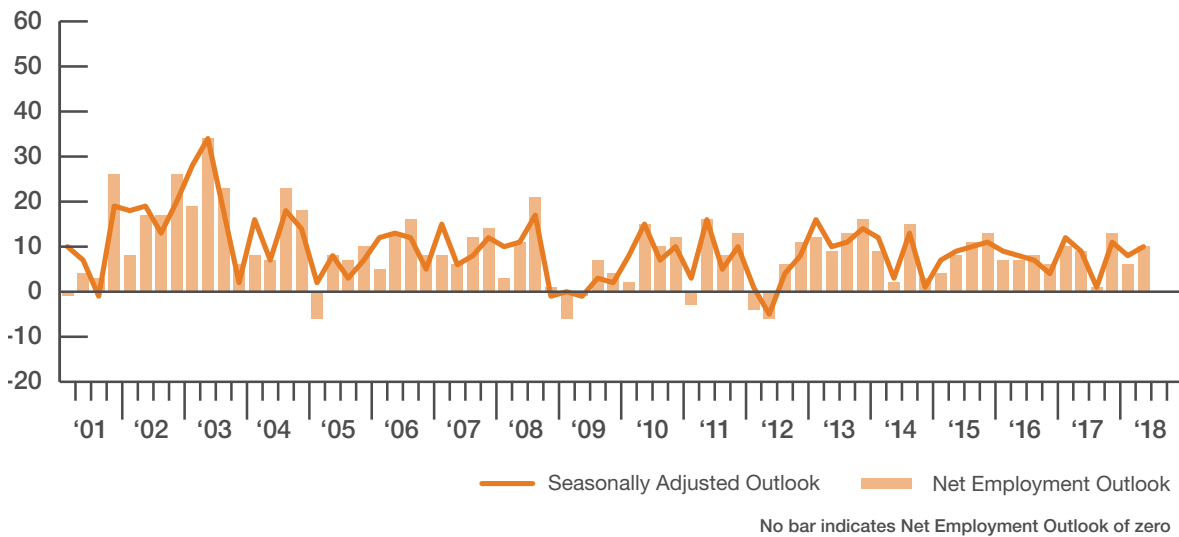




Manpower®

Employers are upbeat about job creation

At +10%, employers in the East of England are upbeat about the prospects for job creation in the second quarter of 2018. There has been a slight increase from the optimism shown last quarter, and hiring intentions are also well above the national Outlook, demonstrating continued confidence amongst employers in the region.



Q2 2018

East of England employment snapshot*

Average weekly pay

Average weekly pay is **£642**, and is higher than the national average (£604). The East of England is the third best-paid region in the UK.

Employment

At **78.2%**, the East of England's employment rate is the second highest in the UK. The rate has risen slightly (1.3 percentage points) when compared to the same period last year.

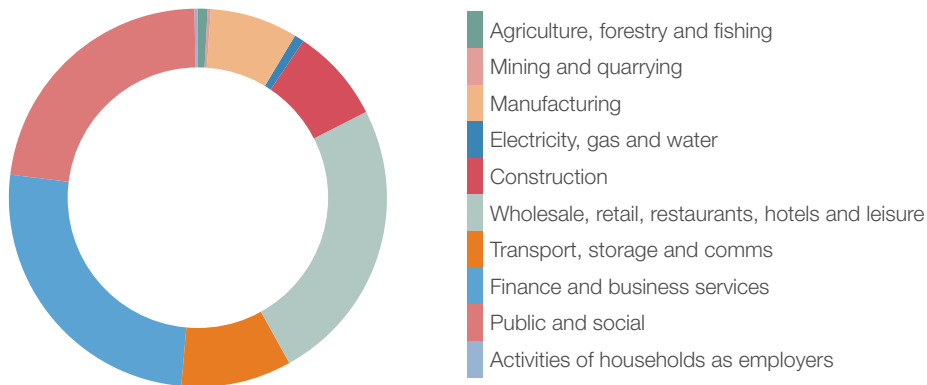
Hiring Outlook

For the second quarter of 2018, the seasonally adjusted Net Employment Outlook in the East of England is **+10%**. This stands above the national average (+6%).

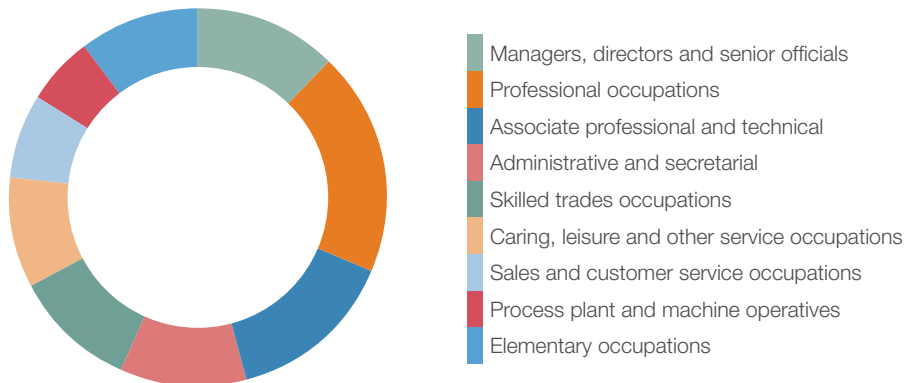
Unemployment

At **4.2%**, unemployment continues to be lower than the national average (4.4%). The East of England has the fifth-lowest regional unemployment rate in the UK.

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

While there remains significant demand for roles of all kinds, qualified candidates are in short supply. Employers with roles outside town and city centres are struggling to attract job seekers willing to commute. At the same time, the increasing exodus of EU workers leaving the UK for opportunities elsewhere, means lower-skilled positions, such as those required by warehouses and food production, are becoming difficult to fill. Yet in an economy still characterised by relatively high levels of employment, this struggle to find talent is not really surprising.

In today's employment market, candidates have more choice than ever before. And those we speak to are increasingly interested in flexible working arrangements, work-life balance including holidays, career development, and additional benefits, such as parking. While salary remains important, we're advising employers to look carefully at these factors, and in particular, career development which is a rising priority for many job seekers. Employers looking for qualified, skilled candidates to work for them will increasingly need to "sell" the benefits of working at their organisations.