



Manpower®

Employer optimism for job creation remains cautious

At +3%, the Employment Outlook for Yorkshire and the Humber continues to remain in positive territory, however employers are still cautious about job creation; a trend that has persisted for the past nine months. Employer hiring intentions are significantly and notably lower compared to the same period last year.



Q4 2015

Yorkshire and the Humber employment snapshot

Average weekly pay

In Yorkshire and the Humber, the average weekly wage is **£524**, some £56 below the national average.

Employment

At **71.8%**, the rate of employment in the Yorkshire and the Humber is below the national average but unchanged when compared to the same period last year.

Hiring Outlook

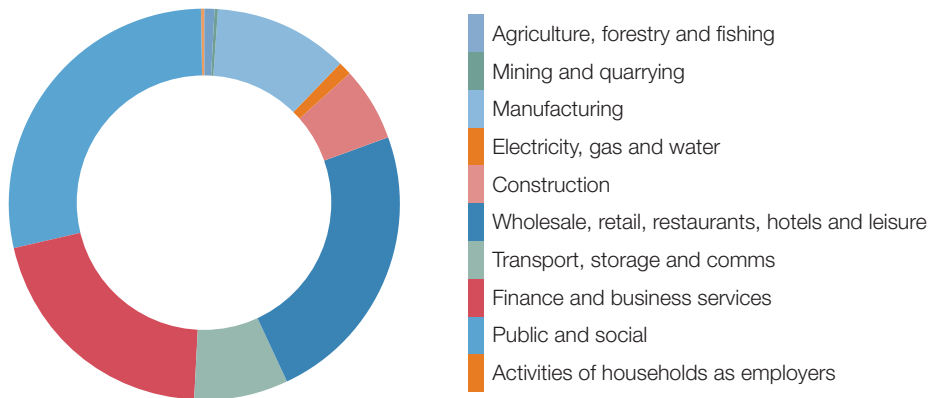
For the fourth quarter of 2015, the seasonally adjusted Net Employment Outlook in Yorkshire and the Humber is **+3%**; slightly below the national average of +4%.

Unemployment

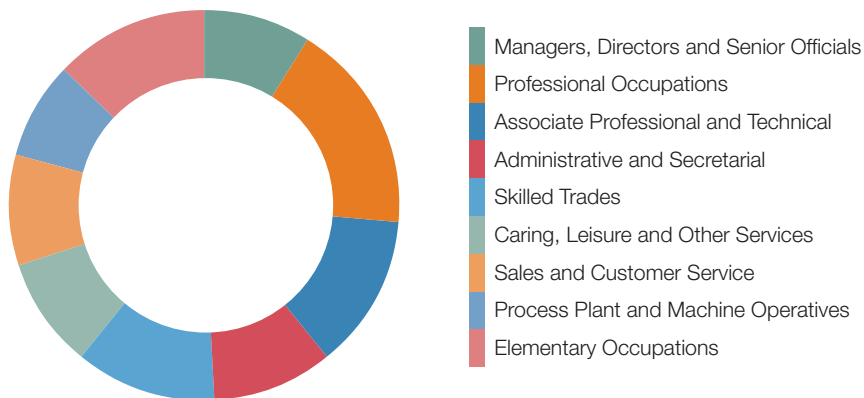
At **6.5%**, the unemployment rate continues to be higher than the national average with the region having the third-highest unemployment rate in the country. However, unemployment has fallen by 1.2% since the same period last year.

Q4 2015

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Across the region, there has been an increase in permanent roles and fixed term contracts.

However there is now real competition for talent across a broad spectrum of areas and for call centre and manufacturing roles in particular. Counter offers have risen steadily in the region, and not just for professional occupations. Candidates with in-demand skills are being snapped up and the best are finding themselves with as many as four job offers to choose between. At the same time, employers have begun to realise the need to sell themselves to prospective employees.

*ONS employment and unemployment rates and average weekly pay statistics relate to April – June of 2015; employment by occupation refers to April 2014 – March 2015; and workforce jobs by industry refers to March 2015. The Manpower Employment Outlook Survey is a forward-looking measure, anticipating hiring intentions for Quarter 4 2015.