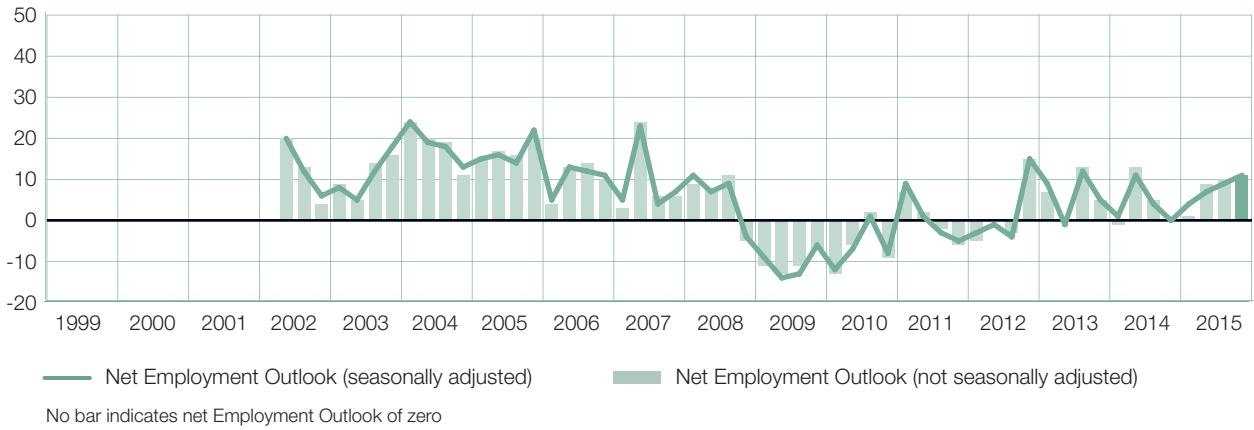




Employer optimism rises in Wales

At +11%, the Employment Outlook in Wales shows continuing employer optimism for the fourth quarter of 2015. Employer hiring intentions now stand well above the national average, with Wales the second most optimistic region in the UK when it comes to job creation.



Q4 2015

Wales employment snapshot

Average weekly pay

Average weekly pay is **£528**, which is £52 lower than the national average making Wales the seventh best-paid region in the UK.

Employment

At **71.5%**, the rate of employment in Wales is below the national average but this has risen 2.4% since the same period last year.

Hiring Outlook

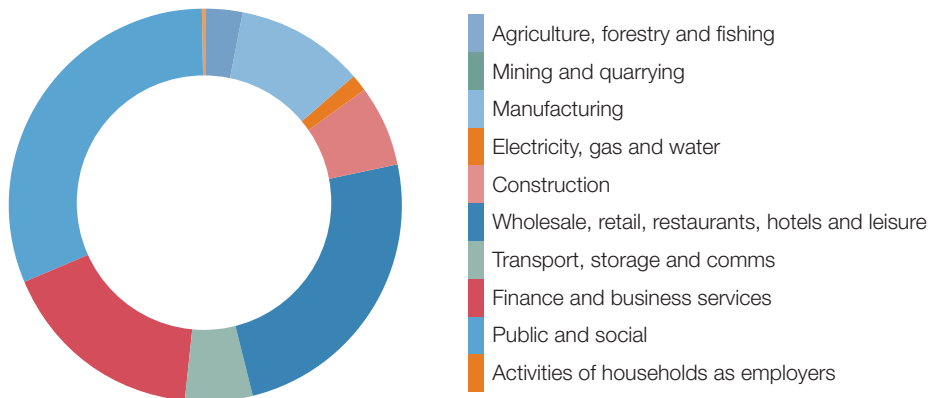
For the fourth quarter of 2015, the seasonally adjusted Net Employment Outlook in Wales is **+11%** and higher than the national Outlook of +4%.

Unemployment

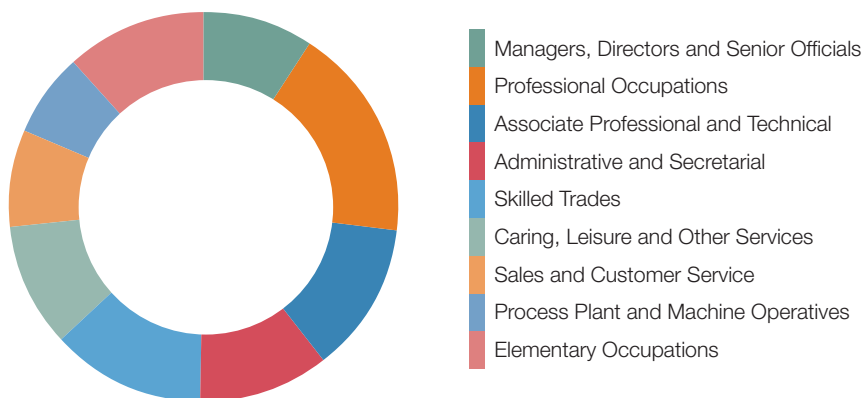
At **5.9%**, the unemployment rate continues to be slightly higher than the national average but the level of unemployment has fallen 0.7% since the same period last year.

Q4 2015

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

With the market now a candidate-led one, counter-offers are on the rise within Wales. Employers who have not fully caught on to this are suffering the consequences of drawn-out recruitment decisions by losing first-choice candidates to competitors. In today's job market, employers need to ensure that their recruitment process is both swift and efficient and leaves applicants with a positive impression.

Nevertheless, Manpower still sees employer hiring continuing to rise, although demand for specific skills varies by locality. Bridgend is particularly buoyant for engineering and technical roles, while Cardiff has seen business investment driving demand for HR and legal professionals. Candidates with customer service and sales experience are also in high demand from a growing number of call centres.