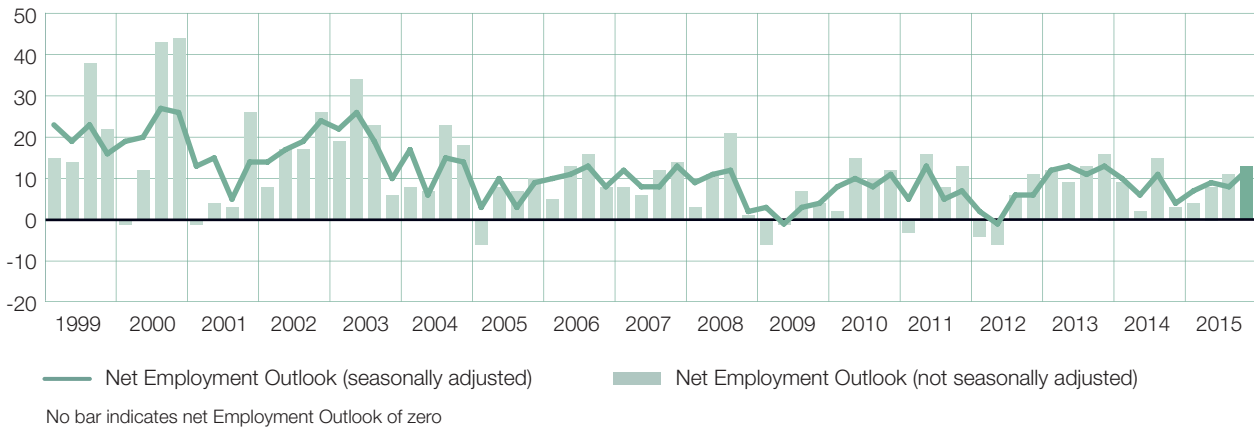




Manpower®

Employer hiring intentions remain positive

At +12%, the East of England Employment Outlook continues to be well above the national average, with employers optimistic about hiring in the coming quarter.



Q4 2015

East of England employment snapshot

Average weekly pay

Average weekly pay is **£606**, £26 above the national average. The East of England is the third best-paid region in the UK.

Employment

At **76.8%**, the East of England's employment rate is the second highest in the UK. The current rate has increased 0.4% since the same period last year.

Hiring Outlook

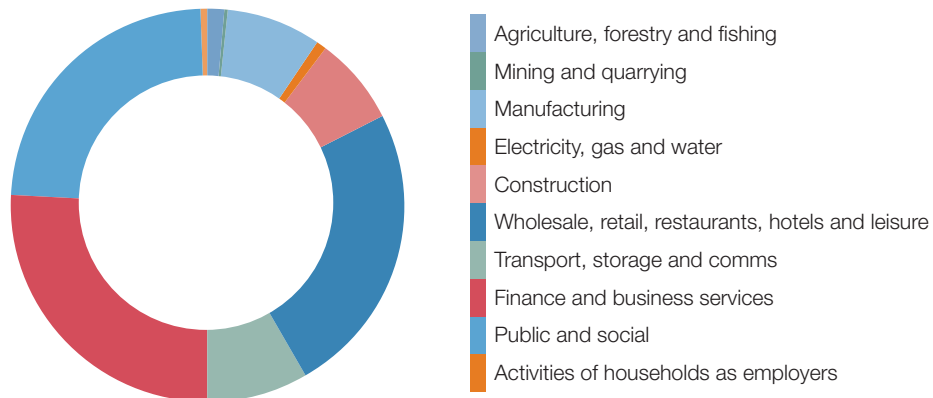
For the fourth quarter of 2015, the seasonally adjusted Net Employment Outlook in the East of England is **+12%** and considerably higher the national Outlook (+4%).

Unemployment

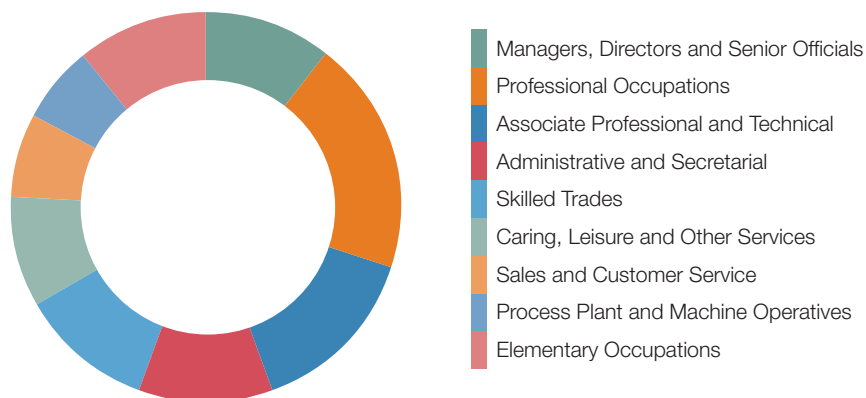
At **4.7%**, unemployment continues to be significantly lower than the national average (5.6%). The East of England has among the lowest regional unemployment rates in the UK.

Q4 2015

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

There is a rising confidence amongst employers who are looking to grow their workforces, but at the same time, candidates with in-demand skills are increasingly able to pick and choose between multiple job opportunities.

However, despite the challenges in attracting the right talent, employers still remain very particular about the skills and experience they are willing to consider. For example, amongst employers in Suffolk, there has been a marked increase in demand for IT professionals, but employers there are struggling to attract quality candidates.

Manpower has been talking to clients about how to resolve their skills mismatch by looking at what areas of expertise are absolute pre-requisites versus those which can be learned (or trained) on the job.