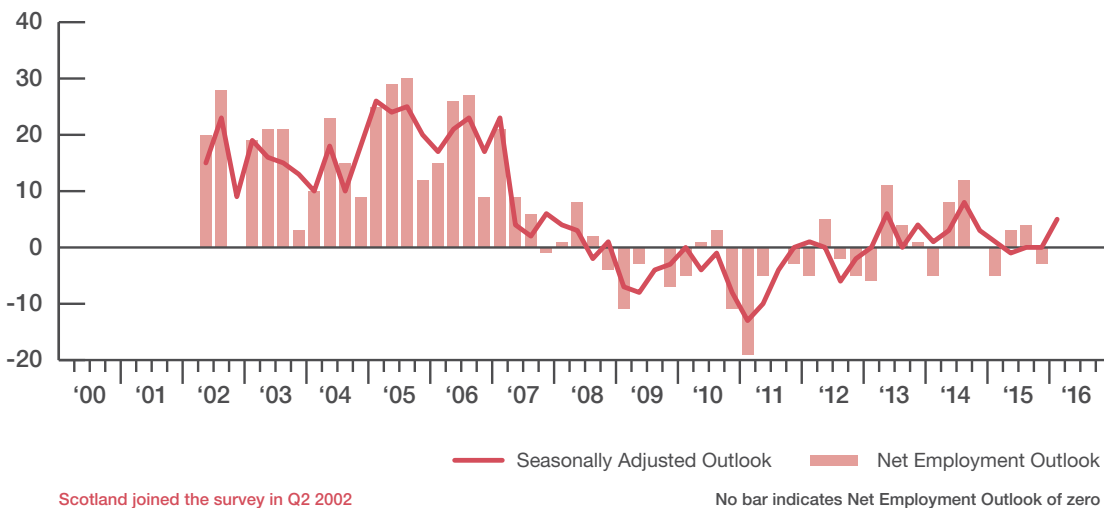




Manpower®

# Scottish hiring intentions increase

After four quarters of subdued optimism about job creation, hiring intentions amongst Scottish employers have turned positive. At +5%, the Employment Outlook for Scotland shows increased optimism but remains cautious. However Scotland seems to have recovered from the cloudy outlook of the past two quarters.



Q1 2016

## Scotland employment snapshot\*

### Average weekly pay

At **£528**, average weekly pay in Scotland is £46 lower than the national average making Scotland the fifth best-paid region in the country.

### Hiring Outlook

For the first quarter of 2016, the seasonally adjusted Net Employment Outlook in Scotland stands at **+5%** versus a National Outlook of +7%.

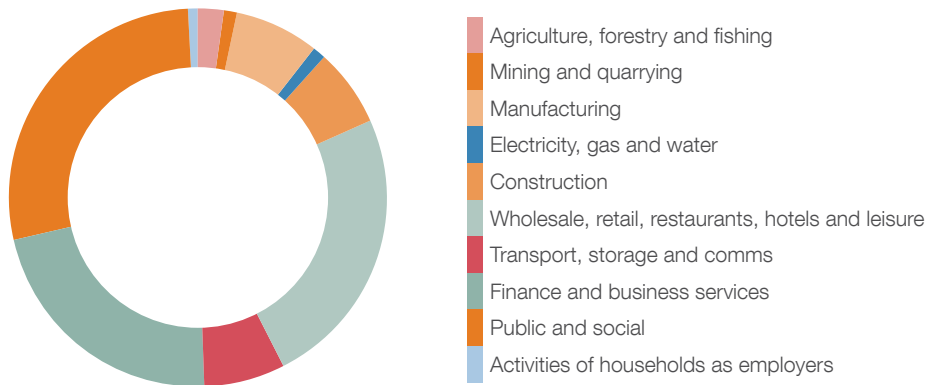
### Employment

At **74.1%**, the rate of employment in Scotland remains above the national average (73.7%) and has seen an increase of 0.3% since the same period last year.

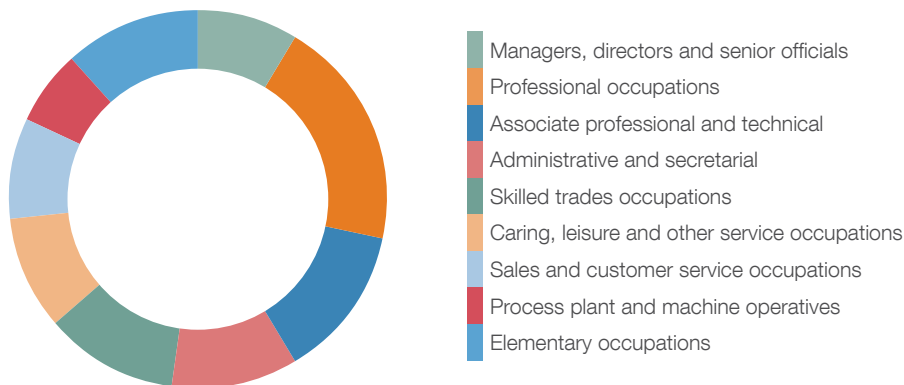
### Unemployment

Unemployment in Scotland is currently **6.0%** and is higher than the national average (5.3%).

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

The Scottish jobs market has seen a lift this quarter, with hiring intentions rising and the majority of new roles created being both full time and permanent.

However, demand for specific types of roles varies by city. For example, Edinburgh has seen a large number of opportunities arise within both the Financial Services and Customer Services sector, while Glasgow has seen significant demand within the contact centres for customer service roles. In Grangemouth, industrial expertise remains in demand but Aberdeen - still struggling with an ailing oil industry - has seen other sectors suffer knock-on effects.

While the market is both buoyant and candidate-led across Scotland, individuals with little to no skills or experience may struggle to find work. However, and surprisingly, we have also seen candidates coming from a business development, senior, and middle management backgrounds now struggling in the face of lower demand from employers.