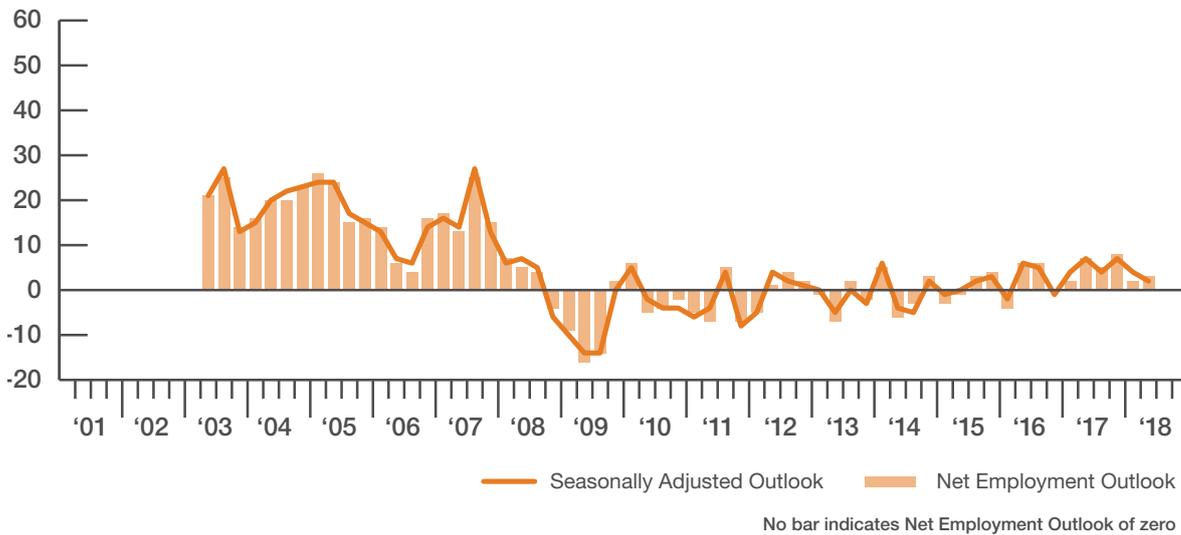




Manpower®

Employers turn cautious

With an Employment Outlook of +2% for the coming quarter, hiring intentions have retreated slightly when compared to the previous three months. Employers are now only cautiously optimistic, and are less confident about hiring than they have been for the past year.



Q2 2018

Northern Ireland employment snapshot*

Average weekly pay

Average weekly pay is **£531**, some £73 below the national average. This is the fourth-lowest rate of pay in the UK.

Employment

The rate of employment in Northern Ireland is well below the national average and stands at **68.7%**; the lowest in the UK.

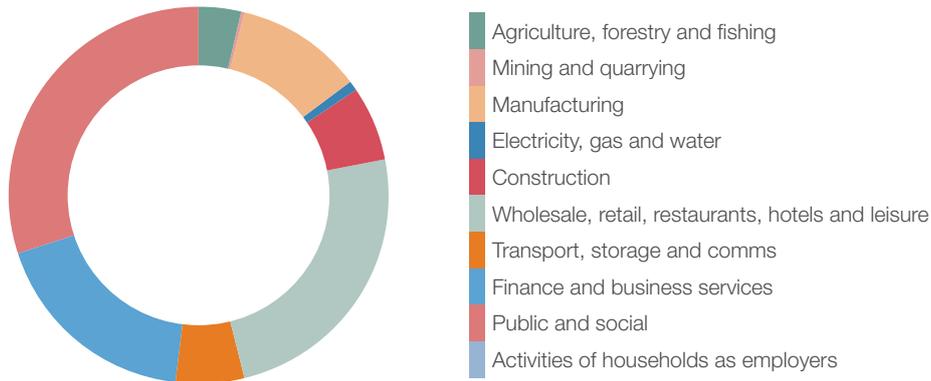
Hiring Outlook

For the second quarter of 2018, the seasonally adjusted Net Employment Outlook in the Northern Ireland is **+2%**, which is above the national average.

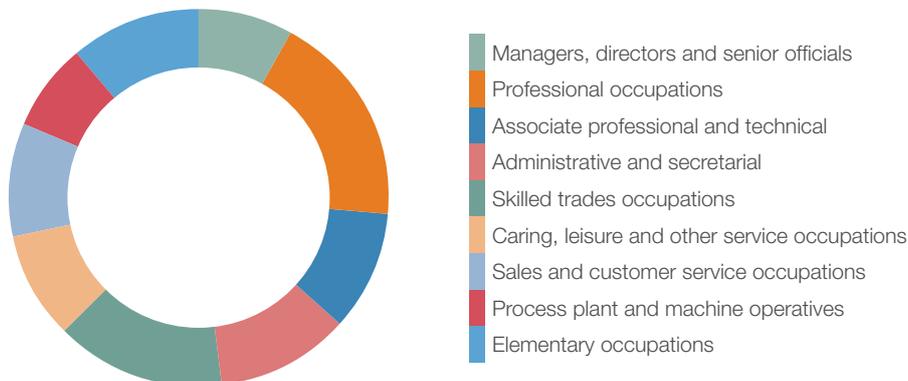
Unemployment

At **3.9%** Northern Ireland has the third-lowest unemployment rate in the UK. The rate has fallen by 1.4 percentage points when compared to the same period last year.

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

While hiring for temporary roles has remained subdued, we are seeing more opportunities for permanent roles. With falling unemployment, employers we speak to seem increasingly upbeat about the future - and this despite a public spending freeze, and the ongoing uncertainties of Brexit.

We have seen an increase in the number of positions available, especially in the construction, automotive, and manufacturing sectors. And demand in the contact centre sector has been particularly robust, especially for roles involving foreign languages, and where employers are demonstrating innovative ways in countering a skills shortage. In some cases, this involves offering candidates a relocation fee. But in others, some employers are even looking at reorganising their own contact centre operations, recruiting hard-to-find foreign language teams in their mainland contact centres, while relocating more of their English-speaking activities to Northern Ireland.

Yet in a market where candidates have choices, employers in general are recognising the need to look again at how they compete for talent in order to attract those with in-demand skills.

*The February 2018 ONS employment and unemployment rates and average weekly pay statistics relate to October 2017 – December 2017; employment by occupation refers to October 2016 – September 2017 and workforce jobs by industry refer to September 2017. The ManpowerGroup Employment Outlook Survey is a forward-looking measure, forecasting hiring intentions for Quarter 2 2018.