



ManpowerGroup™

SOUTH WEST EMPLOYER HIRING UPBEAT FOR 2019

- **South West employers to keep recruiting in first quarter of 2019**
- **Balance of +8% plan to recruit more staff next quarter**
- **Shortage of candidates may dent hiring plans**

11 DECEMBER 2018: Employers in the South West will add to their headcount in early 2019, according to research from ManpowerGroup released today. A new report shows that a balance of +8% of the region's employers plan to take on more staff in the coming quarter. This compares to a national average of +6%.

Chris Gray, Director at ManpowerGroup, comments: "Employers in the South West want to take on more staff but many are going to struggle next year. Low unemployment and more opportunities than job seekers make this a candidate's market. Good candidates often have more than one job offer. And where there is a particular shortage of skills such as the driving sector we're also seeing an increase in salaries as employers look to attract and hold onto the best talent.

"The larger centres such as Bristol and Plymouth have employers looking for more staff – such as in customer services roles. We've noted a reduction in recruitment from the NHS but expect this to pick up in the new financial year. Some employers are also holding off on their wider investment decisions because of Brexit. When this resolves itself we may see a further pick up in hiring."

"As we move into 2019, it is important that employers focus on what their offer to candidates is if they want to attract the best talent: what are the training and progression opportunities, what is the working environment like, can they offer flexible working opportunities. Good candidates are in short-supply and employers need to make sure they stand out against their competition for this talent."

In the other regions, employers in the East are the most optimistic with a balance of +12% to add to their headcount. Employers in the West Midlands and Wales (both +10%) are also similarly upbeat. Job confidence is weaker in London (+3%) and Scotland (+2%). The weakest region for jobs will be the South East (-2%).

Employers in the Construction and Agriculture sectors (both +9%) will lead on job creation in early 2019 closely followed by Community & Social, Hotels & Retail and Utilities (all +7%). Closer examination of the data shows that High Street retailers will be recruiting at a thirteen year high of +12% - driven by high staff turnover as opposed to job creation. Employers in the Finance & Business Services sector will also continue to take on more staff in early 2019.

For further information, please contact:

ManpowerGroup Press Office 07932 748201

Email: pressoffice@manpower.co.uk

Twitter: [#MEOSUK](https://twitter.com/MEOSUK)

NOTES TO EDITORS

A 'Net Employment Outlook' is calculated by subtracting those employers who plan to reduce staffing levels from those who plan to hire staff. A positive result indicates that more employers plan to increase rather than decrease staffing levels; a negative result reflects the opposite. [% increase - % decrease]

Commentary and full details on every sector and region can be found in the survey report at manpowergroup.co.uk/meos, or by calling the Press Office on 0207 404 5959/ manpower@brunswickgroup.com

For international comparisons and visual library with graphs, visit manpowergroup.com

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

Note that in Quarter 2 2008, the Survey adopted the TRAMO-SEATS model for seasonal adjustment of data. As a result, you may notice some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank, and is widely used internationally.

About the Survey

The world leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 58,000 employers in 43 countries and territories. The survey serves as a bellwether of labour market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labour markets are headed.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com