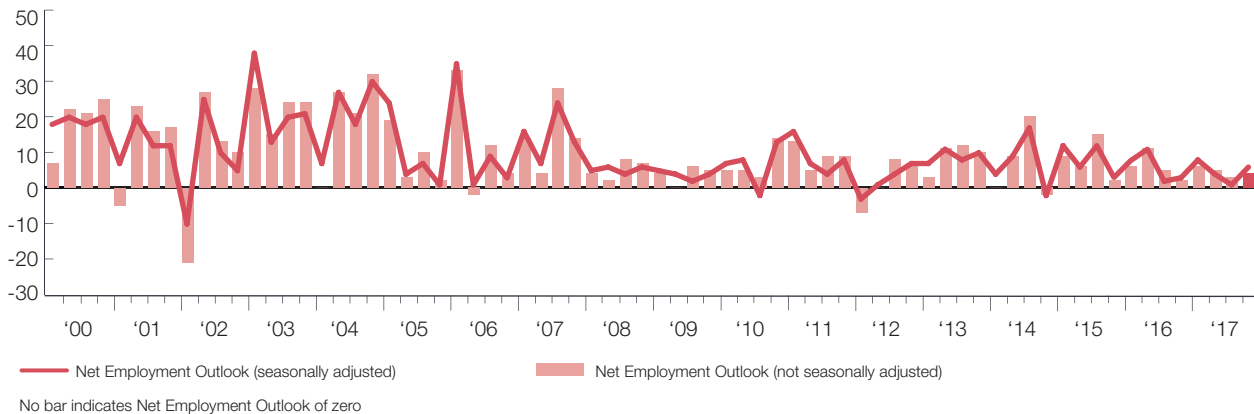


Employers are modestly optimistic

At +6%, hiring intentions in the South West for the fourth quarter of 2017 have risen when compared to three months ago, and also when compared to the same period last year. Despite concerns about the national economy, this quarter's Outlook indicates that employers are now modestly optimistic when it comes to the prospects for hiring and job creation.



Q4 2017

South West employment snapshot

Average weekly pay

The South West is the fourth best-paid region in the UK. The average weekly wage is **£602**, just £4 below the national average.

Hiring Outlook

For the fourth quarter of 2017, the seasonally adjusted Net Employment Outlook in the South West is **+6%**. The region's Outlook is in line with the national average (+6%).

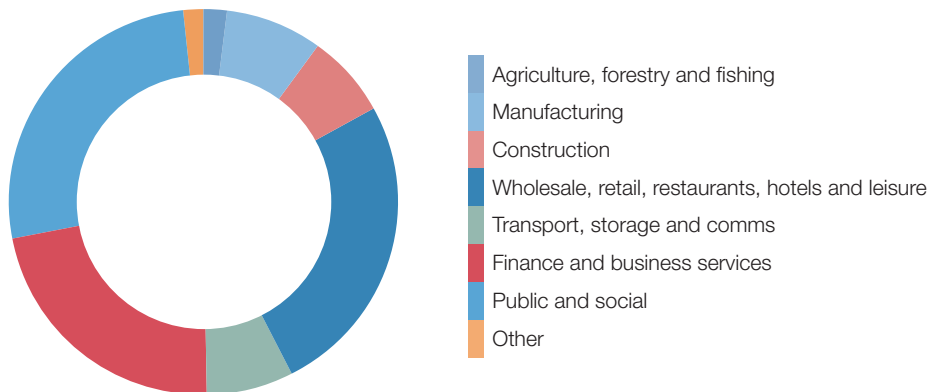
Employment

The rate of employment in the South West is above the national average and this quarter stands again at **78.7%**. The South West has the second-highest rate of employment in the UK.

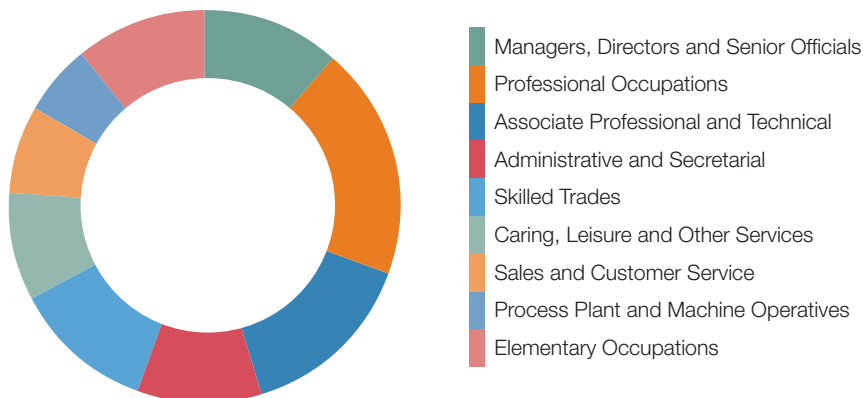
Unemployment

At **3.2%**, the unemployment rate continues to be markedly lower than the national average. The South West has the second-lowest unemployment rate in the country.

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Across the region, we are seeing growth in the number of opportunities advertised and this is particularly noticeable for roles in the warehouse; driving and logistics; and manufacturing sectors. Yet skills shortages prevail, and in a tight labour market where skilled candidates have choices, employers need to look at new ways to both hire and retain talent.

One way they can do this is through upskilling candidates. In Plymouth, Manpower advised clients with a number of manufacturing roles that required skills in soldering and circuit boards. These skills were in high demand however the employees who used to perform these types of roles had moved on elsewhere. The advice we gave echoed what many employers are doing in the present environment and that is to consider upskilling. In this instance: to consider candidates with less recent experience who were eminently trainable and who could shadow those with more experience.