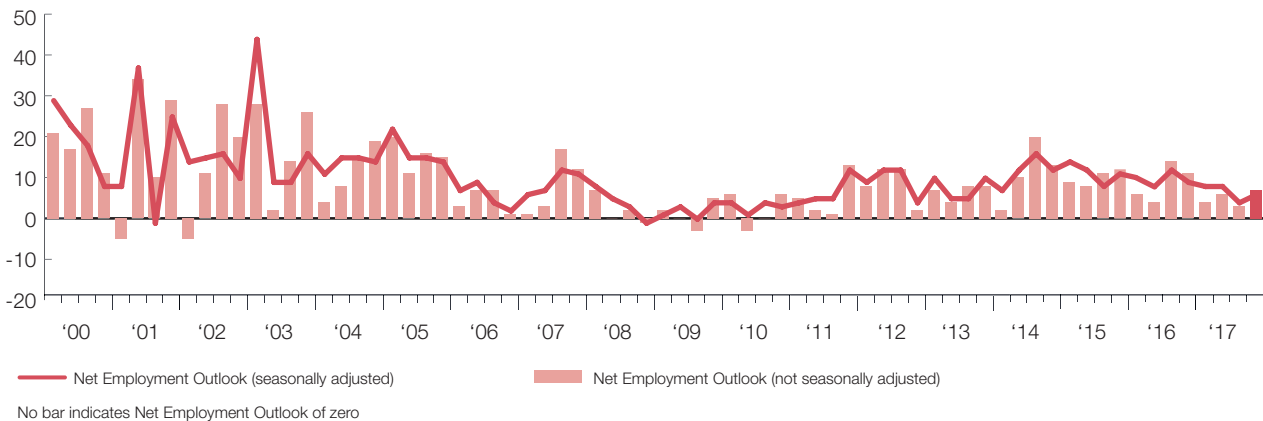


# Employers remain cautiously optimistic

With an Employment Outlook of +5%, hiring intentions reflect a cautiously optimistic mood amongst employers for the coming quarter. Optimism has risen compared to three months ago, however it is also slightly lower than it was when compared to the same period last year.



Q4 2017



## East Midlands employment snapshot

### Average weekly pay

Average weekly pay has fallen to **£524**, £55 below the national average. This makes the East Midlands one of the lowest-paid regions in the UK.

### Employment

At **74.1%**, the employment rate in the East Midlands remains slightly below the national average. However the rate has retreated 1.4 percentage points when compared to the same period last year.

### Hiring Outlook

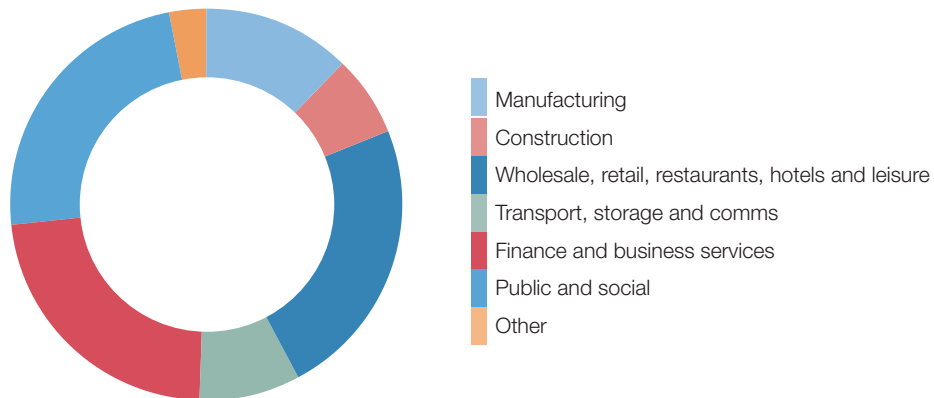
For the fourth quarter of 2017, the seasonally adjusted Net Employment Outlook in the East Midlands is **+5%**, which is slightly lower than the National Outlook (+6%).

### Unemployment

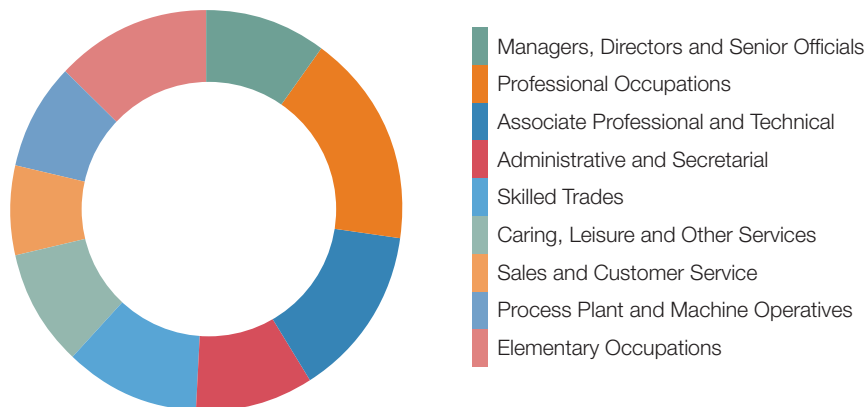
The unemployment rate in the East Midlands is currently **4.0%**, which is lower than the national average (4.4%). The East Midlands has the fourth-lowest unemployment rate in the UK.

2017  
Q4

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

Across the region, we are seeing a growth in the number of opportunities advertised and increased demand for candidates who can fill them - particularly for positions in call centres, and manufacturing.

Yet skills shortages persist, and especially so in certain sectors, like the call centre sector and the driving industry.

In a candidate-led market, job-seekers now have more bargaining power and are increasingly choosy about where they wish to work. Faced with a dwindling pool of available candidates, employers are taking considerably longer to find individuals with the in-demand skills they require. And as the region nears full employment, this trend is set to continue. Employers who are struggling to find candidates would be advised to re-evaluate pay, and also ensure their employer brand enables them to stand out in the market as an employer of choice.