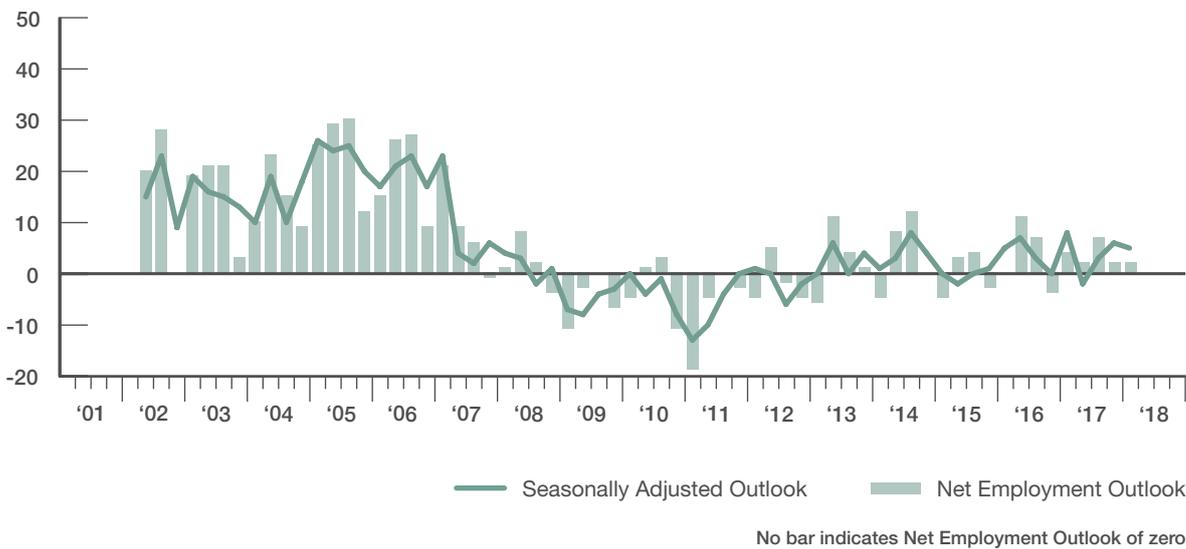




Manpower®

Scottish employers remain modestly optimistic

Hiring intentions amongst Scottish employers have seen a slight decrease in optimism when compared to the previous quarter. Nevertheless, with an Employment Outlook of +5% for the first quarter of 2018, employers remain modestly optimistic when it comes to the prospect of job creation.



Q1 2018

Scotland employment snapshot

Average weekly pay

At **£572**, average weekly pay is £20 lower than the national average. Nevertheless, the region is still the fourth best-paid region in the UK.

Hiring Outlook

In Scotland, the first quarter of 2018 sees the seasonally adjusted Net Employment Outlook standing at **+5%** and slightly above the National Outlook (+4%).

Employment

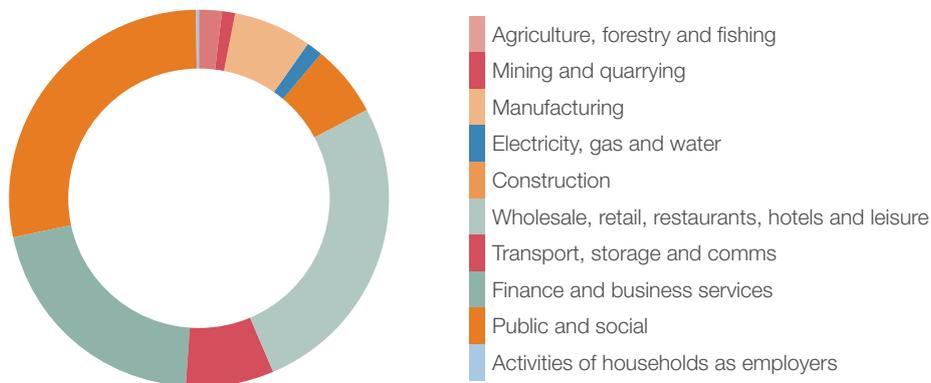
At **75.2%**, the rate of employment in Scotland remains just above the national average (75.0%). This is a rise of 1.6 percentage points when compared to the same period last year.

Unemployment

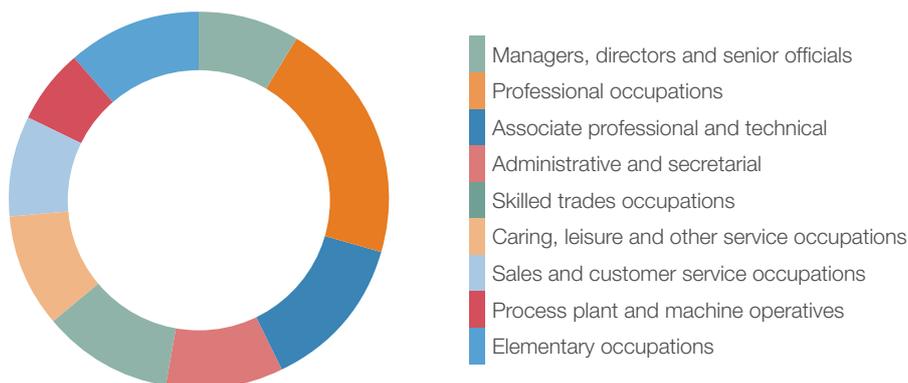
Unemployment in Scotland is currently **4.0%**, which is below the national average (4.3%).

2018
Q1

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

The last quarter has seen an increased demand for candidates across a wide variety of roles - and particularly in the legal, financial services, and contact centre sectors. The latter is proving especially buoyant as more contact centre employers move into the region, while competitive pay rates are incentivising candidates to move to where the opportunities are.

When we look at job opportunities by city, Glasgow has seen the biggest rise in the number of available contact centre roles, while Edinburgh has seen a general rise in opportunities across the board. Aberdeen, by contrast, is still affected by the oil slump and opportunities here have remained muted.

Yet despite this positivity, employers still face a talent shortage. With skilled candidates having more choices than ever before, employers are struggling to attract them. And when they succeed, they don't always move fast enough. We are educating employers of the importance of acting quickly and decisively in the hiring process in order to avoid losing skilled talent to competitors.

*The November 2017 ONS employment and unemployment rates and average weekly pay statistics relate to July 2017 – September 2017; employment by occupation refers to July 2016 – June 2017 and workforce jobs by industry refer to June 2017. The ManpowerGroup Employment Outlook Survey is a forward-looking measure, forecasting hiring intentions for Quarter 1 2018.