

EMPLOYER HIRING INTENTIONS TUMBLE IN WALES

MANPOWER EMPLOYMENT OUTLOOK SURVEY REVEALS A SHARP SLIDE IN WELSH JOB PROSPECTS

- **Employment Outlook of +4% for the region**
- **Candidate is king as talent shortages prevail**
- **Multiple interview rounds as employers prioritise cultural fit over skill-set**

13 SEPTEMBER 2016: Jobs optimism has shattered in Wales, as the outlook for the fourth quarter tumbles six percentage points to +4%, according to Manpower, the world's workforce experts. The country's outlook has fallen from a high of +10% in the previous quarter - the biggest fall in Outlook across the whole of the UK - and now sits below the national average of +5%.

The Manpower Employment Outlook Survey is based on responses from 2,102 UK employers. It asks whether employers intend to hire additional workers or reduce the size of their workforce in the coming quarter. It is the most comprehensive, forward-looking employment survey of its kind and is used as a key economic statistic by both the Bank of England and the UK government.

Krissie Davies, Operations Director at Manpower UK, said: "We've seen a real change in the roles employers are looking to fill in Wales with larger numbers of administrative and commercial jobs now on the table, as well as a higher number of public sector positions. However, skills shortages prevail, meaning candidates can call the shots in terms of the salary and benefits packages they receive. Companies are pushing back though, and we're noticing the number of interview rounds per candidate is increasing, as employers prioritise cultural fit and a demonstrated commitment to company values over certain skill sets."

"There's some good news in Port Talbot, as the worries around the Tata steel closure and subsequent job losses have died down. And, construction remains a prominent sector for jobs right across the region."

The national seasonally adjusted Net Employment Outlook has remained at +5% for the final three months of the year, defying predictions that the vote for Brexit would trigger an immediate slump in recruitment plans. However, ManpowerGroup is warning that this could be the calm before the storm. Conducted in the weeks following the referendum, the survey shows that while UK job prospects have held firm, cracks in the ice are appearing with six out of nine sectors surveyed reporting a fall in jobs optimism.

Mark Cahill, ManpowerGroup UK Managing Director: "After the initial shock of Brexit, we're entering a new phase of prolonged economic uncertainty. The future of freedom of movement across the EU is of particular concern. As UK businesses are reliant on European talent to help fill the skills gap, we urge the government to prioritise maintaining the free movement of people across the EU during its negotiations. This would make sure the UK

remains competitive, while sending a powerful message to skilled jobseekers– Britain remains open for business.”

Seven of the twelve regions in the UK reported falling Outlooks for the final three months of the year. The East Midlands is the most positive region (+9%), followed by London (+8%) and the East (which fell one point to +7%). Outside the North West (up one point to +6%), the north of England has struggled with Yorkshire & Humberside falling to the joint-least optimistic Outlook of the country (-2%) and the North East dropping four points to +5%. Optimism across the South of England has strengthened, with the South East and South West up one point and two points respectively to +3%. Scotland fell two points to 0%, while Northern Ireland (-2%) fell six points, the joint biggest fallers with the West Midlands (+5%).

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NOTES TO EDITORS

A 'Net Employment Outlook' is calculated by subtracting those employers who plan to reduce staffing levels from those who plan to hire staff. A positive result indicates that more employers plan to increase rather than decrease staffing levels; a negative result reflects the opposite. [% increase - % decrease]

Commentary and full details on every sector and region can be found in the survey report at manpowergroup.co.uk/meos, or by calling the Press Office on 0207 404 5959/ manpower@brunswickgroup.com

For international comparisons and visual library with graphs, visit manpowergroup.com

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

Note that in Quarter 2 2008, the Survey adopted the TRAMO-SEATS model for seasonal adjustment of data. As a result, you may notice some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank, and is widely used internationally.

About the Survey

The world leader in innovative workforce solutions, ManpowerGroup releases the Manpower Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling nearly 59,000 employers in 42 countries and territories. The survey serves as a bellwether of labour market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labour markets are headed.

About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions, for nearly 70 years. As workforce experts, we connect more than 600,000 men and women to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower®, Experis™, Right Management® and ManpowerGroup™ Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.

About Manpower UK

Manpower is the global leader in contingent and permanent recruitment workforce solutions. It is part of ManpowerGroup, the world's workforce expert, which creates and delivers high-impact solutions that enable clients to achieve their business goals and enhance their competitiveness.

With a network of 300 offices in cities across the country, Manpower has provided organisations in the UK with a continuum of staffing solutions from the incidental to the strategic for nearly 60 years, working with businesses such as BT, IBM, Royal Mail and Xerox to help them win.

In the Human Age, where talent has replaced access to capital as the key competitive differentiator, Manpower UK leverages its trusted brand to develop a deep talent pool, providing clients with access to the people they need, fast.

Manpower UK creates powerful connections between organisations and the talent they need to enhance their competitiveness and unleash their workforce potential. By creating these powerful connections, we help everybody achieve more than they imagined, and power the world of work.

For more information, see www.manpower.co.uk