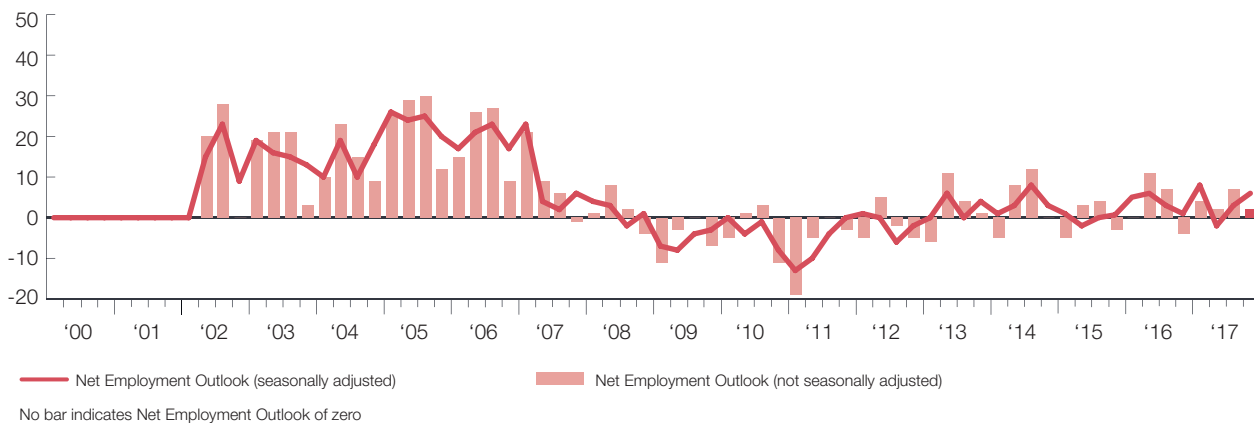


Scottish employers are modestly optimistic

Hiring intentions amongst Scottish employers have seen a slight increase in optimism when compared to the previous quarter. With an Employment Outlook of +6% for the fourth quarter of 2017, employers now appear modestly optimistic when it comes to the prospect of job creation.



Q4 2017

Scotland employment snapshot

Average weekly pay

At **£580**, average weekly pay is lower than the national average.

Hiring Outlook

In Scotland, the fourth quarter of 2017 sees the seasonally adjusted Net Employment Outlook standing at **+6%** and in line with the National Outlook (+6%).

Employment

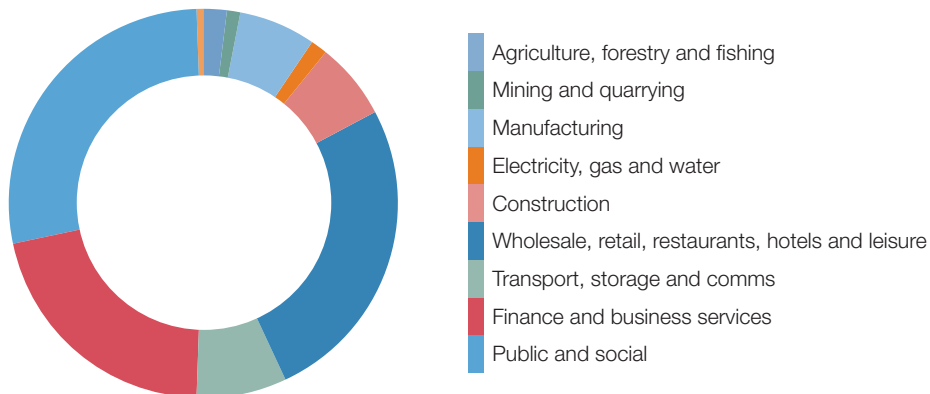
At **75.2%**, the rate of employment in Scotland remains just above the national average (75.1%). Moreover, the rate has seen a rise of one per cent when compared to the same period last year.

Unemployment

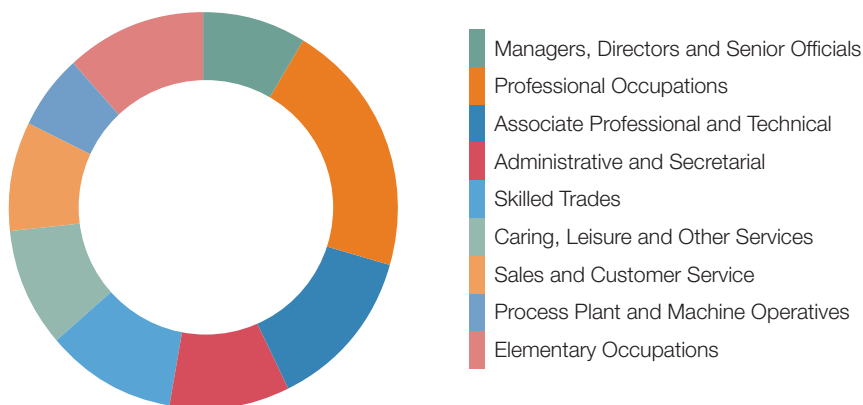
Unemployment in Scotland is currently **3.9%**, which is below the national average (4.4%).

2017
Q4

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

The last quarter has seen an increased demand for candidates across a wide variety of roles. In fact, candidates are finding themselves being placed so quickly that businesses are now under pressure to move faster in getting new candidates on board, and be more flexible with starting dates.

Across the region, however, the most noticeable growth in the availability of roles has been in the contact centre industry, although demand for roles in general has varied by city. Aberdeen, still affected by the oil slump, has remained muted. By contrast, Glasgow has seen rising demand for candidates across the board. And in Edinburgh, demand for candidates has been buoyant, and in particular, for sales and engineering roles.

However, across the region employers still face skills shortages when it comes to finding candidates for more highly skilled roles.