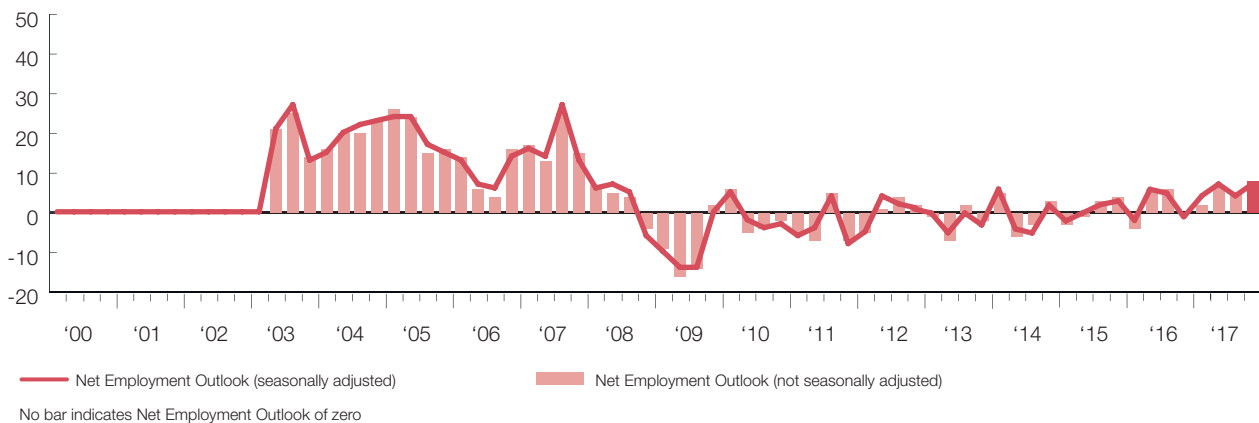


Northern Ireland employers are modestly optimistic

At +7%, the Employment Outlook for the fourth quarter of 2017 in Northern Ireland has seen hiring intentions rise when compared to the previous quarter. Employers are now more optimistic about job creation for the coming quarter.



Q4 2017



Northern Ireland employment snapshot

Average weekly pay

Average weekly pay is **£501**, some £105 below the national average, and remains the lowest rate of pay in the UK.

Employment

The rate of employment in Northern Ireland is well below the national average and stands at **69.2%**; the lowest in the country.

Hiring Outlook

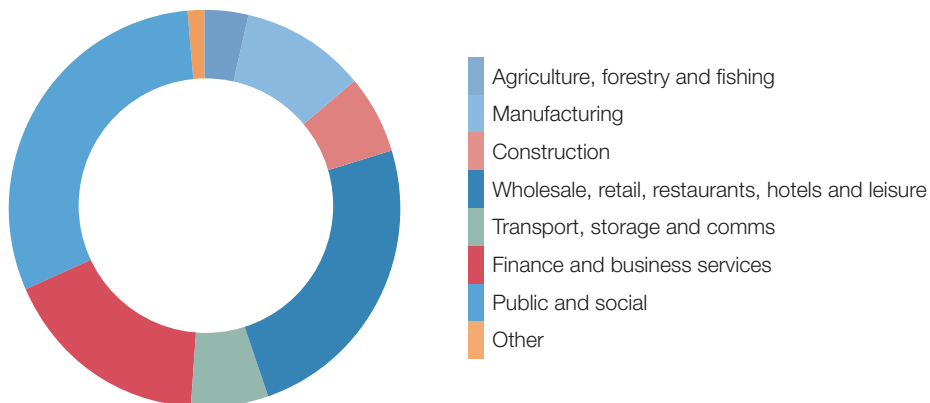
For the fourth quarter of 2017, the seasonally adjusted Net Employment Outlook in Northern Ireland is **+7%**, which is slightly above the national average (+6%).

Unemployment

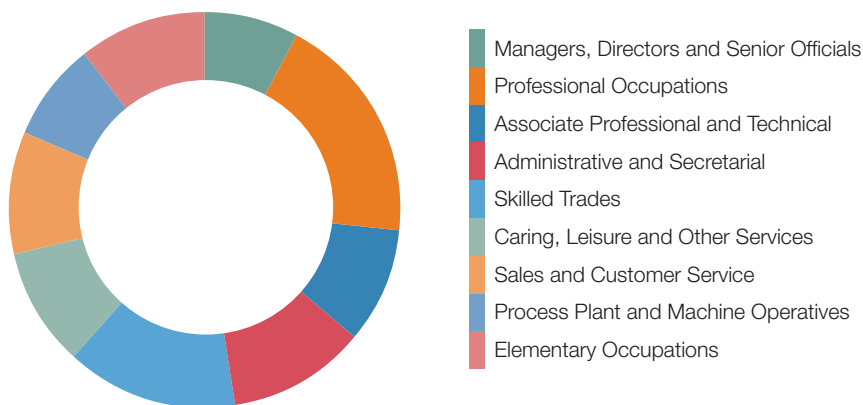
At **5.3%**, Northern Ireland has the fourth-highest unemployment rate in the UK. Despite this, the unemployment rate remains stable and is unchanged when compared to the previous quarter.

2017
Q4

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

In Northern Ireland, we have seen an increase in the number of roles available, but especially in the driving and logistics, and manufacturing sectors. In the former, we're seeing sustained demand for lorry loaders, sales technicians and vehicle technicians, while in the latter, employers are crying out for skilled roles like welders.

Yet across the region, talent shortages persist. The prospect of Brexit is prompting renewed concerns that skilled European workers could leave and thereby make an existing skills shortage even more challenging. Employers are now in a labour market where candidates with in-demand skills have ever more bargaining power, and the shortage of such candidates is increasing the time-to-hire.

As a result, employer approaches towards hiring and retention are changing. Clients we speak to are now more open to new ways of attracting candidates, and have a greater appreciation of the candidate experience throughout the application process. From a retention standpoint, some employers are putting more focus on career progression as a means to keep existing employees engaged and motivated.