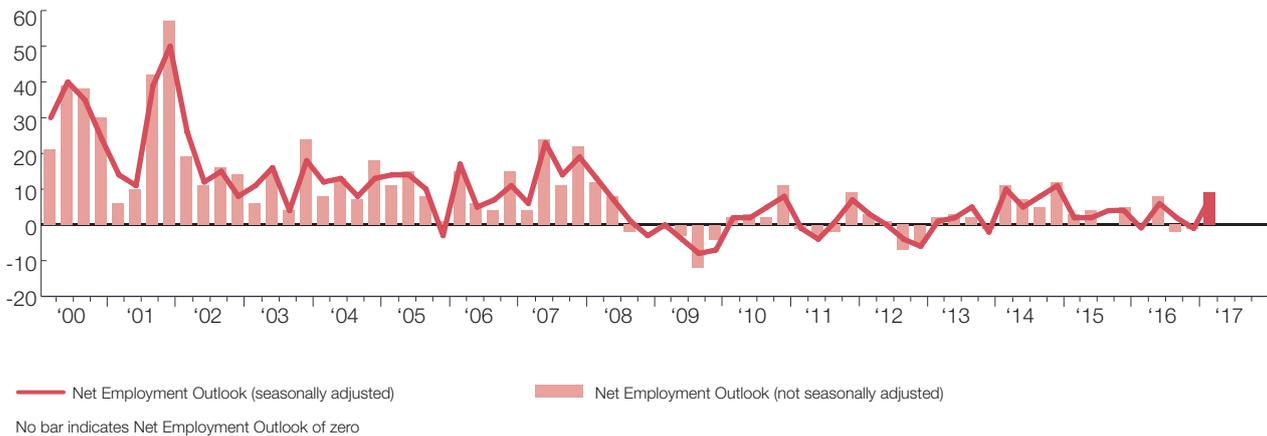


Employers more optimistic about hiring

At +8%, the Employment Outlook in Yorkshire and the Humber for the first quarter of 2017 shows a considerable increase in employer optimism, when compared to both the previous quarter and the same period last year. This is the highest Outlook the region has experienced since 2014.



Q1 2017

Yorkshire and the Humber employment snapshot

Average weekly pay

In Yorkshire and the Humber, the average weekly wage is **£531**, some £60 below the national average.

Hiring Outlook

For the first quarter of 2017, the seasonally adjusted Net Employment Outlook in Yorkshire and the Humber is **+8%**.

Employment

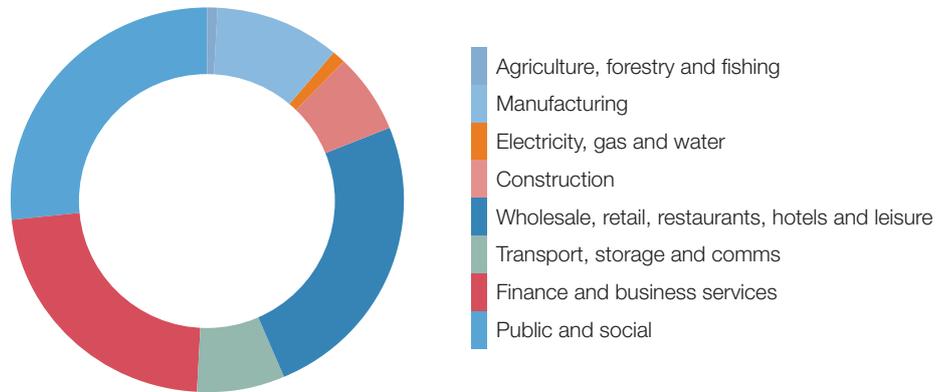
At **73.0%**, the rate of employment in Yorkshire and the Humber is below the national average but has seen an increase (1.1%) when compared to the same period last year.

Unemployment

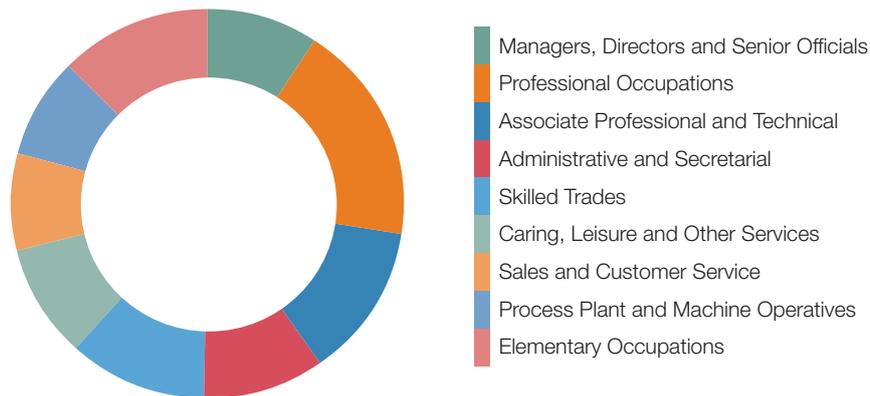
At **5.6%**, the unemployment rate continues to be higher than the national average with the region having the second-highest unemployment rate in the country. However, compared to the same period last year, unemployment has fallen slightly (0.3%).

Q1 2017

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

While employers remain upbeat, and the recruitment market is steady, a talent shortage remains an issue in the region and for some sectors in particular.

In Leeds, for example, we have seen a rise in demand for permanent roles in engineering, manufacturing, and automotive maintenance but employers are confronted by a shortage of suitable candidates. Many with the skills or experience needed are either unavailable, near retirement, or moving into other sectors that offer a better work-life balance.

In a candidate-led market, employers are increasingly turning to us for help. One thing we have advised them to do, is to widen their available candidate pools by considering factors like transferable skills, up-skilling and trainability (what we call “teachable fit”). Employers in the manufacturing sector have been receptive to this advice, although those in other sectors, less so, and have struggled as a result.

*The November 2016 ONS employment and unemployment rates and average weekly pay statistics relate to July 2016 – September 2016; employment by occupation refers to July 2015 – June 2016; and workforce jobs by industry refer to June 2016. The ManpowerGroup Employment Outlook Survey is a forward-looking measure, forecasting hiring intentions for Quarter 1 2017.