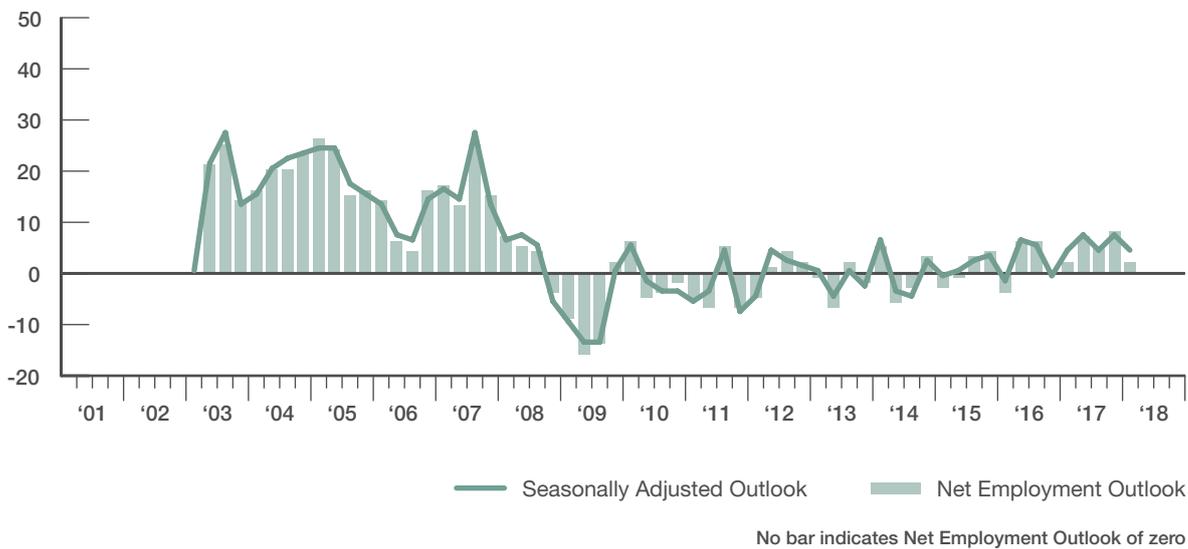




Manpower®

Northern Ireland employers are cautiously optimistic

At +4%, the Employment Outlook for the first quarter of 2018 in Northern Ireland has seen hiring intentions fall off slightly when compared to the previous quarter. Nevertheless, employers are cautiously optimistic about job creation for the coming quarter.



Q1 2018

Northern Ireland employment snapshot

Average weekly pay

Average weekly pay is **£503**, some £89 below the national average. This is the lowest rate of pay in the UK.

Hiring Outlook

For the first quarter of 2018, the seasonally adjusted Net Employment Outlook in Northern Ireland is **+4%**, and in line with the national average (+4%).

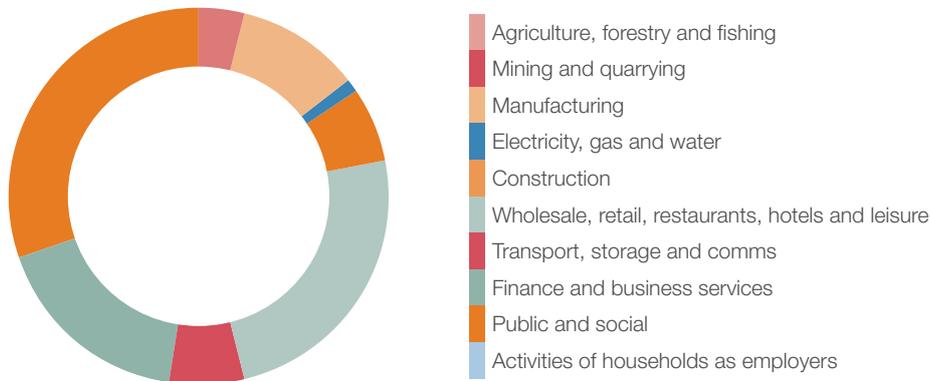
Employment

The rate of employment in Northern Ireland is well below the national average and stands at **68.1%**; the lowest in the UK.

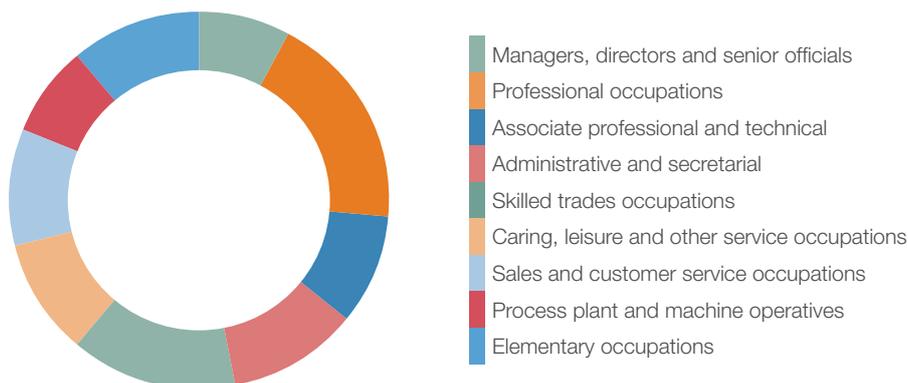
Unemployment

At **4.0%** Northern Ireland has the third-lowest unemployment rate in the UK. The rate has fallen by 1.6 percentage points when compared to the same period last year.

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

In Northern Ireland, we have seen an increase in the number of roles available, but especially in the driving, automotive, manufacturing, and contact centre sectors. Yet across the region, talent shortages persist and retention is a big concern to employers. Many of those we speak to are increasingly wondering why their employees are choosing to leave and what can they do to encourage them to stay. Pay is a significant factor, however. Candidates with in-demand skills know their worth, and can pick and choose where they want to work. Within manufacturing, for example, employers are finding themselves unable to compete for certain niche skills like welders, who are preferring offshore work.

As a result, employer approaches towards hiring are changing. Clients we speak to are either looking at pay or even alternative locations where talent pools might be more available. Yet when it comes to pay and retention, employers are going to need to be mindful that they don't alienate existing, loyal employees.