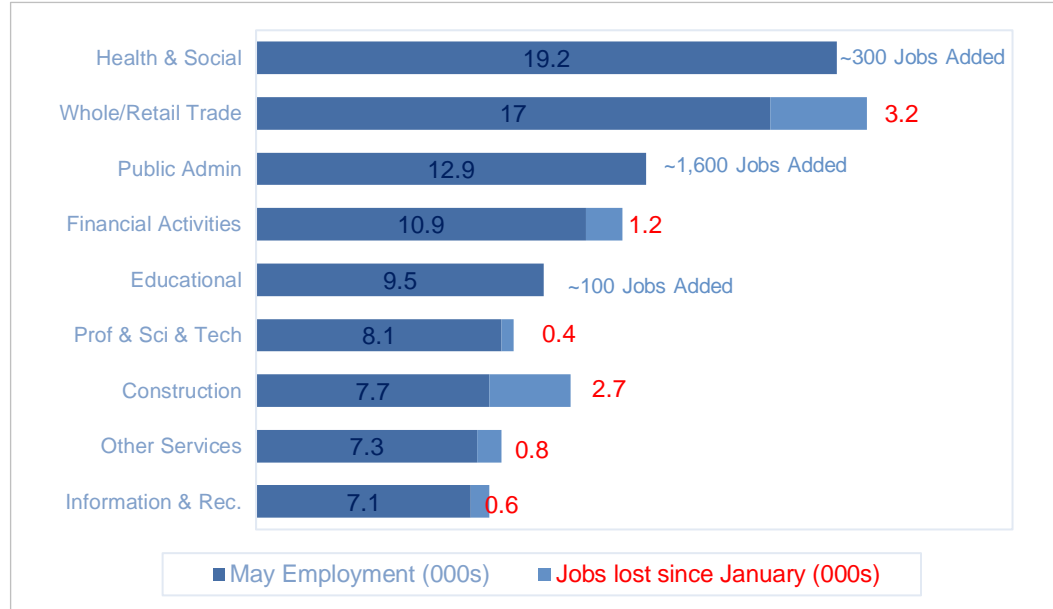
Total Workforce	139K ↓5.3%
Unemployment Rate	10.8%(6.3%*)
Unemployment	15K↑5.7K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 653

Top 5 Open Positions Added During May	# of Jobs
College and other vocational instructors	84
University professors and post-secondary assistants	44
Paraprofessional legal, social, community & education	33
Social and community service professionals	33
Human resources and business service professionals	20

### Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook
Q3 2020	8%	24%	68%	0%	-13%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**

Healthcare	Annual Salary	Hourly Pay Rate	Banking & Financial Services	Annual Salary	Hourly Pay Rate	Technology	Annual Salary	Hourly Pay Rate	MANUFACTURING	Annual Salary	Hourly Pay Rate	Annual Salary	Hourly Pay Rate	
	Data Analyst	\$33,181		\$20.60	Data Analyst		\$38,173	\$23.30		Business Analyst	\$67,360	\$44.95	Driver	\$45,509
Database Admin.	\$53,847	\$35.40	Financial Analyst	\$67,446	\$41.30	Database Devel.	\$72,860	\$51.90	Production Worker	\$33,227	\$19.60	Cust. Serv Rep	\$29,912	\$18.90
Network Engineer	\$63,766	\$35.20	Info. Systems Admin.	\$62,791	\$40.20	Software Devel.	\$58,403	\$42.10	Warehouser	\$29,344	\$14.05	Retail/Cashier	\$26,984	\$13.30

