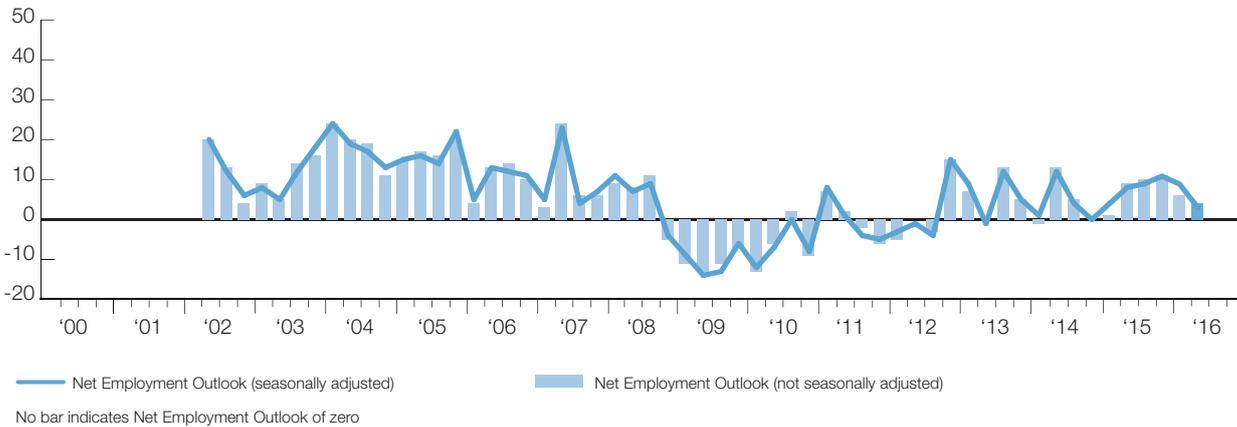




Manpower®

# Employers are cautiously optimistic in Wales

After four successive quarters of employer optimism for job creation, employer hiring intentions in Wales have shown a moderate decrease and now stand below the national average. At +3%, the Employment Outlook in Wales now shows a cautious optimism for the second quarter of 2016.



Q2 2016

## Wales employment snapshot

### Average weekly pay

Average weekly pay is **£513**, which is £66 lower than the national average and makes Wales the fifth lowest paid region in the UK.

### Employment

At **71.2%**, the rate of employment in Wales is below the national average, but this has risen 2.0% since the same period last year.

### Hiring Outlook

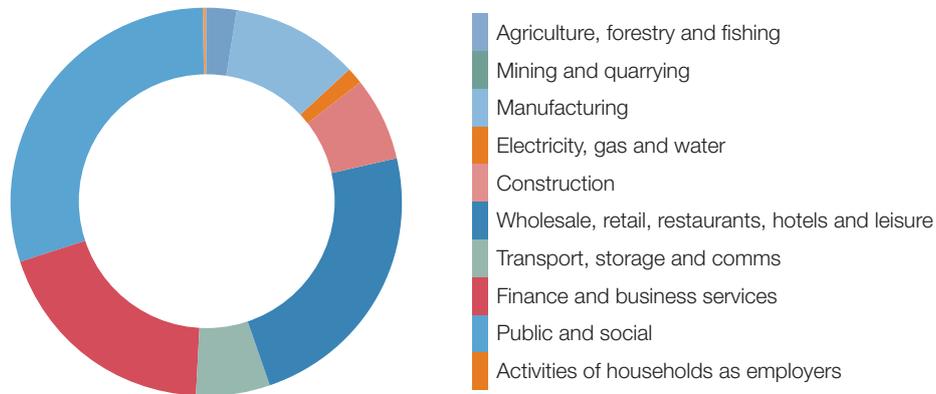
For the second quarter of 2016, the seasonally adjusted Net Employment Outlook in Wales is **+3%** and markedly lower than the national Outlook of +7%.

### Unemployment

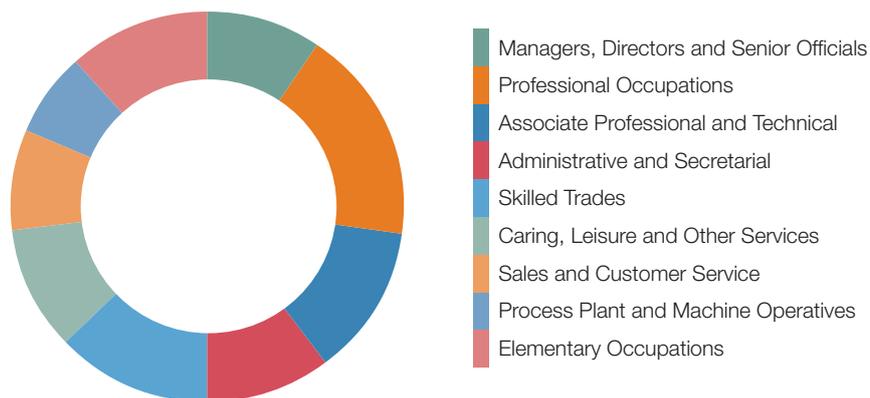
At **5.3%**, the unemployment rate continues to be slightly higher than the national average. However, unemployment has fallen 1.4% since the same period last year.

2016  
Q2

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

In Newport and the Valleys region, we're seeing strong demand for talent across semi-skilled and technical roles. However, with some employers specifying a range of complex skills a single role, hiring managers risk being unable to find the rare number of candidates who possess them all, and are having to readjust their expectations as a result.

Meanwhile in Bridgend, the withdrawal of the Travel and Subsistence Arrangement (TSA) for agency workers is creating concern for the future availability of temporary workers. This tax relief is seen as a key benefit to many employees, and without it they may consider it more beneficial to seek a permanent position.