



Yorkshire employers to keep recruiting in Q1 2019

A fair hiring climate is forecast for the first quarter of 2019. A balance of **+8%** of the region's employers are planning to take on more staff in the coming quarter, declining by four percentage points when compared with the previous quarter, but remaining unchanged in comparison with the first quarter of 2018.



No bar indicates Net Employment Outlook of zero

MARKET OVERVIEW

There is good demand across a number of areas - technical sales skills in the engineering sector is a hot spot at the moment. And we're also seeing particular demand for drivers as well as technicians for the logistics sector. Salaries are starting to increase for call centre opportunities in Leeds – particularly in the large outsourcing and financial services sectors. Salary is a key factor for candidates, but work-life balance is also an issue – commuting times around Leeds, for example, have been increasing and can impact on a candidate's decision-making.

Good candidates are very much in demand and employers today need to think much more than just about pay – it is about what training and career progression opportunities are available, can someone work flexibly and what is the working environment like. Employers need to make sure they stand out against their competition for this talent. It is so important to understand the motivations of candidates and what they are looking for from the role and the organisation.

2019 Q1