\*Regina, MSA, SK  
June, 2020

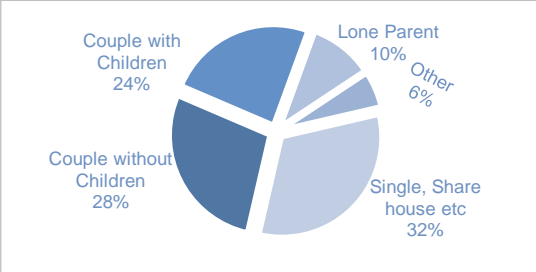
# St. Catharines-Niagara, ON

## Workforce Statistics - May

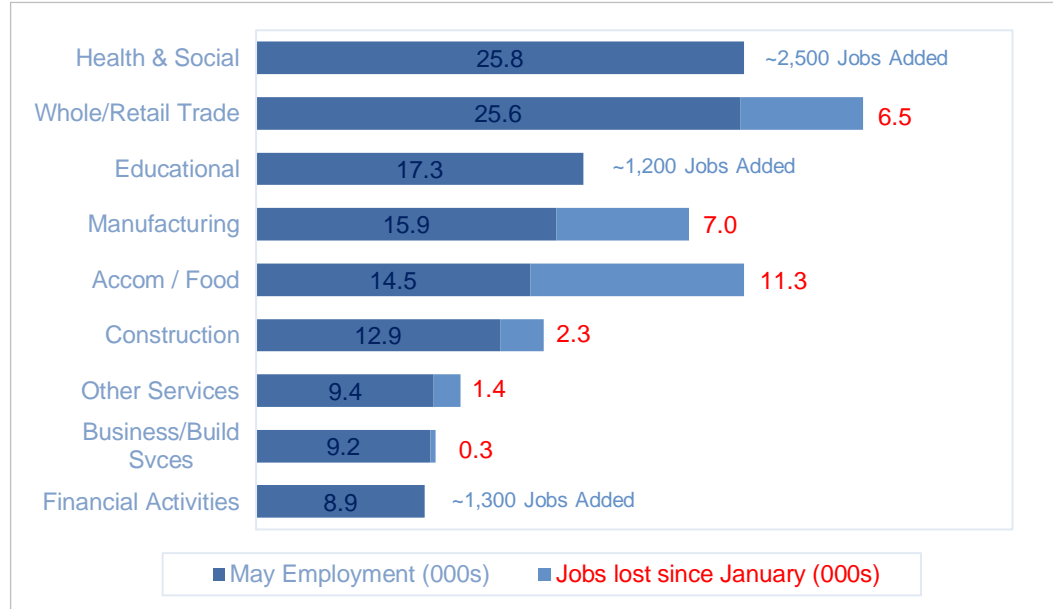
Population Compared to January 2020	
Total Workforce	193K ↓ 10.1%
Unemployment Rate	13% (5.4%*)
Unemployment	25.1K ↑ 13.4K

\* January 2020

## Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 662	
Top 5 Open Positions Added During May	# of Jobs
Food attendants, kitchen helpers and related support	29
Professional occupations in nursing	28
Motor vehicle and transit drivers	25
Customer and information services representatives	24
Specialized occupations in personal and customer services	21

## Manpower Employment Outlook Survey Q3, 2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook*
Q3 2020	10%	29%	48%	13%	-16%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com> June 2020  
<https://www.manpowergroup.com/workforce-insights/>

