

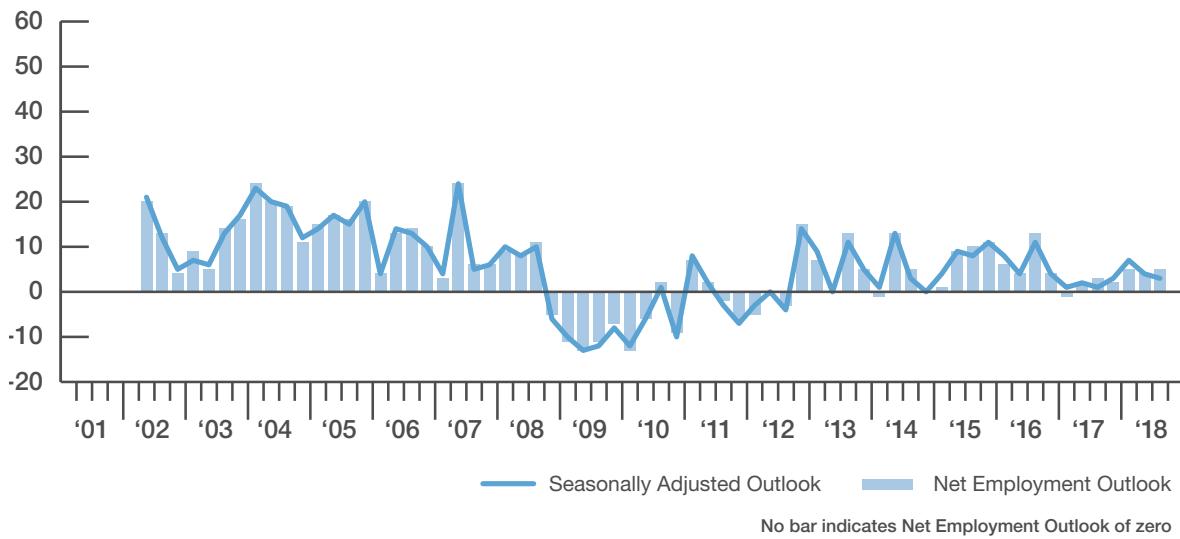


Manpower®

Regional Factsheet - Wales

Employers remain cautiously optimistic

With an Employment Outlook of +3% for the coming quarter, hiring intentions have retreated slightly when compared to the previous three months. Yet employers still remain generally more confident about hiring than they were during the same period last year.



Wales employment snapshot*

Average weekly pay

Average weekly pay is £542, which is £68 lower than the national average and makes Wales the fourth-lowest paid region in the UK.

Hiring Outlook

For the third quarter of 2018, the seasonally adjusted Net Employment Outlook in Wales is **+3%** and beneath the national average (+4%).

Employment

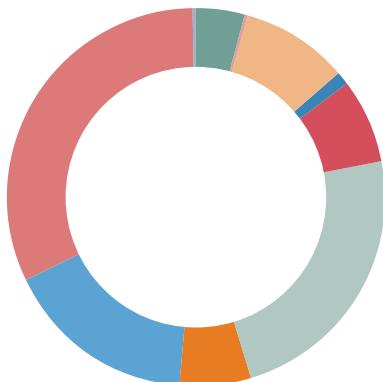
At **73.4%**, the rate of employment in Wales is below the national average. However the rate has fallen 0.3 percentage points when compared to the same period twelve months ago.

Unemployment

At **4.4%**, the unemployment rate is above the national average (4.2%). However the rate has fallen 0.3 percentage points when compared to the same period last year.

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WHERE DO PEOPLE WORK?



- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing
- Electricity, gas and water
- Construction
- Wholesale, retail, restaurants, hotels and leisure
- Transport, storage and comms
- Finance and business services
- Public and social
- Activities of households as employers

WHAT DO PEOPLE DO?



- Managers, directors and senior officials
- Professional occupations
- Associate professional and technical
- Administrative and secretarial
- Skilled trades occupations
- Caring, leisure and other service occupations
- Sales and customer service occupations
- Process plant and machine operatives
- Elementary occupations



Market overview

Despite a cautious employment Outlook, the past quarter has actually seen demand for skilled candidates increase, especially for roles in the Public; Health; Catering; and Contact Centre sectors. However, in an economy where employment is still relatively high, the biggest challenge employers currently face is a lack of skilled, available candidates. This is particularly the case where employers are seeking individuals who possess longer periods of experience, or those willing to work in generally low-paying industries like Manufacturing, where Millennials are not taking up apprenticeships.

In today's labour market, candidates can pick and choose where to work. And older more skilled workers are choosing to work in regions that pay more than Wales. Longevity of assignment, salary, and hours are also becoming key deciding factors for those looking to change roles.

Employers looking to hire would be strongly advised to re-evaluate pay and to also speed up their hiring process.