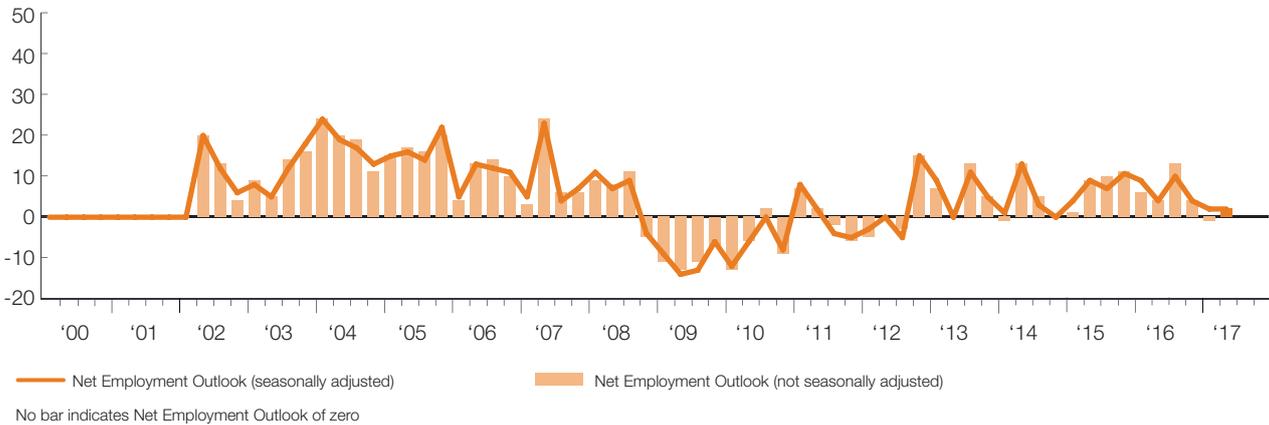


Employers remain cautious in Wales

After the upbeat employer optimism seen twelve months earlier, hiring intentions in Wales remain quiet at +2%, which is below the national average (+5%). For the second quarter of 2017, Welsh employers are subdued about the prospects for job creation, although hiring intentions still remain in positive territory.



Q2 2017

Wales employment snapshot

Average weekly pay

Average weekly pay is **£521**, which is £64 lower than the national average and makes Wales the fourth lowest-paid region in the UK.

Employment

At **72.7%**, the rate of employment in Wales is below the national average, but this has risen by 1.4% when compared to the same period last year.

Hiring Outlook

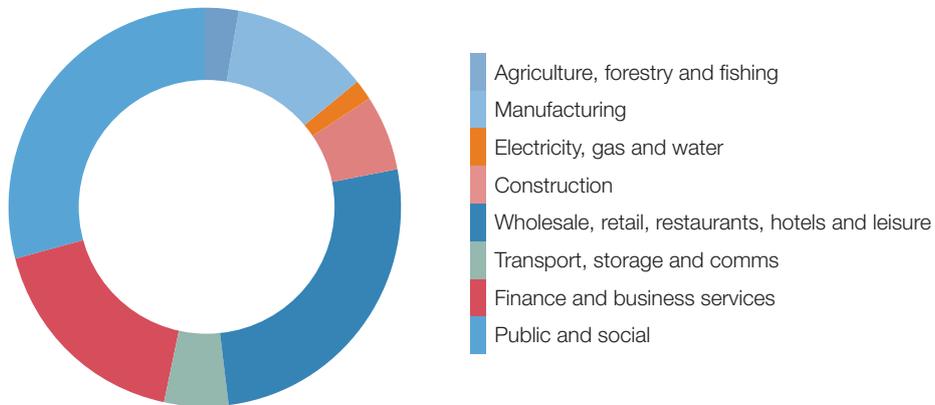
For the second quarter of 2017, the seasonally adjusted Net Employment Outlook in Wales is **+2%** and below the national Outlook of +5%.

Unemployment

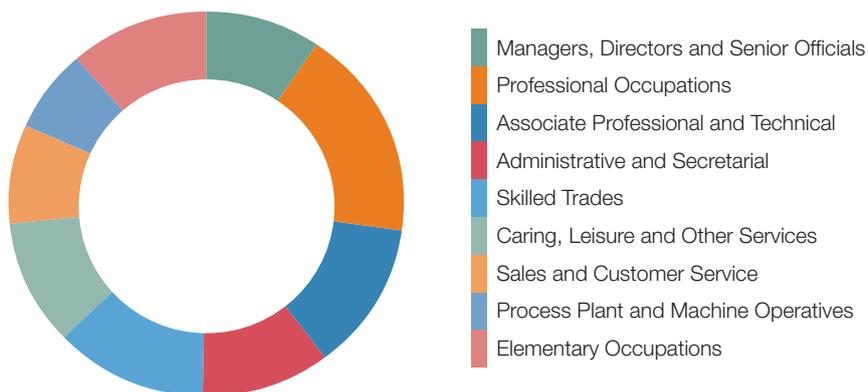
At **4.4%**, the unemployment rate is lower than the national average (4.8%). The rate has fallen by 0.8% when compared to the same period last year.

2017
Q2

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Despite the cautious Outlook, some industries in Wales have seen an increase in hiring activity, and particularly so in the contact centre sector and public sector. Employers like the ONS and BT, for example, have expanded hiring, while water and waste companies have also bought further job opportunities with them. However, over the last quarter, many regional employers have turned cautious. While the temporary market has been buoyant, demand for permanent roles has been muted.

Meanwhile, employers are also still grappling with a skills shortage as candidates are becoming more discriminating, especially in terms of salary. This is largely unsurprising. With house prices and the cost of living rising, the Living Wage is becoming increasingly important as a minimum salary requirement, as is the need for a good work/life balance and greater job security. Employers may need to reconsider this if they wish to attract and keep quality candidates.