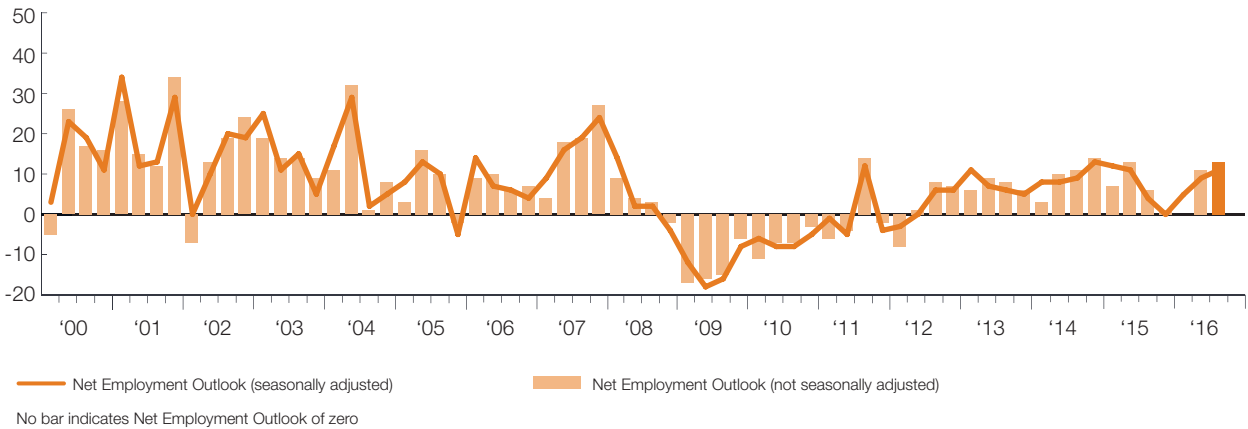


Employer optimism rises in the West Midlands

The West Midlands is now witnessing a second increase in employer hiring intentions this year. For the third quarter of 2016, the Employment Outlook stands at +11% with employers considerably more optimistic about the prospects for job creation than they were in the same period last year.



Q3 2016

West Midlands employment snapshot

Average weekly pay

The West Midlands is the sixth best-paid region in the UK with an average weekly wage of **£539**, some £47 below the national average.

Hiring Outlook

For the third quarter of 2016, the seasonally adjusted Net Employment Outlook in the West Midlands stands at **+11%**; this is significantly above a national average (+5%).

Employment

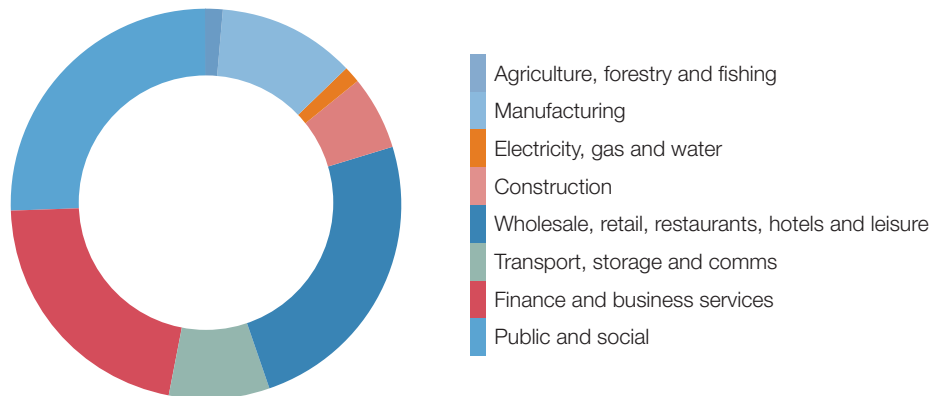
The rate of employment in the West Midlands is below the national average and stands at **71.4%**. There has been a slight increase (0.4%) when compared to the same period last year.

Unemployment

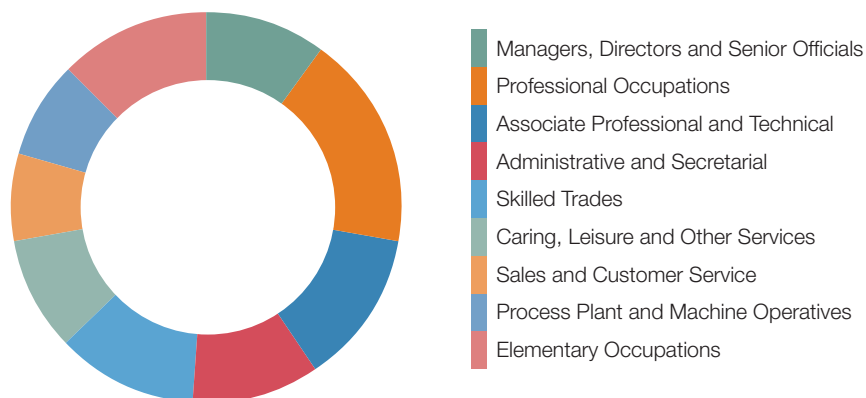
At **5.5%**, the unemployment rate is above the national average and is the fourth-highest in the UK. However, the rate of unemployment has fallen 0.9% since the same period last year.

2016
Q3

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Across the region as a whole, we're seeing significant numbers of opportunities arising within the manufacturing, engineering, sales and customer service industries. While the demand for temporary roles is sluggish, the number of permanent roles being created is increasing.

However, candidate availability is a concern. While talent shortages aren't as severe as elsewhere, there are fewer quality candidates available. In addition, some employers are struggling to find and attract candidates, potentially due to an unwillingness to consider applicants that don't tick every box. This is, in our view, a mistake. In today's market, candidates have choices - employers with slow recruitment processes; inflexible selection criteria; and uncompetitive remuneration packages, risk losing quality candidates to competitors.