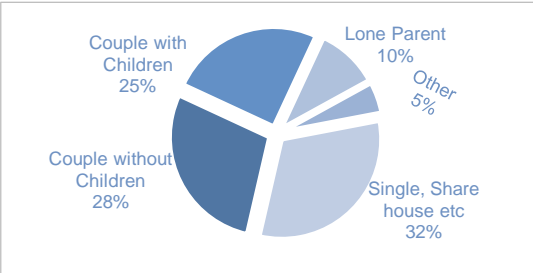
# Saint John, NB

## Workforce Statistics - May

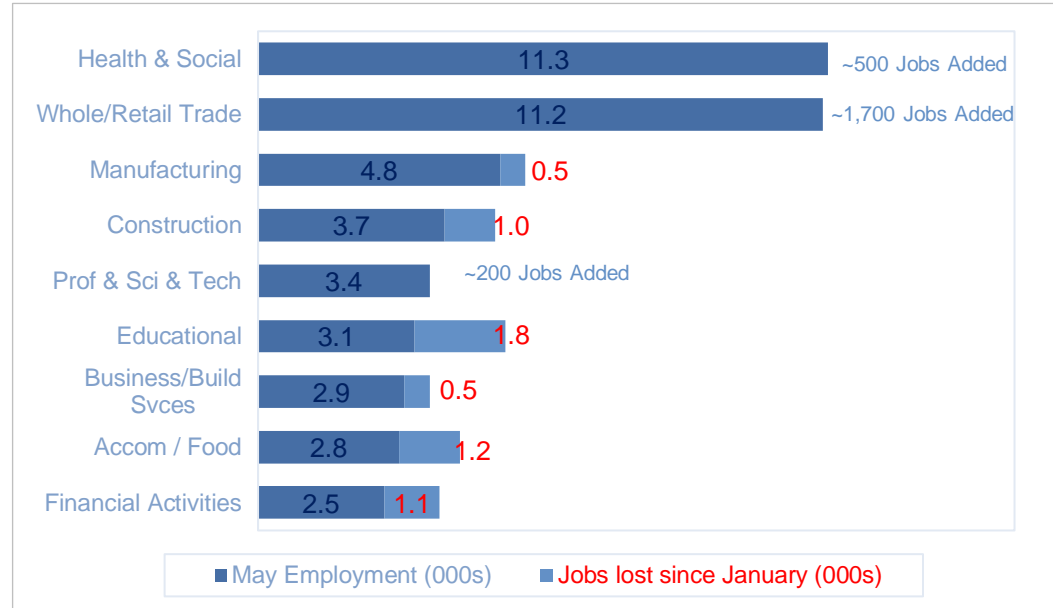
Population Compared to January 2020	
Total Workforce	63.2K ↓6.9%
Unemployment Rate	12%(7.4%*)
Unemployment	7.6K ↑2.6K

\* January 2020

## Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 427	
Top 5 Open Positions Added During May	# of Jobs
Professional occupations in nursing	46
Retail salespersons	20
Administrative services supervisors	16
Computer and information systems professionals	13
Motor vehicle and transit drivers	12

