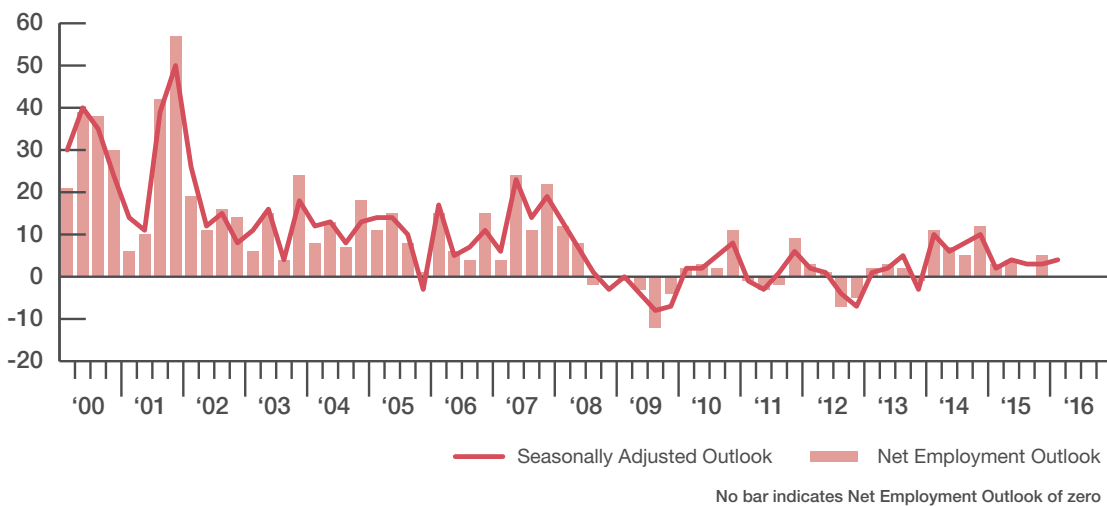




Manpower®

Employer hiring intentions mildly optimistic

At +4%, the Employment Outlook for Yorkshire and the Humber continues to remain in positive territory, but reflects an ongoing caution amongst employers about job creation. While employer hiring intentions remain similar to those seen for the past year, they are significantly lower than those seen in 2014.



Q1 2016

Yorkshire and the Humber employment snapshot*

Average weekly pay

In Yorkshire and the Humber, the average weekly wage is **£518**, some £56 below the national average.

Hiring Outlook

For the first quarter of 2016, the seasonally adjusted Net Employment Outlook in Yorkshire and the Humber is **+4%**; below the national average of +7%.

Employment

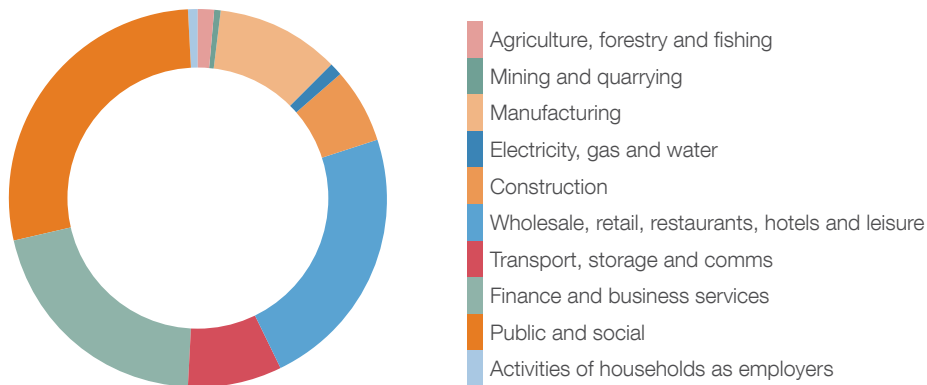
At **72.0%**, the rate of employment in Yorkshire and the Humber is below the national average and has seen a slight fall (0.2%) when compared to the same period last year.

Unemployment

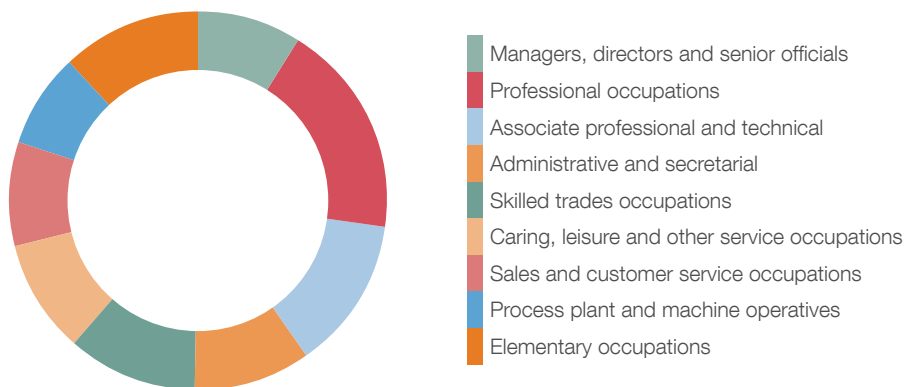
At **5.9%**, the unemployment rate continues to be higher than the national average with the region having the fifth-highest unemployment rate in the country. However, unemployment has fallen by 1.3% since the same period last year.

2016
Q1

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

With the national economy continuing to grow, this region is showing signs of operating at different paces with the Humber quite buoyant, while Yorkshire appears to be quieter.

As we're seeing elsewhere in the country, the employment market has become a candidate-led one 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. Meanwhile, job seekers with in-demand skills are now exercising their ability to seek out the best package in terms of salary, benefits and development.

Consequently, we are seeing two notable trends taking hold: firstly, an increase in counter-offers being offered to candidates; and secondly, employers with skills shortages, becoming much more receptive to the idea of looking at the transferable skills an applicant might have.