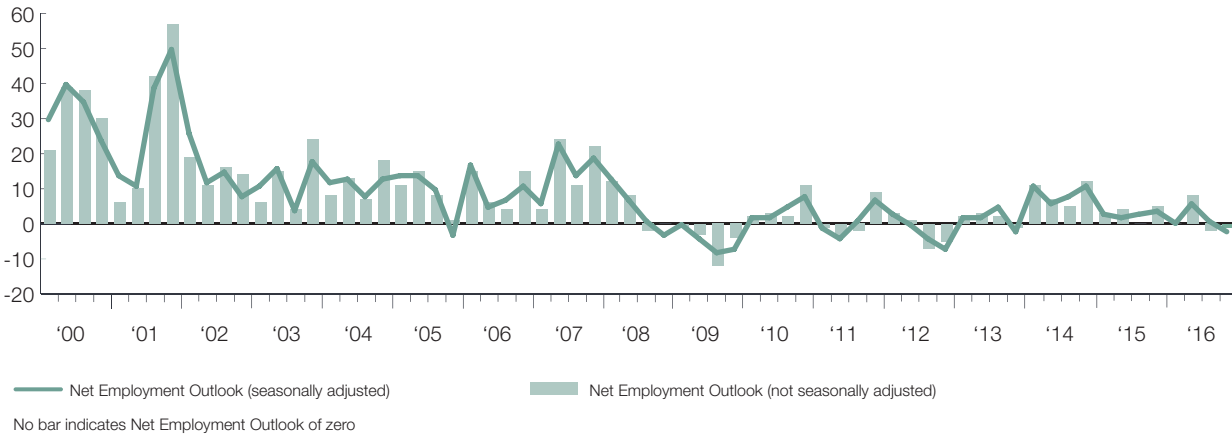




Manpower®

Employers remain cautious about hiring

At -2%, the Employment Outlook in Yorkshire and the Humber for the fourth quarter of 2016 shows another slight decrease in employer optimism. Employers in Yorkshire and the Humber are now more cautious about job creation than the same period last year. This is the first time that the region has fallen into negative territory since the end of 2013.



Q4 2016

Yorkshire and the Humber employment snapshot

Average weekly pay

In Yorkshire and the Humber, the average weekly wage is **£526**, some £68 below the national average.

Hiring Outlook

For the fourth quarter of 2016, the seasonally adjusted Net Employment Outlook in Yorkshire and the Humber is **-2%**.

Employment

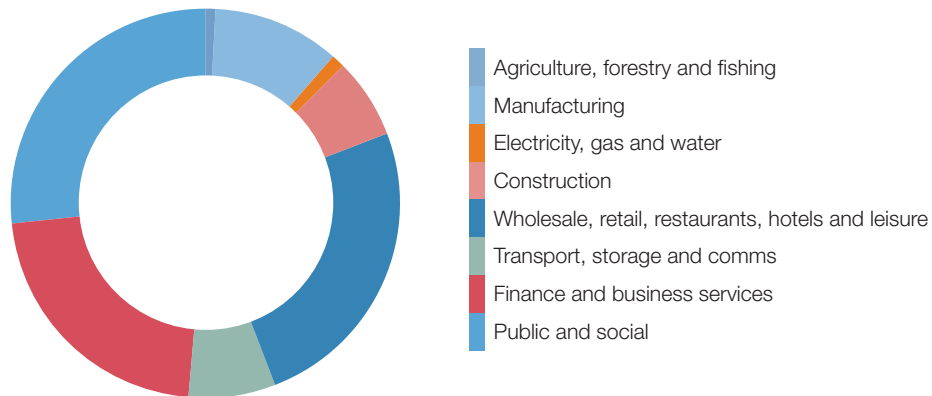
At **72.2%**, the rate of employment in Yorkshire and the Humber is below the national average but has seen a slight increase (0.5%) when compared to the same period last year.

Unemployment

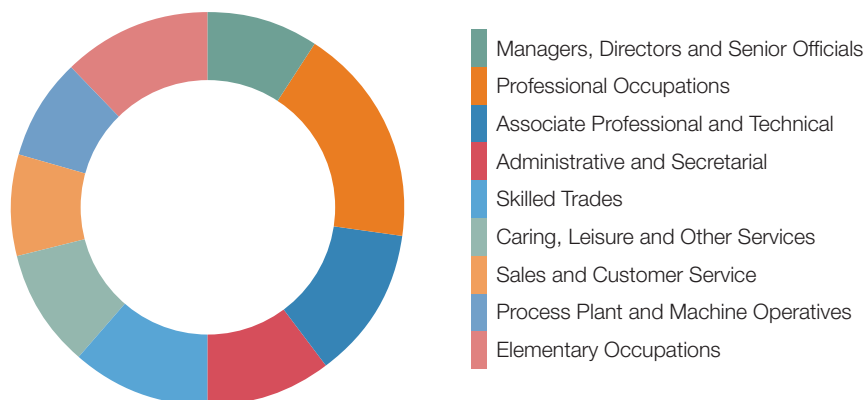
At **5.9%**, the unemployment rate continues to be higher than the national average with the region having the fourth-highest unemployment rate in the country. Compared to the same period last year, unemployment has slightly increased.

Q4 2016

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

With the uncertainty of the EU referendum, May to July saw the recruitment market remain steady, but quiet. In August, however, the employment market picked up for both temporary and permanent positions. Nonetheless, caution remains, and in some cities - such as Leeds - employers are taking a “wait and see” approach.

A number of employers in the oil and gas and manufacturing sectors have seen their cost of materials increase. While they’re not cutting jobs, they aren’t proactively hiring yet either. Nevertheless, we’re seeing increased demand for automotive, engineering, IT, legal, and construction roles.

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 due to fear of economic uncertainty, employers are increasingly seeking our advice on talent attraction.