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

# Saskatoon, SK

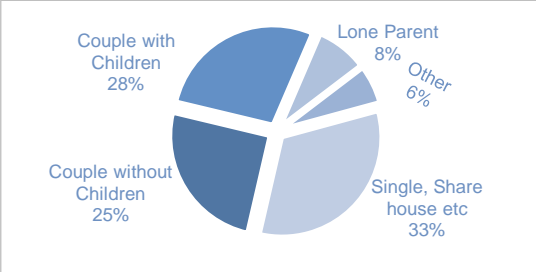
## Workforce Statistics - May

### Population Compared to January 2020

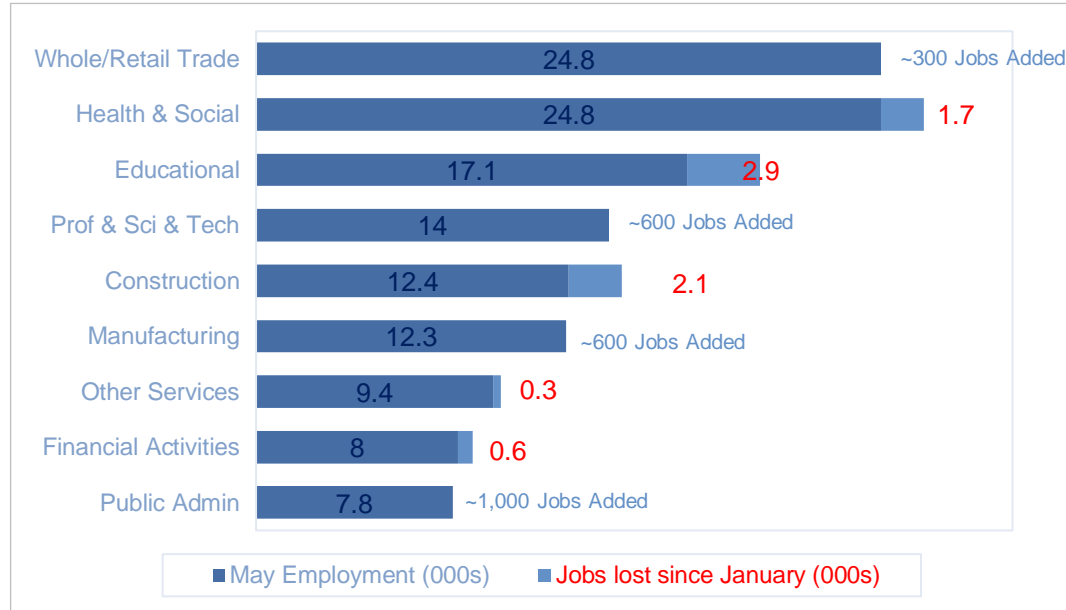
Total Workforce	186K ↓3.2%
Unemployment Rate	13%(5.7%*)
Unemployment	24.3K ↑13.4K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 799

Top 5 Open Positions Added During May	# of Jobs
College and other vocational instructors	73
University professors and post-secondary assistants	47
Motor vehicle and transit drivers	33
Logistics, tracking & scheduling	31
Retail salespersons	25

### Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook
Q3 2020	13%	9%	74%	4%	1%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**

Healthcare			Banking & Financial Services			Technology			MANUFACTURING		
	Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate
Data Analyst	\$33,351	\$21.50	Data Analyst	\$38,143	\$23.85	Business Analyst	\$70,014	\$48.35	Driver	\$46,260	\$27.85
Database Admin.	\$53,965	\$36.35	Financial Analyst	\$68,593	\$42.10	Database Devel.	\$71,241	\$49.90	Production Worker	\$33,988	\$19.90
Network Engineer	\$64,361	\$34.90	Info. Systems Admin.	\$63,802	\$40.50	Software Devel.	\$58,146	\$43.05	Warehouser	\$28,971	\$13.85
									Retail/Cashier	\$26,842	\$13.20

