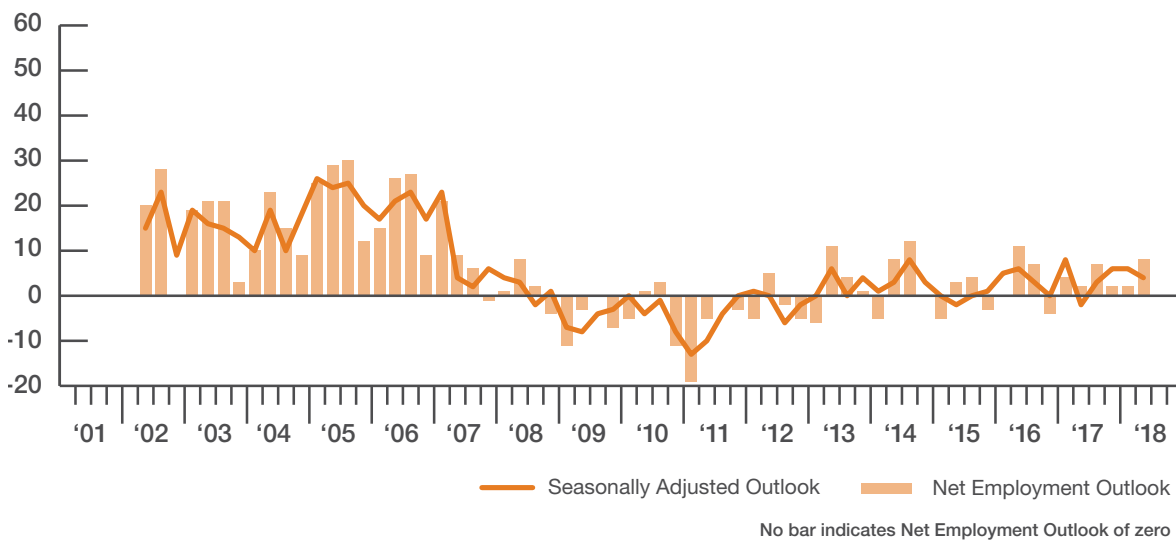




Manpower®

Employers are cautiously optimistic

With an Employment Outlook of +4%, hiring intentions reflect a cautiously optimistic mood amongst employers for the coming quarter. Employer optimism has retreated slightly compared to the previous two quarters.



Q2 2018

Scotland employment snapshot*

Average weekly pay

At **£566**, average weekly pay is £38 lower than the national average. The region is still the fourth best-paid region in the UK.

Employment

At **74.3%**, the rate of employment in Scotland remains below the national average (75.3%). This is a rise of 0.6 percentage points when compared to the same period last year.

Hiring Outlook

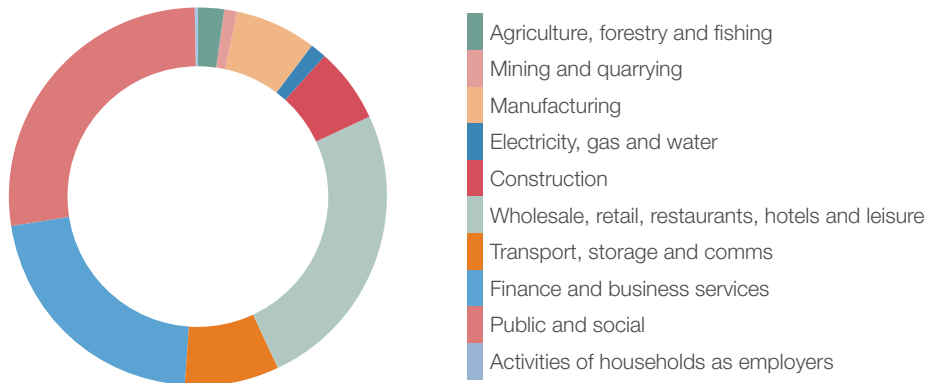
For the second quarter of 2018, the seasonally adjusted Net Employment Outlook in Scotland is **+4%**, which is below the national average.

Unemployment

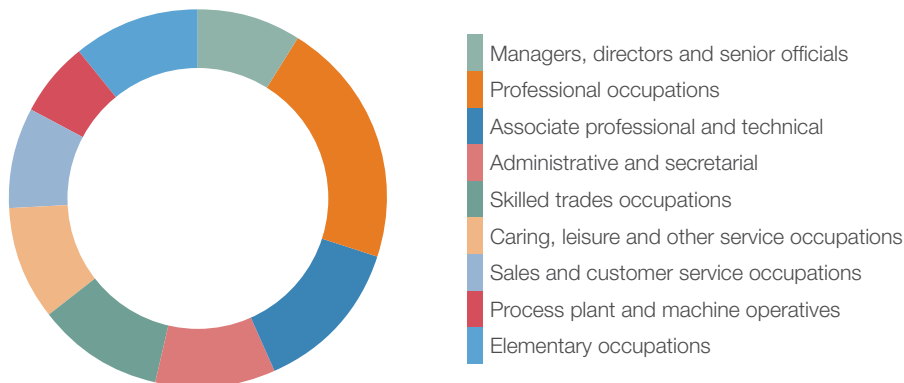
Unemployment in Scotland is currently **4.5%**, which is fractionally above the national average (4.4%).

2018
Q2

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

With employers taking a “wait and see” approach to Brexit, the last quarter has seen an increased demand for candidates across a wide variety of roles, and especially for contact centre positions. The latter is proving especially buoyant as more contact centre employers move into the region. Other sectors that have seen notable uplift in opportunities for candidates have been the Utilities and Financial Services sectors.

Yet despite this positivity, employers still face a talent shortage. With skilled candidates having more choices than ever before, employers are still struggling to attract them. And when they succeed, they don’t always move fast enough. Candidates are able to command more in the way of pay, and have an increased ability to pick and choose where they want to work. As a result, employers that don’t move fast enough can end up losing skilled talent to competitors. We are advising organisations of the importance of acting quickly and decisively in the hiring process as well as enabling them to evaluate the salaries they offer, to ensure that theirs are competitive.