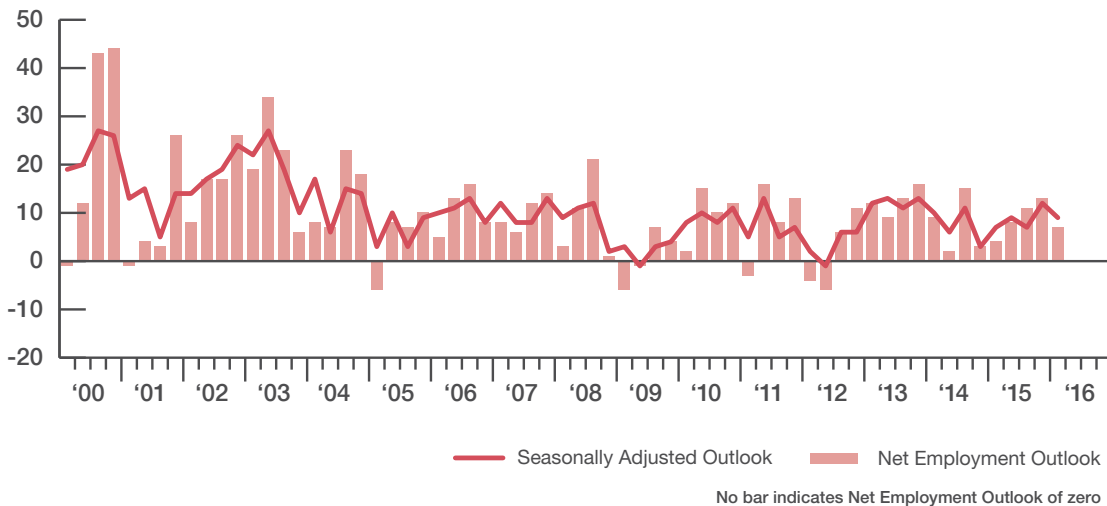




Manpower®

Employer hiring intentions remain optimistic

At +9%, the East of England Employment Outlook continues to be above the national average, with employers upbeat about hiring in the coming quarter. Despite a fall in optimism when compared to the previous quarter, hiring intentions continue to reflect confidence amongst employers in the region.



Q1 2016

East of England employment snapshot*

Average weekly pay

Average weekly pay is **£620**, £46 above the national average. The East of England is the third best-paid region in the UK.

Employment

At **77.5%**, the East of England's employment rate is the second highest in the UK. The current rate has increased 1.0% since the same period last year.

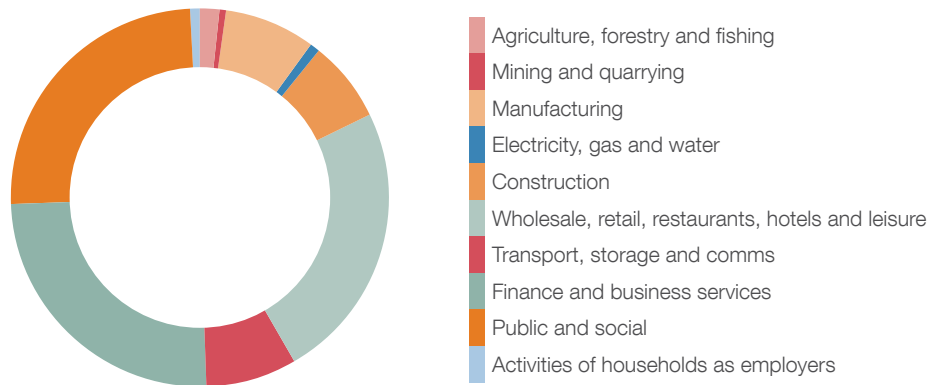
Hiring Outlook

For the first quarter of 2016, the seasonally adjusted Net Employment Outlook in the East of England is **+9%** and higher the National Outlook (+7%).

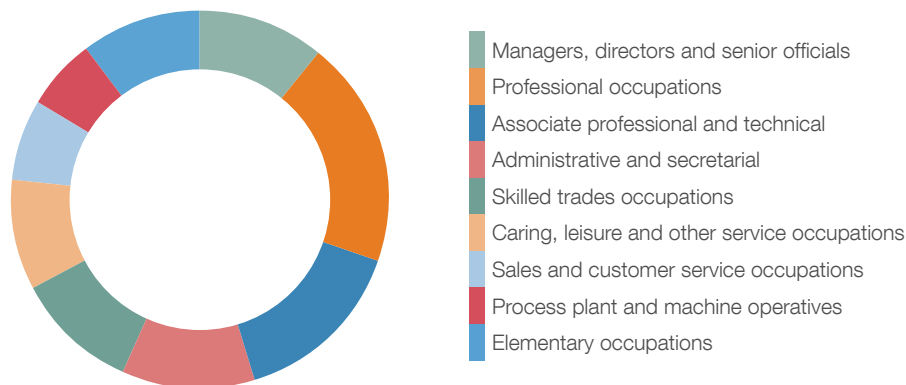
Unemployment

At **4.2%**, unemployment continues to be significantly lower than the national average (5.3%). The East of England has among the lowest regional unemployment rates in the UK.

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

In the East of England, we're seeing a significant demand for talent, with a rise in advertised jobs at all levels and across all sectors. However, as the economy continues to grow, employers are increasingly facing a talent shortage.

As we're seeing elsewhere in the country, the employment market has become candidate-led and as a result, finding the best candidates is becoming increasingly difficult. In fact, employers who have not fully caught on to this are suffering the consequences by losing first-choice candidates to competitors.

However, there are ways to overcome the talent shortage. Many forward-thinking clients that we speak to are increasingly looking at reviewing recruitment procedures and employment packages, while using temporary workers to fill current skills gaps.