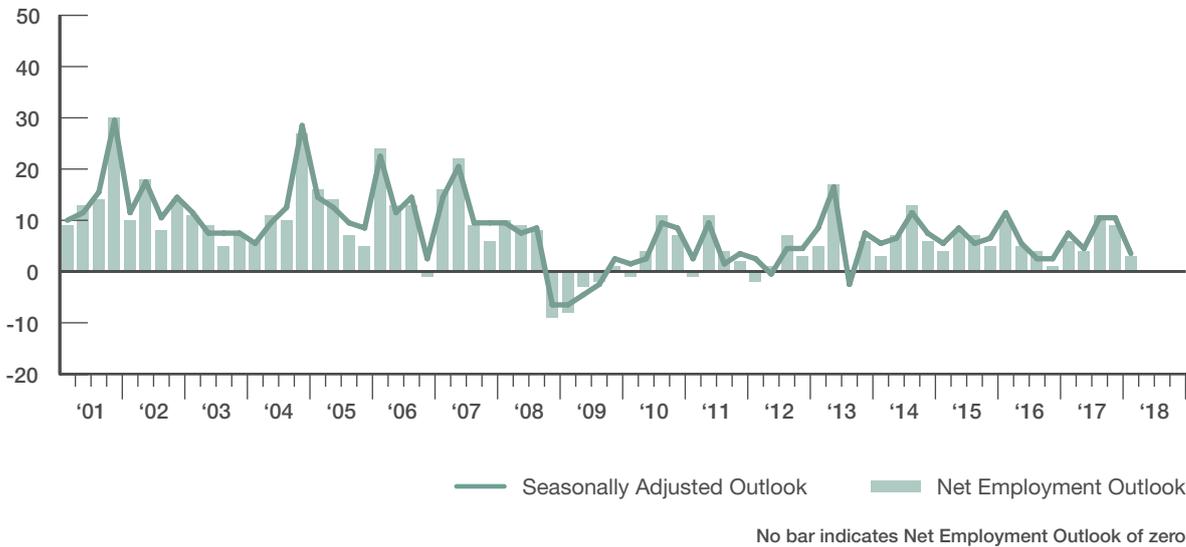




Manpower®

# Employers are cautious about hiring

At +3%, the Employment Outlook for the South East has seen a moderate decrease when compared to the previous quarter. Employers here are now cautiously optimistic about the prospects for job creation in the first quarter of 2018.



Q1 2018

## South East employment snapshot

### Average weekly pay

The South East is the second-highest paid region in the UK. The average weekly wage is **£651**, some £59 higher than the national average.

### Employment

At **79.7%**, the South East rate of employment remains significantly higher than the national average (75.3%) and is the highest in the UK.

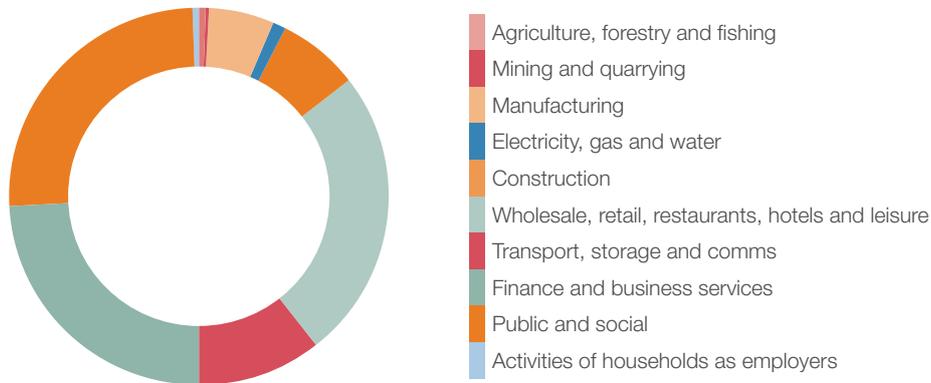
### Hiring Outlook

For the first quarter of 2018, the seasonally adjusted Net Employment Outlook in the South East is **+3%**. This is slightly lower than the national Outlook (+4%).

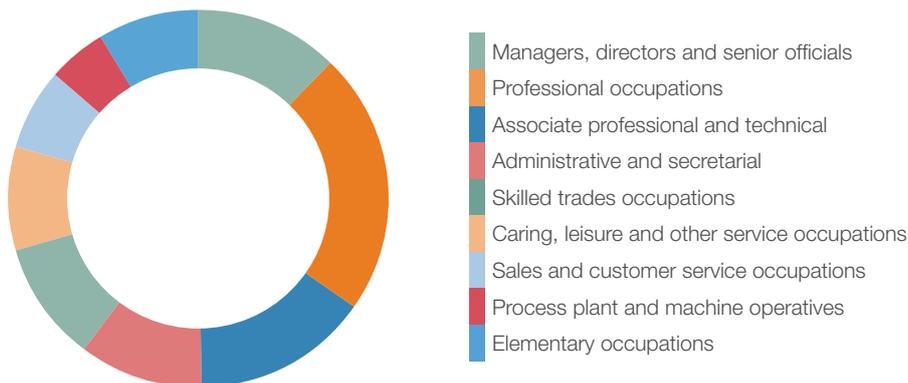
### Unemployment

At **3.2%**, the unemployment rate remains lower than the national average (4.3%). The South East has the lowest unemployment rate in the country.

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

We have continued to see a rise in job creation over the past three months. Across the South East, the in-demand skills are in technical and engineering, IT developer, and office administrator roles. However many of these are proving hard to fill.

Employers are still facing a talent shortage, and in today's candidate-led market, skilled job-seekers have more choice about where they wish to work. And this has seen a shift in bargaining power from employer to employee. One example of this can be seen in the interview process, with recruiters having to be more flexible in accommodating candidate availability rather than vice versa.

Yet as employers become ever more concerned about the scale of the talent shortage, many are finding that their employer brand alone isn't enough to convince skilled individuals to join them. As a result, we are seeing a trend where some employers are entering bidding wars to attract the best candidates.