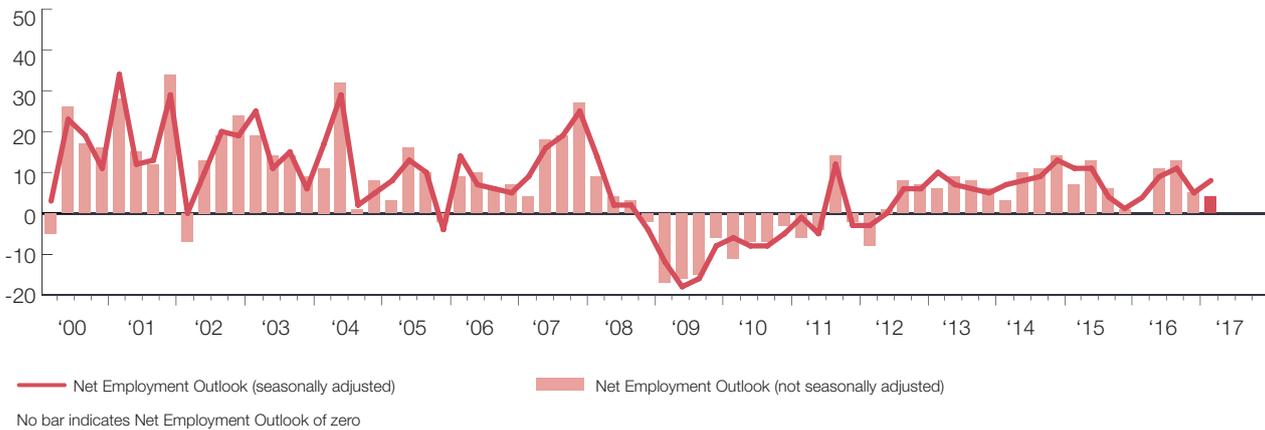


Employers remain optimistic

Hiring intentions in the West Midlands have experienced a modest increase and now sit slightly above the national average. With an Employment Outlook of +8%, the first quarter of 2017 sees employers cautiously optimistic about job creation.



2017 Q1

West Midlands employment snapshot

Average weekly pay

The West Midlands is the fourth best-paid region in the UK with an average weekly wage of **£534**, some £57 below the national average.

Hiring Outlook

For the first quarter of 2017, the seasonally adjusted Net Employment Outlook in the West Midlands is **+8%**. This is slightly higher than the national average (+7%).

Employment

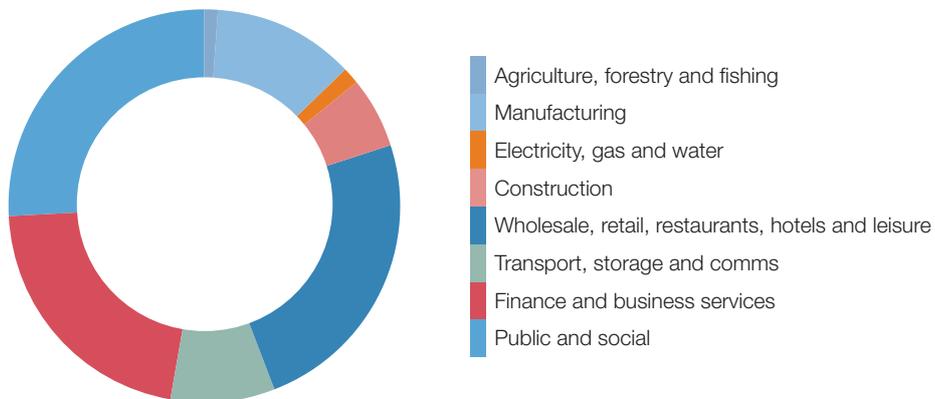
The rate of employment in the West Midlands is below the national average and stands at **73.4%**. There has been a notable increase (2.0%) when compared to the same period last year.

Unemployment

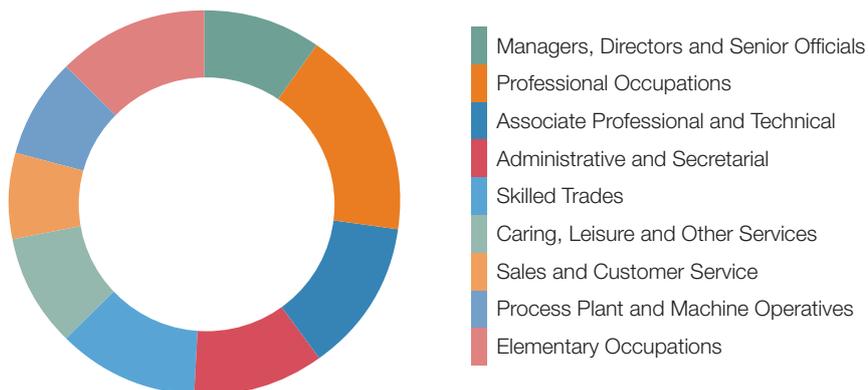
At **5.2%**, the unemployment rate is above the national average and is the fourth-highest in the UK. Compared to the same period last year, unemployment in the West Midlands has fallen by 0.4%.

Q1 2017

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

In the West Midlands, the recruitment market hasn't changed much since the last quarter, and has remained generally steady. However, the run up to Christmas has had an effect on hiring demand. We've seen an increase in the number of customer service roles together with a marked increase in warehouse and sorting roles in the supply chain sector, particularly in Birmingham.

Nevertheless, while applications remain high, organisations are struggling to attract candidates with the right skills. In a buoyant jobs market where candidates have choices, we are advising employers to redefine their definition of who the "best candidate" is by looking at cultural fit, transferable skills, and trainability (what we call "teachable fit").