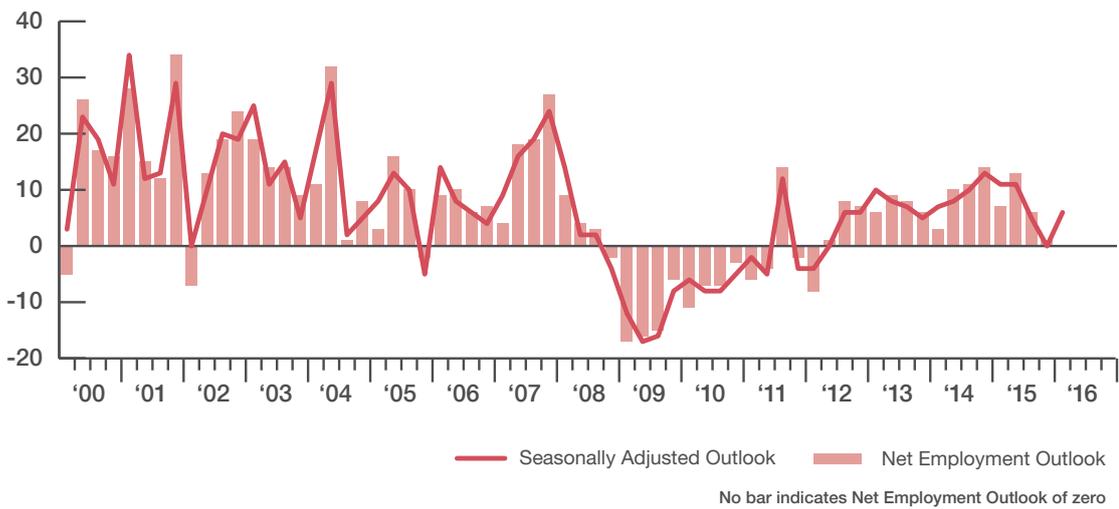




Manpower®

Employer optimism increases in the West Midlands

After a bump in the road last quarter, the West Midlands is now seeing a modest increase in employer hiring intentions with an Employment Outlook of +6%. The first quarter of 2016 sees employers more optimistic and the prospects for job creation firmly back in positive territory.



Q1 2016

West Midlands employment snapshot*

Average weekly pay

The West Midlands is now the seventh best-paid region in the UK with an average weekly wage of **£515**, some £59 below the national average.

Hiring Outlook

For the first quarter of 2016, the seasonally adjusted Net Employment Outlook in the West Midlands stands at **+6%**; this is slightly below the national average (+7%).

Employment

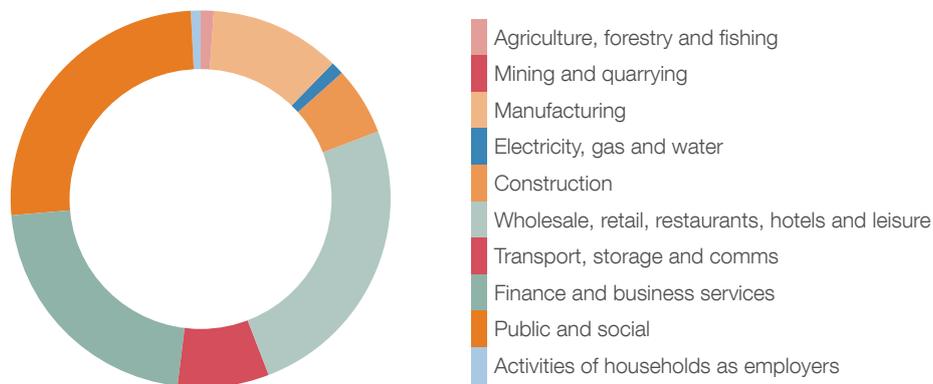
The rate of employment in the West Midlands is below the national average and stands at **71.4%**. However, there has been a 1.6% increase in the level of employment since the same period last year.

Unemployment

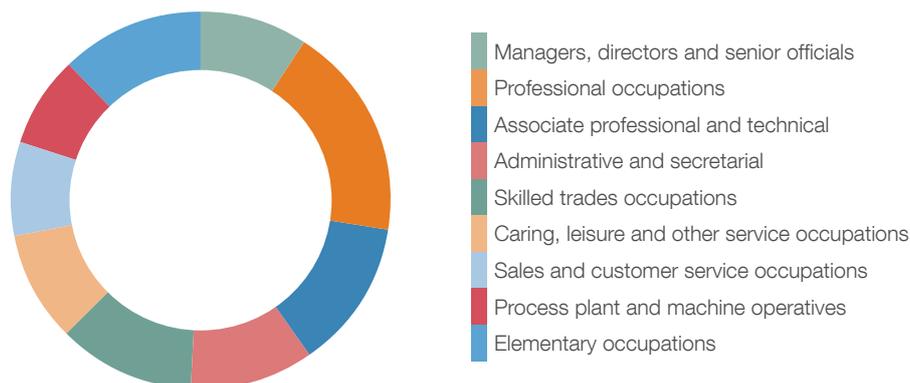
At **5.7%**, the unemployment rate is slightly above the national average and higher than a number of other UK regions. However, the rate of unemployment has fallen 1.6% since the same period last year.

2016
Q1

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

As the employment market continues to grow, we have seen significant demand for roles in the engineering and manufacturing sectors. The automotive industry has signalled a shift from a recession “survival mode” to one of expansion, with a particular demand for new levels of middle management.

However, while the employment market in the region remains buoyant, a growing talent shortage is having a profound effect on employers.

With candidates in the region more confident as they realise their potential value to employers, many clients we speak to have adopted a twin-track strategy of upskilling their existing workforces, either through training or recruitment, while using temporary workers to fill key skills gaps in the short term. In spite of this, we have found that the search for sustainable talent remains the topic of most concern to clients.

*ONS employment and unemployment rates and average weekly pay statistics relate to July 2015 – September 2015; employment by occupation refers to July 2014 – June 2015; and workforce jobs by industry refers to June 2015. The Manpower Employment Outlook Survey is a forward-looking measure, anticipating hiring intentions for Quarter 1 2016.