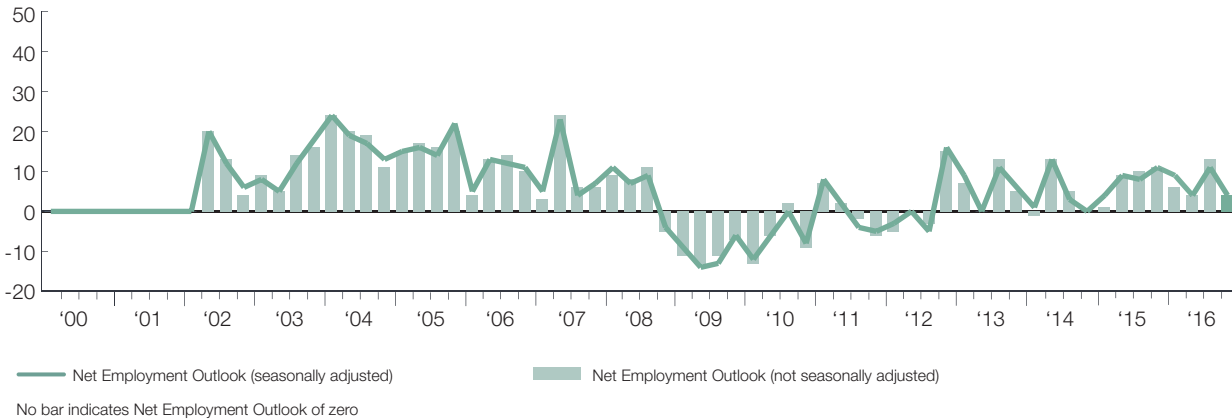




Employers turn cautious in Wales

After the upbeat employer optimism seen in the last quarter, hiring intentions in Wales have experienced a moderate decrease and now stand just below the national average. With an Employment Outlook of +4% for the fourth quarter of 2016, Welsh employers have become a little more cautious about job creation, although hiring intentions still remain in positive territory.



Q4 2016

Wales employment snapshot

Average weekly pay

Average weekly pay is **£498**, which is £96 lower than the national average and makes Wales the third-lowest paid region in the UK.

Employment

At **72.2%**, the rate of employment in Wales is below the national average, but this has risen by 0.7% since the same period last year.

Hiring Outlook

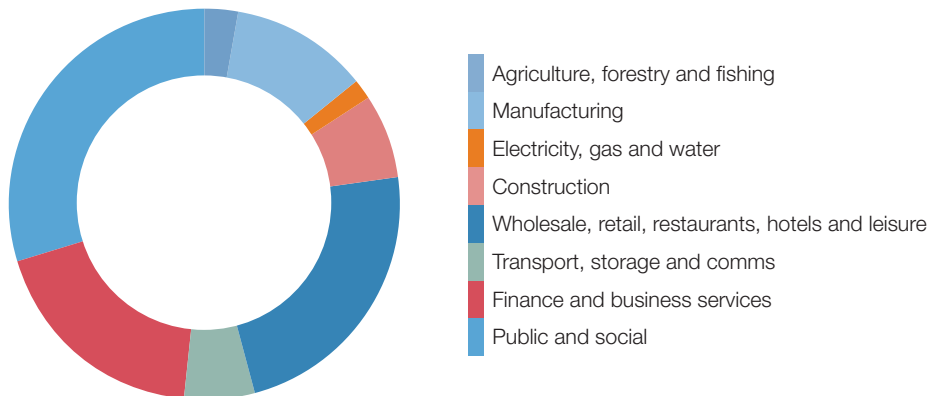
For the fourth quarter of 2016, the seasonally adjusted Net Employment Outlook in Wales is **+4%** and just below the national Outlook of +5%.

Unemployment

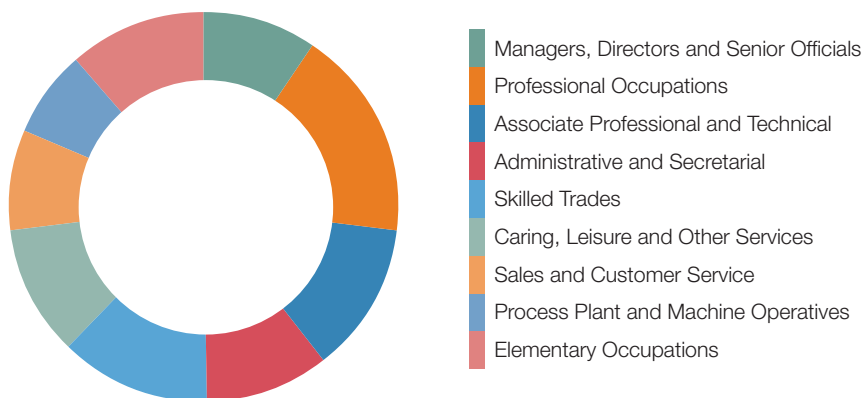
At **4.3%**, the unemployment rate is lower than the national average (4.9%). Compared to the same period of 2015, unemployment in Wales has fallen by 1.5%.

Q4 2016

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

In Wales, concerns around job losses due to Tata Steel's closure seem to have diminished. With employment rising, candidates have more choices than ever before. As a result, employers are increasingly seeking advice on how best to compete for those with in-demand skills.

While employers remain optimistic about hiring, there seems to be a shift in the type of roles they are seeking to fill. We've seen a rise in the number of administrative, commercial and construction roles advertised and also increased demand from the public sector.

However, in order to overcome skills shortages, employers are becoming more receptive to candidates who have transferable skills and can "fit in", rather than holding out for those who possess all the skills they need.