

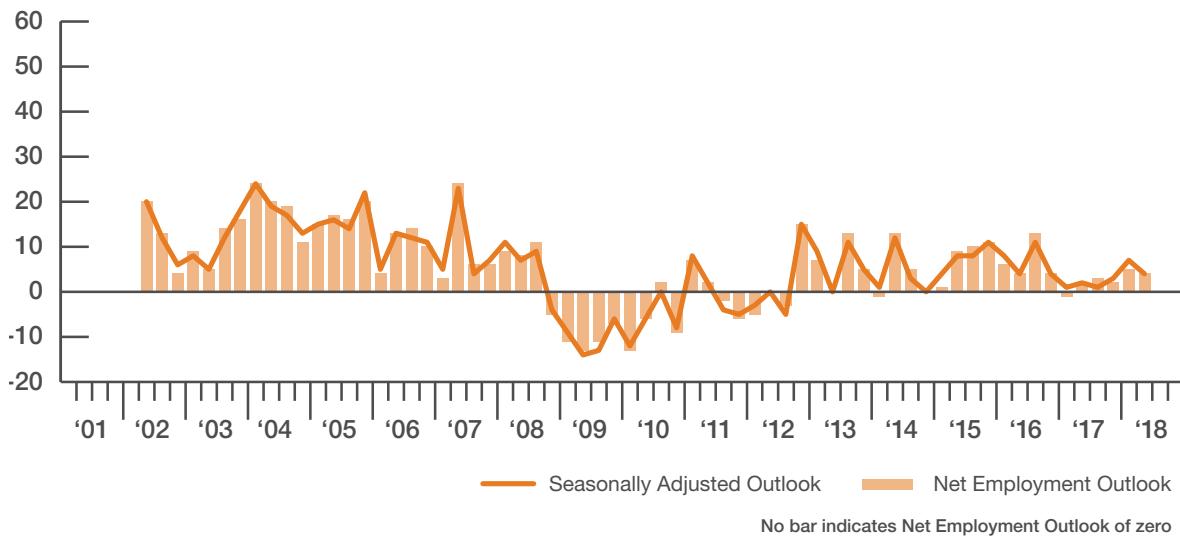


Manpower®

Regional Factsheet - Wales

Employers are cautiously optimistic

With an Employment Outlook of +4% for the coming quarter, hiring intentions have retreated slightly when compared to the previous three months. Yet employers still remain generally more confident about hiring than they have been for the past year.



Wales employment snapshot*

Average weekly pay

Average weekly pay is £541, which is £63 lower than the national average and makes Wales the fifth-lowest paid region in the UK.

Hiring Outlook

For the second quarter of 2018, the seasonally adjusted Net Employment Outlook in Wales is **+4%** and beneath the national average (+6%).

Employment

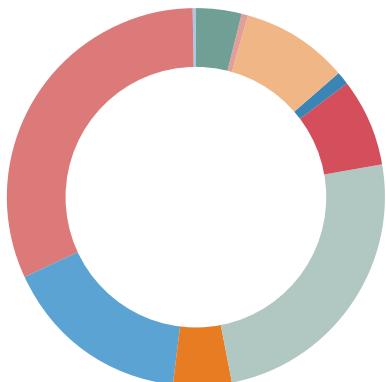
At **72.7%**, the rate of employment in Wales is below the national average. However the rate remains unchanged when compared to the same period twelve months ago.

Unemployment

At **5.0%**, the unemployment rate is above the national average (4.4%). The rate is also fractionally higher when compared to the same period last year.

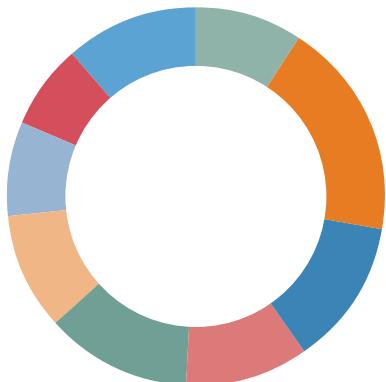
2018
2019
Q2 Q3

WHERE DO PEOPLE WORK?



- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing
- Electricity, gas and water
- Construction
- Wholesale, retail, restaurants, hotels and leisure
- Transport, storage and comms
- Finance and business services
- Public and social
- Activities of households as employers

WHAT DO PEOPLE DO?



- Managers, directors and senior officials
- Professional occupations
- Associate professional and technical
- Administrative and secretarial
- Skilled trades occupations
- Caring, leisure and other service occupations
- Sales and customer service occupations
- Process plant and machine operatives
- Elementary occupations



Market overview

The past quarter has seen employer demand for candidates increase, especially for roles in the health, education, contact centre, and utilities, sectors. However, in an economy where employment is still relatively high, the biggest challenge that all employers currently face remains a lack of skilled, available candidates. This is particularly the case where employers are seeking a portfolio of very specific skills, like foreign languages for example.

In today's labour market, candidates can pick and choose where to work. Location, longevity of assignment, salary and hours are becoming key deciding factors for those looking to change roles. Candidates are also looking for the recruitment process to be more responsive, quicker and more immediate. This is especially true of tech-savvy younger job seekers who want more in the way of workplace flexibility.

Employers we speak to who are struggling to find talent, and have been relatively sceptical about new ways of working, are now becoming more open to what skilled candidates want.

*The February 2018 ONS employment and unemployment rates and average weekly pay statistics relate to October 2017 – December 2017; employment by occupation refers to October 2016 – September 2017 and workforce jobs by industry refer to September 2017. The ManpowerGroup Employment Outlook Survey is a forward-looking measure, forecasting hiring intentions for Quarter 2 2018.