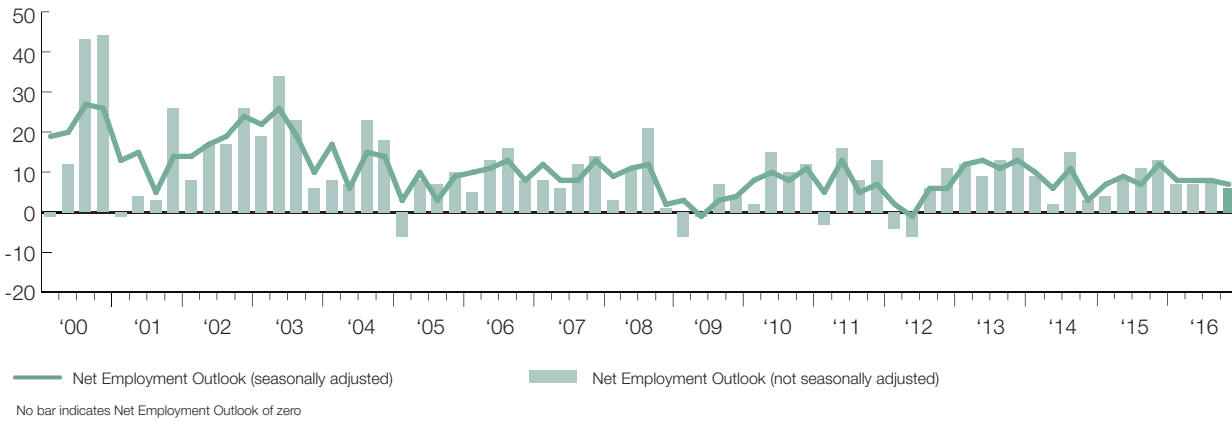




Manpower®

Employers remain moderately optimistic

At +7%, the East of England Employment Outlook continues to be above the national average, with employers moderately optimistic about hiring in the fourth quarter. Although there has been a fall in positivity when compared to the same period last year, hiring intentions continue to demonstrate confidence amongst employers in the region.



Q4 2016

East of England employment snapshot

Average weekly pay

Average weekly pay is **£634**, and is higher than the national average (£594). The East of England is the third best-paid region in the UK.

Employment

At **78.1%**, the East of England's employment rate is the second highest in the UK. The current rate has increased 1.2% since the same period last year

Hiring Outlook

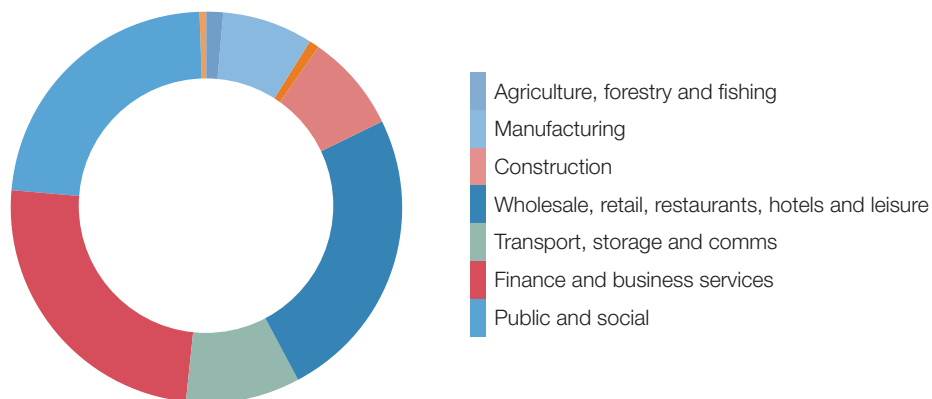
For the fourth quarter of 2016, the seasonally adjusted Net Employment Outlook in the East of England is **+7%**.

Unemployment

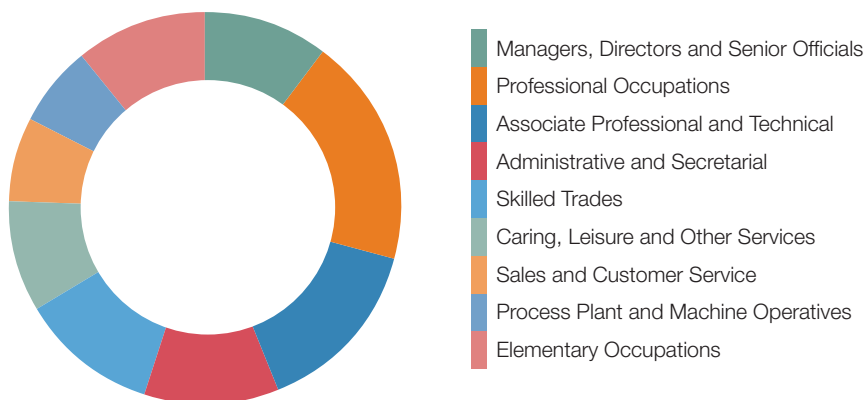
At **3.3%**, unemployment continues to be significantly lower than the national average (4.9%). The East of England has the lowest regional unemployment rate in the UK.

Q4 2016

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Employers are finding it tough to find talent in a market characterised by persistent skills shortages and candidates reluctant to move jobs. As a result, companies have adopted different strategies to plug workforce gaps - ranging from an increase in short-term temporary recruitment; to offering higher pay to attract candidates with the in-demand skills they need. In addition, with the growing popularity of employee review sites like Glassdoor, we are seeing more companies re-evaluate how best to manage their employer brand.

Currently, we are seeing buoyant demand for roles in a number of different sectors, from industrial and manufacturing (in particular, roles involved in dispatching, distribution and production) to insurance and financial services. Digital roles are also continuing to increase, with businesses quite open to candidates with varying levels of experience.