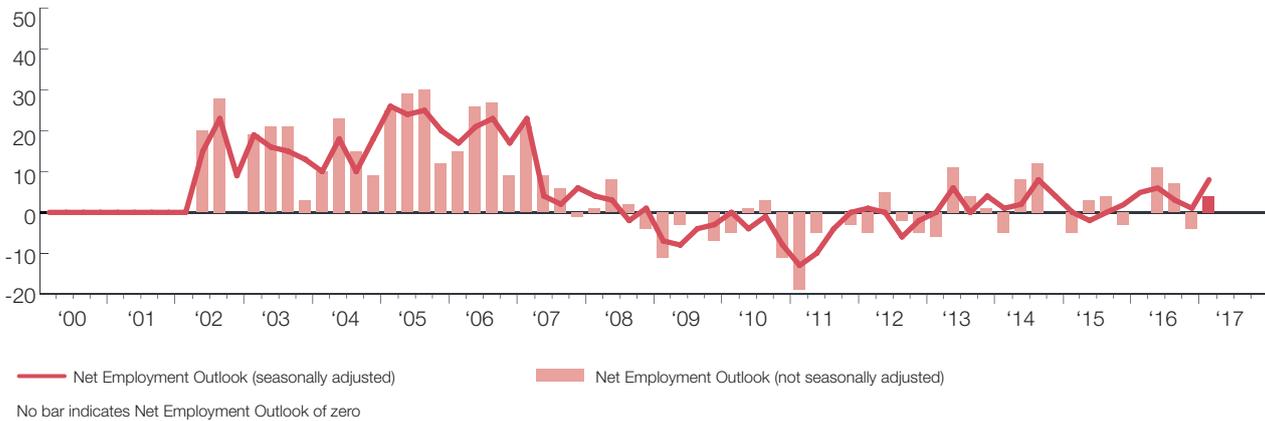


Scottish employers are cautiously optimistic

Hiring intentions amongst Scottish employers have seen a moderate increase. With an Employment Outlook +8% for the first quarter of 2017, employers appear cautiously optimistic when it comes to the prospect of job creation.



2017 Q1

Scotland employment snapshot

Average weekly pay

At **£586**, average weekly pay in Scotland is fractionally lower than the national average, making Scotland the sixth best-paid region in the country.

Hiring Outlook

In Scotland, the first quarter of 2017 sees the seasonally adjusted Net Employment Outlook standing at **+8%**. This is slightly higher than the National Outlook of +7%.

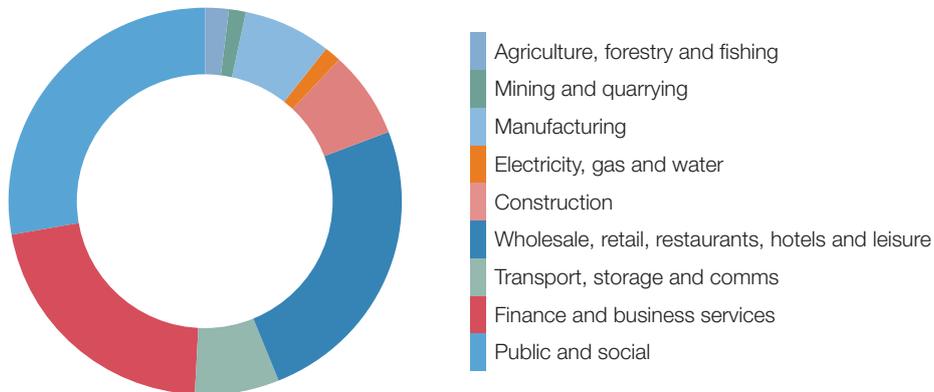
Employment

At **73.6%**, the rate of employment in Scotland remains just below the national average (74.5%).

Unemployment

Unemployment in Scotland is currently **4.7%**, which is slightly lower than the national average (4.8%).

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Employers have become more optimistic although hiring demand varies by location. Edinburgh and Glasgow have seen increased hiring activity, while Aberdeen, still suffering from the oil and gas price slump, has seen little.

Demand for candidates has also varied by sector. In general it has been quite strong amongst companies in the professional services and engineering sectors, In Edinburgh, demand has been fuelled by a booming construction sector, which is growing due to a rise in housing, infrastructure and commercial projects.

However, candidate availability still remains a concern for employers. While talent shortages aren't as severe as elsewhere, there is a noticeable reduction in the availability of quality candidates. In today's market, candidates have choices and, slowly, employers are increasingly becoming aware of this.