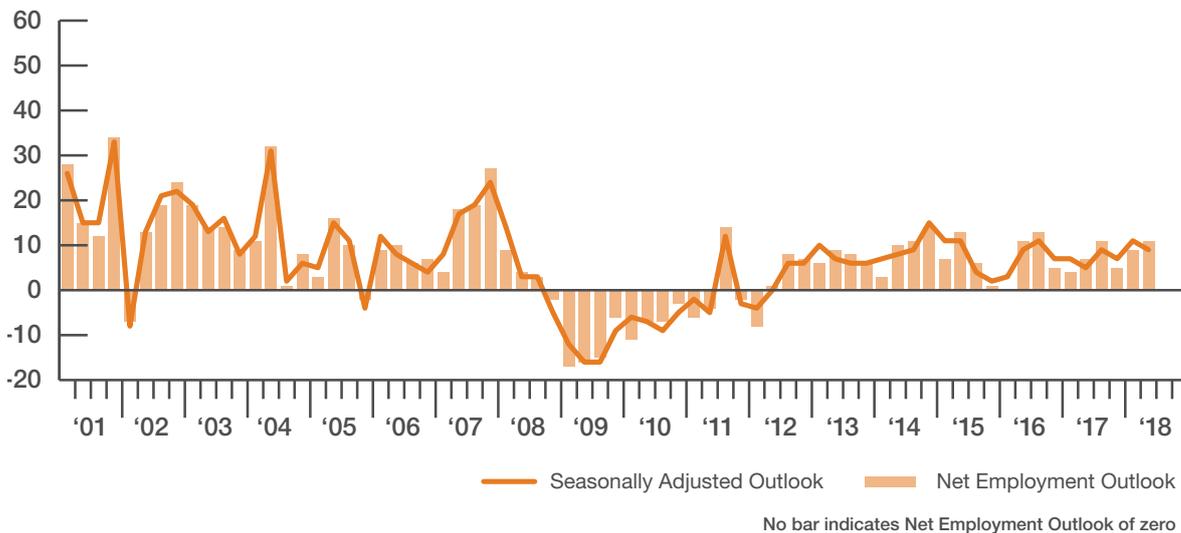




Manpower®

Employers are moderately optimistic

With an Employment Outlook of +9%, hiring intentions reflect a moderately optimistic mood amongst employers for the coming quarter. Optimism has retreated slightly compared to the previous quarter, but employers still remain generally confident about the prospects for job creation.



Q2 2018

West Midlands employment snapshot*

Average weekly pay

The West Midlands is the fifth highest-paid region in the UK, with an average weekly wage of **£565**. This is some £39 below the national average.

Hiring Outlook

For the second quarter of 2018, the seasonally adjusted Net Employment Outlook in the West Midlands is **+9%**, which is above the national average.

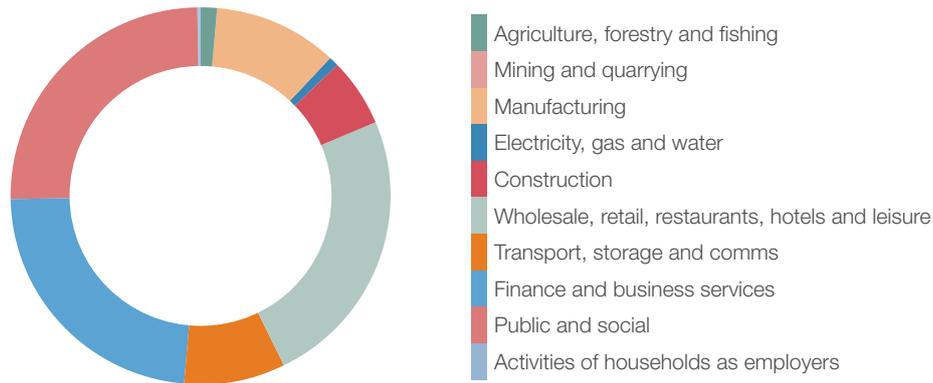
Employment

The rate of employment in the West Midlands is below the national average and stands at **72.3%**. The region has seen employment rise by 0.2 percentage points when compared to the same period last year.

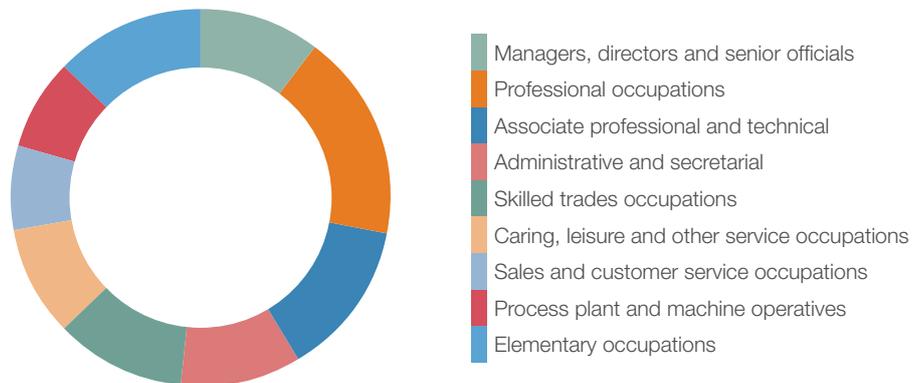
Unemployment

At **5.4%**, the unemployment rate is above the national average (4.4%) and is the highest in the UK.

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Although businesses continue to take a “wait and see” approach to Brexit, the last quarter has seen an increase in demand for candidates. However many employers are still contending with a skills shortage.

With employment still relatively high for the region, candidates have more choice than ever before. Those seeking work are very aware of their own value and many can afford to pick and choose between opportunities - and are actively doing so. With a growing number of candidates turning away jobs that pay the minimum wage and require extensive travel, organisations are struggling to both find and retain in-demand skills.

And this is not surprising. In today’s market, employers cannot expect to pay low rates for unsociable hours and receive the same levels of loyalty as a few years ago. To counter this, we’re advising clients we speak to on the importance of planning ahead and ensuring that pay rates are competitive.