\* Saskatoon MSA, Saskatchewan  
 June, 2020

# Toronto, ON

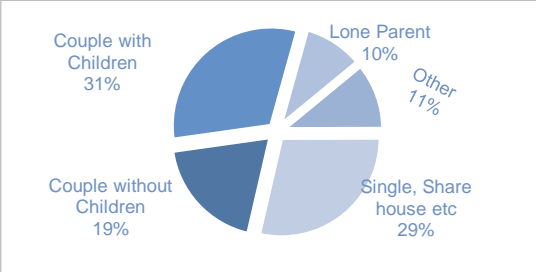
## Workforce Statistics - May

### Population Compared to January 2020

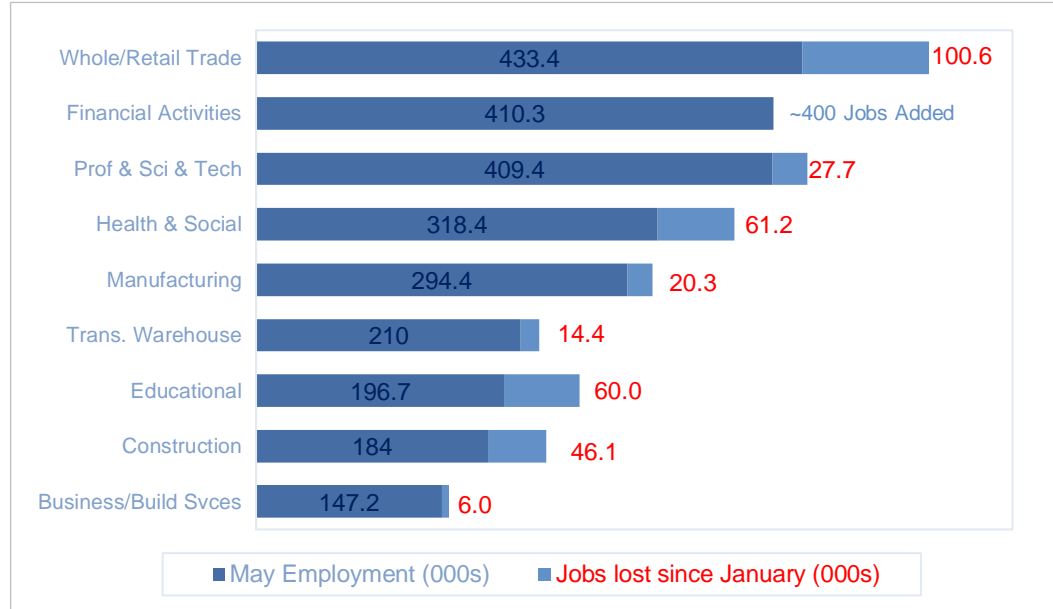
Total Workforce	3.5M ↓6.9%
Unemployment Rate	11.6%(5%*)
Unemployment	402K ↑216K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 13,753

Top 5 Open Positions Added During May	# of Jobs
Computer and information systems professionals	1,327
Managers in financial and business services	671
Motor vehicle and transit drivers	579
Human resources and business service professionals	523
Logistics, tracking & scheduling	382

### Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook
Q3 2020	4%	29%	51%	16%	-27%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**.

Healthcare			Banking & Financial Services			Technology			MANUFACTURING					
	Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate			
Data Analyst	\$37,208	\$22.50	Data Analyst	\$39,272	\$24.45	Business Analyst	\$68,463	\$45.75	Driver	\$46,922	\$29.65	Call Center Rep.	\$34,918	\$18.10
Database Admin.	\$54,901	\$36.10	Financial Analyst	\$69,535	\$43.95	Database Devel.	\$75,913	\$52.35	Production Worker	\$35,711	\$20.95	Cust. Serv Rep	\$34,558	\$18.65
Network Engineer	\$65,520	\$36.55	Info. Systems Admin.	\$66,951	\$44.30	Software Devel.	\$59,520	\$44.15	Warehouser	\$30,851	\$15.40	Retail/Cashier	\$31,612	\$15.50

