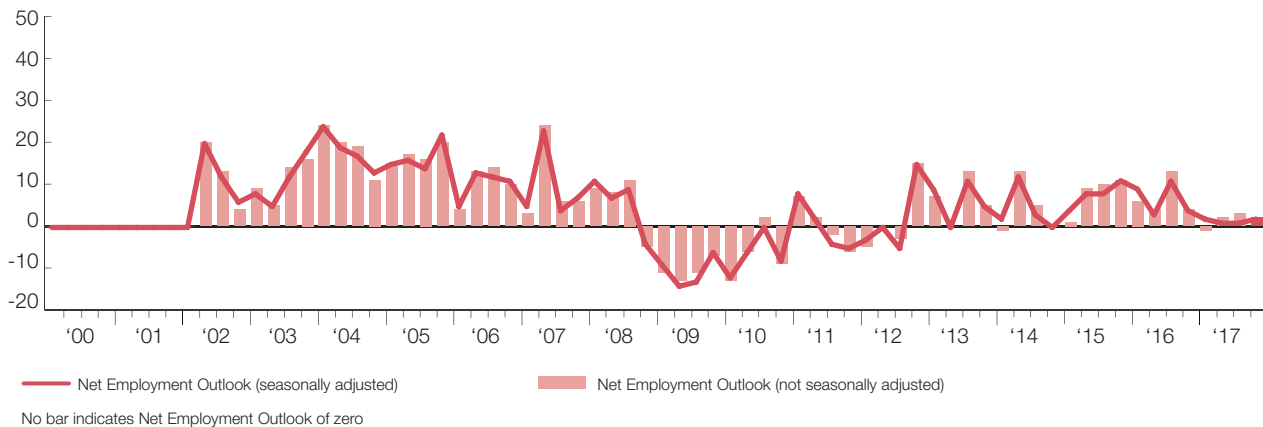


Employer optimism remains neutral

For the fourth quarter of 2017, hiring intentions in Wales remain nearly flat (+2%) and well below the national average (+6%). In keeping with the previous three months, Welsh employers appear to be adopting a cautious approach when it comes to the prospects for job creation.



Q4 2017



Wales employment snapshot

Average weekly pay

Average weekly pay is **£528**, which is £78 lower than the national average and makes Wales the fourth-lowest paid region in the UK.

Hiring Outlook

For the fourth quarter of 2017, the seasonally adjusted Net Employment Outlook in Wales is **+2%** and below the national Outlook (+6%).

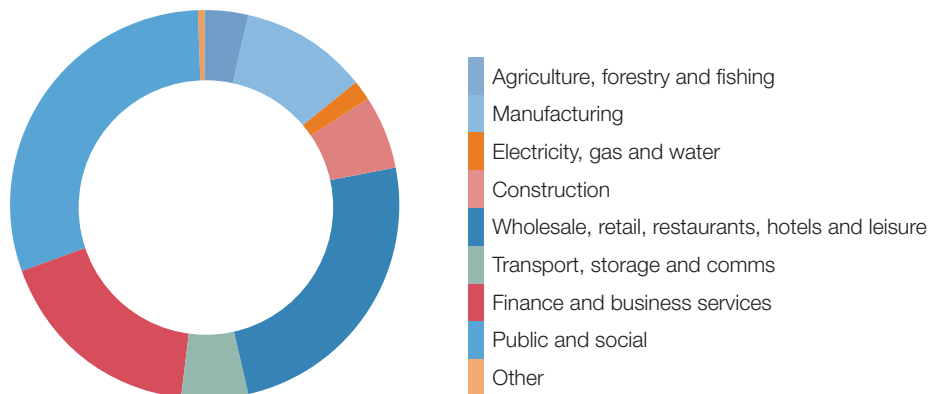
Employment

At **72.7%**, the rate of employment in Wales is below the national average, but the rate has risen by 0.5 percentage points when compared to the same period one year ago.

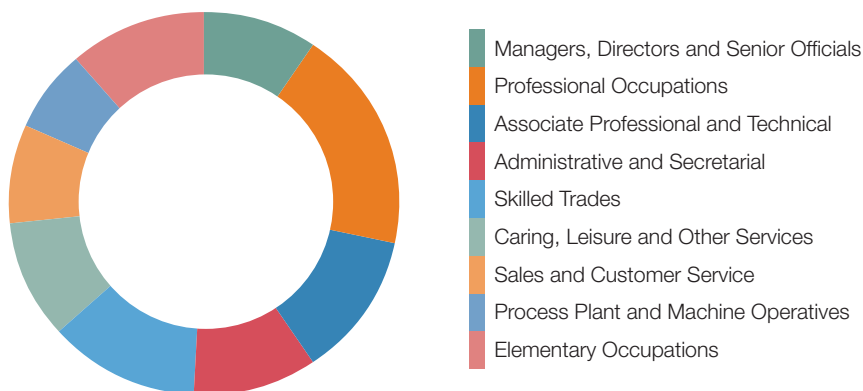
Unemployment

At **4.5%**, the unemployment rate is fractionally higher than the national average (4.4%) and the rate when compared to the same period last year.

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Over the last quarter, hiring demand has remained stable, but the biggest challenge employers appear to face right now remains a lack of skilled candidates. Organisations advertising for roles in driving and logistics; warehousing; contact centres; and for NHS ancillary staff are finding it particularly difficult.

In the last quarter, changes to both the National Minimum Wage, and National Living Wage, have affected salary expectations in the market. Employers are now under pressure to pay more for temporary workers, while many candidates are generally less inclined to consider roles paying at just these rates. With candidates less willing to travel, and expecting more in terms of salary and job stability, employers who aren't responding to this are seeing significantly lower application rates.

As a result, we are increasingly being approached by clients looking to benchmark salaries in order to remain competitive.