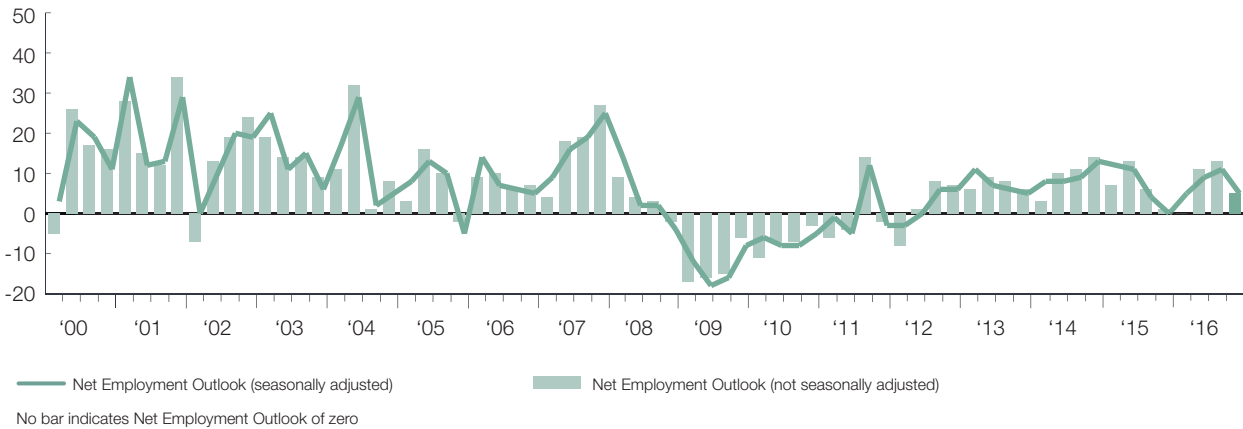




Manpower®

Employers are still optimistic

After the upbeat employer optimism seen in the last quarter, hiring intentions in the West Midlands have experienced a moderate decrease but remain in line with the national average. With an Employment Outlook of +5% for the fourth quarter of 2016, employers remain cautiously optimistic about job creation.



Q4 2016

West Midlands employment snapshot

Average weekly pay

The West Midlands is the fourth best-paid region in the UK with an average weekly wage of **£556**, some £38 below the national average.

Hiring Outlook

For the fourth quarter of 2016, the seasonally adjusted Net Employment Outlook in the West Midlands is **+5%**. This is in line with the national average.

Employment

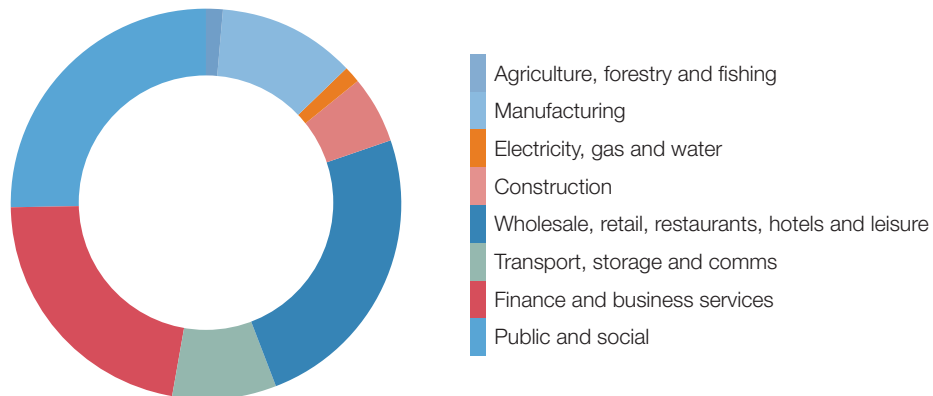
The rate of employment in the West Midlands is below the national average and stands at **71.9%**. There has been a notable increase (1.3%) when compared to the same period last year.

Unemployment

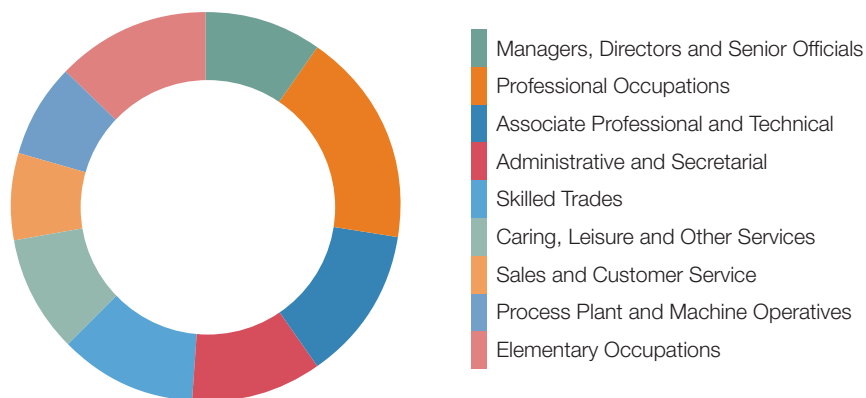
At **6.1%** the unemployment rate is above the national average and is the second-highest in the UK. Compared to the same period last year, unemployment in the West Midlands has risen by 0.1%.

Q4 2016

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Activity in the recruitment market has risen following the EU referendum. There is significant demand for temporary roles, rather than permanent ones, perhaps reflecting a cautious optimism on their part.

Consequently, we have seen a rise in logistics, engineering, commercial office support and sales roles. However, while applications remain high, organisations are struggling to attract candidates with the right skills. This is being made worse by employers being very insistent about the type of candidates they are willing to interview.

The most successful clients we speak to are those who have already realised that in a buoyant jobs market, candidates have choices. They are successfully finding quality candidates by redefining their definition of who the “best candidate” is (from the standpoint of transferable skills and cultural “fit”).