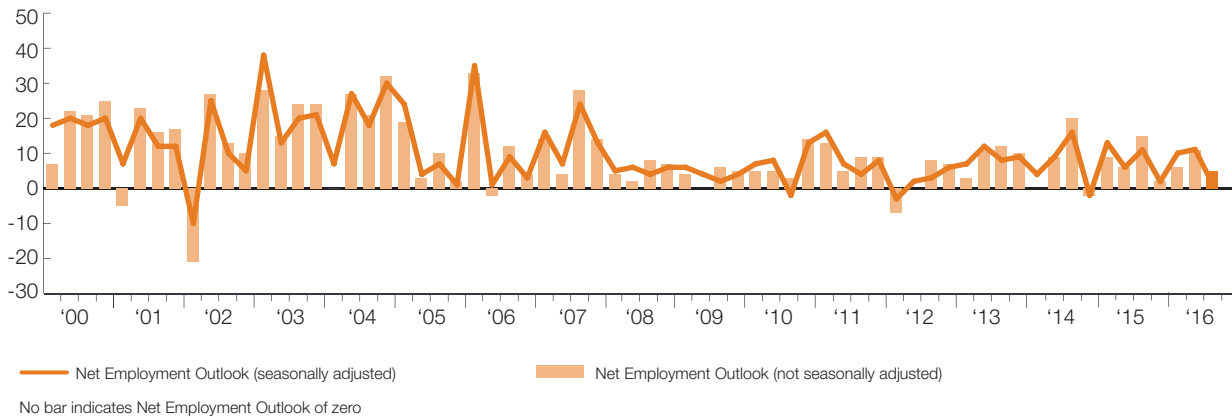


Employer optimism cautious in the South West

Despite previously being buoyed by high employment and low unemployment, employers in the South West are now more cautious about hiring and job creation, with an Employment Outlook of just +1% for the third quarter of 2016.



Q3 2016

South West employment snapshot

Average weekly pay

The South West is the fifth best-paid region in the UK. The average weekly wage is **£548**, £38 below the national average.

Hiring Outlook

For the third quarter of 2016, the seasonally adjusted Net Employment Outlook in the South West is **+1%** and below the national average (+5%). This represents a considerable decrease when compared to the previous quarter.

Employment

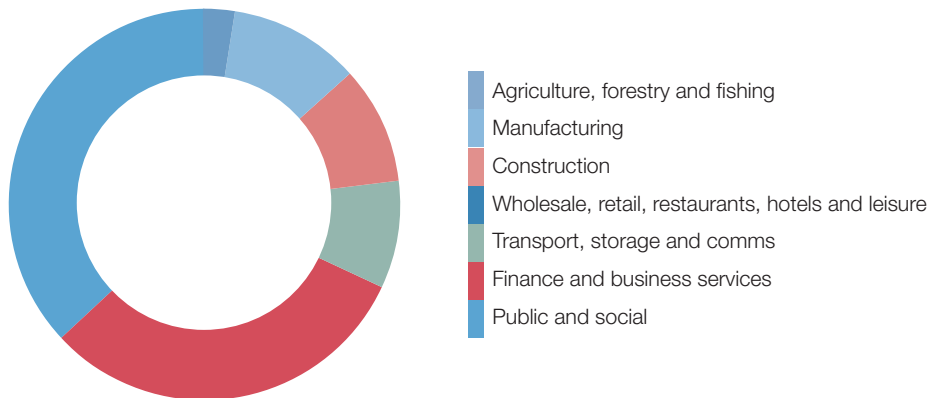
The rate of employment in the South West is above the national average and stands at **77.3%**. The South West has the third-highest rate of employment in the UK.

Unemployment

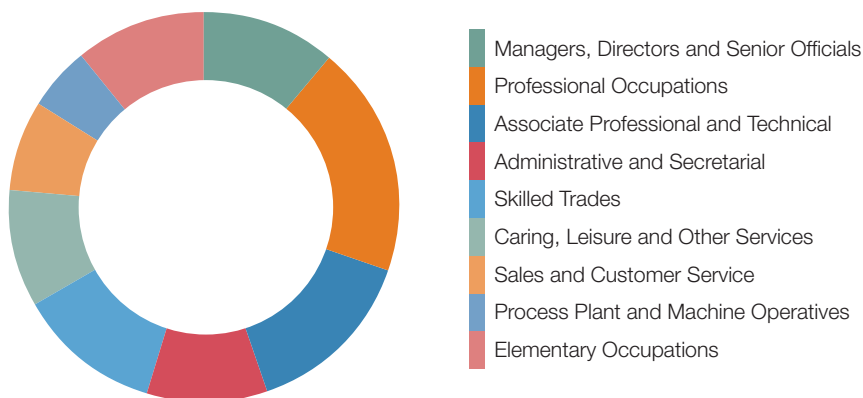
At **4.2%**, the unemployment rate continues to be markedly lower than the national average, with the South West having the third-lowest unemployment rate in the country.

2016
Q3

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Within the South West, hiring trends have varied. In Plymouth, temporary engineering, warehouse and industrial roles have been in high demand, while demand for permanent roles has cooled. However, in Exeter and Bristol demand for engineering, technical and business support roles has grown, but employers face a talent shortage.

In fact, a shortage of available and quality candidates is proving a challenge for employers across the board. In a candidate-led market, jobseekers have more choices than ever before and there are consequences for employers who are too demanding.

In Bristol, for example, an increase in sales and retail roles has meant employers are now competing against one another – and candidates know it. Organisations with inflexible selection criteria now risk losing candidates to more flexible competitors.