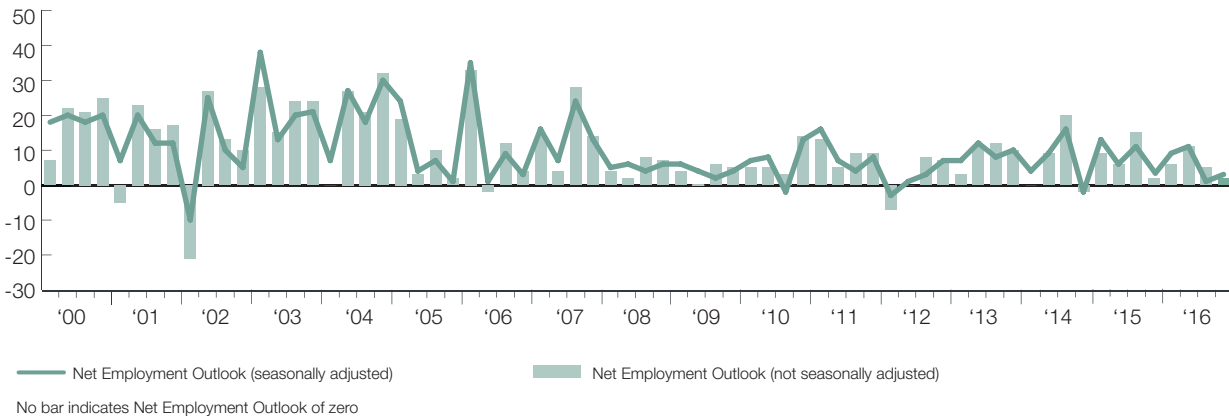




Manpower®

Employers are cautiously optimistic

At +3%, hiring intentions in the South West for the fourth quarter of 2016 have improved when compared to the previous three months. Nonetheless, the Outlook is lower than the beginning of the year, showing that employers have become more cautious about hiring and job creation.



Q4 2016

South West employment snapshot

Average weekly pay

The South West is the third best-paid region in the UK. The average weekly wage is **£554**, £50 below the national average.

Employment

The rate of employment in the South West is above the national average and stands at **77.7%**. The South West has the third-highest rate of employment in the UK.

Hiring Outlook

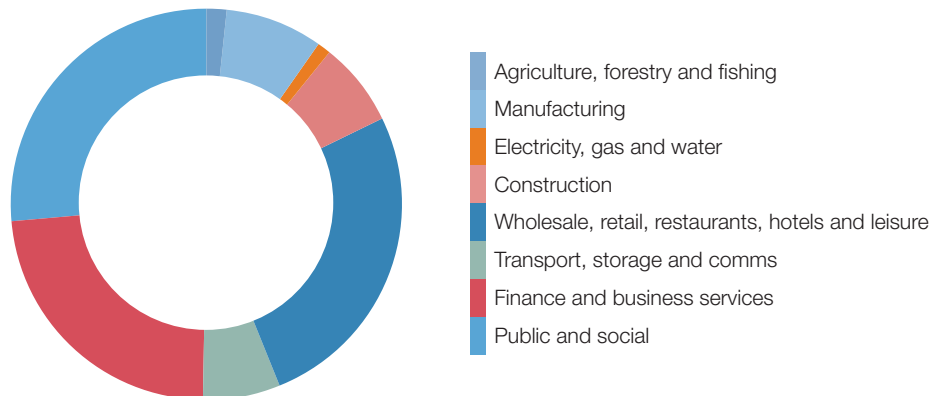
For the fourth quarter of 2016, the seasonally adjusted Net Employment Outlook in the South West is **+3%**. This is below the national average (+5%); however it is identical to the Outlook seen in same quarter last year.

Unemployment

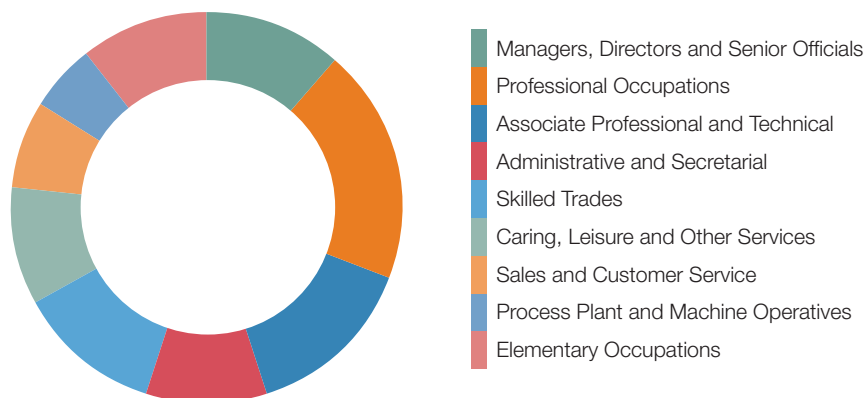
At **4.0%** the unemployment rate continues to be markedly lower than the national average, with the South West having the third-lowest unemployment rate in the country.

Q4 2016

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

In the aftermath of the EU referendum, the recruitment market has been quite mixed, with employers optimistic but cautious.

Bristol has seen a rise in temporary roles, particularly in manufacturing and production, but with less demand for permanent positions. By contrast, Exeter has seen the opposite, with a rise in permanent roles in the same sectors. Plymouth and Cornwall too, has seen more permanent positions available, and particularly in construction.

However in a market characterised by skills shortages, employers are finding they have fewer candidates to choose from. With candidates increasingly reluctant to move roles, job seekers are also becoming increasingly picky about whom they choose to work for. To counter this, we're seeing employers increasingly seeking advice on talent attraction, particularly when it comes to how best to portray themselves as an employer of choice.