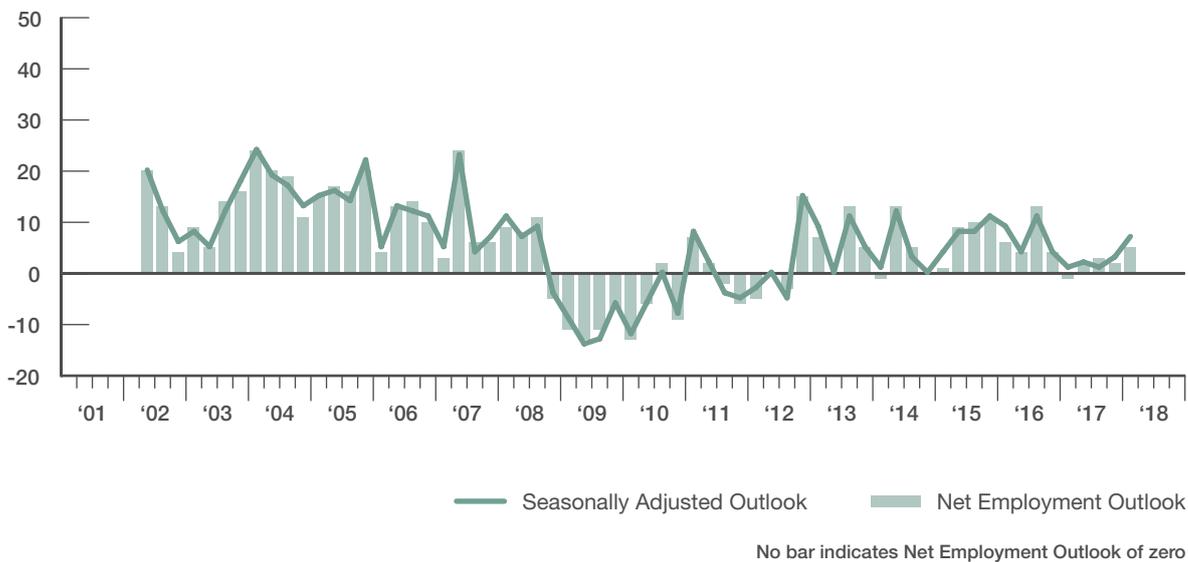




Manpower®

Employers are modestly optimistic

For the first quarter of 2018, hiring intentions in Wales have risen to +7%. This is above the national average (+4%) and when it comes to the prospects for job creation, Welsh employers are now more positive than they've been since 2016.



Q1 2018

Wales employment snapshot

Average weekly pay

Average weekly pay is **£523**, which is £69 lower than the national average and makes Wales the third-lowest paid region in the UK.

Hiring Outlook

For the first quarter of 2018, the seasonally adjusted Net Employment Outlook in Wales is **+7%** and above the national average (+4%).

Employment

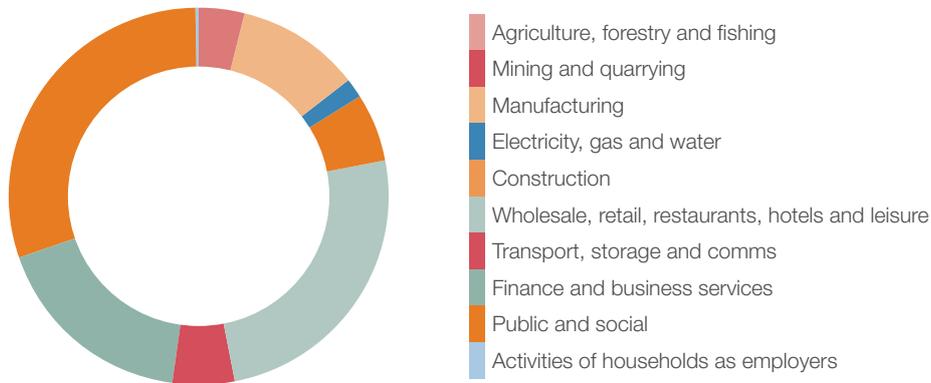
At **72.5%**, the rate of employment in Wales is below the national average. The rate has also fallen by 0.5 percentage points when compared to the same period twelve months ago.

Unemployment

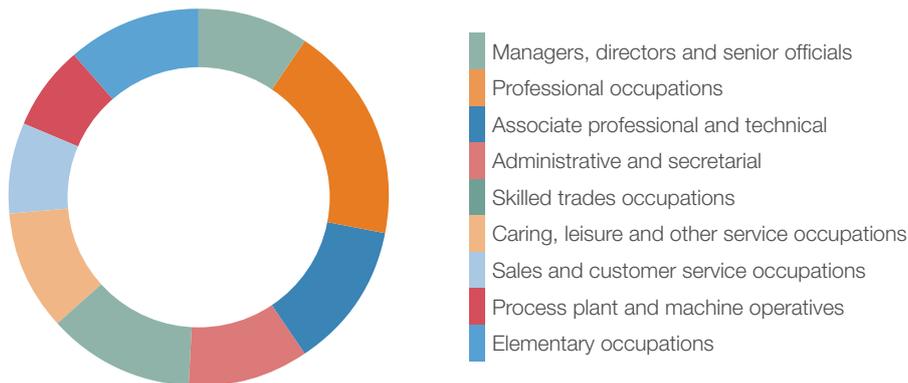
At **4.1%**, the unemployment rate is slightly lower than the national average (4.3%). The rate is also fractionally lower when compared to the same period last year.

2018
Q1

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

While employers and candidates adopt a “wait and see” view of Brexit, employer demand for candidates has increased, particularly for manufacturing and for semi-skilled roles in general. However, the biggest challenge employers face remains a lack of skilled, available candidates.

In today's labour market, candidates can pick and choose where they want to work. Location, longevity of assignment, salary and hours are key factors for those looking to change roles. We are also noticing a rise in older, semi-retired candidates who need work but seek it only on a part-time basis.

To attract skilled talent, long term temporary positions are being extended, especially where employers are reluctant to commit to offering permanent contracts. At the same time, businesses are also asking us for market intelligence in order to better benchmark payrates and understand labour market trends. Employers are also beginning to appreciate candidates who display learnability (the ability and willingness to learn).