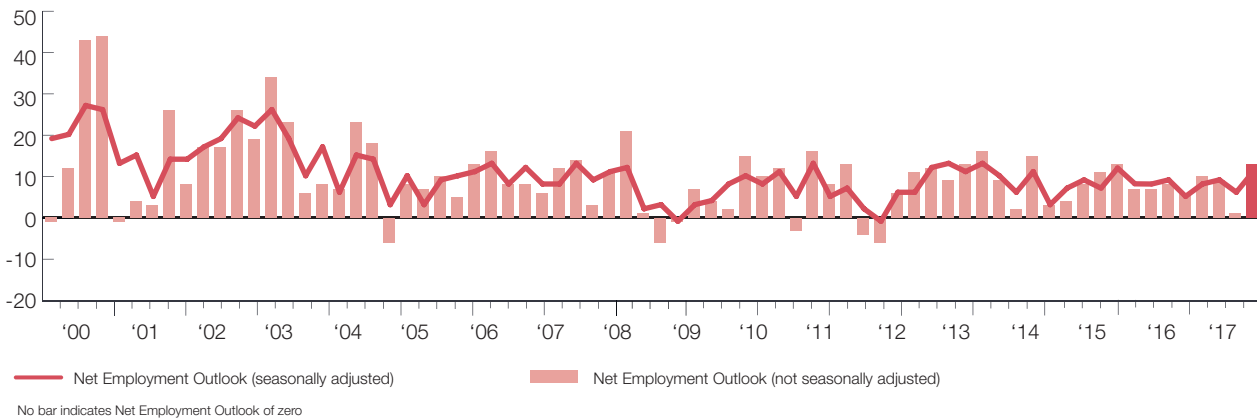


Employers are upbeat about job creation

At +11%, the East of England Employment Outlook is the most optimistic in the country and well above the national average. Employers remain upbeat about hiring in the fourth quarter and there has been a moderate increase in positivity when compared to the same period last year. Overall, hiring intentions demonstrate continued confidence amongst employers in the region.



Q4 2017



East of England employment snapshot

Average weekly pay

Average weekly pay is **£649**, and is higher than the national average (£606). The East of England is the third best-paid region in the UK.

Employment

At **77.4%**, the East of England's employment rate is the third highest in the UK. However, the rate has fallen slightly (0.6%) when compared to the same period last year.

Hiring Outlook

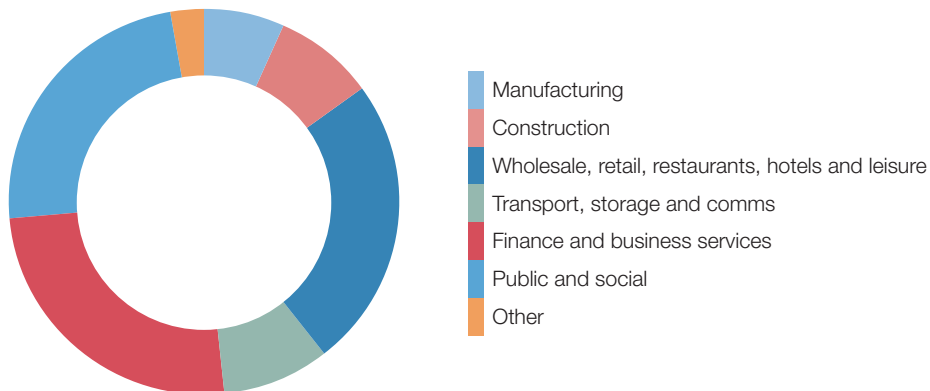
For the fourth quarter of 2017, the seasonally adjusted Net Employment Outlook in the East of England is **+11%**.

Unemployment

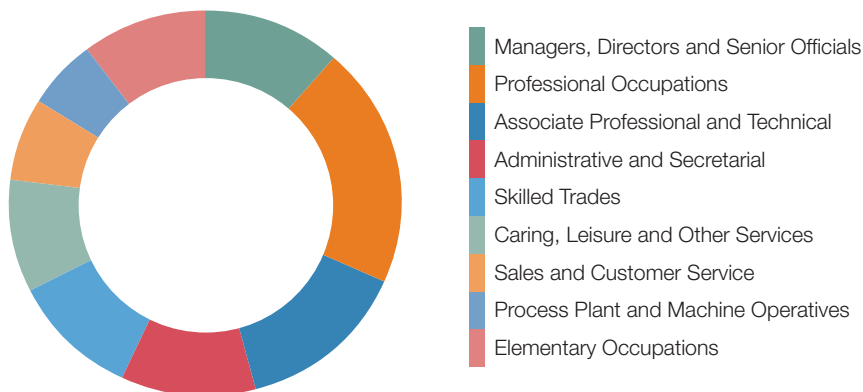
At **4.1%**, unemployment continues to be lower than the national average (4.4%). The East of England has the fifth-lowest regional unemployment rate in the UK.

2017
Q4

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

In the last three months, we've seen a growth in the number of opportunities being recruited for, although the emphasis has been more upon temporary roles rather than permanent ones. Much of this increased demand has arisen due to clients experiencing an expansion in their own business activity.

Yet talent shortages persist. As a result of Brexit we have observed more and more European workers leaving the UK; an exodus that is impacting many businesses, but the manufacturing sector in particular. At the same time, we're seeing another trend where more individuals working in management want to leave full time work in favour of more flexible roles with fewer responsibilities. To them, the pursuit of a better work-life balance is increasingly important and such candidates are happy to take a cut in pay if they can achieve it.

When it comes to in-demand skills, the message for organisations is clear: in a tight labour market, employers need to think and act differently, if they want to find and keep the best talent.