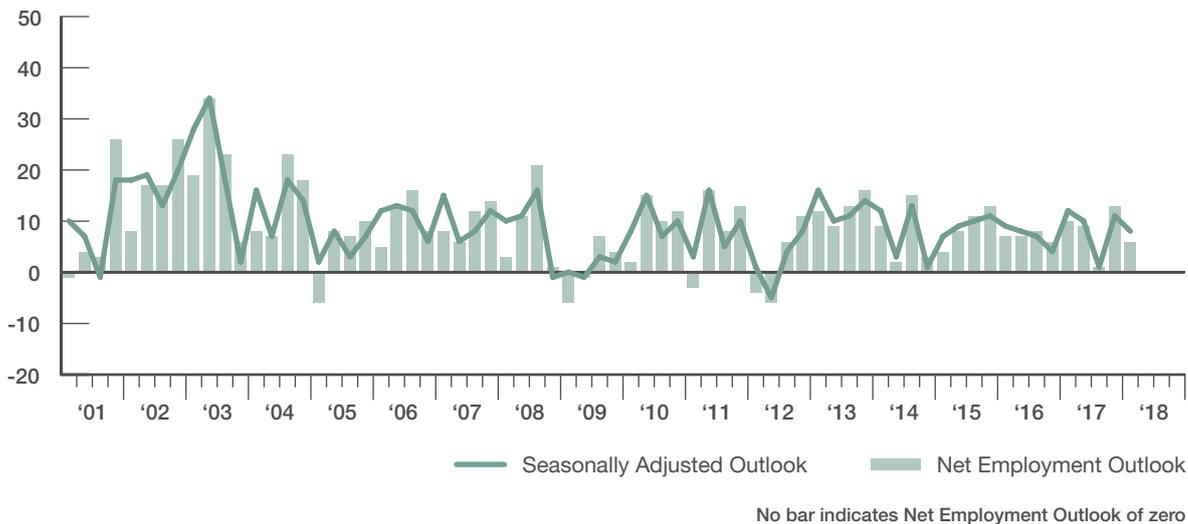




Manpower®

Employers are moderately optimistic

At +8%, the East of England's Employment Outlook reflects moderate optimism amongst employers about the prospects for job creation in the first quarter. While there has been a slight retreat from the optimism shown last quarter, hiring intentions are still above the national Outlook and demonstrate continued confidence amongst employers in the region.



Q1 2018

East of England employment snapshot*

Average weekly pay

Average weekly pay is **£613**, and is higher than the national average (£592). The East of England is the third best-paid region in the UK.

Hiring Outlook

For the first quarter of 2018, the seasonally adjusted Net Employment Outlook in the East of England is **+8%**. This stands above the national average (+4%).

Employment

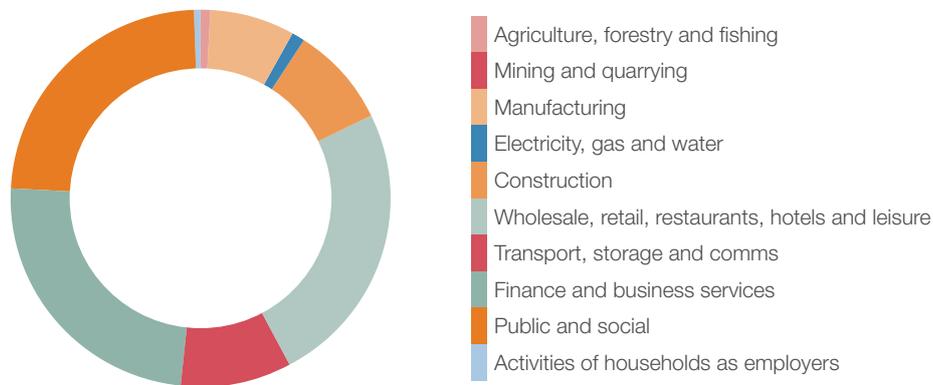
At **77.7%**, the East of England's employment rate is the second highest in the UK. The rate has risen slightly (0.5 percentage points) when compared to the same period last year.

Unemployment

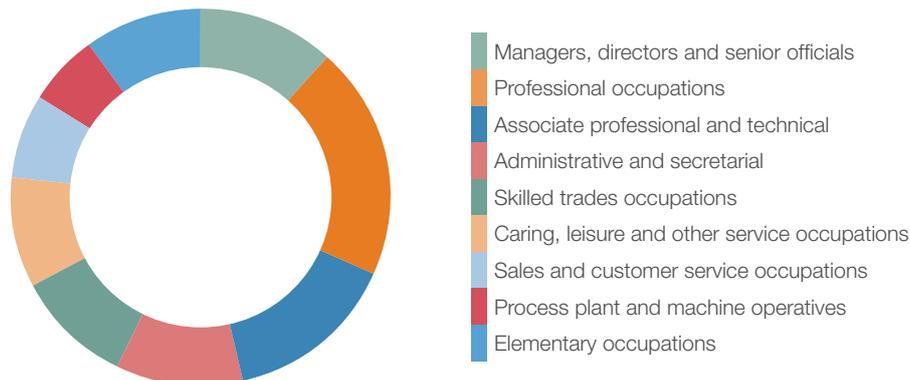
At **3.6%**, unemployment continues to be lower than the national average (4.3%). The East of England has the second-lowest regional unemployment rate in the UK.

2018
Q1

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

As employers adopt a “wait and see” approach to Brexit, we are seeing an increasing exodus of EU workers who are leaving the UK for opportunities elsewhere. At the same time, employers are still contending with a talent shortage, one driven in part by concerns over worker reliability, as well as candidates becoming ever more picky about what work they are willing to do.

While low pay rates can cause employers to miss out on skilled talent, some candidates are becoming increasingly unrealistic. For example, across the region, we have observed a trend of younger candidates applying for roles they have neither the skills nor experience to perform. Many are graduates who automatically expect flexible working arrangements and higher rates of pay, but want work to fit around their lifestyle and not vice versa.

To find quality and reliable talent, employers we speak to are increasingly adopting a temp-to-perm employment model, and many are finding this is working well for them.