\*Toronto MSA, ON  
June, 2020



# Vancouver, BC

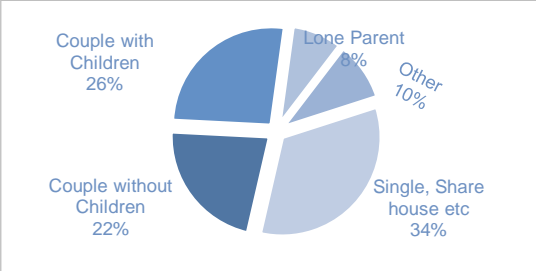
## Workforce Statistics - May

### Population Compared to January 2020

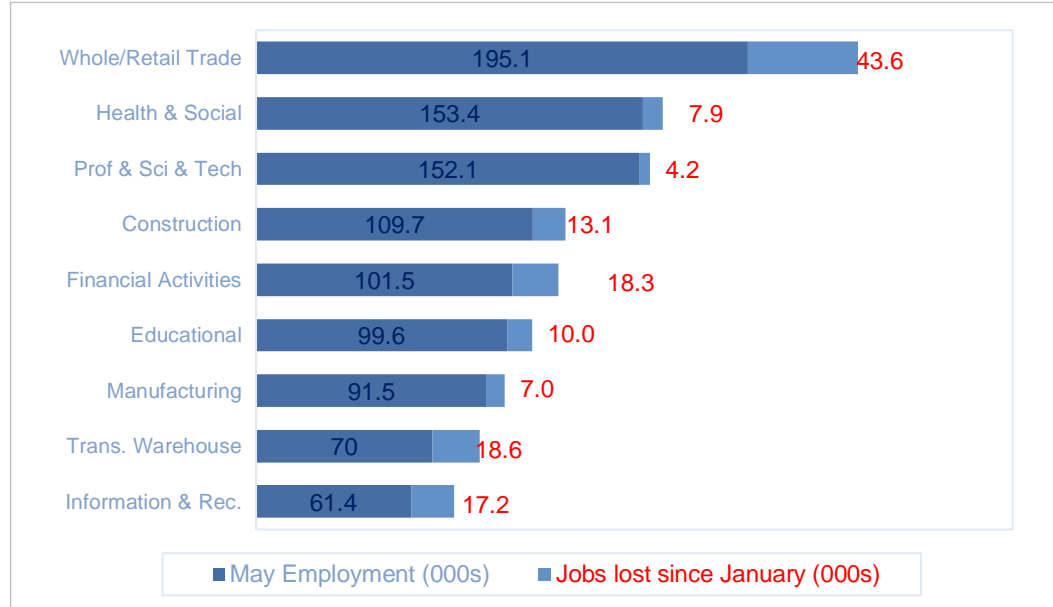
Total Workforce	1.4M ↓-8.2%
Unemployment Rate	10.8%(4.3%*)
Unemployment	152K ↑86K

\* January 2020

### Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

### Total Openings Added During May: 7,065

Top 5 Open Positions Added During May	# of Jobs
Computer and information systems professionals	548
Professional occupations in nursing	313
Logistics, tracking & scheduling	232
Paraprofessional in legal, social, community & education	214
Managers in financial and business services	214

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook
Q3 2020	9%	15%	67%	9%	-5%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June-2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**

Healthcare			Banking & Financial Services			Technology			MANUFACTURING					
	Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate			
Data Analyst	\$37,468	\$21.65	Data Analyst	\$38,884	\$25.15	Business Analyst	\$70,408	\$45.65	Driver	\$46,268	\$28.25	Call Center Rep.	\$35,507	\$18.60
Database Admin.	\$54,564	\$36.80	Financial Analyst	\$69,891	\$42.40	Database Devel.	\$73,168	\$51.20	Production Worker	\$36,159	\$20.30	Cust. Serv Rep	\$35,150	\$18.40
Network Engineer	\$64,811	\$35.50	Info. Systems Admin.	\$65,593	\$41.20	Software Devel.	\$58,336	\$42.85	Warehouser	\$31,858	\$16.05	Retail/Cashier	\$32,816	\$16.20

