

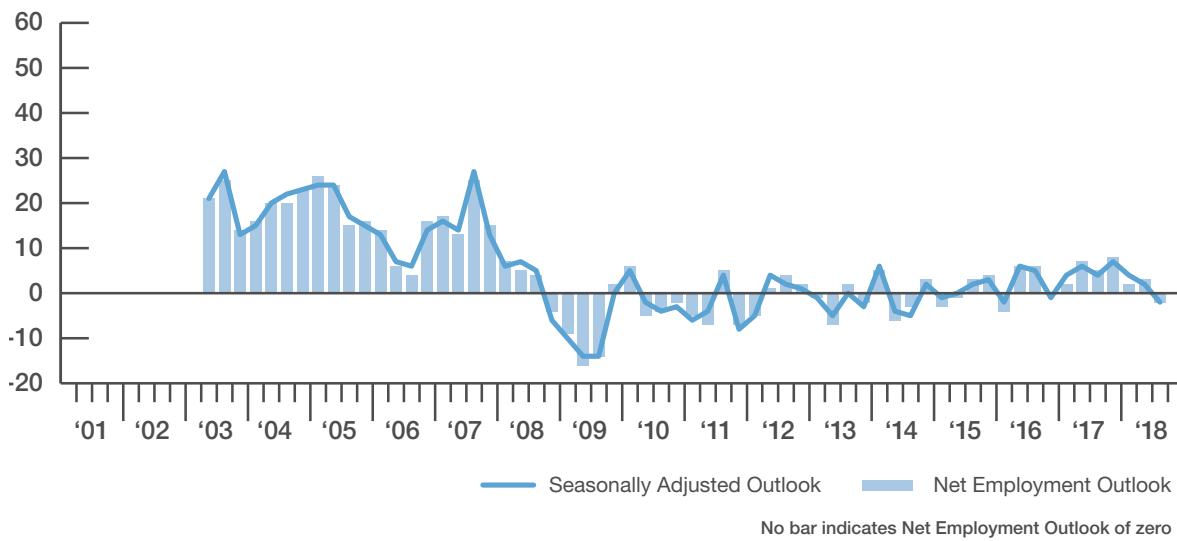


Manpower®

Regional Factsheet - Northern Ireland

Employers remain cautious

With an Employment Outlook of -2% for the coming quarter, employer hiring intentions have entered negative territory when compared to the previous three months. Employers are now less confident about hiring than they have been for almost two years.



Northern Ireland employment snapshot*

Average weekly pay

Average weekly pay is £515, some £95 below the national average. This is the joint-lowest rate of pay in the UK.

Hiring Outlook

For the third quarter of 2018, the seasonally adjusted Net Employment Outlook in the Northern Ireland is -2%, which is below the national average (+4%).

Employment

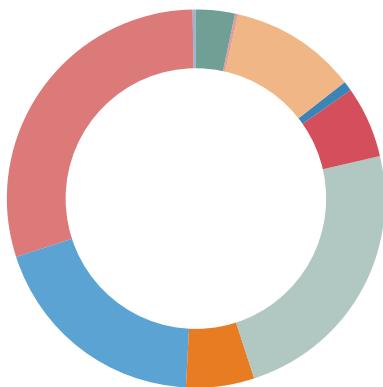
The rate of employment in Northern Ireland is well below the national average and stands at 69.7%; the lowest in the UK.

Unemployment

At 3.1% Northern Ireland has the lowest unemployment rate in the UK. The rate has fallen by 2.1 percentage points when compared to the same period last year.

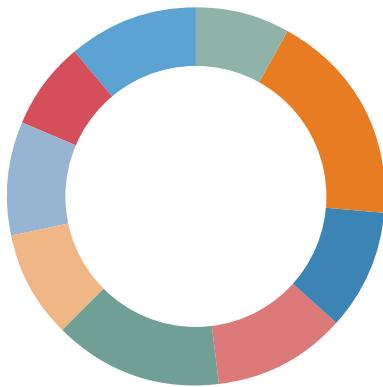
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WHERE DO PEOPLE WORK?



- 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

Despite a disappointing Outlook for job creation - and downsizing amongst some big regional manufacturers - the last few months have seen an increase in demand for candidates. This has been particularly the case for roles in the Contact Centre; Catering; and Logistics sectors.

While businesses are taking a “wait and see” approach to Brexit, many we speak to are concerned about a skills shortage. Employers are struggling to find quality talent and in today’s labour market, this isn’t surprising. With high levels of employment, job-seekers have more bargaining power. As a result, skilled candidates are proving either unwilling to move roles; or are more choosy about where they want to work when they do. At the same time, we are seeing organisations being more willing to make counteroffers to prevent their skilled employees from leaving.

Employers looking to recruit talent would be strongly advised to re-evaluate pay and also speed up their hiring process.

*The May 2018 ONS employment and unemployment rates and average weekly pay statistics relate to January 2018 – March 2018; employment by occupation refers to January 2017 – December 2017 and workforce jobs by industry refers to December 2017. The ManpowerGroup Employment Outlook Survey is a forward-looking measure, forecasting hiring intentions for Quarter 3 2018.