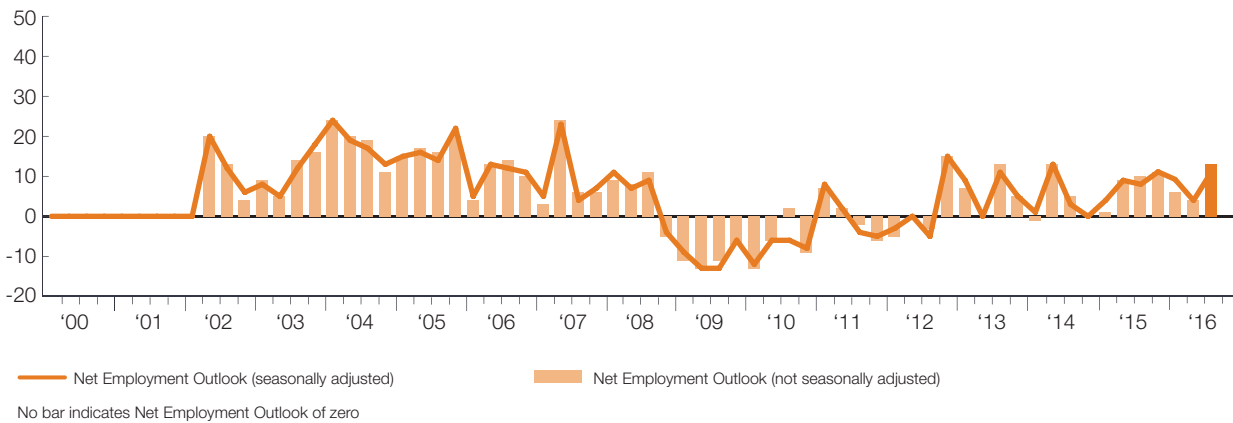


# Employers remain optimistic in Wales

After four successive quarters of optimism, employer hiring intentions in Wales continue to increase and now stand well above the national average. With an Employment Outlook of +11% for the third quarter of 2016, Welsh employers are upbeat about job creation.



Q3 2016

## Wales employment snapshot

### Average weekly pay

Average weekly pay is **£490**, which is £96 lower than the national average and makes Wales the second-lowest paid region in the UK.

### Employment

At **72.5%**, the rate of employment in Wales is below the national average, but this has risen 2.9% since the same period last year.

### Hiring Outlook

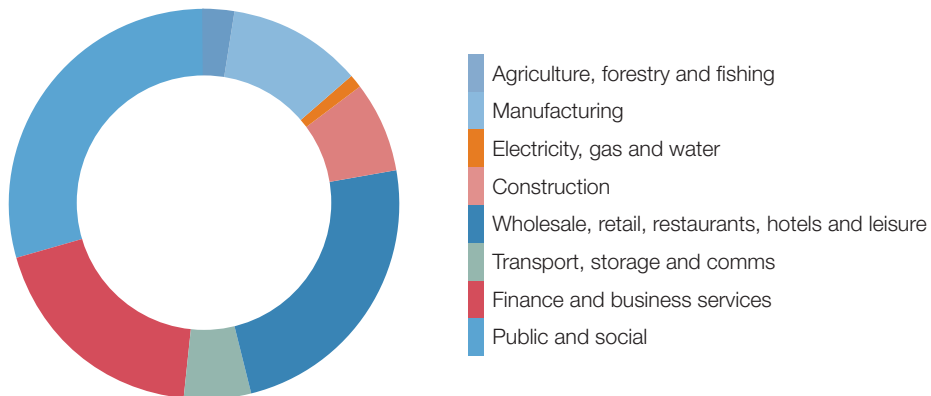
For the third quarter of 2016, the seasonally adjusted Net Employment Outlook in Wales is **+11%** and markedly higher than the national Outlook of +5%.

### Unemployment

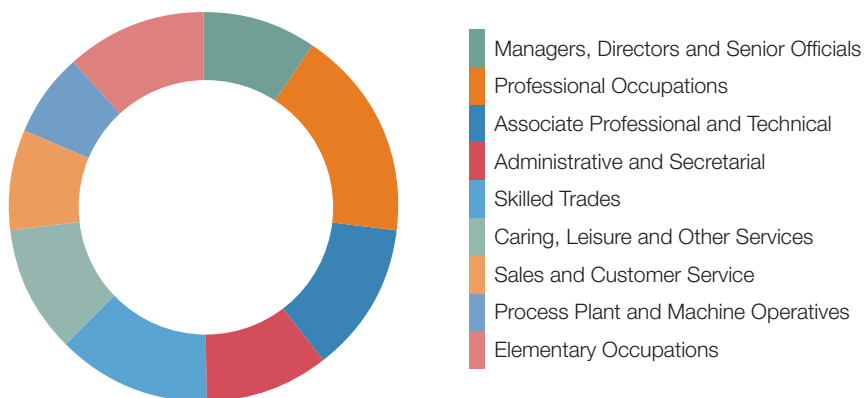
At **4.8%**, the unemployment rate is lower than the national average (5.1%). However, unemployment has fallen 1.9% since the same period last year.

2016  
Q3

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

In Wales we are seeing significant employer demand for permanent roles and particularly in the health, manufacturing and contact centre industries. However, with some employers specifying a range of complex skills in 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.

We believe that it is very necessary that they do so. In a candidate-led market, candidates now have more choices than ever before, and more bargaining power. There are consequences for employers who are too demanding, especially in an environment where employers are competing against one another for those candidates. Organisations with inflexible selection criteria now risk losing candidates to more flexible competitors.