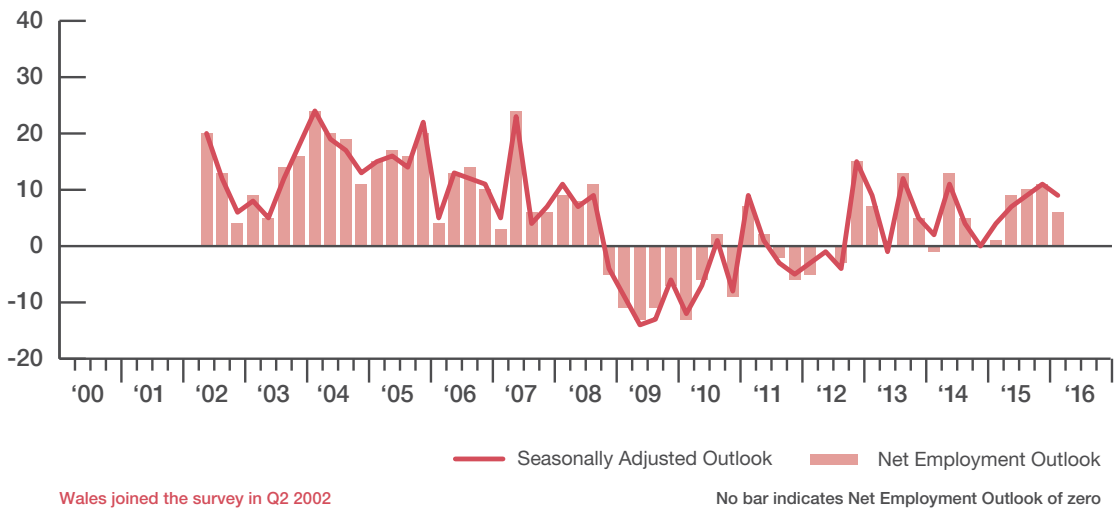




Manpower®

# Continued employer optimism in Wales

At +9%, the Employment Outlook in Wales shows an ongoing level of optimism for the first quarter of 2016. Employer hiring intentions stand above the national average, with Wales amongst the most positive regions in the UK when it comes to job creation.



Q1 2016

## Wales employment snapshot\*

### Average weekly pay

Average weekly pay is **£511**, which is £63 lower than the national average and makes Wales the fourth lowest-paid region in the UK.

### Employment

At **70.9%**, the rate of employment in Wales is below the national average, but this has risen 1.7% since the same period last year.

### Hiring Outlook

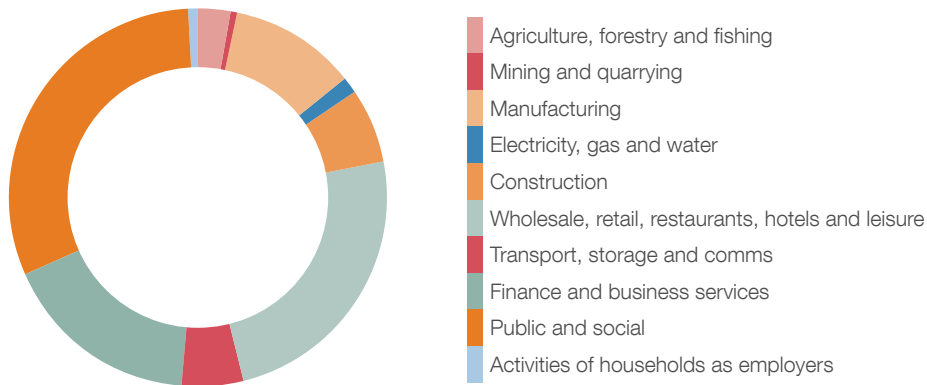
For the first quarter of 2016, the seasonally adjusted Net Employment Outlook in Wales is **+9%** and higher than the national Outlook of +7%.

### Unemployment

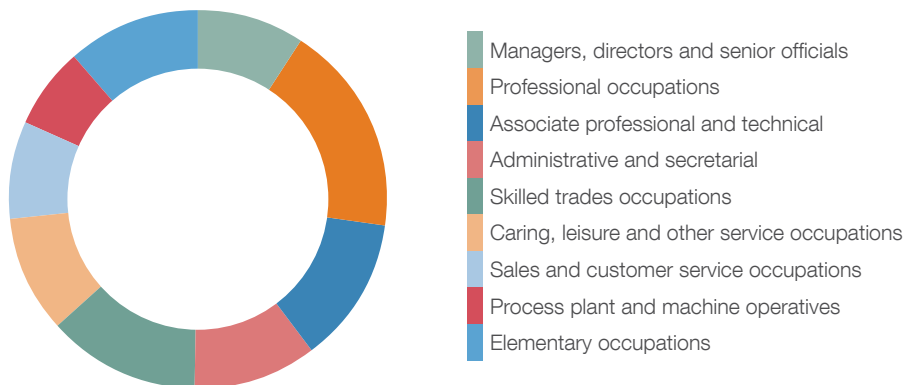
At **6.1%**, the unemployment rate continues to be slightly higher than the national average. However, unemployment has fallen 0.5% since the same period last year.

2016  
Q1

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

While the employment market in the region is improving, and the economy still growing, employers face a talent shortage and are increasingly struggling with skills shortages for roles at all levels.

By contrast, with more competition for candidates, jobseekers are gaining confidence as they realise their potential value to employers, with more demanding higher pay and becoming more discerning about the overall employment package. Employers who have not fully caught on to this are now 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 looking at reviewing recruitment procedures and employment packages, while using temporary workers to fill current skills gaps.

\*ONS employment and unemployment rates and average weekly pay statistics relate to January – March of 2015; employment by occupation refers to January 2014 – December 2014; and workforce jobs by industry refers to December 2014. The Manpower Employment Outlook Survey is a forward looking measure, anticipating hiring intentions for Quarter 3 2015.