\* Vancouver MSA, British Columbia  
 June, 2020

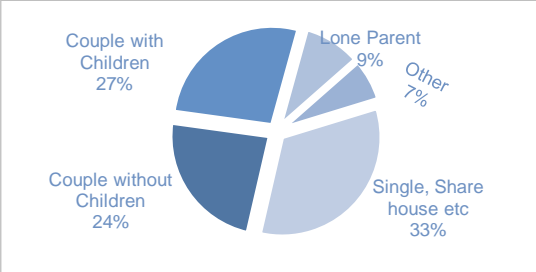
# Winnipeg, MB

## Workforce Statistics - May

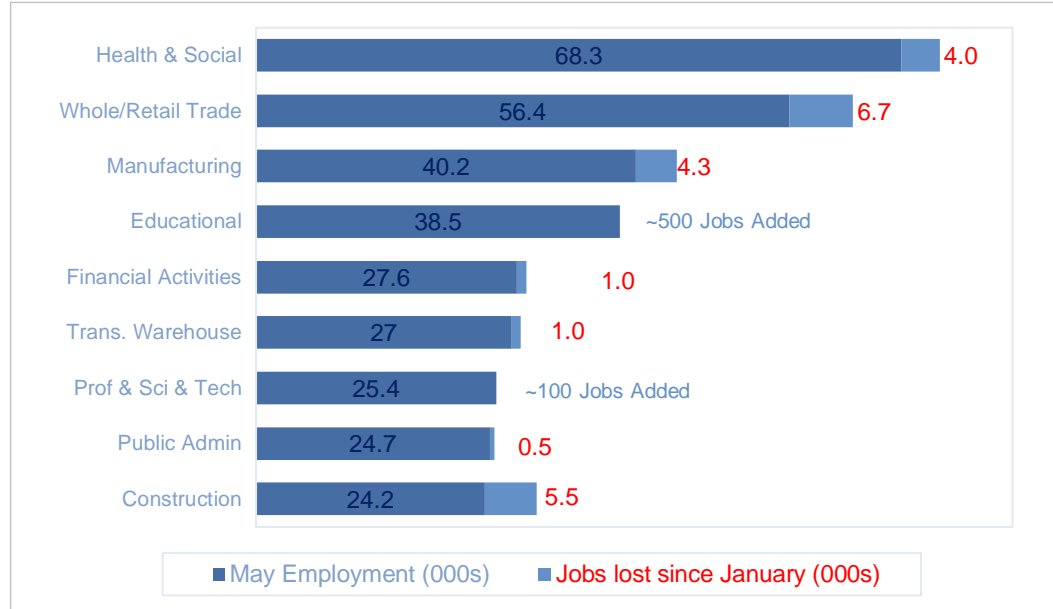
Population Compared to January 2020	
Total Workforce	457K ↓2.6%
Unemployment Rate	10.3%(4.8%*)
Unemployment	46.9K ↑24K

\* January 2020

## Distribution of Households



## Employment Numbers by Key Industry (in '000s)



## Current Employment Situation

Total Openings Added During May: 2,361	
Top 5 Open Positions Added During May	# of Jobs
Professional occupations in nursing	385
Assisting occupations in support of health services	208
Medical technologists and technicians (excl. Dental)	84
Home care providers and educational support occupations	81
Motor vehicle and transit drivers	72

## Manpower Employment Outlook Survey Q3,2020

	Increase	Decrease	Maintain	Unsure	Net Emp. Outlook
Q3 2020	5%	16%	65%	14%	-15%

\* Seasonal Net Employment Outlook

Labor Force Data May 2020  
 Statistics Canada – <https://www150.statcan.gc.ca/>  
<https://www.wantedanalytics.com/June2020>  
<https://www.manpowergroup.com/workforce-insights/>

## Selected Positions with Indicative Annual Salary and Hourly Pay

Powered by **PeopleTicker**

Healthcare			Banking & Financial Services			Technology			MANUFACTURING					
	Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate		Annual Salary	Hourly Pay Rate			
Data Analyst	\$33,133	\$20.75	Data Analyst	\$37,156	\$23.60	Business Analyst	\$68,548	\$45.35	Driver	\$44,703	\$27.25	Call Center Rep.	\$30,020	\$17.70
Database Admin.	\$51,711	\$35.20	Financial Analyst	\$65,551	\$40.90	Database Devel.	\$69,621	\$49.70	Production Worker	\$33,297	\$19.40	Cust. Serv Rep	\$29,475	\$17.85
Network Engineer	\$61,391	\$33.45	Info. Systems Admin.	\$62,909	\$39.15	Software Devel.	\$57,129	\$41.10	Warehouser	\$28,400	\$13.70	Retail/Cashier	\$27,389	\$13.35

\* Winnipeg MSA, Manitoba  
 June, 2020

# Market Intelligence On-Demand



## Quarterly Market Report

<https://insights.manpowergroupsolutions.com/thought-leadership/quarterly-market-report/>



## Total Workforce Index

<http://www.TotalWorkforceIndex.com>



## Global Insights Portal

<http://insights.manpowergroupsolutions.com/>



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