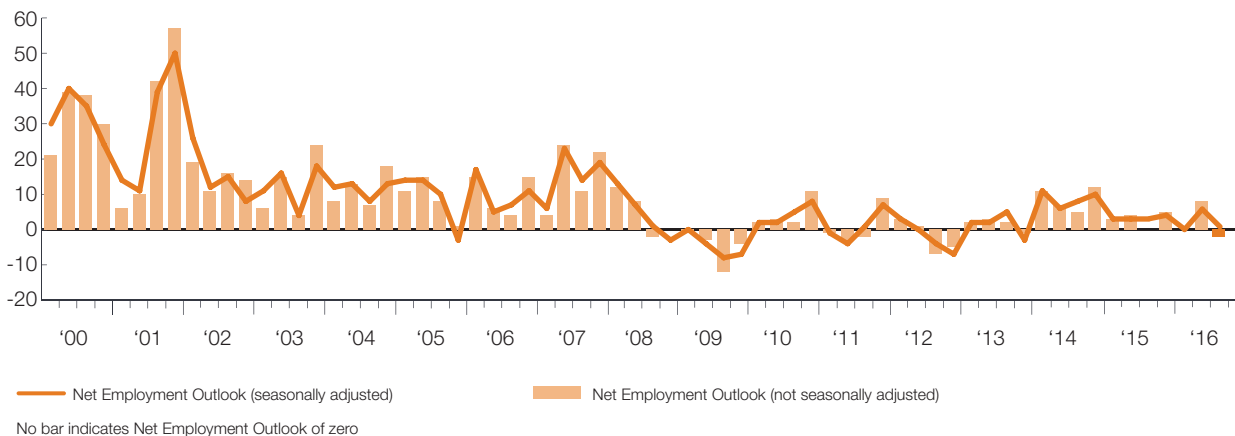


Employers are cautious about hiring

At +1% for the third quarter of 2016, the Employment Outlook for Yorkshire and the Humber is beneath the national average (+5%) meaning employers are now cautious when it comes to job creation.



Q3 2016

Yorkshire and the Humber employment snapshot

Average weekly pay

In Yorkshire and the Humber, the average weekly wage is **£518**, some £68 below the national average.

Hiring Outlook

For the third quarter of 2016, the seasonally adjusted Net Employment Outlook in Yorkshire and the Humber is **+7%**.

Employment

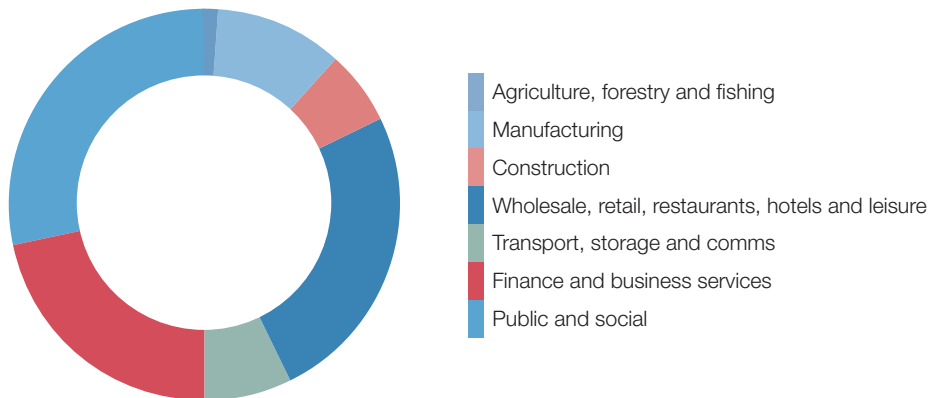
At **72.0%**, the rate of employment in Yorkshire and the Humber is below the national average but has seen a slight increase (0.2%) when compared to the same period last year.

Unemployment

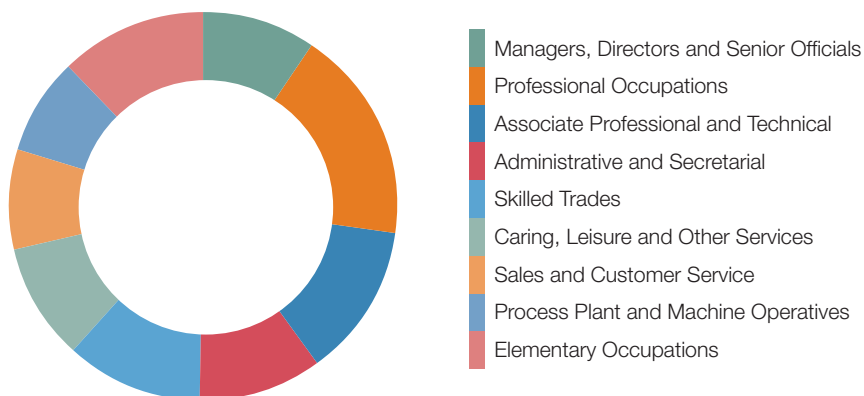
At **6.2%**, the unemployment rate continues to be higher than the national average with the region having the second-highest unemployment rate in the country. However, unemployment is unchanged when compared to the same period last year.

2016
Q3

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Employers remain cautious about hiring due to perceived challenges arising from the National Living Wage, the Apprenticeship Levy and the uncertainty surrounding the Brexit referendum.

Despite this, the recruitment market still appears to be remaining steady, although skills shortages are a concern. Many employers we speak to are now re-thinking their approach, and over the past six months, we've seen more organisations consider flexible working, retraining and upskilling potential candidates.

However, there are still some employers who struggle to find and attract quality candidates due to their unwillingness to consider applicants that don't tick every box. This is, in our view, a mistake. In today's market, employers with inflexible selection criteria and uncompetitive remuneration packages, risk losing quality candidates to competitors.